

# International

Volume XXI • No 8 • August 1961

8

# Transport Workers' Journal

## In this issue:

Some current maritime problems

by Pieter de Vries

Ten years of technical assistance co-operation in civil aviation

by E. R. Marlin

Tunisia - a new country with new ideas

by Kjell Rönnelid

A debt of gratitude

A farewell and a new start

by Willem Kieboom



*Radarscope operator on weather patrol ship*



Monthly Publication of the International Transport Workers' Federation

**International  
Transport Workers'  
Journal**

*Monthly Publication of the ITF*

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*Forthcoming meetings:*

Paris	11 September 1961,	Railwaymen's Section Committee
Paris	12 to 15 September 1961,	Railwaymen's Section Conference
Vienna	16 October 1961,	Road Transport Section Committee
Vienna	17 to 20 October 1961,	Road Transport Section Conference

**Unity is still strength**

ONE HEARS A GREAT DEAL these days about Pan-Africanism in the trade union movement. Very recently, for instance, a conference dedicated to the ideals of Pan-Africanism was held at Casablanca and resulted in the creation of a body known as the All-African Trade Union Federation. The conference, however, does not seem have been a very good example of trade union unity. During it, there were bitter squabbles between rival factions; after it a number of well-known African trade union leaders criticised the conference both for its unrepresentative character and for the decisions it came to - including a demand that all African unions joining the new Federation should disaffiliate from all other international trade union bodies within a period of ten months. They complained also of a discernible bias in invitations to the Conference towards those who sympathise with the Iron Curtain countries or with the unions of a very small group of African States.

It seems a great pity that when African trade unions have, for the first time in history, acquired the opportunity to enjoy real freedom of action and to build up strong organizations, some of them should waste their time in intrigue or in fighting what the Chinese picturesquely call 'paper tigers'. It is hard to understand the confusion of thought which apparently leads to the belief that African trade union unity and international trade union unity are somehow mutually exclusive; that African unions must all conform to some arbitrary pattern simply because they are African; or that the unions of certain countries outside Africa can be identified with colonial régimes.

The facts tell a rather different story. The free trade unions of Africa *have* more in common with the free trade unions of the rest of the world than with anyone else. They should not emulate the former colonialists by applying a sort of colour bar in reverse. There *are* differences in outlook on both organizational and ideological matters among African unions just as there are African States which have reached different stages of social and political development. That is surely a healthy sign: variety is a reflection of real life; uniformity is drab and unnatural and must inevitably be imposed. The free trade unions outside Africa *have* always


*(Continued on page 17.)*

# Some current maritime problems

by PIETER DE VRIES, General Secretary



*A general view of the Second Assembly of the Inter-Governmental Maritime Consultative Organization held in London in April. Reversing a previous IMCO decision, the Second Assembly decided to include Liberia as one of the eight mandatory members of the IMCO Maritime Safety Committee*

 THE PROBLEMS OF SEAFARERS are like the sea itself, elusive and ever-changing and yet remaining essentially themselves, preserving through the ages characteristics which mark them off clearly from the problems of other workers. Like the waters of the oceans they extend over the face of the earth, and like those waters they are indivisible: they flow together in an endless mixture of problematical issues old and new. It is not only as General Secretary of an international organization which unites seven million transport workers from all corners of the earth that I would say that there is not one single problem confronting a single seafarer in his work, wherever he hails from or wherever his work takes him, but does not affect profoundly another in no matter how remote a part of the globe. My common sense tells me as much. And my common sense tells me that a piece-meal solution of these problems is absolutely futile. We have our own Gresham's law, and it works internationally: bad wages and conditions drive out good; accordingly the existence of bad wages and conditions anywhere is a threat to good wages and conditions everywhere. In other words, there is no possible place for a maritime labour policy that is not internationally fought for and brought into being, and implemented and upheld internationally.

These reflections are prompted by a particular subject which has recently caused the ITF a great deal of concern: the problem of the engagement of crews on European vessels operating in Far Eastern waters. Strictly speaking, it is not a problem at all in itself; it is a mere aspect of that greater problem set us by the inevitable and remorseless operation of our seafarers' Gresham's Law.

First of all, let us be clear about our duties as international trade unionists. It is true that some of us come from countries whose present state of economic development provides the means for practically all citizens to enjoy a standard of living that might seem to the inhabitants of less fortunate countries to be almost fabulously high. But this standard of living is as much the product of years if not

centuries of social struggle, a struggle which has over the years become increasingly the devoted campaign of an ever-vigilant and ever-strengthening trade union movement, quite as much as it is the product of the economic progress that these countries have made over the last two centuries. And let us be frank about two points. Firstly within its own national context, no matter how it seems from the international viewpoint, this 'high' standard of living is often no more than reasonable, and sometimes it is less than reasonable. Secondly, we can be under no illusion that the strength of the trade union movement and its power to register further social advances rests more than anything else on the successes it has already achieved. Understanding of these two fundamental facts places us as internationalists in something of a dilemma when we confront the appalling misery and waste and neglect which is almost always the lot of the workers in the developing countries.

The undeniable sufferings of these forgotten millions are for us a reality which our conscience, if not our common sense, tells us we must place beside our determination to lose nothing of what some of us have gained in our long bitter struggles with an economic system that has no automatic built-in mechanism for distributing and guaranteeing social justice. But, as I have already indicated in my opening remarks, our common sense also tells us that just as the trade union movement had in the past to take up the struggle on behalf of the oppressed whose sufferings were so immediate that they could not be ignored, that same trade union movement today cannot afford to restrict its fight against poverty and exploitation to any limited area confined within particular national boundaries.



*Believing that all seafarers, irrespective of nationality or race are entitled to a fair deal, the ITF is embarking on an allout organizational campaign among the seafarers of Asia where standards so often fall below the minimum that can be accepted for human beings*

The universal character of the trade union movement's struggle for social justice which is emphasized increasingly by the extent to which those national boundaries are losing a great deal of the meaning they once had is, in fact, given its maximum emphasis precisely in the maritime fields where national boundaries have traditionally played a much smaller role than in other branches of human activity. The problems arising out of the vast differences in the standard of living between the peoples of the industrialized and the emergent nations are therefore, in the nature of things, bound to present themselves earlier and in a manifestly more crucial form among seafarers than among workers employed in industries which are not international in the same way. The question, and the hope, then present themselves: whether the solution which the international body of seafarers must sooner or later find for these grave problems will serve as a model for the solution at an international level for the



*As yet no one knows the extent of the damage that would ensue on a collision involving a nuclear-powered vessel. This photo shows samples being hoisted from the seabed to be tested for contamination from radioactive waste. The question of liability in a nuclear incident at sea, the main question discussed at this year's Diplomatic Conference on Maritime Law, is one on which seafarers ought to have been consulted directly*



problems facing other groups of workers. The history and strength of the ITF tend to confirm these impressions. For the key role which the ITF plays in the international trade union movement is in large part due to the fact that its members are employed in international industries and have therefore no alternative but to be internationally minded. Of no group within the ITF is this truer than of the seafarers. We have the confirmation of this in the fact that maritime problems have traditionally been solved at an international level — the evidence can be seen in the number of international and inter-governmental maritime organizations, in the activity of these organizations and in the truly impressive body of international conventions adopted by the International Labour Organization, for all of which it would be difficult to find a parallel in other industries. Anyone familiar with the business despatched at the ITF Secretariat or who cares to consult a record of the Federation's activities, would also form the impression that some of our most useful actions and the majority of our most significant successes have been precisely those undertaken and won for our maritime members. Moreover, the administrative machinery of the federation has been flexible enough to allow us to set up, whenever it has been necessary, an appropriate body to take care of a partic-

ular problem, and we have therefore always been able to get the right people on the job at the right time in an emergency.

Coming back to the immediate subject which prompted these remarks, we have an example of such a body in the Ad Hoc Committee which was set up at our Berne Congress last year to tackle the problem of engagement of seafarers in the Far Eastern Trades. This, as I have already said, is in fact only one aspect of a much greater problem, the extent of which I have attempted to sketch roughly in my preceding remarks. As such, the solution is bound to be a long-term one. On the other hand, I do not think there is any need to be depressed about the gravity of the issues which face us. For, what all these terrible facts (miserable wages and working conditions, insecurity and unemployment on a disastrous scale among the seafarers of Asia) tell us is that we have no alternative but to fight. That fight is beginning now, and it is going to be waged with all our hearts and our resources. The first stage in the campaign has been decided on — to summon all the support we can get, not least from those for whom the campaign is being waged. An ITF leaflet on this subject has been prepared and is going out to the seamen of Asia, pointing out that something *can* be achieved by organizing in their own countries and also internationally within the

ITF. For it must be true of Asia, as history has proved it true of Europe, that organization is more than half the battle. If it were not, we would have to confess ourselves defeated. And we are most certainly not defeated. All the maritime unions in the ITF, the rich and the poor, the strong and the weak, have decided now to stand together in this all-out campaign for the universal application of those aims set out in the ITF Seafarers' Charter and already, many of them, embodied in International Conventions — the minimum standards regarding wages and working conditions, not forgetting graft-free recruiting methods, to which all seafarers are entitled, irrespective of nationality. In short, we are out for a fair deal for the seafarers of Asia where standards so often fall below the minimum we can accept on behalf of human beings.

I have already mentioned the tendency for maritime problems to find their solutions at an international level and the various bodies whose business it is to deal with these questions as they arise. As I write this, one of these international assemblies has just met, another is in the process of meeting and yet another is due to meet in the autumn. A few words would therefore seem to be in order on the work of these three current international conferences, with particular reference to the bearing which decisions reached there will have on the work of the ITF.

The meeting which has just been held was the Second Assembly of the Inter-Governmental Maritime Consultative Organization. This meeting took a decision which must from our standpoint seem regrettable: the decision to include Liberia as one of the eight mandatory members of the IMCO Maritime Safety Committee.

This decision reverses a decision made by the First Assembly of IMCO in January 1959, when it was agreed that the composition of this important committee should in the first place reflect the contribution which the member nations had to make as regards safety of life at sea. It was therefore felt that the eight man-

datory seats on the Committee (there are six elected seats in addition) should go to the regular maritime nations who had made a real contribution in the field of safety of life at sea. Although Liberia ranks fourth (at one time she was even third) in the list of countries in order of the tonnage registered under the national flag, she is most definitely not a regular maritime nation and, accordingly in 1959 she did not secure a mandatory seat on the Maritime Safety Committee, nor was she elected to one of the six other places. The reversal of this previous decision at this year's IMCO Assembly follows an opinion given by the International Court of Justice that, according to the wording of IMCO Convention, Liberia, with so much tonnage under her flag, qualifies as one of the eight largest shipowning nations entitled to mandatory seats on the Maritime Safety Committee. On the other hand, this interpretation of the wording is obviously at variance with the spirit of the Convention. Liberia, lacking as she does the means for meeting the responsibilities of a major maritime country, lacking in particular the inspection and other services necessary for an effective maritime system, cannot be classified as a major maritime country and therefore does not qualify for a mandatory seat on this committee. If, as seems to be the case, Liberia has now been enabled to slip in on account of the Convention's ambiguous wording, there seems to be a good case for amending the Convention in order to put an end to this anomaly. We in the ITF, who have for some years now been waging an all-out campaign against the fleets sailing under the false colours of Liberia, Honduras and Panama, will therefore have to make a firm stand in IMCO on Liberia's membership of the Safety Committee.

This month in Brussels, there is being held a Diplomatic Conference on Maritime Law which is primarily concerned with the consideration of a draft international convention on the liability of operators of nuclear ships. While we welcome the fact that such an important

matter is receiving the attention it deserves and that it looks, moreover, as if it will be settled as it should be, on the international level, it is very much to be regretted that the representatives of those most immediately affected, namely, the seafarers, have not been able to play the part they ought to have done in the preparatory or final discussions. We have therefore sent a statement to this Conference acquainting the participants with our point of view and making clear our desire and obvious interest in participating in future diplomatic conferences dealing with matters affecting seafarers. We have also expressed our reservations on some of the provisions of the proposed Convention, most particularly that which sets out to limit the liability of operators towards the crews of vessels. What we have pointed out — and I think that there can be little question of the justice of our



*Bad working conditions anywhere are a threat to good conditions everywhere. It is not only Asian seafarers who are the victims of exploitation. Aboard this freighter the crew occupies cabins with four bunks. There are no lockers. The men have to eat here because there is no mess room. They wash in pails because there are no washrooms aboard*

An ICAO technician from Canada, Robert Routliffe, instructs a Congolese student in the use of a very high frequency direction finder at Leopoldville Airport. (All photos in this article are by courtesy of ICAO)

try in the world voluntarily contributes to the support of this work. The total annual amounts have steadily increased from the initial \$200,000 for the first financial year. ICAO's share has risen to \$1,600,000 in 1961, reflecting not only an increase in funds available but also in the percentage of the funds which recipient States wish to see used for technical assistance in civil aviation.

It may seem anomalous that the most complex and highly technical means of transport should be given any sizeable role in the economic development of under-developed countries. Why fly before you have motor transport and railroads?

