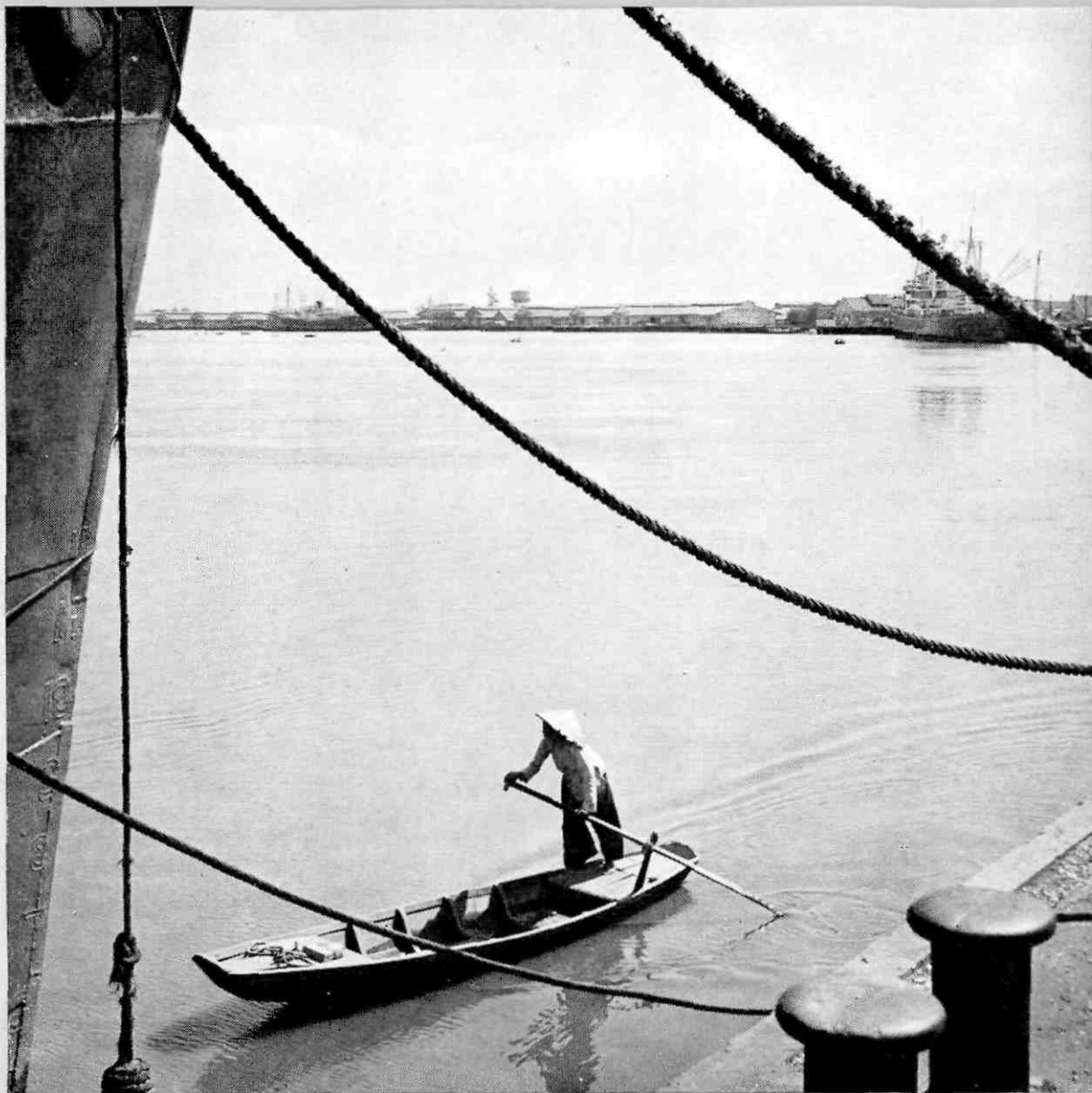


International

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Transport Workers' Journal



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Monthly Publication of the International Transport Workers' Federation

**International
Transport Workers'
Journal**

Monthly Publication of the ITF

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Forthcoming meetings:

Vienna 16 October 1961,
Road Transport Section Committee

Vienna 17 to 20 October 1961,
Road Transport Section Conference

London 23 to 25 October
Civil Aviation Ground Staff Organizations

London 14 November 1961
Regional Affairs Committee

London 15, 16, 17 November 1961
Executive Committee

Comment

Closing the last funk-hole

THE FIGHT against flag-of-convenience shipowners, for so long concentrated around the Panlibhon registrations, is now moving on to new ground. Picketing by United States seafarers' unions of American owned Panlibhon vessels in attempts to organize their crews has led in recent months to a number of decisions by the U.S. National Labor Relations Board to the effect that such vessels are to be subject to U.S. labour legislation.

These decisions have frightened flag-of-convenience shipowners into a number of actions which do not stand up too well to the tests of logic and consistency, not to mention honesty. They have made representations to the United States government in an effort to have the N.L.R.B. rulings reversed, claiming that U.S. merchant vessels must be subsidized — by cheap labour under Panlibhon flag — if they are to survive in world competition, and that these fleets must be under the effective control of the U.S. government for defence purposes. This last point is interesting for the hypocrisy it reveals in the minds of flag-of-convenience operators. This great display of concern for their country's defence arrangements looks very good, but the game is given away by the more fearful of their number who have begun — or are threatening — to transfer their ships to the flags of other maritime nations — Greece, Norway and Great Britain among them — thus placing them irrevocably outside United States government control.


It is clear, therefore, that they are still simply trying to cheat the seamen employed on their vessels out of the exceptionally good wages and conditions negotiated by the U.S. seafarers' organizations, and nobody, least of all the U.S. Defence Department, need be fooled by this phony show of patriotism, particularly when the only really honest way of making ships available to the U.S. government — registration under the U.S. flag — is so obvious. We must hope that the U.S. government will have the courage to withstand the shipowners' lobby and uphold, its own Labor Relations Board.

The possibility of flags other than those of the Panlibhon nations being
(Continued on page 239)

The long road to dignity

The story of the Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America



 IN THE HISTORY of street railway employees prior to organization, the car men were regarded with less consideration than the horses they drove. The driver, working for miserably low wages, was on duty from the time he took his run out early in the morning until he pulled in at night — sometimes as long as 18 hours. No horse ever worked longer than four hours. After all, men could be replaced, but a horse cost money! And that's precisely the way an employer of that era phrased it.

Such conditions led New York street railway employees to seek organization as early as 1861, under the leadership of a John Walker, driver of a horsecar on the Third Avenue line. Little is known of further movements of this organization. However, the Civil War brought an end to many fledgling unions of various crafts at this time.

Organizing Meets with Treachery

The next recorded attempt of car men to organize was in 1883 when Local Assembly 2878 of the Knights of Labour was formed by New York Street Railway Employees. Membership in this group reached 600, only to peter out to 13 inside a few months! The company saw to that.

A traitor gained admission to the Assembly, and as a result of this the company discharged three officers and about 20 members. Management officials followed the men from their work daily, and those found assembling in groups or attending meetings were summarily discharged.

Driven to methods of secrecy, the leaders continued their work and managed to rebuild their union so that in December 1885 (the year the first electric street railway made its appearance in the United States) they dared to present an agreement to the Third Avenue management. The company asked for time to consider it, to which the men agreed. A list of grievances was presented then to the Sixth Avenue railway; it was entirely

The headquarters of the Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America. The union was launched against the dark background of violent industrial unrest, but the character and vision of the early leaders successfully brought their organization through to its present unchallenged position.

ignored by management. After three weeks, a strike was ordered, and after five hours of tie-up, the company consented to sign an agreement and the men returned to work. On the Broadway line a 10-hour strike resulted in agreement by management to recognize the men's organization. A strike then followed on the Vanderbilt-owned Fourth Avenue rail road. The company soon signed the agreement but broke it in two weeks. The men went on strike again and after 16 hours won their fight. The smaller companies then followed suit in recognizing employees' demands.

Following the victories of the street railway employees in New York City and the general agitation for the eight-hour workday by the organized forces of labour throughout the country, car men everywhere were encouraged to organize. As a result, in most of the leading cities of the United States, organizations of street railway men sprang up during the year 1886. Through the efforts of these organizations, the 16- and 18-hour workdays were wiped out, and the 12-hour day was established in some places.

Early Victories Short-Lived

Unfortunately for the car men, when the 12-hour day was established, members abandoned their organizations, seeing no further use for their unions. In many instances the members had been hastily gathered without any education or knowledge of the aims and objectives of the movement. Many of the men had never been in the meeting hall until the night they had gathered to make their demands for shorter hours, which in most cases were achieved in from two to three days. They went back to their cars feeling that

a great victory had been won and saw no further use for organization.

In other instances where the organizations were maintained, they soon became dissatisfied with the manner in which the Knights of Labour handled their grievances. All grievances were referred to the District Assembly, and in most cases a committee unacquainted with the occupation of street railway employees was sent to meet the company and adjust existing complaints. For instance, a carpenter, shoemaker, and a baker perhaps, might try to settle the grievance of car men. This brought dissatisfaction, and the results were that many of the organizations went out of existence.

Spirit of Organization Revived

By the spring of 1888, the work of organizing the street railway employees was taken up by the American Federation of Labour. With trade union principles being explained to the workers, the spirit of organization was again revived and pushed forward rapidly. Headway made by the street railway organizations in the spring of 1891 attracted general attention, and the American Federation of Labour, at its Birmingham Convention in December 1891, determined to concentrate its efforts toward organizing these workers. AFL President Samuel Gompers was instructed to call a convention of the street railway organizations and form a national or international union. In response to the Convention call, the first Convention of the Amalgamated Associated of Street Railway Employees of America convened at Manshur's Hall in Indianapolis, Indiana on September 15, 1892, with more than 50 representatives from all over the United States present.

Union Launched in Grim Times

The year of 1892 formed a dark background for the launching of a new union. The 1880's had witnessed labour's grim struggle for the shorter work day and for better conditions. Those were the days of management spies, detectives and goons. Those were the times of wide-

spread boycotts by labour. That was the era when unrest was further embroiled by interpolations of anarchists and other fanatics who represented neither management nor labour. Violent incidents such as the unfortunate Chicago Haymarket riot aroused public opinion against unionism and stopped, for a time, the movement for the eight-hour work-day.