The reasons are several. One is that most under-developed countries are characterized by large areas of desert, mountains, jungle, or water - countries of Africa, Latin America, or the Middle East, and Indonesia are examples. To build adequate roads and railroads in these countries will take many years and the expenditure of large sums. These countries do not wish to wait until this extensive net of surface transportation is built up. They know that the construction of airports at their principal centres of population can provide them almost overnight with rapid and reliable means of linking the capital city with the provincial centres.

Another reason is that once the capital city has acquired an airport of the appropriate dimensions and with the necessary air navigation ground aids and other facilities, it automatically takes its place in the world-wide network of international air routes. The capital is then placed within hours, or at most, within a couple of days reach of any other city in the world.

The requisite of all economic development is the accessibility of the area to be developed to the sources of technical aid and it is no overstatement that the unprecedented rate of growth in technology and modernization among the less developed countries since World War II has been made possible very largely by



the extraordinary spread of air transport throughout the whole world.

Most under-developed countries are aware of the significance of air transport to their economic growth. Many of them have organized national airlines of their own and these have proven more successful where they have not attempted to compete on the international trunk routes but have concentrated on their domestic and regional routes where the service offered can be tailored to meet the traffic demand. Africa is a case in point. With the creation of more than a score of new countries on this continent there will undoubtedly develop a new set of contacts between their capitals. Whereas in the past the air routes almost uniformly stretched north/south between the European metropolitan centres and their colonies in Africa, shortly a network of airlines linking the African capitals will emerge.

ICAO, through the Technical Assistance Programme has played a not inconsiderable part in the last ten years by the aid which it has been able to extend to more than fifty countries.

#### Assistance Given in Five Fields of Aviation

ICAO Technical Assistance may be divided into five categories. It is designed to build up or improve civil aviation in the following fields:

- (1) the ground services and facilities of aviation;
- (2) the flight safety services;
- (3) economics of air transport;
- (4) organization and administration; and
- (5) air law and regulations.

Assistance is given to States through the provision of experts, fellowships and equipment for training purposes. By these means missions have been sent to states at their request to render a wide variety of aid but, above all, the main function of the ICAO mission has been to train local personnel to operate the services indispensable to civil operation. Training schools with equipment provided by ICAO have been set up in many parts of the world to permit the teaching of various ground services of civil aviation: air traffic control, radio operations, radio communications, aeronautical meteorology, airport management, aircraft and engine maintenance, etc.

Training does not stop in the schools but is followed through on the job and ICAO experts of various specialities have assisted civil aviation administrations of under-developed countries in improving the quality of their ground services to the level required by international agreement. On occasion this has meant more than advising a local counterpart: ICAO experts have had to operate the facilities themselves although always under the



*Students at the Civil Aviation Training School in Peru dismantle the engine of a T-6 aircraft as part of their practical training. The school, recently inaugurated, was established with the help of experts from the International Civil Aviation Organization*

ultimate control of the national authorities. When local staff have reached a point in their training where they can profit from study abroad, fellowships are given by ICAO.

The training of a ground staff mentioned above is a fairly straightforward task. The training of flight safety personnel presents far more difficulty, so much so, in fact, that one must ask whether for some years to come this problem can be dealt with in the same way in many countries. The flight safety services are needed in each ICAO Member State because it is responsible under the ICAO Convention for ensuring that pilots and other air crew are qualified for their tasks before they are licensed to fly commercial aircraft; that aircraft are continuously maintained in an airworthy condition before they take on passengers; that airlines in the State are examined first as to their competence before they

are licensed to operate and thereafter to ensure conformity with operating regulations and with national standards; and finally that accidents are investigated so that the reasons for them may be discovered and measures be taken to prevent their recurrence.

These are responsibilities that can only be discharged by highly qualified personnel - licensing experts, experienced airline pilots and aeronautical engineers. To employ such experts is frequently impossible for the governments of underdeveloped countries because they cannot afford to pay the salaries commanded by such personnel; more often experts of this kind are not available in underdeveloped countries. Nevertheless, the flight safety functions must be performed and ICAO has organized a flight safety project consisting of a pilot examiner and an airworthiness expert who have assisted many governments in setting up flight safety operations and who have actually carried out flight safety duties on behalf of governments to help in establishing these necessary services. It would appear likely that this form of aid will be with us for a long time and more thought will have to be directed towards finding a long term solution as many States will continue to need such help.

#### **The Economic and Legal Fields**

On the economics of air transport only a few experts have so far been provided - to examine the economic possibilities of a regional service in Central America, to advise national airlines on one or another of their economic or statistical problems, and to assist governments in policy forming on such matters as rates, routes, frequencies and subsidies.

In many cases the airlines of underdeveloped countries seek assistance from the airlines of the more advanced countries, as they have a common ground of interest; the local airline exploits its domestic and regional possibilities while acting as a feeder to the international services of the larger airline.

Every State today is served by civil



aviation and consequently all States must establish some kind of government organization to exercise their responsibilities in this field. Although the extent to which governments may themselves operate ground services, flight safety services, and airlines will vary, they all need an authority to regulate these services in the public interest. For this purpose organization is required and ICAO gives technical assistance to help States create civil aviation departments or their equivalent. Present policy calls for the preparation of a master plan for a government's organization, setting out the progressive steps whereby the objective will be achieved - in other words, the numbers and types of personnel required to staff the planned organization and the amount and forms of technical assistance needed to build it up.

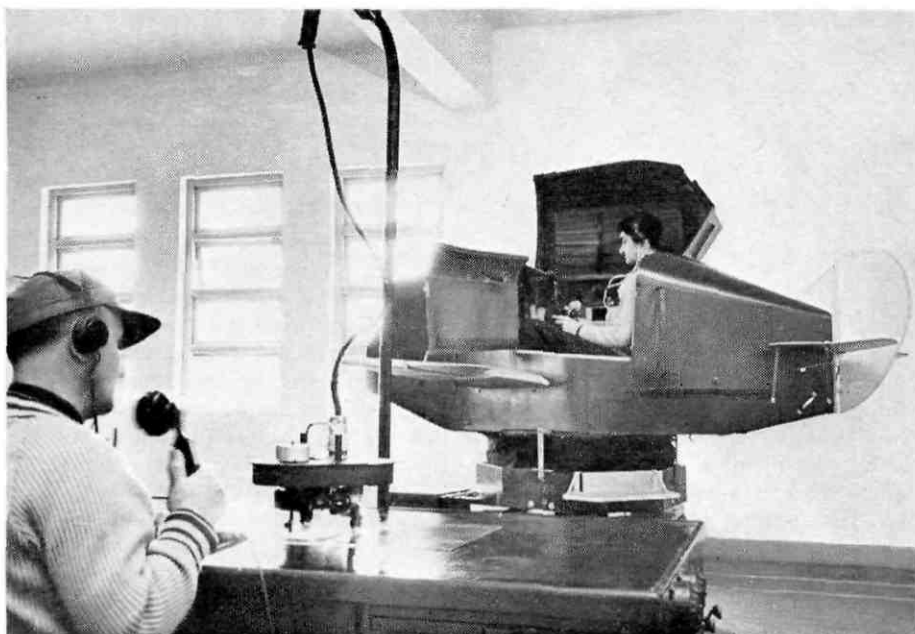
The technical assistance activities in the air law field ought, perhaps, to have been mentioned first because no State can exercise its obligations under the Convention on International Civil Aviation and the other aviation conventions until it has adopted a law and regulations pursuant thereto, laying down the conditions under which civil aviation will operate in that country.

In the beginning ICAO explored the possibility of drafting a model air law and regulations, which might recommend themselves for adoption in States in need of a body of law in the aviation field. Apart from the trouble this would save the States in question, there would be the added advantage of standardization, a principle to which ICAO is committed. The idea was abandoned, however, mainly because it was realized that a model



*Using a scale model of the Mexico City airport and radio facilities designed and made at the International Civil Aviation Training Centre, instructor Joseph Price explains how instrument-holding patterns are established in the airport vicinity*

ICAO expert Don Alonso (to the left) demonstrates the technique of using a Link Trainer to Flight Instructor Miguel Angel Pallete. This photo too was taken at the Peruvian Civil Aviation Training School



law was no solution as every State's legal system was different in one way or another and every air law and regulation issued thereunder would have to be tailor-made. The wide differences are illustrated by the following examples: among Latin American countries, for instance, nothing can have the force of law that does not take the form of a statute passed by the national legislature and this includes air regulations; the opposite condition is exemplified by Australia with a one-page air law which says in effect that the Director of Civil Aviation shall promulgate air regulations which shall have the force of law.

Most countries, however, choose a middle ground in which air law contains sufficient technical reference material to make it clear what the law covers but leaves the details to the air regulation authorities themselves. Technical Assistance in the legal field has necessitated the study by legal experts of the domestic juridical system and the appropriate form of air law required to harmonize with this system.

### The Special Fund

During 1960 ICAO Technical Assistance was extended in new directions: one of which was the emergency operation in the Congo (Leopoldville). Another was ICAO's appointment as executing agency for six Special Fund projects.

Two years ago, the General Assembly of the United Nations established another programme called the United Nations Special Fund, the purpose of which is to support capital investment in underdeveloped countries by encouraging projects of a larger size than those possible under the Expanded Programme, especially research institute training centres, economic resource surveys, and pilot projects.

In May 1960 the Governing Council of the Fund approved requests from Thailand and the United Arab Republic for assistance in the establishment of civil aviation training centres and in December similar requests from Mexico, Morocco and Tunisia, and one from India for

assistance in developing the National Aeronautical Research Laboratory at Bangalore. In each case the assistance will be spread over a period of five years. It will provide a stimulus to the training already given and, it is hoped, will lead to the concentration of advanced aviation training in the countries surrounding the centres.

The tabulation below gives the Special Fund allocations for the projects and the estimated monetary value of the counterpart contributions, to be made by the six governments, which will be partly in cash and partly in kind:

Special Fund	Counterpart Contribution by the Assisted State	
	(dollars)	(dollars)
Mexico	844 600	1 357 000
Morocco	624 000	1 148 000
Thailand	1 339 600	1 687 800
Tunisia	640 500	1 147 000
United Arab Republic	1 063 400	797 100
India	1 439 700	6 800 000

The Organization's allocation for administrative costs in connection with the six projects mentioned above will be \$314 500 over the five year period.

The allocation to Mexico will enable the existing Civil Aviation Training Centre increase its capacity and raise its level of training to meet the demands resulting from recent developments in aviation. The facilities to be established in Morocco and Tunisia with the assistan-

ce of the Fund are to be complementary and together to constitute a complete civil aviation training centre. The allocation to Thailand is for the establishment of facilities for training in the technical skills needed in civil aviation, open to trainees from neighbouring countries as well as from Thailand.

The allocation to the United Arab Republic is for the establishment of a civil aviation training institute in Cairo to give advanced courses in air traffic control, radio maintenance, radio navigation and teletype maintenance and such others as may be required. The institute will be open to students from neighbouring countries as well as from the United Arab Republic itself. The allocation to India is for the purpose of providing, through a comprehensive research and testing programme, a scientific basis for the country's growing aircraft industry and for the development of its potential in the aeronautical field.

In the past regional projects financed by the Expanded Programme, especially those operated in the Middle East, have proved highly successful and as a result the Technical Assistance Board, at the request of the Technical Assistance Committee, is studying the possibility of increasing the amount available to ICAO for this purpose from 12 to 20 per cent of ICAO's share in the Programme.

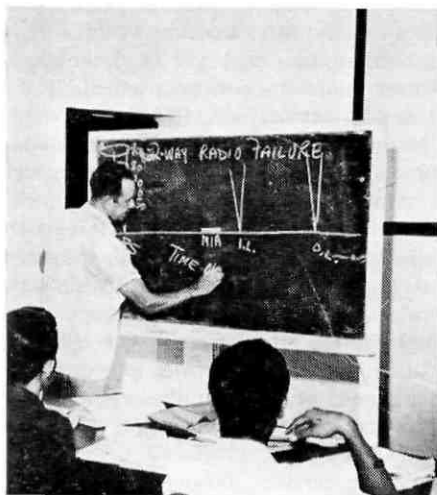
After ten years of technical assistance it is fair to ask what results have been achieved. The record shows that more than 4 700 student have been trained by ICAO instructors, more than 300 fellowships have been awarded, and that 294 ex-



perts have been sent to various countries to advise and assist States with their manifold problems in civil aviation operations.

To appreciate the progress made it is necessary to consider the state of civil aviation ten years ago in the countries where aid has been given and to compare that with what exists today. Although the ICAO Technical Assistance Programme cannot claim credit for all that has been accomplished, there is no doubt that in those countries where technical assistance has been provided, the growth of air transportation and the ground organization to serve it has been remarkable. The utility of the Technical Assistance Programme has been recognized not only by the directors of civil aviation who are for the most part the ones directly responsible for requesting such aid but also by the major airlines who benefit indirectly.

Looking ahead, the prospects are that the demand for technical assistance in civil aviation will continue or possibly increase owing to the steady growth of air transportation and its penetration to the remotest parts of the world. Now that the main international air routes have been established, there remain many domestic and regional routes to be developed and



The Chief of the ICAO Mission to the Philippines is here seen teaching students the handling of an air traffic emergency situation after failure of two-way radio

improved. The continent of Africa presents a special opportunity for accelerating economic development through the greater use of civil aviation. Accompanying this expansion will be the demand for trained personnel in the individual countries to operate and maintain the necessary aeronautical services. Meanwhile, technological advances in air transportation introduce increasingly complex requirements and procedures with the result that the need for help in less developed areas of the world is scarcely likely to diminish in the near future.


In retrospect, it would have been impossible to carry out the ICAO Technical Assistance Programme without the extensive co-operation of the more developed countries. From them experts have been borrowed at great sacrifice to their own civil aviation administrations. They have offered hospitality and admission to their own training schools and administrations to fellows studying abroad under grants awarded by ICAO. The Programme has also benefited from the co-operation of the other participating organizations, particularly the United Nations, the World Meteorological Organization and the International Telecommunication Union.

At the beginning of the second decade of ICAO Technical Assistance, the prospects are bright that the Organization will make a worthwhile contribution to the growth and improvement of air transport in the service of mankind.

#### Book review

*W. E. G. Salter: Productivity and Technical Change.*

Cambridge University Press 1960.  
198 pages. 22/6s

 THIS IS A BOOK which at first appears to be of a rather technical character and which contains some information of great value for entrepreneurs and trade unionists alike. One might even be tempted to say that it brings home a lesson.

The first part of the book largely con-

cerns the problem of productivity in general and the question of choice between various kinds of factors of production. If there is some inclination to examine the problem from a mathematical point of view, the inference is drawn in a very realistic way. Thus, the author gives figures concerning the relative changes in the cost of employing labour and capital equipment, and he thinks that certain tendencies to save labour because energy sources have become cheap are rather weak nowadays, apart from industries which came late to mechanization. Another question which is discussed at length concerns the differences in productivity between different plants. The author thinks that sometimes productivity in modern plants is 4 to 5 times higher than in older plants, so that it is not quite appropriate to think in terms of a so-called representative firm. It may be interesting to note that the author's practical examples are generally drawn from ships and air transport.

Even more interesting is the second part of the study which contains a wealth of statistics from America and British sources. The figures the author gives show that there is no real correlation between inter-industry movements of earnings and labour productivity. In other words: increases in productivity have not resulted in higher relative earnings of the labour employed in the respective industries. Therefore, the charge that strong unions always appropriate increases in productivity automatically by raising wages does not appear to be justified.

From a trade union point of view, it might be said that the lesson would be something like this: there is still large scope for taking up some slack in many industries which have recently been making great gains through technological changes.

It is important that these conclusions hold true not only for Great Britain, but also in the United States. However surprising it may be, it seems that those industries which showed the greatest increases in productivity in the United States did not show an equally large


expansion of their activities, as is the case in Great Britain.

The upshot of all this is that the share of labour has remained relatively constant not only in the economy as a whole, but also in the various industries. Apart from that, the author concludes that the gains of increased productivity of all factors have by and large been passed on to consumers. This does not imply that there is no monopoly, for a substantial degree of monopoly existed not only in 1924 but also in 1950, and 'if the consumer were exploited by monopolies in 1924, he appears to be exploited to approximately the same extent in 1950.' It is significant that the author thinks it is probable that monopolistic tendencies did slow down the rate at which new techniques have been introduced. This and the fact that productivity gains have not been distributed directly to workers in the industries where the gains have originated seems to be the gist of the findings of Mr. Salter, who has written a book that might be extremely stimulating not only for the economists, but also for trade unionists.

*Dr. Karl Kühne*

### Book review

*M. L. Fair, E. W. Williams: Economics of Transportation. Revised Edition, Harper and Brothers, New York 1959.*

 HERE IS THE REVISED EDITION of one of those extensive American treatises on transportation. The American climate in this respect is rather unfamiliar to the European reader; this also applies to the terminology which, in spite of some synonyms, very often covers a different meaning. The book begins with an historical representation of transport development; in 150 pages it shows how the American transport system originated, giving extensive details not only about the present distribution of freight between different carriers but also with regard to the most recent developments, e.g. pipe-lines. If the railway share in

freight traffic has now dropped to less than one half of total ton miles, road, rail, and air carry each about one third of passenger miles. Comparatively speaking, one might even say that railways are fighting back, not without some success; and the great problem seems to be whether the measures of coordination will achieve a general framework designed to bring about a healthy climate of competition. This is indeed the central theme of the book. There have always been unprofitable services on the railways; the remark on page 227 that, according to studies carried out by the Federal Coordinator of Transportation, most of the less-than-car-load services of the railroads have been profitable is typical; but the problem is, of course, that nowadays the remaining profitable services no longer make up for those losses.

One cannot say yet that American railroads in general are working with 'red figures'. As the table on page 179 shows, there have been some railways which right up to 1953 had a rate of return as high as 9 and even 15 per cent on investment.

Here we come to one of the leading features of the American transport system: regulation is paramount, and the chief object of regulation are the rates. Again, the Inter-state Commerce Commission seemed to possess a perfect yard stick to measure the reasonableness of rates, namely the system of valuation. This meant that price policy in transport was largely based on the idea that carriers should earn a kind of 'normal return' on their capital. There is a whole literature written around the question of valuation which is largely unknown in Europe, where only latterly similar problems are cropping up in connection with such questions as track and highway costs.

The authors dedicate several chapters to the question of cost relationships; the figures here given concern largely sea transport. Considering that capital costs loom large, it is logical that the Commission's considerations were largely based on the questions of valuation. This

attitude, however, seems to have been in abeyance for some time. There is a short chapter on principles of rate making and a long one on its practice. Here the European reader treads upon unfamiliar ground, for - like the American judicial system - everything seems to depend on individual conditions. True, there are a few leading principles: there must be no secret rebates and no unjust discrimination. The latter term has a very much wider meaning in America, for it also covers what is called 'port differentials'; they and the whole system of port equalization which largely offset geographical advantages of certain ports are discussed extensively on page 391 and following, and again with regard to wheat and sugar on page 410 and following.

There is a useful table on the development of regulation on pages 436-443. Here it is shown that special rates or rebates, being considered as a case of personal discrimination, were forbidden in the original act of 1887; indirect rebating, however, was only prohibited in the Hepburn Act of 1906. In the same act, the ICC obtained the power to set rates on complaint, but it was only 4 years later in the Mann-Elkins Act that the ICC was allowed to set maximum rates on its own motion, and after the first world war, in the Transportation Act of 1920, the power to set minimum rates was added. In the Denison Act of 1928, the ICC was made the umpire in setting rate differentials between railroads and water-borne transport.

Much is made of the idea of maximum and minimum rates in Europe. It is generally forgotten that, first of all, measures corresponding to railroad regulation were introduced for road transport as late as 1935, in the Motor Carrier Act. Here the Commission has the power to prescribe a maximum or a minimum or the actual rate for *common carriers*; but they must file their rates in tariffs. With regard to contract carriers, however, ICC powers are less extensive; up to 1957, the Commission could only prescribe minimum rates, and up to 1957 the contract carriers were only required to file these mi-

*Hermann Leuenberger;  
President of the Swiss Federation of Labour,  
President of the Swiss Transport,  
Food and Commercial Workers' Union.*



## Profile of the month

nima. The law was amended in 1957, however, and now contract carriers must file rates actually charged.

Therefore, one cannot say that real maximum/minimum tariffs exist in the United States. Minimum rates have been introduced to counteract ruinous competition, as is extensively described by the authors in part V (from page 581 onward). Such ruinous competition was certainly a reality when railroads destroyed water transportation from 1870 onwards (page 594) and experience proves that this tendency is even more dangerous and destructive in truck transport (page 600) and even in air transport (page 608).

If the coordinator Eastman emphasized in the thirties that any tendency to encourage so-called out-of-pocket-cost pricing would constitute the 'greatest threat to the establishment and maintenance of a sound, stable, and well-coordinated system of national transportation', the same seems to hold true nowadays. And if one considers that destructive rate-cutting must sooner or later reflect on the level of earnings in the industry, priority must certainly be given to the maintenance of a minimum rate policy as the best line of defence.

This does certainly not mean that one should stick to the rigid rate structure which has been the reason for the downfall of railroads in the face of old and new competition, as is so ably described by the authors in the chapters 20, 24, 28, and 30. If one talks of rate making based on cost considerations, one means that excessive differentials between costs and rates should be avoided.\* On the other hand, what remains of the utmost importance is the possibility for the railways to compete on a workable basis with other transportation agencies. This is the subject of the authors' final chapter in a book that is certainly not short but very readable.

*Dr. Karl Kühne*

\* For otherwise this will provoke competition where it might be least justified, and ruinous price-wars cannot avoid (from a trade union point of view!) reacting on wages as well.

In 1940 France had fallen to Hitler's armies, Switzerland was encircled by the Axis powers, and the ruling classes, although paying lip-service to the principle of Swiss neutrality, were in fact doing everything in their power to curry favour with the conquerors. It was at this moment that Hermann Leuenberger, then 39 years old, vice-president since 1938 of the Swiss Transport and Commercial Workers' Union, and president since 1939 of the Foodworkers' International, published on behalf of his union a pamphlet called „Our Road” whose uncompromising stand against Nazism and those who sympathized with it is a landmark in Swiss resistance to those forces which were attempting to draw the country into the Hitlerian sphere of influence.

Hermann Leuenberger, or Männi as he is known to union members in his own country and outside, was sixty years old on the 15th July, and of those sixty years, over thirty have been spent in trade union activity.

Born in Bâle, after four years of secondary education Brother Leuenberger went to work as a labourer on building sites. Later he took a series of jobs, as casual transportworker, pit-worker, navy, packer, warehouse worker, docker, and brewery worker, and then came the decisive period in his active life when from 1924 to 1925 he studied at the Frankfurt College of Labour. From this time on he became a militant in the Transport and Commercial Workers' Union, which covered his new work as driver for the Bâle Cooperative Society, and in 1928 was elected as an official of the Bâle section of the union.

Brother Leuenberger's tireless dedication to union work, his simplicity of manner (young unionists are always impressed and touched by Männi's insistence on the importance of a feeling of human warmth and personal relationship between all union members), the astonishing mental agility which leads him to welcome change rather than fear it, and makes him a man who will take radical and impromptu decisions without hesitation, all these factors combined to carry him forward successively to the positions of central secretary of his union in 1933, of central president in 1942, to a vice-presidency of the Swiss Federation of Labour in 1943, and

finally to its presidency in 1958.

Apart from his union activity, Brother Leuenberger has since 1939 been a member of the Swiss National Council, and the part he has played in its debates has revealed all his fertility of mind and militancy of outlook. He does not mince his words, and, to quote just one instance, his tirade against the Touring Club Suisse and its directors on the day after the people's referendum which rejected a proposed increase in petrol prices proposed by T.C.S. will long be remembered as shining example of plain speaking. Männi has always understood that the aspirations of working people cannot be satisfied only through industrial action and the drive for better wages and conditions, and that they must see to it that their voice is heard and their strength is felt on the wider political scene, since finally it is only through radical political change that their totality of aspirations can in fact be realized.


It was before the war ended that Brother Leuenberger first extended the scope of his activities outside his own country, when in 1945 he flew to London to establish contacts with the British trade union movement which were to play an important part in the subsequent restoration of the international trade union movement when the war was over. It was during this trip that he reorganized the Foodworkers' International, of which he is still vice-president.

In all the various spheres in which  
*(Continued on the next page)*



# Tunisia - a new country with new ideas

by KJELL RÖNNELID

 DURING THE MONTHS OF OCTOBER AND NOVEMBER last year a large international trade fair was held in Tunisia. By the time it closed no less than 800,000 visitors had passed through the turnstiles, and Tunisia could congratulate itself on having considerably increased its trading connections abroad. Two giant pavilions overshadowed all the rest: those of the United States and the Soviet Union. Quite obviously, neither of the world powers had spared themselves any expense in preparing and distributing pamphlets and booklets, and the visitor to either of these pavilions left with his arms full of elaborate printed matter all done on expensive glossy paper.

From the Tunisian point of view, the fair must have been a complete success, since it had proved a striking demonstration of the way which the world has learnt to appreciate Tunisia's consistent policy of maintaining good relation with all foreign powers, even if there was also evidence of the occasion having been exploited by some of these for propaganda purposes. It seems hardly likely that many of the Tunisian visitors, confronted with a life-size model of Sputnik III or an American plastic 125 horse power motor boat, described as 'suitable for the family' could have regarded these objects as existing in the real world.

Many of the new African states had also set up stands at the fair and although

in some cases there was little to show in the way of actual products, it was significant to note the benevolent curiosity which the Tunisians seemed to have reserved for just these exhibits.

## Tunisia's need of capital and experts from abroad

Tunisia is intent on creating a modern industrialized economy, and the country therefore requires aid, in the form of technical experts and capital, from whatever source it can get them. Even if Tunisia is bound, in view of its natural resources, to remain a primarily agricultural country, it is still true to say that the country's social problems can only be solved in conjunction with an accelerated programme of industrialization. The chronic social sickness of North Africa, unemployment, can only be cured by creating a varied economy which will provide new job opportunities and increase the standard of living through an expansion in foreign trade.