In July of 1892 the Homestead Lock-out took place at Carnegie plant near Pittsburgh where unionism suffered a grave defeat. The 1890's would continue to be marked by clashes, violence, and at times even deaths, as in such incidents as Homestead, where a pitched battle between company-imported Pinkerton detectives and strikers resulted in ten killed.

In those times when large corporations vigorously fought efforts to unionize their employees, car men were working from 12 to 16 hours a day, for maximum wages of about 14 cents an hour. So the Association was formed in that year of 1892 in Indianapolis with William J. Law of Detroit being elected by the delegates as first president. The delegates voted to levy a per capita tax of five cents per member per month and, paradoxically, voted *against* affiliation with the AFL.

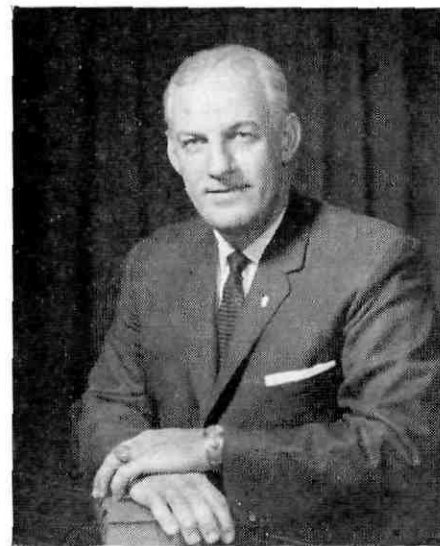
This situation was remedied at the Second Convention of the Association in Cleveland, Ohio, when affiliation with the American Federation of Labour was voted, an affiliation which has been maintained uninterrupted since. That was in the year 1893, when the nation was in the midst of a financial panic. Only 14 Divisions, represented by 19 delegates, answered the Convention call. William D. Mahon of Division 9, Columbus, Ohio, was elected International President with his salary being set at \$ 800 per year. A balance in the International treasury at that time showed a sum of \$ 172.36 with which to meet convention expenses and carry forward the work of the Association. William Mahon proved the right choice for the heavy

tasks ahead. He was to guide the Association for more than 50 years.

The Long Road Ahead

Today it is not easy to visualize conditions which faced transit men of 60 or 70 years ago, conditions which the young organization was pledged to remedy. Perhaps some of the hardships of the early days can be glimpsed in this one incident which occurred in 1894. At that time, Wisconsin was in the grip of one of its coldest winters. The Association had succeeded in getting a vestibule bill passed in Ohio, and was now pushing such a measure in the state of Wisconsin and in other states. Such a bill would compel street railway companies to enclose the vestibules of their cars for the protection of the motormen. The companies vigorously opposed such a measure.

While the controversy was raging, a Milwaukee motorman, J. W. Kennedy, who was also an International Vice-President, reported for work one morning in



John M. Elliott, International President. Through his leadership and that of his predecessors — William J. Law, William D. Mahon and A. L. Spradling — the Association has steadily led the way in providing for better wages and for the improved welfare of transit employees and their families

One of the latest passenger coaches. Air-conditioned, scientifically designed for comfort and efficiency, it provides a striking contrast to the old vehicles where a driver could freeze to death on the exposed platform. The union's working arena, too, has changed from the violence of strikes and lockouts to the responsibility of collective bargaining and voluntary arbitration.

spite of the cold — about 18 degrees below zero — and despite feeling ill. When he discovered that there was no one to take his place, he took his car out as usual. Later that day, he ran his car through a drawbridge, killing himself and three passengers. The coroner's jury found him to have been frozen at his post of duty on the open platform of his car. It found that had he been protected by a vestibule, the accident would not have occurred. The Wisconsin bill was passed; one battle in the long, uphill struggle had been won. But there were other battles to win in the day-by-day, year-by-year building of decent wages, working conditions, and the general security of transit employees.

In providing for the well-being of its members and their families, the Association in 1895 established a funeral and disability benefit through which widows and children of deceased members have, as of June 30, 1961, received more than \$44.2 million. Over the years, many Local Divisions established their own funeral benefit plans as well. And through collective bargaining provisions, protection for most Amalgamated members was gained in the form of life insurance policies, the premiums for which are generally wholly-paid by the employing company. In fact, the Association claims a famous first in this field. An agreement signed May 1, 1926 between Local Division 388 and the Newburgh Public Service Corp., Newburgh, N.Y., providing life insurance and sick benefits for employees is credited by the U.S. Labour Department as being the very first labour agreement to provide this protection.

A Case in Court

Another 'first' but along another line, proved to be a test case for the National Labour Relations Act signed into law in 1935 by President Franklin D. Roosevelt. Popularly known as the Wagner Act, it guaranteed workers the right to organize free from company interference. First among the bus company em-



ployees to take advantage of this law were employees of the Pennsylvania Greyhound Bus Lines in Pittsburgh, Pa., members of Division 1063. Several were promptly fired because of their union activity, and this case became the first to be heard by the National Labour Relations Board. A long struggle ensued. The Association won its case before the Board, but the company appealed to the U.S. Circuit Court.

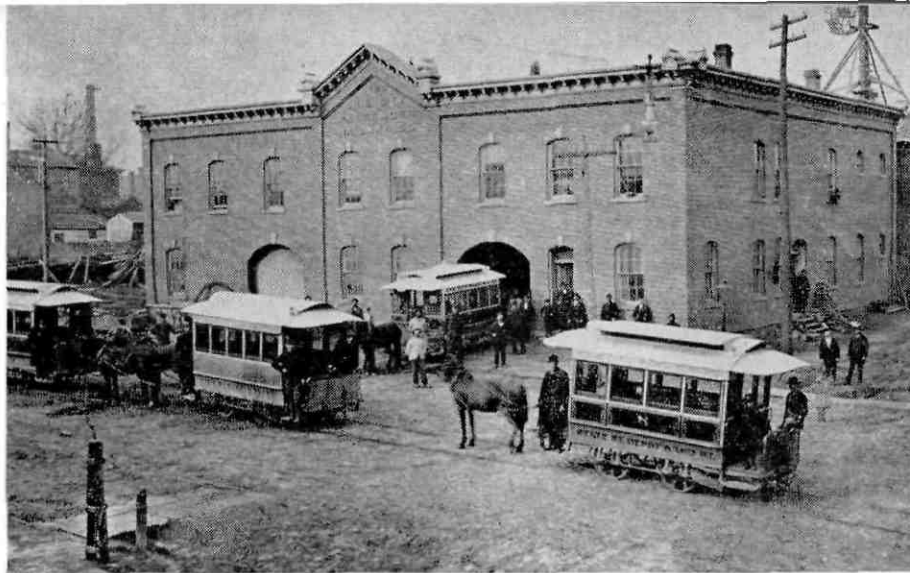
At about this same time, the members of Division 1079, Arlington, Va., employed by the Washington, Virginia and Maryland, Coach Company began to organize. The company discharged a large number of employees. The NLRB held the company to be in violation of the Wagner Act and ordered their reinstatement with pay. The company appealed to the U.S. Circuit Court which upheld the NLRB. The company then appealed to the U.S. Supreme Court asking that the Wagner Act be declared unconstitutional. The decision of that high tribunal established clearly the constitutionality of the National Labour Relations Act. The members were reinstated with back pay which amounted to more than \$1,800 for each of them. And Greyhound in Pittsburgh followed suit by reinstating the members of Division 1063 who had been fired for union activity.

An example of a union's fight against an unfair and unjust law was that waged by Division 998, Milwaukee, Wis. On

July 22, 1947, the Wisconsin Legislature passed the Wisconsin Public Utility Anti-Strike and Compulsory Arbitration Act. Even though the contract between union (Division 998, Milwaukee) and employer provided for *voluntary* arbitration, the company stalled and stalled in an effort to have the new law invoked. Following long and disheartening reversals in the lower courts, the union finally took the case to the United States Supreme Court. On February 26, 1951, the Court declared that law unconstitutional, holding that the Taft-Hartley Act 'has closed to state regulation the field of peaceful strikes in industries affecting commerce'.

On the Political Scene

More recently, the Association has waged an intensive drive in the halls of Congress trying to secure passage of much-needed legislation. In concert with other AFL-CIO unions, the Association has endeavoured to obtain amendments to the Fair Labour Standards Act, especially to bring the local transit industry under the protection of the Act. In the last session of Congress, some progress was made in that the minimum wage provisions of the Act were made applicable to the local transit industry. However, since nearly all transit employees have long earned more than the minimums set forth in the Act, this is not very meaningful, and the Amalgamated



Streetcar workers in America have come a long way since the days when horses were considered more valuable than the men who drove them. And it is thanks largely to the struggles and sufferings of those early horse-car drivers seen in this old photograph that today's drivers and conductors enjoy decent wages and working conditions.

is continuing its fight to bring transit employees under the overtime provisions of the law. The Association has also sought to have Congress establish labour standards for Highway Post Office contractors; the extension and improvement of employee protection in cases involving mergers and consolidations; and the imposition of restrictions upon the Interstate Commerce Commission in granting of temporary authority to employers to operate over strike-bound routes. The Association has fought to bring about passage of legislation which would provide medical care for the aged as part of the Social Security programme.

Years Fraught with Strife

The last several years have been fraught with strife as employer after employer has refused voluntary arbitration as a means of settling disputes. Consequently, a greater number of members than ever in the union's nearly 70-year history have been forced to strike, and for longer periods of time. Without the Defence Fund set up many years ago by early leaders, members forced out on strike could never have withstood the economic pressures of a prolonged work stoppage. In the first six months of 1959 alone more than \$ 1.1 million was paid out in strike benefits. As of July 31, 1961, however, the Defence Fund stood at \$ 3 million, thanks to the actions of its members, who for more than two years had paid an additional \$ 1 monthly dues.

Here it should be strongly pointed out that the Association has since its founding maintained a basic policy of espousal of *voluntary* arbitration as a means settling any and all disputes when negotiations, mediation and conciliation failed. The founders of the organization re-

cognized that there is a real difference between strikes of workers in manufacturing plants and strikes of transit employees. In the latter, the general public suffers immediately. Keen awareness of this public responsibility has been maintained during the Association's nearly 70 years.