There are many ways in which Tunisia has attempted to encourage the investment of foreign capital in the country. Special legislation guarantees foreign concerns freedom of operation in Tunisia, and among the arguments advanced by Tunisians in seeking to make known the country's industrial potentialities a prominent place is given to the country's political and financial stability and the relative cheapness of labour. Two plans, however, which seem to promise well for the future are: the development in cooperation with a Swedish industrial group of a Tunisian phosphate refining industry based on the country's extensive deposits of this mineral; and the interest shown by an American group in utilizing Tunisia's



*President Bourguiba finds himself at the head of a government which is committed to bringing Tunisia out of semi-feudal backwardness in the shortest possible time. Progressive social and economic policies at home and a readiness to cooperate with other countries on the international plane are the main characteristics of the modern nation which Tunisia has become today*

heavy crop of esparto grass as the basis for a domestic cellulose industry.

## The predominance of agriculture

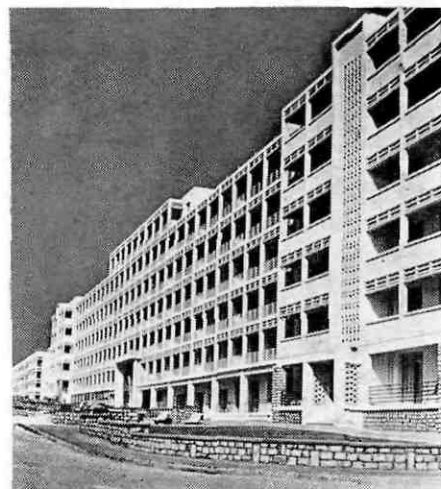
These new developments are bound to attract a great deal of attention but it should not be forgotten that Tunisia already has a large food and drink industry which is at present in a state of rapid expansion and development. New methods and a more systematic application of scientific processes in the cultivation of fruit and tomatoes etc. have already led to a considerable improvement in crops. Tunisia is, of course, an extremely important producer of olive oil and the number of cultivated and well tended olive trees in the country is now up to 27 million. At the beginning of the fifties, however, only a half of the olive oil produced in the country was suitable for

*(Continued from page 183)*

he has worked, in his own Swiss Federation of Labour, in the international trade union movement, and in the Swiss National Council, what is so remarkable about Männi Leuenberger is that beside his extraordinary energy and enthusiasm, beside the unflagging striving for the ideals in which he believes, he has a personal charm and warmth which have earned him the affection of all those who have worked with him and of all those who know the work he has done for the trade unions.

Therefore, in this year of Männi Leuenberger's sixtieth birthday, ITF joins with union members in Switzerland and all over the world in hoping that for many years to come Männi will continue to fight for those principles for which he has fought so well all his life, and to inspire his fellow unionists as he has done so long.

*A modern housing block in a Tunisian city. Housing is just one of the enormous problems which face a new nation grappling with the gigantic task of transformation from an agricultural to an industrial economy*



export - the remainder, which was of inferior quality, had to be sold or used in Tunisia itself. By 1960, thanks to the widespread employment of better methods, only a very small percentage of the total production of olive oil was of such low quality that it had to be disposed of in this way, and this serious problem has thus been solved.

#### **Tunisia will benefit from the wealth of the Sahara**

The really weak point in Tunisia's economic prospects is her lack of sources of energy. There is very little scope for the development of hydro-electric schemes, and the country has no coal at all. What power stations there are are mostly situated in the coastal towns and the amount of electricity generated per capita amounts to only one sixty-fifth of the comparable figure for Sweden. However, there is a chance of finding oil in the south of the country and, if the intensive explorations at present being carried out lead to any success, the entire situation will be completely transformed. In any case, Tunisia is bound to derive consi-

derable benefit from the enormous deposits of oil and natural gas in the Sahara. A pipeline from Edelje in the French Sahara already passes through Tunisian territory to the port of Skhirra on the gulf of Syrten. The existence of almost inexhaustible reservoirs of natural gas in the Sahara have given rise to a gigantic project for the future involving the transport of the gas by pipeline from its source at Hassi Messaoud through Tunisia, then under the Mediterranean and up through Europe all the way to Munich where it would be used, among other things, as fuel by enormous projected power stations. These projects entail direct earnings for Tunisia but the natural gas also represents a cheap and easy way of solving the country's energy problems.

#### **The United States provides large scale aid**

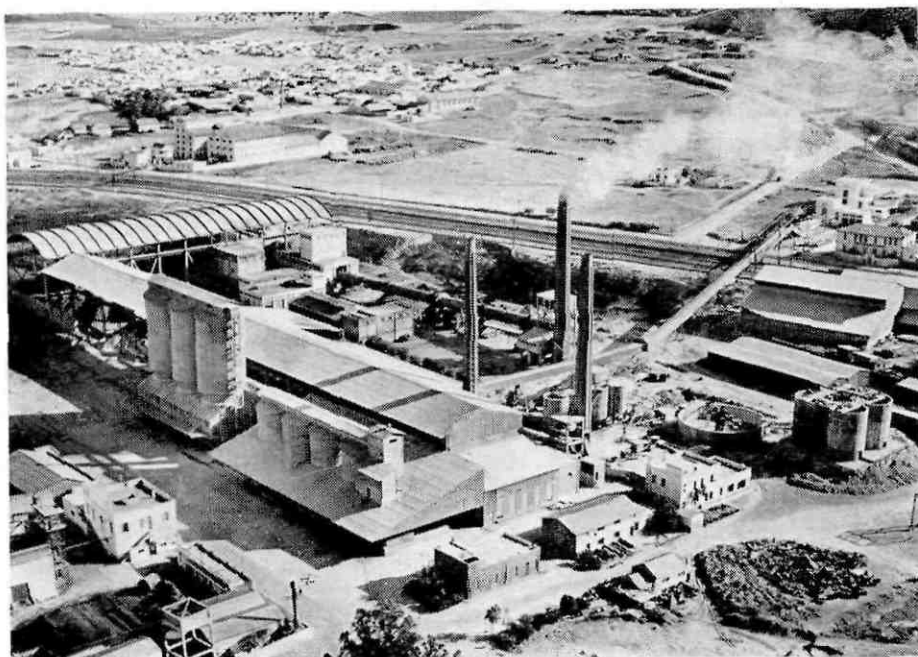
According to recent calculations by the Tunisian treasury only half of Tunisia's investment in the public and private sectors comes from investors within the country. The rest comes from abroad and, in this respect, American foreign aid plays an extremely important rôle. Tunisia's

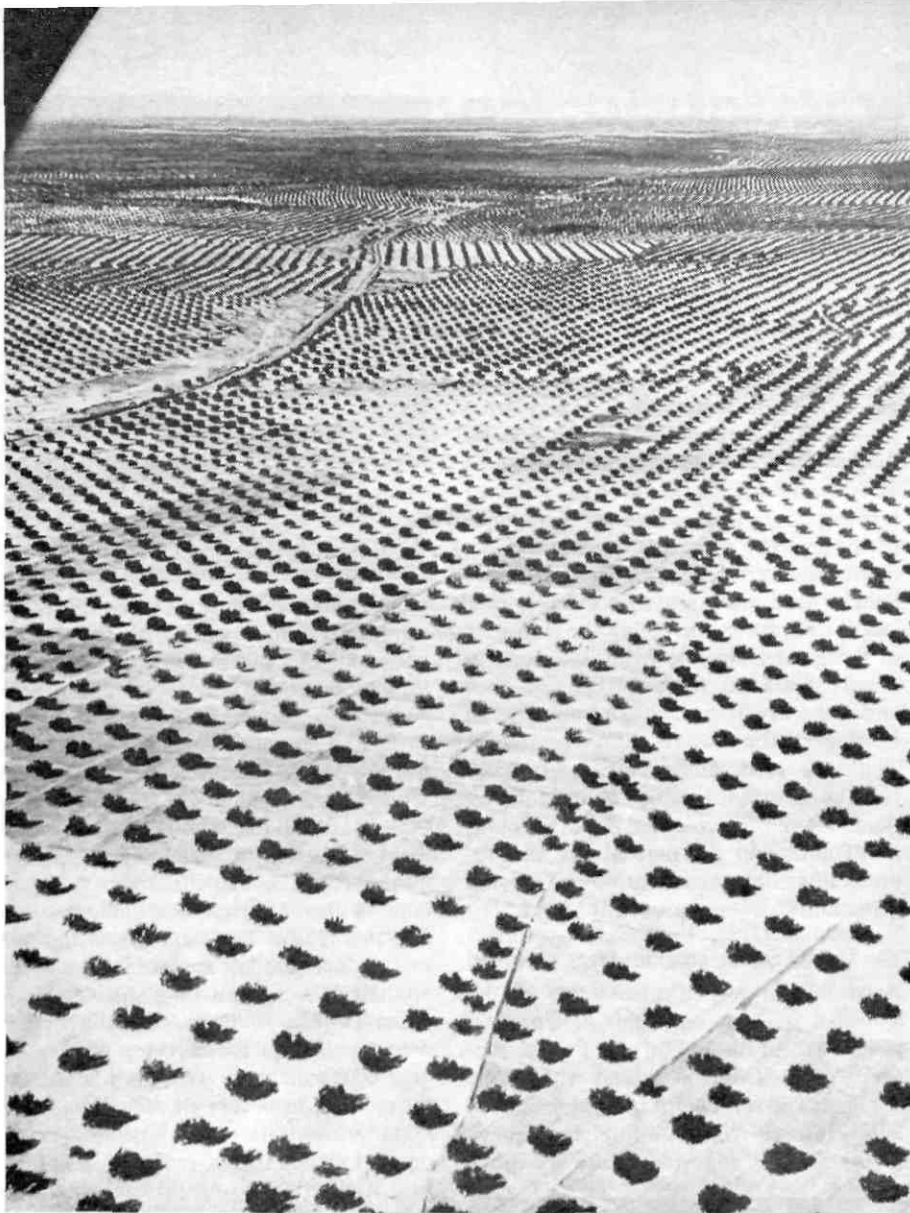
good relations with the United States are traditional - they were recently given a new emphasis by President Eisenhower's visit to the country in 1959 - and American technical and economic aid to Tunisia since the country became independent has created a measure of goodwill to the United States which has few parallels in other parts of the world. The aid which Tunisia has had from the Soviet Union is a mere bagatelle compared with what the country has had from the United States. For this reason Tunisians are at the moment concerned lest any reductions in the amount of American aid available should affect Tunisia, which is absolutely dependent on this aid for carrying out its 10-year economic plan. This plan is, in fact, no more than a very flexible framework sketching out the most desirable development trends in the economy and limiting itself to advising private enterprise rather than subjecting it to direct controls, although, of course, it does include definite planning of investments in the public sector.

#### **Education is an essential**

During the past five years, the Tunisian budgetary provisions for schools and education have shown an uninterrupted proportional increase. Today, education accounts for 20 per cent of all expenditure by the state and Tunisians in general regard this expenditure as the best investment it is possible to make. The two extremes of Tunisia's vast education programme are represented by the fight to

*One of the main obstacles to the development of Tunisian industry is the lack of fuel and power. The utilization of the deposits of oil and natural gas in the Sahara ought, however, eventually to present Tunisia with an almost inexhaustible supply of power practically on its own doorstep*





*For a long time ahead it seems that the Tunisian economy will continue to be based on agriculture. Tunisia has 27 million olive trees supplying 45,000 tons of olive oil. Until fairly recently, however, only half of this was of high enough quality for export*

stamp out illiteracy and by the development of modern facilities for higher education in the country's own universities. There is, unfortunately, a crying shortage of teachers in communities away from the towns and it has not yet been possible to introduce compulsory elementary education everywhere. However, new school buildings are springing up everywhere and the training colleges are producing more and more new teachers all the time. One problem, however, is that trained teachers often take up other jobs than the one they have been trained for. Throughout Tunisia there is, after all, a pressing demand for educated people and, clearly, many of the former candidates for the teaching profession must believe that many of the opportunities open to them in the hive of activity which their country is today are much more 'exciting' than teaching.

As a teacher myself I was particularly impressed by the enthusiasm of those taking part in adult evening classes in a number of theoretical and practical subjects. These adults showed, in fact, such an appreciation of the value of the knowledge they were thus able to acquire, whether this related to the elements of reading and writing or whether it was a lecture on the suitability of different fertilizers for different kinds of soil, that one could hardly fail to be infected by the general enthusiasm.

#### **Aid for co-operatives**

One type of adult education which is of extreme importance for the future is that which aims at spreading knowledge of co-operative methods in agriculture, the breeding of livestock, fisheries etc. The old-fashioned spirit of rugged individualism which is a general characteristic of

Bedouin stock often prevents new ideas from gaining general acceptance. In this case as in others, the government's policy is to refrain from coercion, preferring to create a psychological climate in which co-operative methods will be acceptable. In practice, these methods are in no way startling and bear absolutely no resemblance to those current on the collective farms of Eastern Europe. Mohammedans in general regard the rights of ownership as inviolable and the co-operative methods which the Government wishes to encourage are precisely those which Swedish farmers regard as self-evident: common ownership of a tractor or of a lorry to collect the milk, joint purchasing of seed and artificial fertilizers, joint marketing of produce, particularly that destined for export. Co-operative methods often, in any case, just evolve naturally out of the circumstances. Half of Tunisia's cultivable land was, only ten years ago, lying fallow because the laws governing land tenure had remained practically unchanged since the Middle Ages and effectively prevented the land from being put to proper use. New legislation which aims at conferring ownership of the land on the person cultivating it has succeeded in a short time in freeing large areas for cultivation. The necessity of co-operation has now become obvious to all directly concerned in cultivating this land, and this is true of even the most individualistic of Tunisians whose sense of personal initiative has, moreover, been stimulated by the close contact with his neighbours that is now inevitable. In Tunisian agriculture it is practically a dogma that the rights of ownership shall be defined with absolute clarity, so that nobody runs the risk of seeing his work and his harvest being reaped by somebody else. The example of the East European collectives is often



cited as the most frightening instance of bad husbandry due to lack of interest, uncertainly in relation to employment and the permanent risk of requisitioning and confiscations.