Not until a Local Division has first offered to arbitrate a dispute, coupled with a rejection of that method by the employing company, will the International Union sanction a strike, thereby making the affected members eligible for strike benefits. As a result, strikes occur in the transit industry only as a last resort, when the choice is one of complete subjection to the employer, or else!

Association Leads the Way

Throughout its 69 years of existence, the the Association has had but four International Presidents. William J. Law, first president, served only one year. William D. Mahon followed him and led the Association fore more than 52 years until 1946. At that time, A. L. Spradling of Cincinnati, O. succeeded him, until his retirement in 1959, when he was named President Emeritus. Today, John M. Elliott heads the 140,000-member Association, covering membership in nearly 500 Local Divisions throughout the United States and Canada. Through their leadership, and that of the other officers, the Association has steadily led the way in providing for better wages and for the general welfare of transit employees and their families.

As of July 1 of this year, bus operator members of Amalgamated Division 1179, New York, N.Y. were receiving \$ 2.71 per hour. Just a fraction of a cent behind them were the members of Divisions 726 and 1056, and others

employed by the New York City Transit Authority at \$ 2.70 ³/₄, while members of Division 1380, San Francisco, California, had reached a rate of \$ 2.70 ¹/₈. Amalgamated members belonging to Division 589, Boston, Massachusetts, are at the rate of \$ 2.69 ¹/₂, and those in Pittsburgh, Pennsylvania, (Division 85) currently earn \$ 2.69. Well up among the leaders are the members of Division 241, Chicago, Illinois, at \$ 2.66 ¹/₂.

Future increases already contracted for will push these rates even higher. The rate in Chicago, for instance will climb to \$ 2.70 when the final step in that agreement goes into effect on December 1 of this year; and in Boston, it will go to \$ 2.71. The Pittsburgh rate will become \$ 2.75 shortly thereafter, as will the rate paid the members of Division 1179, New York City, and to this latter group will go the honour of being first to achieve a rate of \$ 2.80, that pinnacle being achieved on July 1, 1962.

Most of these contracts include cost-of-living clauses to protect the purchasing power of the members. The current Pittsburgh rate quoted above includes 5 cents per hour being paid under the cost-of-living protection incorporated in the agreement. In Chicago, the current cost-of-living payment is 1 ¹/₂ cents per hour. The Boston rate includes 2 cents per hour paid under a similar formula.

Many other Amalgamated-represented properties provide high rates of pay, excellent working conditions, and other benefits for members and their families. In the field of pensions, for example, members employed by Greyhound have long had as fine a pension plan as anyone could hope for, as have the Pittsburgh members of Division 85, and many others. Indicative of the quality of protection provided by Amalgamated-negotiated pensions is that between Division 689, Washington, D.C., and the D.C. Transit System, whereby the average of an employee's five best year's earnings is multiplied by 1 ¹/₄ percent and that figure multiplied by the number of years of service. Under this arrangement, a retiring

employee with 40 years of service — which is not unusual — can retire at age 65 at half of his earnings during his best five years with the company, the effect of prolonged sieges of illness thus being negated in the computation of pension benefits.

Members employed on Greyhound Bus properties are acknowledged leaders in wages, working conditions and as previously stated, pensions in the over-the-road segment of the transit industry, too. An article in the January 1961 issue of *In Transit*, the official organ of the Association, proudly asserts: 'A top base rate of \$ 1140 per mile, plus a cost-of-living adjustment figure quarterly awaits operator-members of our various Divisions employed by five different subsidiaries of the Greyhound Corporation'. Amalgamated members employed by Western Greyhound are now looking forward to a mileage rate of \$.11585.

And in the industry in general, according to last available figures from the *U.S. Department of Labour* (July 1960) the average hourly rate paid to employees of local railways and bus lines is \$ 2.37 — a far cry from the 12-cents-an-hour prevalent at the time of the Association's founding.

The organization has come a long way from the days when a man worked longer hours than a horse, when motormen could freeze to death at their unprotected posts, when a man's hourly labour was valued at but a few pennies. It has come a long way in building its house of labour on foundations of dignity and security for its members.

Today, in the times of decent wages, the 40-hour week, pensions, medical and death benefits, vacations with pay (up to 5-week vacations have been negotiated), sick leave, cost-of-living, and all the rest, it has been good to look back on the formative years. The struggles of the past gave birth to a strong, democratic union which was dedicated through its Constitution '... to encourage the principle and practice of conciliation and arbitration in the settlement

of all differences between labour and capital, establish order, insure harmony, promote the general cause of humanity and brotherly love, and secure the blessings of friendship, equality and truth. That is its dedication, now, and in the years to come.

Equality for foreign seamen



THE SWEDISH MARITIME UNIONS are at present engaged in a campaign for the abolition of certain discriminatory provisions against foreign nationals serving on Swedish vessels which, they feel, are unworthy of the high reputation which their country enjoys as a land of social progress and fair practices. Of the 21,000 members of the Swedish Seamen's Union, almost 8,000 are non-Swedes, and the anomaly in the present situation is that, whilst other nationals living and working in Sweden are in no way discriminated against, these foreign seamen are not covered by some of the more important social benefits which Swedish seafarers enjoy under the Seamen's Law. These provisions include: wage payments to the next-of-kin of deceased seafarers, the right to a free journey home after a certain period of service or in the case of sickness, hospitalization and convalescence benefits outside Sweden, the right to two months' wages and compensation for personal effects lost when a ship goes down. Why, the Swedish maritime unions are asking, should close on 40% of all those employed on Swedish ships, be deprived of these benefits? These men make the same contribution of the country's economy, and they also pay taxes.

The discriminatory provisions in the Swedish Seamen's Act were, it seems, originally intended to encourage other states to accord similar benefits to Swedish nationals employed in their merchant fleets; at any rate, a reciprocity clause exists in the Swedish Act which provides for the extension of these benefits to any group of alien seamen whose native country gives such benefits to Swedish seamen employed in their fleets. Unfort-

unately, there are a number of factors hindering the signing of such reciprocal agreements. Moreover, this idea of encouraging reciprocity seems to have been completely outpaced by developments, now that the Swedish merchant fleet seems to have a permanent foreign strength of nearly two-fifths of all those employed. A demand for an end to this discrimination has been put forward in the Swedish Parliament by Bro. Gunnar Carlsson, who is also Secretary of the Swedish Seamen's Union. One significant point in favour of a change in the law is the possibility at present for less scrupulous shipping companies to employ foreign nationals in preference to Swedes precisely in order to evade the expense of the social benefits which are the latter's legal right. Perhaps even more significant is the damage that is done to Sweden's international reputation as one of the leading countries in just social legislation and as one of the most generous in lending aid to those in need in other countries. Morally, it would seem that Sweden just cannot afford not to make the change demanded by the Swedish maritime unions and put an end to this discrimination against foreign seamen.

Road Safety in Europe



THE CONSULTATIVE ASSEMBLY of the Council of Europe has been considering the problem of road safety, and has proposed that Great Britain, Ireland, Sweden and Cyprus should change to the system of driving on the right-hand side of the road. The assembly also proposed that the highway codes of the 15 member states should be standardized.

The assembly's members have furthermore suggested that member governments should introduce compulsory instruction in the rules of road safety in the schools of their respective countries, and that they should work out a common long-term policy to combat road accidents. The assembly expressed its alarm at the figures for road accidents: 50,000 people killed every year on the roads of Europe and 1,500,000 injured.

Training African and Asian unionists in Israel

by MOSHE A. GILBOA, Director, Afro-Asian Institute for Labour Studies and Cooperation in Israel



Some of the seventy African and Asian students who attended the first course held earlier this year are here seen hard at work in one of the Institute's lecture rooms.


lasted until 21st March 1961. It was attended by seventy students from the following 24 countries of Africa and Asia: Gabon, Upper Volta, Ivory Coast, Togo, Malagash, Mali, Senegal, Chad, Liberia, the former French Congo, Uganda, Ethiopia, Ghana, Nigeria, Kenya, Sierra Leone, Gambia, Northern Rhodesia, Dahomey, Burma, India, the Philippines, Japan and Nepal.

All the students were male, although the Institute's courses are naturally open to both sexes. They were required to have enjoyed a high school education or its equivalent and to be active in a trade union, a co-operative organisation, or to be in Government service dealing with such matters. Most of them in fact held responsible positions in a trade union or a co-operative. All students received free board and lodging together with a small *spending allowance*, their travel expenses to and from Israel being generally borne by the organization sponsoring them.

The course itself included Sociology of Co-operation, Labour Economics, the Sociology of Trade Unions, Social Insurance, Economics of Development and Industrialization, as well as a little Hebrew and something of the history and geography of Israel.

Since roughly half the students were English-speaking and half French-speaking, two separate but parallel seminars were held in these languages. From experience gained in previous seminars, it had been shown that direct and lively contact between the lecturer and the students is far better than lectures given in one language with simultaneous translation. All the publications of the Institute were put out in both languages.

Each group had its own tutors, who assisted the students in their studies and also offered guidance in personal mat-

 MANY OF THE NEW FLAGS which have been run up outside the United Nations Headquarters during the past few years are those of African and Asian states which have emerged from centuries of colonialism to the proud status of independent nations. Together with their new-found freedom they have acquired many problems which have to be solved as quickly as possible in order to ensure their existence as viable states. In many cases, solutions which other nations have evolved over centuries must be found in a few years.

In Israel these young states saw a rapidly developing country which has had to improvise and experiment with unorthodox methods and has succeeded, to a greater or lesser degree, in solving many of the problems facing them today. They can see this process at work in the day-to-day life of the country and this is one of the reasons why students from these young states are attracted to Israel.

During the past three years short seminars were organized by the Histadrut (the General Federation of Labour in Israel), either alone or in conjunction with other bodies. It was realized that the unique character of Histadrut offers a wide field of study for students from abroad for it is the largest voluntary

organization in Israel, embracing workers in every sector of the economy. Included in its ranks are skilled and unskilled industrial workers, clerical workers and members of the liberal professions, hired and self-employed workers, as well as members of independent co-operatives, while its aims cover four main fields of activity: trade union action, economic activity, mutual aid and educational activity.

All these factors prompted the decision of Histadrut to establish a permanent institute for students from Africa and Asia: the Afro-Asian Institute for Labour Studies and Co-operation.

The first course organized by the Institute began on 18th October 1960 and

ters. The mornings were devoted to lectures (beginning at 8.15 a.m.!) which were given by labour leaders, economists, professors and many well-known personalities in Israel's public life. Small study groups together with the tutors were organized in the afternoons. On Saturdays and Sundays no lectures were held and transport was provided for the Christian students to attend church, similar arrangements being made for Moslem students to attend services at a Mosque.

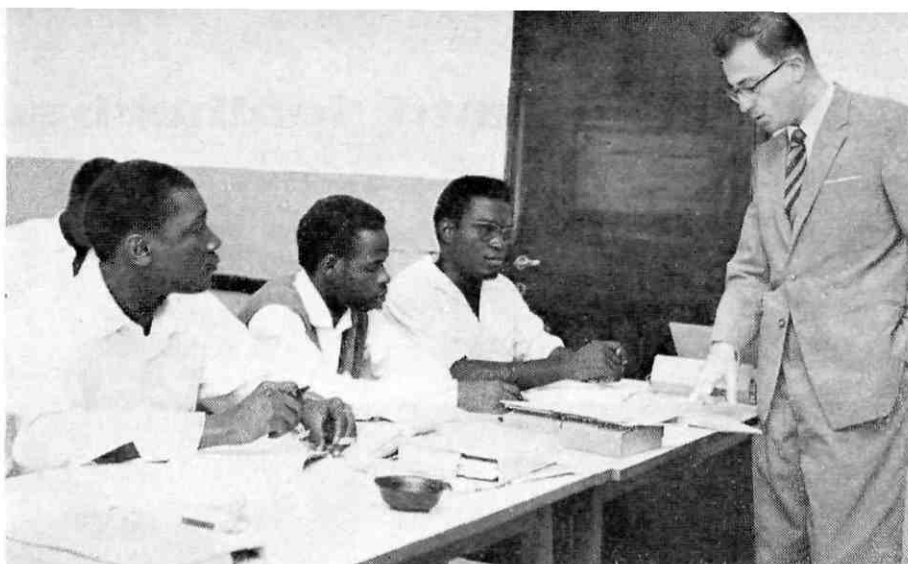
The Institute also arranged programmes for the students during their free time. These included different forms of entertainment such as visits to theatres, concerts, sports events and exhibitions. Students were also frequently invited to private homes where they were able to see how ordinary Israelis live.

In addition to the theoretical studies, considerable attention was paid to practical work. Each student spent one day in a Kibbutz (communal settlement) and one week in a Moshav (a smallholders co-operative settlement). A minimum of two weeks was also spent in an institution of the students' own choice, and some spent much longer. The following list will give some idea of the variety of their interests: the Tel-Aviv Workers' Council, the Post Office, vocational schools, youth employment services, transport co-operatives, the Electricity management, youth movements, and regional planning.

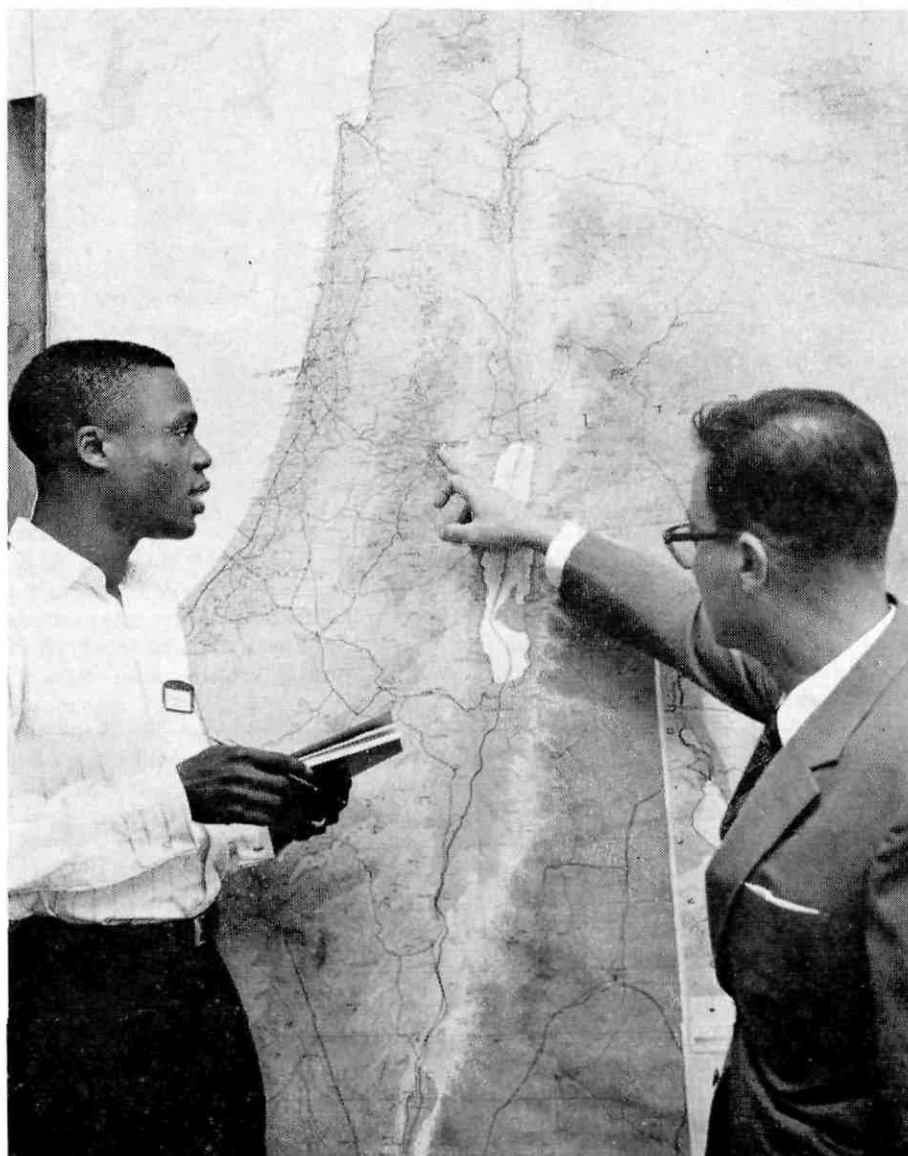
This first course included both Trade Unionism and Co-operation, but many of the students were mainly interested in one of these subjects only and consequently felt that they were getting too much of one or too little of the other. Now the course will alternate between the two and it is intended to hold two courses a year. The present one is devoted to trade unionism as the main subject, with co-operation as a subsidiary.

The second course is being attended by 50 participants from 23 different

(Continued on the next page)



The Director of the Institute explains a point in a textbook to three of his students from Africa (all photographs used for this article are reproduced by courtesy Bro. Gilboa)



Moshe Gilboa, the author of this article on the Afro-Asian Institute for Labour Studies and Cooperation in Israel, points out Jerusalem on the map of Israel to an African student

Automation and 'featherbedding'

By AL HAYES, President, US International Association of Machinists



Maintenance gang before the days of mechanization. The introduction of labour saving machinery has undoubtedly made this kind of work considerably less exhausting, but the spread of automation has not been by any means an unmixed blessing.

But here is where we come to the irony of the situation. While we recognize the need for more productivity, labor is justifiably concerned by policies, both in government and business, that result in only partial utilization of the productivity we already have. In recent years, not a single major industry has been operating at anywhere near its full capacity. Industry as a whole operated last year at only 77 percent of capacity, and since 1955 it has at no time operated at more than 85 percent of capacity. This continued partial utilization of capacity should demonstrate that equal to our need for increased productivity is the need for more purchasing power, sufficient to sustain full use of our productive capacity.

■ ACCORDING TO SOME OF the propaganda that gets around, organized labour is fighting automation and technological change. That simply isn't true. As an institution, we are fully aware that continuing technological progress is necessary for at least two reasons, each of which is sufficient into itself. The first reason arises from the need for more production to maintain and improve the living standards of our rising population; the second grows out of the necessity to maintain technological superiority over the Communist system.

Basis of Conflict

The fact that labor, as an institution, welcomes automation does not mean, of course, that every worker displaced, or about to be displaced by an electronic

(Continued from page 235)

countries. Many of them are here thanks to the fact that their friends who attended the first course urged them to come and study in Israel.

It may be thought that difficulties would arise among students differing so widely in language, culture, religion and political outlook, but this was not so. All were linked by the same common aim: to learn as much as possible. Each one felt himself to be the personal representative of his country with the responsibility of creating new institutions and spreading new ideas on his return home. All who came into contact with

these young people of Africa and Asia were struck by the quality of their questions, for behind each one was the thought: what does this mean for my country, can I apply or adapt what I am learning here. Their instructors felt the responsibility of impressing on the students the importance of adapting, not duplicating, studying failures as well as achievements, and always taking into consideration their own local conditions.

It is felt that the friendships formed at the Institute will be a basis for good relations not only between Israel and these new states, but also for friendship and understanding between the people of the new countries themselves.



A mechanized spike-driver being used in track maintenance work. The accusation that organized labour is fighting the introduction of more modern machinery is both unfair and untrue. But at the same time the unions stress the need for increased purchasing power to keep extra capacity fully utilized

On the left is Brother Al Hayes, the President of the US International Association of Machinists and author of this article on the controversial subject of automation. With him is Bro. A. Philip Randolph, who is President of the Brotherhood of Sleeping Car Porters

box, is happy to join the receiving line. It is this conflict between the long-run benefit to society and the short-run threat to the worker's job security that gives rise to the problem of what is usually called 'featherbedding' by those who aren't worried about their own jobs.

Let me make my position perfectly clear right now. I do not propose to defend 'featherbedding.' But merely being against featherbedding is like being against sin. Merely being against it does not solve anything. The question is, how much featherbedding is there, where does it exist, and, most of all, why? In answer to the first part of the question I am firmly convinced, on the basis of long experience and study in this field, that the problem of worker featherbedding is grossly exaggerated.