### **New ideas in social policy**

The Government's agricultural policy is, naturally enough in this predominantly agricultural country, regarded as a part of its social policy. The war on unemployment is more likely to bring victory if the country's agricultural problems can be solved. In other questions of social policy, such as health services and providing for old age, Tunisia has, on paper at least, already established a social security system for its population. Health services are available to 80 per cent of the population free of charge, and as far as old people are concerned, there are 'regional committees for social security' whose business it is to assist those in need, to look after orphaned children etc. Of course, these committees, which have been functioning for only six months or so, cannot as yet provide much assistance except in extreme cases. Nevertheless, the attitude towards the social services in Tunisia is at least in keeping with the prevailing spirit in the more advanced

countries and represents a definite breach with the ancient Mohammedan principles, which exhort all men to stand by each other in times of need but which in practice have meant *no more than the giving of alms to the absolutely destitute*. The modern Tunisian point of view is based on the dignity of man, and those in need are entitled to some measure of support without needing to be humiliated for that reason.

These regional committees for social security are just one example out of many that could be cited as evidence for the way in which all administration in Tunisia is decentralized. The local authorities in the country's fourteen provinces have a considerable measure of independent power and the local governors play an extremely important rôle in their respective districts. From foreigners domiciled in Tunisia whom I spoke to, I heard that there had been a definite attempt to secure really capable persons to fill these important administrative posts. President Bourguiba has himself, in one of his printed speeches, touched on the question of recruiting administrative personnel and stated that only the best is good enough, even if certain of his old political allies perhaps do feel a bit hurt when such great

chances are opened to talented newcomers. One is in fact struck by the youth of so many of the responsible Tunisian officials with whom one comes into contact. *One has the impression that very few of the leading administrative posts can be occupied by people of 40 and over, and the vitality which this young state manifests today has, no doubt, a great deal to do with the youth of its administrators.*

The Tunisian National Assembly has not much to show in the way of vigorous parliamentary debate although the Assembly is democratically elected on the basis of universal suffrage. President Bourguiba's party, Neo Destour, dominates the scene absolutely. Affiliated to this party are a large number of national trade-union organizations, including the Federation of Labour (UGTT). The party has a clear programme of social reform which distinguishes it from the old Destour Party which was solely concerned with achieving independence from France and whose leadership included a number of Mohammedan extremists. Today, this old Destour Party constitutes the right-wing opposition, although it seems to have compromised itself politically by its collaboration with Egypt. On the extreme left there are the communists who have, however, so little political standing that they tend to be disregarded as a small, powerless sect.

### **Tunisia's relations with the United Nations**

The good reputation that Tunisia has won for itself during the four years that it has been an independent state depends to a large extent on the wide connections this new republic has sought in the world outside. In the United Nations, Tunisia never votes consistently with any 'bloc'

*As the industrial economy develops, the membership of the trade union movement is bound to grow. Already, the Tunisian trade unions represent a significant force on the international scene, and the General Secretary of the Tunisian TUC, Bro. Ahmed Tlili, is on the ICFU's Executive Board*



and in the present UN crisis Tunisia has given its unqualified support to Hammerskjöld. For the last three years, however, Tunisia's main foreign concern has been the Algerian question, and the Tunisians have been staunch supporters of the FLN. Tunisia acts as host for the 'provisional' Algerian Government and FLN forces are trained on Tunisian territory, even if, officially, they are not supposed to be in the country. The Tunisian authorities have also accepted responsibility for 160,000 Algerian refugees who live in camps along the border between the two countries. Both President Bourguiba and the FLN leader, Ferhat Abbas, have the same views on the future of North Africa. Both believe that some form of Federation is desirable and that Tunisia and Algeria may eventually come to unite in one state. The strong bonds which unite the peoples of Tunisia and Algeria and their common interests would make such a development seem natural. From this point of view, Tunisia's progress today seems doubly significant, because it points out the way that an independent North African state can follow and, in spite of all gloomy prophecies, succeed in settling its problems.

#### **Origins of the Tunisian Federation of Labour**

The first Tunisian trade unions proper catered for port workers and road transport workers. The organization of these two groups in the mid-twenties provided the same sort of start in life for the Tunisian trade union movement that the workers' movements in many other countries have had, for the transport workers have traditionally led the way in establishing trade unions practically everywhere. However, the situation in Tunisia was such that those large groups of workers who could have derived most benefit from an efficient and militant trade union movement, were precisely those who were not organized. This applied particularly to the country's agricultural workers who were everywhere living in conditions of extreme poverty and ignorance and who,

in fact, were not able to press their legitimate claims until after Tunisia had secured her independence and the new parliament was able to lay down a whole corpus of legislation on working hours, minimum wages etc. for the anonymous host of agricultural workers who had previously borne the burden of the area's colonial-type economy.

The aims of the Tunisian trade union movement had always been nationalist as well as social. The most important of their political demands was that for a free Tunisian constitution, a desire which the French regarded until well into the 'forties as unrealistic and utopian without the slightest prospect of ever being put into practice.

A similar movement developed among public service employees who were demanding at the beginning of the 'thirties that the Tunisian administration should be in the hands of Tunisian officials. A purely Tunisian public service employees' Union was founded as early as 1936. In the main this union drew its ranks from Tunisians employed in teaching, the post and telegraph services and the administration of the law. This organization of public service employees came to play an important part in the trade union movement as a whole, both by its example and by the direct help it gave to other Tunisian workers in their attempt to create a purely Tunisian trade union movement.

#### **Towards independence**

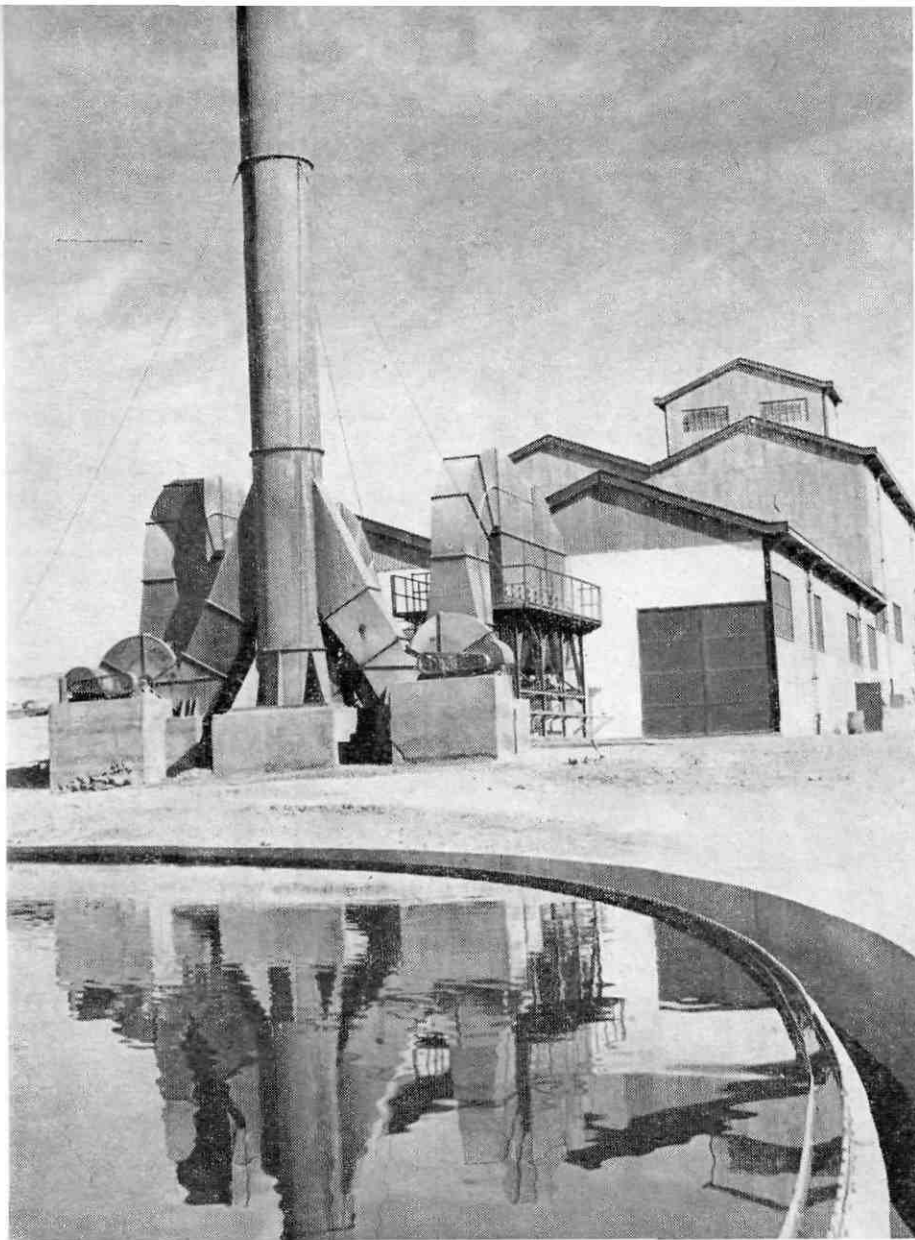
The present Tunisian *UTC* - *Union Générale Tunisienne du Travail* - was founded in 1946. The war had been decisive - for five years the country had been alternatively in the hands of the Italians, the Germans, the Americans and the French and the abnormal political and social conditions during this time had convinced the Tunisian workers that only a national Tunisian organization could effectively watch over their interests. At the head of their movement the Tunisians had found a personality round whom they could rally in Ferhat Hached who is today

revered as the pioneer of the free Tunisian trade union movement.

The organization which Ferhat Hached founded in Tunisia after the end of the war was, at first, limited to Southern Tunisia because in the north of the country - particularly in the capital, Tunis - the French influence was so strong that his 'opposition' group there would have been quickly silenced. It was at this juncture, with the Tunisian movement split in two, that the Tunisian Public Service Employees' Union came out in favour of Ferhat Hached's organization and placed their funds and meeting places at his disposal. It was largely because of this assistance that it was possible to hold on 20 January, 1946 the congress at which the present Tunisian Federation of Labour was founded.

The aims of this new organization were, as has already been pointed out, both national and social. From the Tunisian point of view it was impossible to separate their nationalist aspirations from their social objectives, seeing that Tunisian independence represented for them the only guarantee of freedom in which they could pursue their social objectives.

Up to about 1955 the Tunisian *UTC* had to work hard on a number of fronts. It was a question not only of creating an organization which would be able to assume its proper role in the independent Tunisia of the future, but also of building up the kind of leadership necessary for this task. In addition to spreading knowledge among the workers of the new organization's aims, it was also necessary to give systematic instruction in economic and social questions. At the same time, the *UGTT* made its influence felt in a series of well organized strike actions and by consistently rejecting French proposals of reform which only aimed at preserving the French hegemony in Tunisia. For long periods *Neo Destour*, the party which was fighting for Tunisia's political and social freedom, was unable to act because its leaders, including the future president Bourguiba, were imprisoned in French gaols. For this reason, the Tunisi-



sian Federation of Labour assumed at times the leadership of the struggle for liberation. In this way, it came to symbolize the entire resistance movement and its leaders became the object of a campaign of invective emanating from those reactionary circles which clung desperately to the hope that the French would always rule Tunisia. This campaign of hate reached its brutal climax in 1952 with the assassination of Ferhat Hached at a moment when Habib Bourguiba was safely under lock and key in a French prison.

#### Unity restored

Shortly after Tunisia attained independence in 1956 the UGTT held a congress to lay down the main points of its policy in the changed political situation. All the delegates attending this congress were

clearly aware that their decisions would be of decisive importance for the future. The organization had now to set itself new goals that would reflect the changed role it would have to play in an independent nation. Unfortunately, the congress brought to light considerable dissensions between different sectional interests which resulted in a split running right through the movement. After only two months, however, another congress was able to restore unity.

Largely responsible for this split in the movement in the autumn of 1956 was the difference of opinion that clearly existed on the future rôle to be played by the trade unions in the country's economic development, a task which had become a matter of urgency after the departure of the French. The country's economy was in an extremely weak state, its in-

*Tunisia is urgently in need of foreign investment for the development of its domestic industries. One recent development has been the interest shown by a Swedish group in establishing a Tunisian phosphate refining industry which aims to exploit to the full the country's extensive phosphate deposits*

dustries had not yet been developed and on top of this there was the temporary economic setback occasioned by the flight of French capital. The situation was critical, and it was absolutely essential for the trade union movement to lend its active support to the energetic policies of reconstruction that the situation called for. It was in this context, then, that the UGTT declared its readiness to support the Government's policy of economic reconstruction, at the same time emphasizing the heavy responsibility it owned for the future. A typical expression of this attitude is to be seen in the Federation's decision to set up a number of trade union training schools where instruction in economics was to play an important part.