One industry that makes a lot of noise about featherbedding is the railroad industry. They have in fact spent millions of dollars in recent years on a propaganda campaign to convince the public that so-called featherbedding on the railroads costs \$500,000,000 a year. It would be amusing were it not a tragic commentary on the morality of management that in arriving at this mythical figure they have included as featherbedding costs, time spent by the employees in eating their lunch (while aboard a moving train), vacations, holidays, and even time spent by employees in testifying on the company's behalf in damage suits brought against the company.

The truth is that the productivity of railroad workers has risen more steeply than for any other form of non-agricultural employment. For example, between 1947 and 1958, the output per man hour of railroad workers rose 52.1 per cent. In the same period dividends on common stock rose 115.7 percent, but the total compensation paid production workers rose only 23.1 percent.

It is instructive to note that in 1923 the railroads employed 1,800,000 production workers and 16,000 executives. Today they employ only 750,000 production workers (the lowest number sin-



ce the early 1890's) but they still employ 16,000 executives. Not only are there as many executives and officials as ever but they are paying themselves, in salaries, stock options, bonuses and retirement benefits, more generously than ever before, despite the 'poor mouth' front that the industry presents to the public.

In view of the fantastic losses in employment, and the slow relative attrition of purchasing power among railroad production workers, it would appear that they have failed miserably in their alleged attempts to featherbed. If we are going to condemn featherbedding, let us at least be consistent.

The Real Featherbedders

It is the height of hypocrisy for management to claim that its costs are being affected by the job practices of \$2-an-hour production workers so long as management itself engages in far more in-

genious and expensive kinds of featherbedding than workers have even dreamed of.

Let me show you what I mean. Recently, the Treasury Department listed some examples of expense account featherbedding that demonstrate the mockery in management claims that it is worker featherbedding that drives production costs up. According to the Treasury's records, one manufacturing company spent \$187,000 over a two-year period to maintain a luxurious hunting lodge for the entertainment of its key personnel. Another domestic corporation spent \$464,000 in one year maintaining a sub-tropical resort — and a private yacht to get to and from it — for the benefit of the controlling stockholder and other officers. A beverage manufacturer spent \$10,903 for box seat tickets, breakfasts and luncheons at a Kentucky Derby party. And a dairy company spent \$16,818 to send its presi-



Modern tamping machine. Charges of 'featherbedding', particularly when levelled at railway workers, have been grossly exaggerated. The fact is that the productivity of rail workers has risen more steeply than for almost other form of employment

dent on a hunting safari to Africa.

These are just a few of the fine moral examples that management sets for its workers at the same time that it gives them pious little lectures about how they mustn't try to get something for nothing. In this environment it is too much to expect that workers, caught in an industry where jobs are disappearing, should not resist or resent the advent of automation. They resist because neither society nor the employer adequately recognize the need to shift part of the human cost of technological change from the shoulders of the ones least able to bear it, the workers.

Certainly, today we have developed some cushions in the form of unemployment compensation, supplemental unemployment benefits and the like, but they are far from adequate. Therefore, it seems obvious that along with automation and technological progress, we must develop — in addition to the purchasing power I have already noted — a greater degree of acceptance by employers and by government that out of the savings made possible by automation must come the cost of helping workers adjust to technological change.

This means that employers must recognize the validity, and indeed the necessity, of certain kinds of proposals that unions are making today in the course of collective bargaining.

Retraining Programmes

These proposals incorporated such ideas as broader transfer rights, retraining programmes, earlier retirement, continuation of fringe benefits during periods of layoff, preservation of wage rates for workers who are downgraded, and painless reduction of jobs through normal attrition.

These and similar contract clauses can help to take the hurt from technological change. However, even this does not provide the full answer. The adjustments that our society must make to automation may well require revisions in current concepts that are indeed drastic by today's standards. For example, though many leaders, including the President, currently frown on the idea of a shorter work week, I think the combined pressure of disappearing jobs and a growing work force will inevitably require steps in this direction.

Most of all, however, I think management must realize that labor by itself cannot solve the enormous social and economic problems that are raised in an automated economy. We need, between labor and management, the development of a spirit of cooperation and a greater recognition of common goals. Management must realize that its own future is inescapably tied to the future of the work force that makes up the overwhelming majority of our society. They must realize that no group can make lasting progress unless it shares that progress with all.

(From an address entitled
"How Labor looks at Productivity")

130-year-old labour laws to be repealed

A SPECIAL COMMITTEE set up by the British Government has recommended the repeal of labour laws - known as the Truck Acts - which were first drawn up 130 years ago with the aim of protecting workers against abuses connected with the payment of wages in kind, and particularly against attempts by employers at that time to force workers to spend their earnings in company-owned shops.

Under the present system, the committee points out there are many forms of deductions which both employers and workers would be willing to agree to, but which are technically illegal under the Truck Acts. Instances quoted by the

committee were the recovery of loans made by an employer to one of his workers, the recovery of advances and overpayments of wages, payment for transport to and from work, payment for protective clothing or tools, and contributions towards the cost of sports grounds or other recreational facilities.

The Committee, on the other hand, would make lawful any deduction to which a worker freely consented. The same freedom, however, would not be granted to the levying of fines by employers or deductions for bad work. These would only be permitted where it was already accepted practice or where a majority of the workers concerned agreed to it.

Pilot cooperative scheme for fishermen

THE PROVINCIAL COOPERATIVE DIRECTORATE of East Pakistan has given its approval to a pilot project for the development of fishermen's co-operatives in the area. The scheme, which is expected to be initiated and completed within the next financial year,



Fishermen at the fishing port of Karachi. A scheme is being set up in East Pakistan to provide assistance for small fishermen's cooperative societies through a regional cooperative organization which will collect and market the catches, help obtain equipment and give financial aid where necessary.

George M. Harrison
Grand President of the Brotherhood
of Railway Clerks



Profile of the month

provides for the affiliation of eleven out of the existing 277 fishermen's cooperative societies to a newly-formed provincial fishermen's cooperative society. Essential fishing equipment, including boats, will be imported and supplied to fishing parties through the local societies and the Provincial government is to be asked to hand over 11 mechanized catching and carrying boats to the provincial cooperative society to collect and market the fishing parties' catches. Of the proceeds of these sales, twenty-five per cent will go to the fishing parties direct and the rest will be retained by the respective local societies for the repayment of loans and building up of capital, etc.

The new society, which will benefit about 600,000 full- and part-time fishermen in the Province, will also provide cash loans and family maintenance allowances in cases of distress during lean periods.

(Comment continued from inside cover)

treated as flags of convenience was discussed by delegates at the recent meeting of the *I.T.F.* Seafarers' Section, and a unanimous statement on the new situation was afterwards issued. The statement recognizes that the well-being and future progress of seafarers anywhere in the world are threatened if shipowners can use the seamen of one nation to undercut and destroy standards achieved by seamen of any other nation. *I.T.F.* affiliates pledge themselves to work together to oppose all efforts to use any flag to evade the wage and working standards of the country in which actual control of the shipping operation is vested; and it is now understood that flag-of-convenience registration is not limited to the Panlibhon nations but applies to registration under any flag for such purposes.

This extension of the *I.T.F.* policy towards flag-of-convenience operation will ensure that the last refuge of runaway shipowners is satisfactorily blocked.

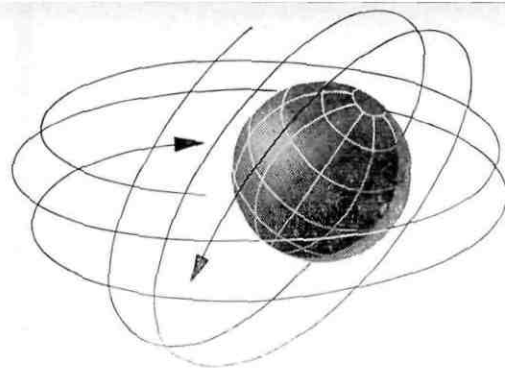
GEORGE MACGREGOR HARRISON'S astonishing career in labour began when, in 1917, he joined the Brotherhood of Railway Clerks serving as local chairman until the year following. He had begun working for the railway industry at the young age of 14. In 1918 he was elected to serve on the Missouri Pacific Railway Board of Adjustment, and served in that capacity until 1922 when he was elected Vice Grand President of the Brotherhood. Six years later he was elected Grand President, which office he still holds. Between 1928 and 1943 he was President of the Board of Directors of the Brotherhood of Railway Clerks Building Company and a Director of the Brotherhood of Railway Clerks National Bank.

Harrison is a man who has worked hard in all possible fields to help improve the lot of the working man, not only in his own sphere of industry, not even in his own country alone. Indeed his untiring activities in international labour questions proves his sincere interest in the conditions and problems of workers all over the world. In 1934 he was chosen as Vice President of the American Federation of Labour, and at the first Constitutional Convention of the *AFL-CIO* in 1955 he was elected a Vice President. As a member of the *AFL-CIO* Executive Committee he was in a better position to devote attention to the international sphere. He has served on *AFL-CIO* committees for Civil Rights, Ethical Practices, Economic Policy International Affairs, Legislative and Political Education, and Public Relations. He is an active member of many organizations: The Citizens Committee for Reciprocal World Trade, National Academy of Political Science, National Council of the Churches of Christ in the *U.S.A.*, American Palestine Committee, and these are just a few of the many. He has influenced and participated in much Government legislation affecting labour conditions in America. He served on the Commission which drafted the *U.S.* Social Security Act, on the President's Committee on Industrial Analysis, he participated in the drafting of the Railroad Retirement Act, 1937, and during the war, was a member of the


Committee on the War Effort, and of the Defence Mediation Board. He has done much significant work to minimize the effects of technological developments in employment. On the 10th February 1951 the United States Economic Stabilization Administrator appointed him as his special assistant. In this way America had one of her best labour leaders in a position to influence wage and price policy. George Harrison, however is not the kind of man to sacrifice principles to position. Shortly after his appointment he gave up the post in protest against a Government measure restricting wage increases. About the same time he was also assistant to the Director of Defence Mobilization. Immediately after the War he was one of the American leaders who collaborated with European trade unionists to form the International Confederation of Free Trade Unions. Before the War he had already been active with the International Labour Organization and in 1958 he was nominated by President Eisenhower to be a member of a 10-man *U.S.* delegation to the 13th Session of the United Nations General Assembly.