#### A force in Africa and the world

The active part which the Tunisian Federation of Labour has played in the country's economic life has shown itself most prominently in the support it has given to the establishment of cooperatives. These embrace workers in the most varied occupations, and even unemployed workers have been organized in cooperative groups and thus given employment, particularly in agriculture. The UGTT has thus promoted cooperatives among fishermen, building and construction workers, taxi drivers and other transport workers, to name just a few groups where cooperative principles can be put into practice with relative ease. These activities, which are directly supervised by the respective trade unions concerned, are as yet only in their initial stage; they have, however, already produced an interesting and valuable contribution to our practical knowledge of the ways in which the economic problems of underdeveloped countries in general can be tackled and solved.

At first sight, the UGTT's membership of 800,000 seems modest enough. However, this membership includes most of those employed in industry and in urban occupations; and, as the Tunisian economy develops and branches out into a variety of industries providing the means of integrating in a modern industrial



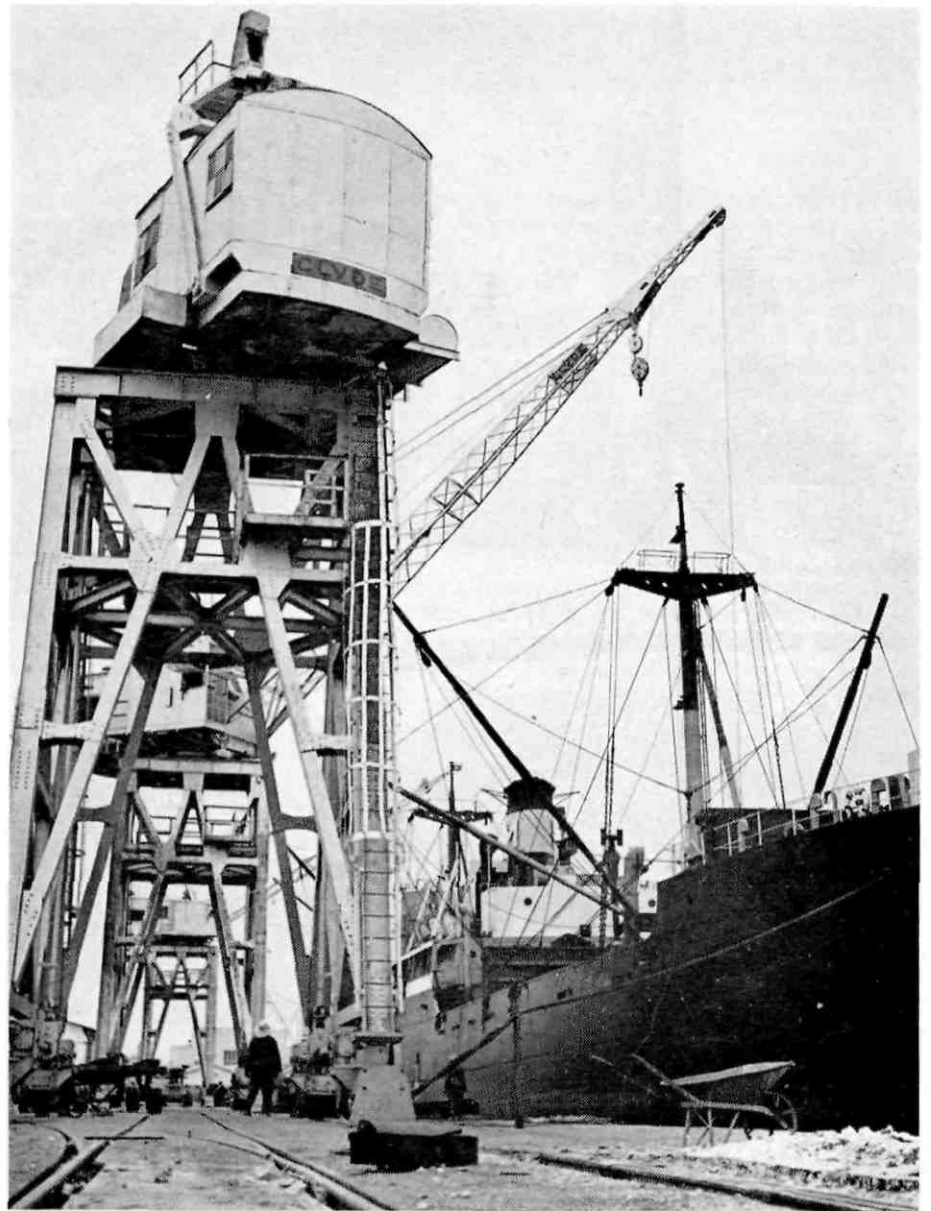
*The harbour at Tunis. The dockers and other transport workers were among the first workers to organize in trade unions in the country. At 180,000, the membership of the Tunisian trade union movement may seem modest by European standards, but the trade unions nevertheless play an extremely important role on behalf of the country's workers*

society all the unemployed masses for whom Tunisian agriculture has not, in the past, been able to provide a livelihood, the membership of the UGTT is bound to increase in proportion. Already, in spite of its relative numerical weakness, the Tunisian trade union movement is regarded as one of the most important positive forces in the new Tunisia. Its leader, General Secretary Ahmed Tlili, who is also a member of the executive board of the ICFTU, is a member of the Tunisian Government both in his capacity of trade union leader and as one of the leading personalities in the Neo Destour Party.

In a certain sense one can say that the Tunisian Federation of Labour's freedom of action is limited by its participation in the government of the country and in the Federation's economic development policies. However, there is no question of the movement having had its policies forced on it from outside, and the Government is always emphasizing the importance of the trade union's obligation to exert pressure for the advancement of the workers' claims. As far as wages are concerned, the Tunisian Parliament has itself adopted an unconventional role, for example, in October 1960, when it decided to increase the statutory minimum wage and thus lent a considerable measure of support to the weaker trade unions in their efforts to look after their members' interests.

Internationally, the Tunisian TUC plays a very important role, especially as a pioneer for new ideas in questions affecting Africa. During recent years the Tunisian movement has developed close ties with its counterpart in Algeria which will obviously be of great importance in the future. Another instance of the international significance of the UGTT has been the holding of two international trade union congresses in Tunisia, the ICFTU Congress of 1957 and the ICFTU African Regional Congress in 1960.

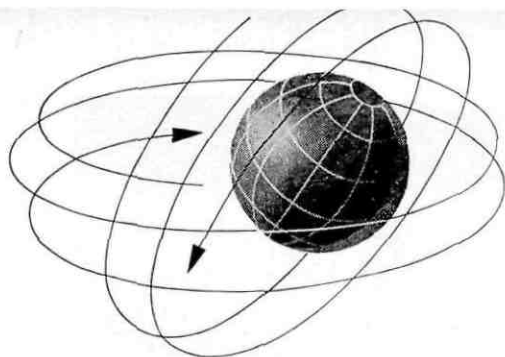
The impression the foreign visitor has of the Tunisian trade union movement




fits in very well with the total impression he has of this new and vigorous country. One is aware of a huge conscious effort and of a great feeling of responsibility for the future among the country's citizens. One has therefore all the more reason to appreciate the position Tunisia has already won for herself as a pioneering country in Africa, as a nation that is without dogmatic assertiveness, a nation of reasonable and impartial citizens who can rejoice in their freedom and rely on their own good sense to carry them over their worst difficulties. In matters so wide

apart as the nation's attitude in the United Nations and the solution of their own serious agrarian problems the Tunisians have consistently adopted a point of view which is based on a respect for human values and a faith in the future of humanity. One can therefore agree in the view so often put forward by young and energetic spokesmen of this new country: in the Tunisia of today idealism and realism are one and the same thing.

(with acknowledgements to *Fackföreningsrörelsen*, journal of the Swedish Trade Union Federation)




## Work starts on big European pipeline

 WORK HAS FORMALLY BEGUN ON A 620-mile oil pipeline to be laid from Genoa to Switzerland and South Germany at a cost of £ 28 million sterling. The pipeline, the biggest in Europe, will cross two Alpine passes, span 30 major rivers and run through five miles of specially constructed tunnels.

Upon completion by the end of 1963, it will carry between 12 million and 18 million tons of crude and fuel oil to refineries to be built at Aigle, Switzerland, and at Ingolstadt and Bietigheim, near Stuttgart, Germany.


## Greek Government check on crew accommodation

 THE GREEK SHIPPING newspaper *Naftiliaki* reports that the Merchant Marine Ministry has ordered a committee of the Inspection Service for Merchant Vessels to carry out an additional inspection of coastal passenger ships, freighters and motor vessels. The committee will consist of a port officer, a medical officer and an official of the Central Harbour-master's Office at Piraeus.

Purpose of this additional inspection is to check on accommodation for passengers and crew, and ascertain its sufficiency as regards quantity, cleanliness and hygiene, and general good appearance.

The committee will also inspect ships laid up in the port of Piraeus. Following inspection, a report will be issued detailing the remarks made and recommendations given to the masters concerning repair and maintenance work. The committee will also have the right to impose penalties if its recommendations are ignored.


## Norway plans to spend £ 10 million on training seafarers

 THE NORWEGIAN PARLIAMENT has approved a Government proposal to spend 133 million kroner (£ 6,650,000) on improving facilities for training the country's seafarers. This is in addition

to ordinary grants for the running of seamen's schools. The allocations envisaged are 75 million kroner for running courses for apprentice seamen and 30 million for similar courses for trainee engineers. A further 20 million kroner will be set aside for the purchase of equipment for courses in navigation, wireless telegraphy, engineering and catering. Eight million kroner will be spent on equipment for deck and engine-room training courses.

The above amounts are expected to be granted over the next ten years and are in addition to the 70 million kroner (£ 3,500,000) which will be given in ordinary grants for running seamen's training schools over this period. The point behind the ten-year plan is to make seagoing an attractive profession and one in which people will be prepared to stay. Just as in other countries, the turnover of seafarers in the Norwegian merchant fleet tends to be high and the waste of experience involved is, of course, a serious problem for a country whose merchant fleet is a principal source of foreign earnings.


## Out of date

 THE RECENT CONGRESS of the ITF-affiliated Swedish Engineer Officers' Union decided that the time had come for a thorough revision of the Swedish Seamen's Law, and that the proposed amendments which are at present up for consideration by the Swedish Parliament do not touch upon major aspects of this important question. Among other things, the Engineers felt that the Law's disciplinary provisions were anachronistic, and suggested that breaches of discipline should be referred to a board where the shipowners and the unions are represented. The regulations on articles were also out of date, and sometimes meant that a man could not sign off again until after two years, although, when he signed on, he had had no idea about the ship and the conditions he would be working in.

The Engineers also pointed out that


the law, as it stands at the moment, is a direct encouragement to shipowners to dismiss a man when he is sick. There can be no reason for such discrimination any more.

## World's largest midwater trawl tested

 A GIANT TRAWL, 314 feet long, - believed to be the largest in the world - has been tested by the US Bureau of Commercial Fisheries. The new net has been described by marine scientists as a major break-through in fishing gear research. Known technically as a midwater trawl, the net has a catching throat 90 feet high and 80 feet across. The throat is said to be more than four times the size of any other midwater trawl in the world, but in spite of its size the net can be pulled at normal speed by a single trawler using existing equipment. Scooping in the water 90 feet at a time, the net can be used for fishing all the way from surface to the ocean floor as the settings are changed. This ability to sample the ocean from top to bottom will prove invaluable in extending knowledge of a wide variety of fish and shellfish.

Skin divers who reported on the behaviour of the net during testing reported that the fish are surrounded by the box-shaped throat and become trapped in the bag at the smaller end as it balloons through the water. Made of nylon, the net has 1½ million meshes, and should cost about £ 1,600 compared with a herring seine costing more than £ 5,000. While most midwater trawls require the use of two boats, it is claimed that the new net can be operated by one.

## British hovercraft ferry next year?

 ACCORDING to the *Guardian*, Britain's first passenger-carrying 'hover ship' may be operating before the end of next year if trials now being carried out prove successful. The prototype hovercraft ferry, which would be used for demonstration to attract orders, would be about the same size as the present research craft now undergoing




*Bow-end view of the experimental sidewall hovercraft which will probably be utilized as a passenger-carrying ferry in Britain during the course of next year. The craft will carry between fifty and seventy passengers and will have a maximum speed of 35 knots. (Photo courtesy P.A.-Reuter)*


tests in Scotland. In other words, it would be capable of carrying between fifty and seventy passengers and a crew of three at about eighteen knots.

The designer of the 'hover ship' states that its immediate future might lie in rivers, estuaries and confined waters where shallowness, narrowness, or a fast flowing current created difficulties for conventional craft.

#### **Standard light approach system adopted by ICAO**

 A NEW SYSTEM of coloured lights to guide aircraft in a safe approach to landing strips has been adopted as a world standard by the Council of the International Civil Aviation Organization (ICAO). It consists of four bar units in which each light is white at the top and red at the bottom. A pilot approaching at the proper angle would see the two nearer bars as white and the two farther units as red. If the aircraft is too high, he would see them as all white, and if it is too low he would see them as all red. Unless a majority of ICAO's member-countries are opposed to the system, which was originally developed in the United Kingdom, it will come into effect on 1 October next.