In 1959 George Harrison was presented with the Green-Murray award by the Fraternal Order of Eagles. This is an award presented in memory of the late William Green, President of the old *AFL* and the late Phil Murray, President of the old *CIO* and is conferred on the labour leader who

(Continued on the next page)




More women unionists in Sweden

 FIGURES RECENTLY PUBLISHED by the Swedish Trade Union Federation (LO) indicate that there has been a steady rise in the percentage of women members in affiliated unions during the last decade. Women now account for 22.5 per cent of the LO's total membership as against 18.8 per cent in 1950 and 21.2 per cent in 1955. Since 1955, male membership has increased by 68,000 and female by 41,275.

Ten member-organizations now have a majority of women — the biggest being the Communal Workers' Union with 68,035 women as against 51,023. Some 16,000 of the women members joined the union during the three-year period which has elapsed since its last Congress, while the male membership went down by 300 during the same period. A similar trend is to be seen in the ITF-affiliated Commercial Workers' Union, whose female membership shot up from 43,000 to 56,000 in five years, whilst only 1,500 men joined the organization as new members.

Seamen give to aid developing countries


 THE NORWEGIAN SEAMEN'S UNION has contributed 25,000 Kr. (£ 1,250) to the fund started by the trade union centre (LO) for help to the developing countries. The LO is asking every worker to donate one hour's pay, but as the Seamen's Union would understandably have some difficulty in col-

(Continued from page 239)

has demonstrated 'outstanding leadership and statesmanship'. We can only applaud the presentation of such an award to George Harrison for he has played more than a significant role in the development of trade union strength in his own country, of international cooperation among free trade unions, and in understanding the problems and conditions of working men and women in other countries.

lecting contributions in this way the union's executive committee has decided to pay over a lump sum. The Seamen's Union has also donated 10,000 Kr. (£ 500) for the ITF's regional activities programme.

Medical aid for aged rail workers urged by Harrison


 TESTIFYING on behalf of the ITF-affiliated Railway Labor Executives' Association (RLEA) before the Ways and Means Committee of the U.S. House of Representatives, Bro. George Harrison recently made an urgent plea for medical care for the aged to be provided under the Social Security and Railroad Retirement systems.

'From long experience,' Harrison told the congressmen, 'we have found the aged railroad worker and his aged dependents are in no position to provide against medical calamities. They don't have the resources. Union efforts to aid retired railmen to cover their health costs through private insurance had failed to solve the problem,' he said.

Bro. Harrison was speaking in support of the Anderson-King Bill, which would introduce a health insurance programme for Social Security and Railroad Retirement beneficiaries. Under it hospital bills (i.e. other than doctors' bills) would be paid for up to ninety days, after a deductible amount of \$ 10 a day for the first nine days. The scheme would also pay for up to 180 days of nursing home care following hospitalization, for up to 240 home nursing visits a year, and for certain other medical expenses.

The cost of financing the scheme would be borne through an increase in both employer and employee contributions to Social Security and Railroad Retirement, but Bro. Harrison pointed out that no employee would have to pay more than 25 cents a week extra.

Tougher line taken by Finnish seamen

 THE GENERAL COUNCIL of the Finnish Seamen's Union held its

annual meeting during the summer at which it laid down the broad lines of the union's policy for the coming year. In considering the climate of labour relations which prevailed at the time, the Council noted the fact that the trade union movement generally was being subjected to increasingly aggressive opposition, and that the Seamen's Union in particular was suffering from the unfavourable attentions of the shipowners, who resented the seamen's militant attitude.

This hardening opposition on the part of the employers was demonstrated when the Shipowners' Federation summoned the Seamen's Union before the Industrial Court. The Seamen's Union had threatened as an expression of solidarity with striking flight engineers to boycott tankers carrying fuel oil for Finnish aircraft. Although the boycott was never carried out because the strikers reached agreement with the airline company, the Shipowners' Federation demanded that a prior judgment be given by the Court. They lost their case, but the seamen have taken this attack as an indication that they can expect no sympathy from the employers and have tightened their resistance accordingly. The General Council agreed unanimously that the union would no longer be prepared to compromise, even on minor disputes, and that demands for a new wages agreement this autumn would be pressed with the utmost vigour.

Other claims agreed by the General Council have been laid before the Prime Minister and the Minister of Commerce. The first of these concerns the administration of seamen's vocational training, which the union wishes to be divorced from the general administration of vocational training. This is because that body has systematically been sabotaging the operation of Suomen Joutsen — the training vessel which has been converted into a seamen's vocational training school at Turku. The union is asking that the whole of seamen's vocational training should be administered by a completely


separate and independent body. The government is also being asked to provide a number of new schools for seamen, the first of which should be built in Helsinki, whose municipal council is attempting to sabotage seafarers' vocational education by refusing to free a site for the construction of such a school.

Another vital demand put to the government by the Seamen's Union was that the inspection of safety standards should be extended to cover ships. At present seafarers are excluded from all regulations concerning the safety of working conditions and the activities of inspectors only extend as far as the dockside. The Seamen's Union has repeatedly demanded that control should be extended to cover seamen and their work, but these requests have so far met with no success.

A grievance which has caused a great deal of bitterness among seafarers is the regulation of minor disputes concerning conditions of service by authorities appointed by the Board of Navigation. These bodies are authorized to sign seafarers on and off vessels and also to rule in minor disputes concerning individual seamen. Very often they are composed entirely of shipowners and so, naturally, rule in favour of the employers. The Seamen's Union is therefore demanding that a special representative body should take over the duties of the Board of Navigation in this matter, appointing the seamen's employment authorities and defining their functions.

A representative of the Seamen's Union is now sitting on a committee set up by the government to look into these demands.


Modern living accommodation on rails

 7,500 GERMAN RAILWAY WORKERS go out daily on repair trains to see to the maintenance of the Federal Republic's 72,000 km. of railway track, and to repair any damage which may have occurred. It is partly thanks to their activity, that modern express trains are

able to average high speeds and cover long distances in the shortest possible time and with the greatest possible safety. The men on these repair trains and in these working parties lead a hard life all the year round exposed to the elements, and in spite of comprehensive security measures the high accident rate shows that their work is extremely hazardous.

They deserve, therefore, a special kind of protection and both the German Railwaymen's Union (*GdED*) and the General Staff Department of the Federal Railways make untiring efforts to improve the living accommodation and welfare of these railwaymen. The present demand of the *GdED* is for a further 800 permanent way carriages to be repaired, renovated and fitted out in an up-to-date manner as soon as possible in order to cater for the needs of men who have to live through the week constantly separated from their families. 1,600 such carriages have already been converted during the last few years with considerable advantage. The railwaymen's travelling lodgings have turned into homes on wheels which in comfort and amenities can often compare with luxury camping vehicles. Cheerful bedrooms and common rooms, well fitted kitchens with refrigerators and excellent sanitary arrangements have all gone to make out of the cheerless accommodation of not so long ago modern repair trains in which it is a pleasure to relax after work has finished. Leisure amenities, such as radio sets, books, magazines, newspapers, indoor games and the like, form part and parcel of all this.

Protection demanded for taxi-drivers


 THE TAXI-CAB trade group of the German Public Service and Transport Workers' Union has stated that the way to protect taxi-drivers from surprise attack by passengers is not by the reintroduction of the death penalty, but by designing the cabs themselves so that would-be thugs are prevented from

One of the devices used in Swiss taxis to help protect drivers from surprise attack. A mirror enables the driver to keep an eye on his passenger, but many taximen feel that this is not sufficient to ensure safety as the mirror gives only a very limited view



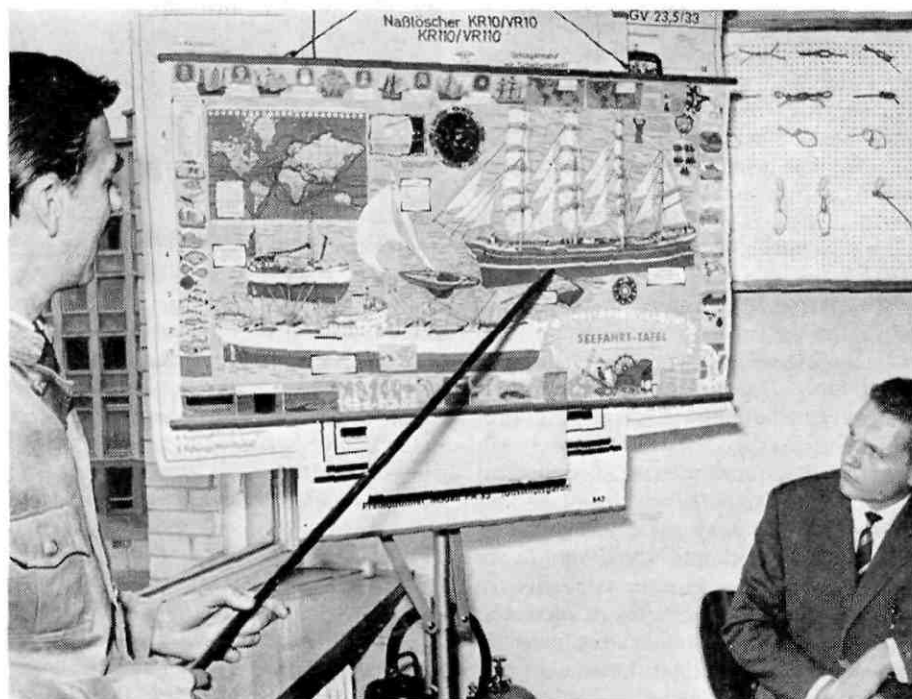
getting at the drivers. The taxi-drivers are demanding that glass partitions should be built into the cab between driver and passenger, and that alarm devices and bolts should be installed. The union is quoting in support of its case a law which states that an employer is obliged to protect his employees against danger to life and health in their work.

Better conditions essential on German Railways

 THE MANAGEMENT of the German Federal Railways has decided, after consultation with the unions, to set aside three million DM for the purpose of further improving social welfare schemes for their staff during this year. The German Railwaymen's Union and the Joint Staff Council for the railways have for a long time been demanding greater efforts on the part of management in this field, and therefore welcome the railways' announced intention to work out a long term programme for the improvement of their social services. The union is bearing in mind particularly the increasingly critical shortage of staff. The railways will not be able to compete satisfactorily in the labour market if they cannot provide social conditions at least as good as those offered by large private enterprise firms.