#### **Electronic aid to greater air safety**

 A NEW ELECTRONIC DEVICE CALLED a jet engine tachometer, has been developed by a UK firm. The equipment electronically counts the revolutions per minute of jet engines under test on the ground. This provides an essential means of accurately calibrating the high and low speed governors of the engine with attendant factors of efficiency and safety.


An official of the firm says the equipment is visualised as an integral part of the standard routine maintenance equipment of the modern jet aircraft. Its readings can be logged to measure engine wear and to check other factors which could be contributory causes of

sudden engine failure.


The tachometer, designed for direct operation from the aircraft power supply, is intended for use on the aircraft flight deck, where signal outputs from the engine-driven tacho-generators are fed to four sockets, mounted at an accessible point, to which the instrument is connected. A technician can rapidly carry out checks on all engines, having throttle controls within easy reach and aircraft instrument panel tachometers in sight.

The equipment is portable, weighing 35 lb. and power supply and signal input cables are stored within the instrument case. A recent demonstration was carried out on a DC 8 airliner of TCA who have already placed on order for a number of the equipments.

#### **£ 400,000 per day for social insurance**


 ACCORDING to the Director of the Social Insurance Institute, the cost of social insurance in Norway is 8 million kroner (£ 400,000) per day, or one million kroner (£ 50,000) per working hour. In premiums Norwegians pay 700 million kroner annually - and when old-age pension premiums are included the figure approaches one billion kroner. The insurance budget stipulates 2.4 billion kroner (£ 120 million) per annum, while in the Budget total taxes to the State on income and capital last year amounted to only 1.4 billion kroner (£ 70 million). Total tax income for the municipalities is approximately equivalent to the insurance budget.

#### **Seamen's conflict between home and career**

 THE EXTREME YOUTH OF TODAY'S SEAFARERS is a factor that voluntary societies should bear in mind when planning their programmes. This view was expressed by Mr. R. Steward Mactier, chairman of the General Council of British Shipping, speaking at the anniversary meeting of the British Sailors' Society in London recently. He pointed out that the average sea-going career of a rating in the British Mer-

chant Navy was about seven years, and that the average age of deck rating was in the region of twenty-two. Seamen were marrying at a far earlier age than a generation ago, and this resulted in an immediate conflict between the career of their choice and their domestic happiness. The result of this conflict was that a large number of fine seafarers left the sea shortly after marriage. Statistics kept by one firm of shipowners revealed that eighty per cent of young engineers who left their service did so not to get better jobs ashore, but for domestic reasons. Mr. Mactier urged the voluntary societies to make strenuous efforts to match the standards of comfort found in many seafarers' hostels and clubs abroad, and stressed the importance of providing an increased number of married quarters in residential hostels.

#### **Dockers' compensation inadequate, says AFL-CIO**

 IN TESTIMONY given before a Senate Labor sub-committee, representatives of the AFL-CIO have stated that the federal Longshoremen's & Harbour Workers' Compensation Act, which provides insurance to cover death and injury for some 600,000 United States harbour workers, has fallen below realistic levels and should provide higher benefits. The AFL-CIO spokesmen were testifying in support of a bill which would raise maximum benefit from \$ 54 to \$ 70 a week.


Points made by them include the fact that the maximum benefit was set by Congress in 1956 and has not been raised since then despite the increase in dockers' weekly wages which has been effected in the meantime. The average weekly wage of a longshoreman at the present time is a little more than double the existing maximum benefit under the Act, and one of the AFL-CIO spokesmen told the sub-committee that the principle now underlying nearly all workmen's compensation laws is that the majority of injured workers should receive benefits equal to two-thirds of their actual wage loss during a period of total disability.



# A debt of Gratitude

Part of the huge crowd which attended an open-air strike meeting in the centre of Montevideo. Among those who addressed the rally were Bro. Azaña, the President of the Railwaymen's Federation, Bro. Sanchez; and the General Secretary of the Uruguayan Trade Union Federation, Bro. Juan Acuña



 A LONG STORY of exploitation, repression, low wages and bad conditions, bad faith, threats and confusion came to an end at 11 p.m. on 5 June when a five-week strike of nearly 10,000 Uruguayan railwaymen was settled on terms which the strikers were able to accept. This great victory was made possible by the joint efforts of the national and international free trade union movements: the Uruguayan Railwaymen's Federation and the Uruguayan Trade Union Confederation (CSU); and the ITF and ICFTU in the person of Brother Fernando Azaña, the ITF's Regional Representative in Latin America.

The conditions of work on Uruguay's state controlled National Railways (AFE) had been among the worst in the country. Phenomenal increases in the cost of living had rendered the already low level of wages totally inadequate for the maintenance of a decent standard of living; and although the country's statute books contain labour legislation which trade unionists anywhere in the world might envy, that legislation was seldom, if ever, put into effect. Negotiations were started about a year ago on the implementation of laws on the eight-hour day, weekly rest day and annual holidays, but had made no progress, so that the Railwaymen's Federation already had a grievance on that score when they decided to make a claim for more pay. Nor was the AFE's behaviour during the course of negotiations on the pay claim calculated to appease their indignation.

After seven months of abortive negotiations, during which it became crystal

clear that the government had no intention of making the least concession to its employees, the leaders of the Railwaymen's Federation found themselves faced with two possibilities: either they could back down on their claims in the hope of avoiding a direct clash with the government; or they could call their members out on strike. A strike decision was not to be taken lightly. The Federation (the ITF's oldest affiliate in Uruguay) has long been well known as one of the most moderate and responsible unions in the country. Its leaders knew that transport strikes often alienate public opinion, since it is the public which is most directly affected by the conflict. They knew too that the utmost pressure would be brought to bear against them if a strike took place. The government - a coalition of conservative parties - had their own unsavoury reputation to maintain in this regard. During their two and a half years in office they had succeeded in smashing the eleven

strikes with which they had been faced, and were now boasting that no successful strike would be held while they remained in office. But despite the forces ranged against them the railwaymen decided to fight. They knew that their chances of success were slender, but they knew too that if they gave up their claims they would be acknowledging defeat before the battle. And this was not just a battle



Striking railwaymen march through the streets of Montevideo, together with representatives of other ITF-affiliated unions, in support of their demands. The banner being carried in centre foreground reads: 'The railwaymen say no to threats, yes to justice and a solution of their claims'

1. Fernando Azaña speaks to railwaymen at the headquarters of the Railwaymen's Federation a few minutes after his long efforts to secure a solution of the conflict had been crowned with success
2. Juan Acuña of the Trade Union Federation presents Azaña with a parchment scroll expressing the gratitude of the railwaymen for the great services which he rendered to them

3. After the announcement of the strikers' victory, railwaymen and their families give an enthusiastic round of applause for Bro. Azaña, who did so much in helping them obtain justice
4. Surrounded by the friends he made during his brief but very hectic period in Uruguay, Bro. Azaña gets a warm handshake from Bro. Sanchez, President of the Railwaymen's Federation



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for decent working conditions on the railways; it was a battle for the continued existence of independent trade unionism in Uruguay, which the government seemed determined to destroy.

The only bright spot in the discouraging circumstances surrounding the start of the strike was the astonishing solidarity shown by the railwaymen. Out of 10,000 employees, only sixty went on working and these were senior grades who were not expected to come out in any case. The ITF and ICFTU sent messages of support, but in London and Brussels it was far from clear at this stage what form of assistance would be most effective. Otherwise, the prospects of success appeared to be pretty slim. The government, while attempting to mislead Brother Azaña in Washington by assuring him that the railwaymen's claims were being met and that there was no need for his presence in Uruguay, were at the same time pouring ridicule on offers of support cabled by the ITF and the ICFTU. The communists too, incensed by the railwaymen's refusal to accept their offers of 'support', were conducting a campaign of vilification against the railwaymen and the CSU, and asserted time after time that the free trade union movement's promises of international solidarity were just so much hot air. When Brother Azaña arrived in Montevideo the only thing the railwaymen had to show for their 25 days on strike was an ultimatum ordering them to return to work unconditionally.

It was immediately clear to Brother Azaña that the strike must be won if democratic trade unionism in Uruguay was to be saved. By this time, steps had been taken by ITF headquarters to ensure that the ss *Tacoma*, belonging to the national shipping company, was stopped when it reached Hamburg. Brother Azaña wasted no time in stating publicly that international solidarity was very much a force to be reckoned with, and later made the same point to the President of the National Council of Government (head of state). He next made contact with other unions affiliated to the ITF and obtained

undertakings from the seamen, the bus workers and the port workers that they would help the railwaymen if requested to do so by the ITF. Meanwhile some members of the government had decided that Azaña was an undesirable agitator and were threatening to have him deported. He therefore felt the time had come for more forceful measures, and made a public announcement to the effect that a total boycott of the port of Montevideo would begin on 5 June.

An interesting sidelight on the part played by the communists in this dispute is revealed by an incident which occurred when it seemed that things were taking a favourable turn for the railwaymen. All this time the whole of the non-communist press had been giving tremendous publicity - much of it favourable - to the railwaymen's strike and Azaña's activities. The communists, who until the boycott was declared had been saying that the strike was doomed owing to the fact that the railwaymen had not accepted their support, now began to see that the strike might be won and decided to jump on the bandwagon. The communist newspaper *El Popular* published an article which stated in effect that the WFTU was supporting the strike and had entrusted the ITF with the task of declaring the boycott of Montevideo, while its department of Transport and Fisheries would undertake action at international level. This naturally infuriated Azaña, who immediately called a press conference to explain that the WFTU and its department of Transport and Fisheries could not stop a bicycle and hadn't the strength to blow up a child's balloon. This gained wide publicity in the press and wholehearted approval from the strikers.

However, they were no nearer a solution of the railwaymen's problems, so Azaña sought, and obtained, an interview with the Minister of the Interior, who from the outset had shown himself to be considerably more alive to the gravity of the situation than most of his government colleagues. He undertook to talk to other members of the government who were in favour of an agreed solution to the dis-

pute, some of whom were refraining from committing themselves until they had seen what would happen in Hamburg when the *Tacoma* docked there. The railway administration was sticking to its ultimatum to the strikers to return to work unconditionally, with the threat that if they had not done so by Monday, 5 June, troops would be brought in and there would be wholesale dismissals. On Sunday began marathon talks between Azaña, who maintained continuous contact with the railwaymen's union representatives, the Minister of the Interior and two officials from the railway administration. Negotiations continued throughout Sunday and Monday, with counter offer succeeding counter offer; Azaña gradually gained point after point and towards the end of the negotiations officials of the railwaymen's federation joined in. At 11 p.m., - just one hour before the dockers were to come out in sympathy - after 53 hours of talking, the final formula was agreed upon.

The terms of the settlement are extremely satisfactory to the railwaymen. During 1961, wages and salaries will be increased by 48 per cent, with overtime rates, seniority increments, subsistence and lodging allowances going up by 50 per cent. These will be retroactive to 1 January. In 1962, wages, salaries and other emoluments will be increased by a further 20 per cent on 1960 rates. Pending the introduction of these monetary improvements, it was agreed that advance lump-sum payments, varying according to salary, would be made for the months of April and May. In addition, a six-man commission (including three representatives of the Railwaymen's Federation) has been appointed to make recommendations to the railway management which will aim at ensuring that internal regulations and norms are brought into line with national legislation affecting railway employees. The Commission has to complete its work within three months of the termination of the strike. Among the subjects with which it will be dealing are

(Continued on page 198)



with only one lighter or with only a handful of casual labourers, has led to cut-throat competition, thus making it imperative for small employers to rely on casual rather than permanent labour. Such small employers are unlikely to be able to comply with the Workmen's Compensation Ordinance and in such cases insurance policies are seldom taken out;

- (e) The multiplicity of unions - none of which is in a position of strength - has made it impossible for port workers, to voice their views as a whole. It has consequently not been difficult for certain employers to disregard legitimate demands made by unions;
- (f) In view of the casual nature of much of the employment only a relatively small number of port workers are able to benefit from the Employees Provident Fund Ordinance;
- (g) With a few notable exceptions, negotiating or consultative machinery between employers, or employers' associations, and unions is either absent or largely ineffective.

#### **The Commission in its recommendations has said that:**

a. The establishment of a Wages Council would be justifiable if there was agreement that the standard of port workers' wages had been depressed as a result of the lack of machinery for regulating remuneration or conditions of employment.


b. Where such machinery existed, it was inadequate for the maintenance of reasonable wage rates in view of the multiplicity of small employers and the resultant cut-throat competition. A wages council should therefore be constituted which should, however, not cover the Penang Port Commission and the workers represented by the Penang Port Commission Joint Council.

c. The Wages Council Ordinance should be amended to permit lightermen and Taikongs (lighter gang-foremen) within the definition of a 'workers'.

The worker-members of the Commis-

sion, Bros. N. Patkunam and Cheah Sin Keat, in a minute of dissent, have stated that 'unless immediate steps are taken for decasualization and registration of port workers, a Wages Council would be quite meaningless for the great majority of port workers, as casual labourers would not benefit from any Wages Regulations Orders that may be made'. They have, therefore, strongly recommended the establishment of a Penang Dock Labour Board.


#### **Delegation seeks outlets for Singapore seamen**

 A TWO-MAN SINGAPORE GOVERNMENT delegation is currently touring ports in Europe, Australia and the United States with the aim of interesting shipping circles in employing Singapore seamen.

Commenting on the decision, the Minister for Labour and Law, Mr. K. M. Byrne, said that there was a definite shortage of seamen trained in various branches in the shipping world today and that he believed there were consequently 'very big opportunities' now open to trained Singaporeans. Mr. Byne spoke at the Asian Seamen's Club while presenting certificates to 28 trainees who had passed the first stewards' training course organized by the Seafarers' Welfare Board. He revealed that all 28 would be found employment by Dutch shipping companies operating in the State.


The course itself was experimental in nature. As a result of the experience gained from it, it was hoped later to set up a regular training school to give young men other forms of sea training.

#### **Venezuelan Trade Union Centre ousts communists**


 THE VENEZUELAN WORKERS' CONFEDERATION has voted to confirm the temporary suspension of all Communists from its Executive Committee. The Communists are charged with trying to overthrow the democratic government of President Romulo Betancourt and encouraging the establishment of a regi-

me similar to that of Castro. The Confederation, which includes practically all unions in the country and has some 1¼ million members, has also scheduled a general assembly for October to reorganize its Executive.

#### **Consultation cuts absenteeism**

 ABSENTEEISM IN AFRICAN COUNTRIES is less than commonly supposed. This was the conclusion from evidence presented at the sixth inter-African Labour Conference held at Abidjan under the auspices of the Commission for Technical Co-operation in Africa South of the Sahara. On the whole, absenteeism was found to be lower where conditions of service were properly regulated and where workers were kept informed of their rights and obligations. The conference was of the opinion that the attitudes of workers were determined as much by the manner in which their rates of pay were fixed as by the rates themselves, and were happier when they had been consulted before wage rates or conditions of service were applied.

#### **Check-off system starts on Malayan Railways**

 AS FROM THE BEGINNING of this month, several thousand employees of the Malayan Railway will have their union dues deducted from their wage packets. The introduction of the new scheme follows the signing of an agreement between the railway administration and the Railwaymen's Union of Malaya. Members of the latter organization have been informed of the arrangement by means of a union circular.

The Railwaymen's Union, incidentally, is now engaged in a recruitment drive to attract more members from among the 14,000 employees of the Malayan Railway. An official of the union has also announced that the by-laws of an insurance scheme for its members have recently been submitted to the Government for approval, after which the scheme will be put into operation.

*Bro. H. J. Kanne, the retiring President of the Netherlands Federation of Inland Transport Personnel, hands over the presidential gavel to his successor - Bro. Alink*

been introduced because with effect from 1 April 1962 the Netherlands Federation of Inland Transport Personnel will accept on behalf of all its members a contributions system which will apply to the overwhelming majority of unions affiliated with the Dutch national centre, the NVV (a member of the ICFTU). The system is based on the principle that every worker with the same income (for this purpose wages and salaries are divided into three groups) pays the same contribution to his union regardless of the branch of industry in which he is employed. That, in turn, also means that - indirectly - he pays the same amount to the trade union centre. This system has been very much welcomed in the Dutch trade union movement inter alia out of considerations of solidarity.

Background to the discussion on recruitment was the joint campaign which will be begun this month (September) within the Netherlands trade union centre to reduce the number of unorganized Dutch workers (who at present number approximately 50 per cent of the total). In passing, I would mention that transport workers in Holland are generally better organized than those in other sectors. The Congress of the Federation decided to support the proposed campaign.

A special feature of the Congress was not merely the election to the post of



*The General Secretary - himself the former leader of a Netherlands transport workers' union - speaks about the great contribution which Bro. Kanne has made to the work of the ITF during many, many years of service*



President of Bro. G. J. H. Alink - until now a member of the Executive - and the handing over to him of the presidential gavel by the retiring President, H. J. Kanne, but also our leavetaking from Kanne, who had served the trade union movement in various capacities for nearly half a century. Brother Kanne incidentally, has served not only at the national, but also at the international, level. He is, for example, still a highly-respected and valued member of the ITF Executive Committee.

Just how greatly Bro. Kanne was appreciated, both within his union and outside it, was clearly demonstrated at a special meeting organized on 3 June in Utrecht at which all his trade union friends, both in Holland and abroad; various official bodies; employers' organizations and many, many others were given the opportunity of personally taking leave of the retiring President.

At this meeting Bros. Omer Becu and Pieter de Vries thanked Kanne for his long service in the name of the ICFTU and the ITF respectively, whilst many foreign guests who were present at the Federation's Congress also came to the rostrum to shake his hand and to make presentations on behalf of their organizations. In addition, a large number of ITF-affiliated unions sent messages of good wishes or gifts.

Bro. D. Roemers, President of the NVV, also spoke on behalf of the whole Netherlands trade union movement and he was joined by representatives of both the Catholic and Protestant transport trade union movements. A representative of the Ministry of Transport referred, on behalf of the Dutch Government, to the national importance of Kanne; the State Secretary

for Social Affairs also paid his tribute; and, of course, the Mayor of Utrecht was there to shake his fellow-townsmen by the hand.

The Managing Director of the Netherlands State Railways said how much he respected the retiring transport workers' leader, whilst representatives of employers' associations in other industries were also among the long list of those who had come along to wish Bro. Kanne well. Old friends and young colleagues from the Secretariat were present, but also Members of Parliament, leaders of the Labour Party, representatives of the Labour broadcasting service, together with many, many others too numerous to mention.

For Kanne and his family this was a gathering which they will never forget. In a hall which became ever fuller with flowers, baskets of fruit and other gifts, his friends and colleagues honoured him in a way which he and everyone else present will long remember - and which every retiring trade union official would wish for himself.


All in the Dutch Inland Transport Workers' Federation and in the Dutch trade union movement generally were convinced that Kanne had earned such a leave-taking. And I know that his many friends within our ITF will also be glad that it was so, because he has also made a notable contribution to the ITF's work and will continue to do so until its next Congress.

In June of this year, Kanne and his union came to the end of an era. Both, however, will be going forward: Harry Kanne perhaps less energetically than he has been used to; the Federation, however, stronger than ever before in the service of its members.

## What they're saying



### An intelligent industry would . . .


 ORGANIZED LABOUR has long held that the worker has an equity in his skill in the craft in which he works; it is his property because he has developed it through training and education and by putting the knowledge gained therefrom to work on his job. That skill has been his means of earning a living for himself and for his family.

Where technological advances rob the worker of an opportunity to utilize the skill he has developed, he should be compensated for that loss. When the new machinery, which has deprived him of his earnings opportunities, affords an opportunity for an industry, such as railroads, to provide a greater service, that industry should arrange to provide that workers who are skilled in railroading will retain preference of employment.

An intelligent industry would provide for a pool of trained employees to which they could turn when service requirements so demands. An intelligent industry would have an employment programme so stabilized that it would miss no opportunity for service. An intelligent industry would utilize the moneys accrued from advanced technology to reach these goals. An intelligent industry would realize that a well-rounded employment programme would be conducive to high employee morale.

*From The Clerk*

### Bringing home the hazards

 IN SWEDEN the proportionate number of deaths among seafarers which are due to accidents has been found to be from seven to eight times as great as the number of deaths resulting from accidents among those who live ashore. In other words, the Swedish seafarer is considerably more accident-prone than is the Swedish landsman. No similar exercise in statistics has been carried out in the United Kingdom though there is little doubt that seafaring is one of the more hazardous occupations. How to make seafarers accident-


conscious is something to which more attention could be paid and there is indeed a move in the right direction. BP are experimenting with shock tactics. They have made two 90-second films, one of which deals with the proper lashing of ladders while painting ship, and the second with faulty boatswain's chairs - both very common causes of accidents.

The films are being issued to each ship in the BP fleet and it is the intention that they will be shown from time to time in the middle of entertainment programmes. Each film ends on a dramatic note: someone is seen not doing the right thing; he goes blithely to work; and calamity comes - suddenly he is lying in the deck seriously injured.

If it is felt that these films are successful, others will be made, and no doubt the experimental ones now being issued will be improved upon. Films are undoubtedly one useful way of drawing attention to the hazards of working life, and are likely to be used more and more at sea for all kinds of instructional purposes. In the field of accident prevention, however, there is always room for the poster, particularly in the engine room. Indeed, propaganda of this kind, whatever form it takes, can never be a once-for-all business. As with death on the roads, people have to be constantly reminded of the risks they run.

*From Shipbuilding and Shipping Record*

### A little green in the eye?

 WHEN I READ that the ICFTU looks after the welfare of 57 million workers (I hope they are paying their union dues) and that the United Kingdom TUC has now transferred £ 350,000 to the ICFTU Solidarity Fund, I wish we could ourselves lay claim to so great and so generous an attitude to industrial relations; and to the happy unfolding of the co-operative efforts of masters and men engaged together in the search for industrial peace and prosperity.


We must not under-estimate the determination with which trade unions seek

to add to their stature, their experience and their resources. We meet many of their representatives across the table and round the table and we make it our daily business to understand what manner of men and women they are. Not all of them could be fitted into a common mould; and some of them are exceedingly tough negotiators. Others cannot see very far ahead.

Meanwhile, we must take the trade unions as we find them. And we find them with large resources of money and skill. We find them closely bound together both nationally and internationally, so that a claim conceded in Jamaica becomes a precedent in Fiji, and a case decided by the Privy Council in London is being quoted in Ceylon within ten days. This is the kind of service to the members of a trade union which should be available to associations of employers.

*Sir Frederick Seaford,  
retiring chairman of the Overseas  
Employers Federation*

### The case for co-ordination

 RAILWAYS ARE a national and social service, and are likely to make a loss. But if they are being run on a social-need basis, because they are necessary, then they have to be run, whether they make a loss or a profit.

This comment from the 'Railway Review' in England is equally applicable to Queensland, Australia. But the myopic government which is misgoverning the State can't see it.

If the government had any perspective it would readily recognize the need to co-ordinate all transport. There is a place for all forms of transport. An objective examination is required to find the most beneficial and economic form for each area. Roads would act as feeders for the railways. No form of transport can compete with the railways in the carriage of heavy and long-distance traffic.

Co-ordination of transport would eliminate social waste and provide a better service for the people.

*From The Railway Advocate (Brisbane)*



# 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

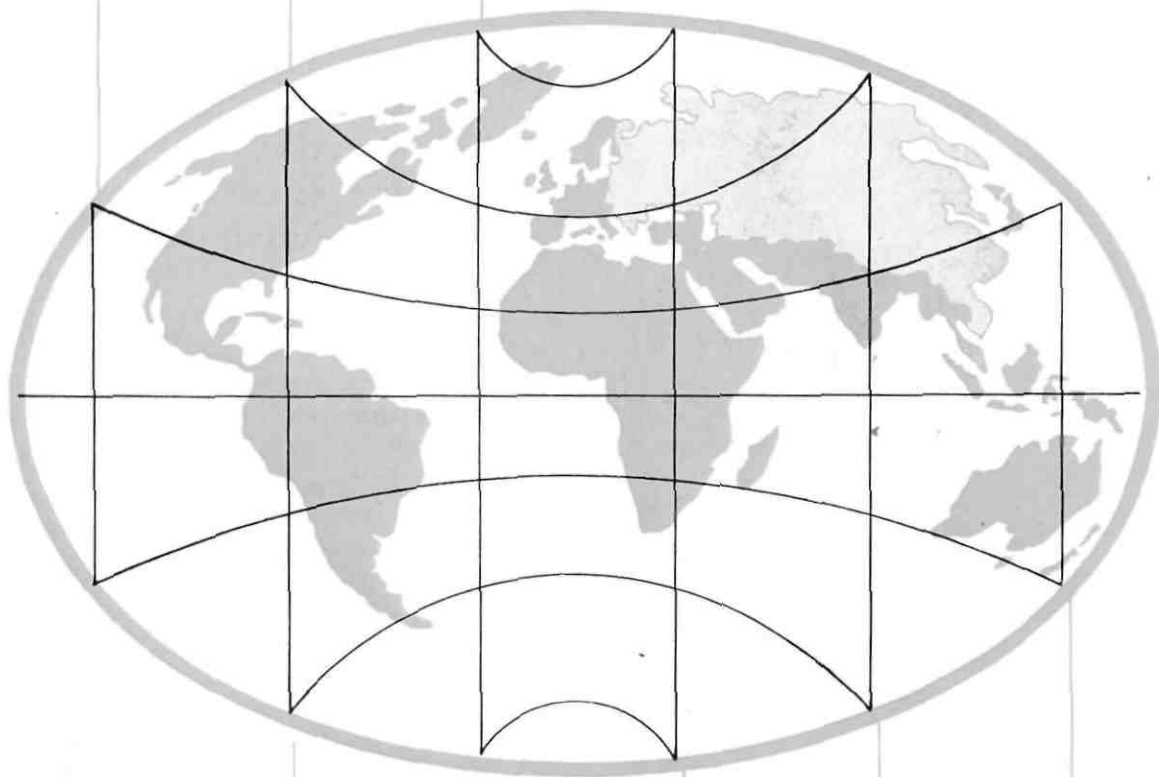
# Publications for the world's transport workers

International Transport Workers' Journal

Internationale Transportarbeiter-Zeitung

ITF Journal (Tokyo)

## Editions of Journal



## Editions of Press Report

Pressebericht

Pressmeddelanden

Communications de Presse

Transporte (Mexico City)

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