The continued agitation of the Railwaymen's Union and the railways' Staff Council in the past have ensured the expenditure of about two hundred million DM on improving conditions in the railway industry. The uneven progress made in reconstruction and modernization of the railway system has given rise to differences in conditions which should now be corrected once and for all.

Improved training for German Seamen



ANCHOR ON THE 14TH APRIL this year a new Seamen's Training School was opened in Hamburg by the ITF-affiliated German Transport and Public Service Workers' Union (OeTV). This school is the first of its kind in the Federal Republic and is a much needed innovation. In Federal Germany every young man wanting to take up a career in merchant shipping must serve a period of apprenticeship in the same way as any school leaver on land wishing to enter some particular profession. This apprenticeship period lasts 3 years.

However, regulations dating from 1956 require that the prospective merchant seaman should have completed 3 months theoretical training before signing on for the first time. The new Training School has been specially designed to meet this need. The apprentice seaman spends 2 years 9 months of his 3 years at sea gaining practical experience in seamanship; the 3 months he spends learning the theoretical side of his intended profession is necessarily a cramming course, since while he is at sea he will not get any schooling. The fact that he does his 3 months theory at the beginning of his apprenticeship puts the seaman at a disadvantage in comparison with apprentices in shore jobs who receive continuous

theoretical training all the time that they are engaged in practical service in their particular trade. By the time the young seaman comes to take the examination for his Able Seamen's Certificate he will have forgotten a great deal of the theory he learned three years earlier.

The high rate of failure in this examination is one of the reasons for the great fluctuation of labour in merchant shipping. A high percentage of the 4000 young men who on an average enter German merchant shipping each year do not stay the pace and are lost to other trades.

Of the 5000 youths who entered the industry in 1955 and who were due, after completion of their training, to take their examinations in 1958/59 only half

The new School has also introduced a valuable week's 'refresher course' which reminds the prospective seaman of his theoretical instruction just before he takes the examination for his Able Seaman's Certificate. The time gap between the theoretical schooling and the examination has proved a great stumbling block in the past which the new scheme will do much to remedy

were still going to sea in 1957, and only a third took the examination a year later. The average age of Germany's merchant seamen is 23, one third of them being under 20. And so there is a problem to find ways of inducing men to stay in merchant shipping. The OeTV, in getting its much needed Seamen's Training School under way, has made an important contribution to achieving some degree of stability. In addition to the important theoretical grounding given to the newcomer, any romantic ideas he may have about life at sea are also dispelled in this 3 months preliminary schooling.

Between 1958 and 1960 17% of all examinees failed the examination and of those who had not done the preliminary training course, the rate was as high as 26%. The main reason for this is no doubt that the schooling period comes before the period at sea. Thus the examinees, having forgotten much of what was learned during their theoretical training, come unprepared to the examination. To remedy this the OeTV has in its new Seamen's Training School organized a week's refresher course for those about to take the examination and who have just returned from their period at sea. It is significant that of the 225 candidates who have been attending the new school's courses this year, none have failed. As no seaman can join the crew of a German ship without the Seamen's Certificate, the improvement in examination results will do a lot towards achieving a greater stability of labour in German merchant shipping.

The School, which is well equipped and up to date and housed in the building of the Guild of Seafaring Professions (SBG), prepares its pupils not only

for the Seaman's Certificate but also gives further training in almost every branch of seafaring. The daytime courses are devoted to the preparation of pupils for the Seaman's Certificate and for entrance examinations to schools of shipping and marine engineering. But the School also includes in its programme various evening courses for radio operators' licences, certificates for specialized fields of seamanship and yachtsmen's licences. Short courses are also given by qualified instructors for the Fireman's or Lifeboatman's Certificate. The official Ruling on the training of seamen requires that they should have a thorough grounding in accident prevention and safety measures aboard ship. Instruction in this as in all other important aspects of seamanship, such as craft recognition, legal technicalities, matters concerning duties aboard ship, is given by qualified lecturers. The basis for much of the teaching is provided by the Seaman's Handbook, which the OeTV published earlier this year in order to help relieve the acute lack in Germany of specialized literature for seamen.

The School has been in operation in



The new Seaman's Training School set up by the German Transport and Public Service Worker's Union (OeTV) aims at providing a three-month theoretical course before the apprentice seaman goes to sea for his practical training, which lasts 2 years 8 months



Qualified lecturers give instruction in all important aspects of seamanship, such as craft recognition, legal technicalities, accident prevention and safety measures and the basis for much of the teaching is provided by the OeTV's own Seaman's Handbook which was published earlier this year

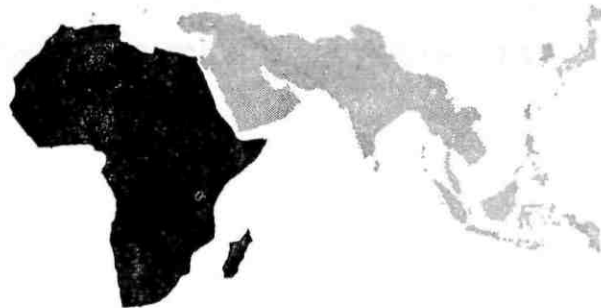


The School, which is well equipped and completely up to date, prepares its pupils not only for the Seaman's Certificate but also gives further training in almost every branch of seafaring. One of the School's evening pupils is here seen getting practical experience for his radio operator's licence


Hamburg since January but was officially opened in the SBG building on 14th April 1961. The elimination of failures in the examination for the AB Certificate, where only a year before there had been a failure rate of 17%, proves how necessary such a school was in Germany. The OeTV is to be commended for its initiative in getting it off to such a flying start. German merchant shipping looks forward to the opening of the proposed sister schools in Bremen and Cuxhaven.

New ITF publication


In addition to the bi-monthly magazine 'Transporte' our Regional Office for Latin America and the Caribbean Area is now issuing a Press Report containing trade union news items in Spanish, Portuguese and English. Copies may be obtained from: ITF, Apartado 1250, Lima, Peru.



Caribbean Conference of transport workers


 THE CARIBBEAN CONGRESS of Labour plans to hold a conference this month of representatives of workers from all sections of the transport industry. It is estimated that about 9,000 workers will attend. The idea of the meeting originated during discussions between the unions of Jamaica and Trinidad, and delegates to the Conference will discuss the problems and methods of co-operation between the various transport unions.

Airline employers appeal to government

 RECENT REPORTS that the government of Ceylon was thinking of terminating the agreement between Air Ceylon and KLM has caused concern among the former airline's 382 employees. The Airlines Officers's Association, which organizes over eighty per cent of the staff, wrote to the Prime Minister on behalf of its members appealing to her not to end the Air Ceylon-KLM agreement.


The Association gives a number of reasons why the Agreement should not be revoked. Since it was signed in 1956 Air Ceylon has continued to run at a profit without being a drain on the country's financial resources. In addition, the staff, which numbered 198 in January 1956 has risen to 382 and if the drastic step considered is carried out nearly sixty per cent will face dismissal because of redundancy. They state that the large sums of money already spent on the training of pilots, technicians, accountants and traffic and despatch personnel will have been wasted.

ICFTU protest Korean trade union ban

 FOLLOWING REPORTS that the new Government of South Korea had banned all political and social organizations, including trade unions, and that it had suspended the right to strike,

the ICFTU cabled the Chairman of the Revolutionary Committee urging him to restore a democratic regime as soon as possible and to permit free and independent trade unions to function. It is now understood that an Act has been passed permitting the re-organization of trade unions.


Employment of seamen in Pakistan

 THE GOVERNMENT OF PAKISTAN has recently passed legislation designed to regulate the employment of seamen, which provides for the creation of a Seamen's Employment Board. The new regulations lay down that no person shall be eligible for engagement as a seaman unless he is duly registered at a shipping office and is in possession of a registration book, and conditions of eligibility for registration have also been stipulated. The new Board is empowered to lay down principles governing the promotion of seamen from one category to another.

Shipowners seeking to engage seamen at any port in Pakistan must in future provide the Shipping Master of that port with a complete list of the numbers and categories of seamen he requires not less than 15 days before they are to start work, although, in urgent cases, the Shipping Master may relax the period of notice.

The regulations also specify the conditions under which the Shipping Master may cancel a seaman's registration.

African unionists train in Switzerland


 SEVENTEEN TRADE UNIONISTS from African countries are now participating in the first course organized by the recently-created Swiss Foundation for the Training of Trade Union Officials in the Developing Countries.

The Foundation was formally established in February last by the Swiss Trade Union Federation.


The first course, which will last two months, is being held at the Les Ormeaux Study Centre — placed at the disposal of the Foundation by the Swiss Building and Wood Workers' Union.

Most of the young unionists attending the seminar are from North Africa, although some also come from countries south of the Sahara. Main emphasis of the course is on practical training which will enable the African students to benefit from the experience gained by the Swiss union movement. Visits will be made to industrial establishments to study industrial relations at first hand and students will also be invited to stay with Swiss workers in their own homes.

Trade Union Federation formed on Okinawa


 AS A RESULT of the activities of the ICFTU Okinawa Office and the help rendered by it to the trade union movement, it has now been possible to establish a Federation of All Okinawan Trade Unions. The Federation has an initial membership of 6,400, representing 28 unions. Other organizations are also expected to join at an early date. Transport workers' unions are strongly represented in the Federation, whose President and two Vice-Presidents are also representatives of marine transport, land transport and dockers' unions respectively.

Union employment for African students in USA

 THE PRESIDENT OF THE AFL-CIO, Bro. George Meany, has written to the presidents of all affiliated unions asking them to consider the employment of African students in union offices during their vacation periods. If necessary, Meany said, the AFL-CIO would pay up to half of the cost of such employment.

In his letter, Bro. Meany pointed out that 'many of these students will be national leaders and labour leaders in their own countries. Working in our unions will give them direct association with our principles, practices and methods of operation of the American labour movement. Our concern for the survival of a free society compels us to give urgent consideration to the needs of these future leaders'.

Report on the All-Japan Seamen's Union

 THE ALL-JAPAN SEAMEN'S UNION was founded on 5 October 1945 and is thus the oldest of the Japanese trade unions established since the war. A purely industrial labour organization, it caters for all seamen on board merchant ships, fishing boats and small craft, and, with a membership of over 106,000, enjoys considerable prestige by reason of its record and organizational power. The All-Japan Seamen's Union, however, is by no means the first Japanese seamen's union, but may be regarded as the successor to the Japanese Seamen's Union, founded in 1920, and owes much of its present-day strength to the traditions and experience of its predecessor.

Highest policy-making body of the Union is the National Convention which meets annually in regular session (in October). It consists of national secretariat officers and national delegates numbering some 450. The latter are elected for two-year terms of office from among union members. Secretariat officers do not participate in the voting at National Conventions which are also attended by the chairman of the Ship's Committee and shop stewards with the right to speak.

In the period between National Conventions, authority to conduct union affairs devolves on the National Council which consists of secretariat officers, National Executive members and standing delegates. Meetings are held at least once every two months. Function of the Na-

tional Council is to make decisions on and co-ordinate basic policies concerning union activities and not specifically reserved to the National Convention. The National Council consists of 60 members of which 31 are standing delegates, 11 national executive members, and 18 secretariat officers.

The official business of the union is conducted by a President, two Vice-Presidents and a Central Executive Committee of 15 members.

These are assisted by two special departments (each with five sub-divisions) dealing with organizing and administrative activities respectively.

The department concerned mainly with organization matters consists of the following five sections: the steamship sec-



Bro. T. Nishimaki, Secretary of the International Department of the All-Japan Seamen's Union and the JTUC, and member of the ITF Executive Committee. The International Department deals with all matters affecting international co-operation and liaison with the international labour organizations. It watches over the interests of Japanese seamen abroad and over international maritime welfare activities generally

tion, the fishing boat section; the small craft section, the organization section and the international department.

The steamship section handles matters in connection with labour conditions, the employment of union members on board general merchant ships and collective bargaining with owners or their representative body.

The fishing boat section deals with matters more closely affecting fishermen such as improvements in working conditions, fishing policies, and the international fishing situation. The small craft section concentrates on matters affecting union members serving on board vessels of a tonnage less than 700, harbour craft and barges.

The organization section deals with

A view of the headquarters building of the All-Japan Seamen's Union in Tokyo. Founded on 5 October 1945, the AJSU is the oldest of the Japanese trade union established since the war. The original union was founded in 1920 and the AJSU owes much to the traditions and experience of its predecessor



A Japanese purse fishing boat. A special department of the Union deals with fishermen's affairs including, in particular, their wages and working conditions, fishing policies and the international fishing situation. The Fishermen's Department was set up in 1947



questions of union discipline, the consolidation of branch offices' functions, co-operation with other labour organizations, industrial disputes and the operation of labour agreements.

The international department is concerned with matters affecting international co-operation and liaison with the international labour organizations, the protection of union members' interests abroad, the investigation of international welfare activities and suchlike.

The five sub-divisions of the union's administrative organization are: the general affairs department (which handles general routine matters and those concerning union properties); the education department (responsible for the production of the union's publications, the keeping of union records, labour education matters, etc.); the research department (concerned with research into all matters having a bearing on labour conditions and standards); the welfare department (dealing with seamen's insurance, social insurance generally, welfare, safety etc.); the accounts department and the political activities committee. This deals with the union's political activities at all levels.

Each of these departments may set up special committees to study and make decisions on specific matters having reference to particular problems.



Branch office of the All-Japan Seamen's Union in Kobe. The Union runs 39 branch offices and has nineteen separate offices in various ports. Branch secretaries may be assisted by up to twenty officials. They are in constant contact with union headquarters

In all, the Japanese Seamen's Union has 39 branches and runs 19 separate offices in various ports. Branches consist of a branch secretary assisted by a number of officials (up to about twenty). These deal with general union business in relation to registered members in the area. They maintain liaison with union members aboard ship and are in constant contact with union headquarters.

Shipboard organization is characterized by the ship's committee, members of which are elected by the crew in the ratio of one committee member to ten crew. The committee elects its own chairman from among its members. Provision is made for the crew to hold meetings aboard. Committee or general shipboard meetings constitute the machinery whereby grievances are discussed and formulated for transmission to and handling by the union executive, and whereby the executive in turn may pass on matters for union members to discuss.

The shop steward (in Japanese maritime practice) is defined as 'member who, being an employee of a shipowner, watches over the operation of collective agreements and deals with day to day grievances of the members employed by the shipowner'. They are in service ashore.

Shop stewards, as thus defined, are elected by members (who are employees of the shipping concern) and appointed by the President of the union. There are from one to three such shop stewards in each shipping enterprise and the system is provided for in the Constitution and Labour Agreement. Under a general labour/management agreement, the shop

stewards function in any enterprise having 200 or more union members.

Union finances are obtained from union dues, entrance fees and income properties. The bulk of revenue (91%) is from union dues. About 1.4% is derived from entrance fees and other miscellaneous sources, whilst 7.6% represents interest on deposits.

On the expenditure side, salaries and allowances account for nearly 26%, educational and other union publications account for 5.4% of total expenditure (plus printing expenses amounting to 1.5%). Among other outgoings may be mentioned: 21% to the facilities fund, 6% to the benevolent fund, and 5.7% to travelling and transport. Meeting expenses account for 1.2%; 1% goes to the political fund, whilst 3.5% is placed to reserve. Formerly, 15% of union dues went into the strike fund. This now stands at 350 million yen (about £ 350,000). Total union annual income is around 586m. yen (about £ 585,000).

In the social insurance field, Japanese seamen are covered by the Seamen's Insurance Act. Benefits provided under the Act include sickness, injury, unemployment, old age, disability and death. They also include illness of any member of a seaman's family and maternity benefits in the case of the wife.

The Act is operated by a Social Insurance Council on which the union is represented by three members.

Apart from national legislation, the union operates its own welfare scheme. This was set up in 1958. Since its inception, well over 22,000 union members

A meeting of the General Council of the All-Japan Seamen's Union in progress. Presiding over the meeting is the late General Secretary of the union, Bro. H. Kageyama, and the report is being read by Bro. H. Wada, the Secretary of the Organization Department

have received benefits totalling nearly 70m. yen (about £ 70,000). As mentioned, 6% of union income is set aside for benevolent fund purposes. Union members themselves do not contribute to the fund except that a certain proportion of union dues may be regarded as earmarked for welfare fund purposes.

The welfare fund provides six types of benefit: domestic, shipwreck, sickness and injury, death, capture and seizure, and long service.

Under the domestic benefit, in the event of destruction of a member's home by flood or fire, a sum of money is paid equivalent to 100 months' union dues months if the member is not a householder and has a dependent. These amounts are 50 and 30 months respectively if the damage or loss is not total but more than half, and 20 or 10 months if the damage is less than half.

Compensation is also provided under the welfare scheme in the event of loss of



ship. This amounts to 2,000 yen (about £ 2). In the case of a seaman living with his family on board a barge which becomes a loss, compensation is paid according to the degree of loss. Where appropriate, the rate for domestic loss is payable.

In the case of hospitalization covered by the Seamen's Insurance and Health Insurance Acts and other relevant legislation, members receive compensation after four months equivalent to one month's basic dues plus 1,000 yen (about £ 1) if married with dependent child or children or plus 500 yen (about 10sh.) if unmarried. This benefit is paid during hospitalization for a period of from 6 months to five years according to the length of the seaman's union membership. If a seaman's hospitalization is not covered by relevant insurance legislation, he receives monthly compensation from the commencement of hospitalization equal to two months basic dues plus 3,000 yen (about £ 3), or plus 1,300 yen (about £ 1 7 sh.) if unmarried.

Death benefit amounts to 5,000 yen (about £ 5) in the case of membership under three years and 10,000 yen if above.

Benefits are also payable if a ship is detained by a foreign power and crew members held in captivity. A benefit is also provided in the case of long service; a member of ten years or more standing receiving 10,000 yen (about £ 10) if he then retires after the age of 45.

The total tonnage of the Japanese merchant fleet is in the region of 6m. tons gross. The Japanese Seamen's Union organizes all crew members with the exception of a certain number of the masters. The union has a uniform labour agreement with five shipowners' organizations. These provide for the union shop.

The monthly wage of a Japanese AB works out at about £ 86. The Union is pressing for a 24% increase. On retirement after 30 years service, a seaman gets an allowance equal to 49 months' basic pay at the time of retirement. This allowance however presupposes service with the same company, a much smaller allowance being payable if he served with a number of companies. The Union has therefore negotiated a new retirement scheme whereby a seaman having had 20 years of service is entitled to the payment

(Continued on the next page)



Members of the All-Japan Seamen's Union number some 106,000. This figure includes some 17,000 officers and over 40,000 ratings in the steamship section, whilst the figures for the small vessel section are nearly 6,000 and 11,000 respectively. Membership of the All Japan Seamen's Union among fishermen is 31,000, of whom nearly 6,000 are officers

State aid for private railways in Switzerland

by E. MÜLLER, *Swiss Railwaymen's Federation*

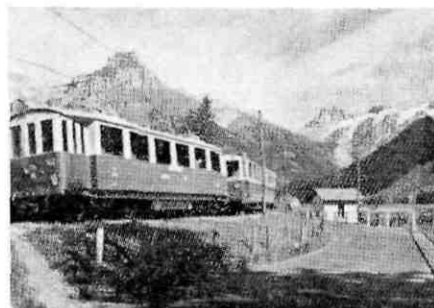
IN ADDITION TO THE SWISS FEDERAL RAILWAYS there are in Switzerland no less than 63 private railways companies which are classed as railways within the public transport system. Between 1918 and 1958 the Swiss Federal Government had powers to grant these undertakings financial aid by government decree. When such aid was given, it was most generally for the purposes of restoring financial solvency and for the replacement or improvement of technical equipment. To the aid was attached the condition that the local authorities, the Cantons, should also contribute equal amounts.

When the new Railway Act came into effect on 1 July, 1958, these early measures of financial support for the private railways came to an end. Their purpose had been to place on a sound technical and financial footing transport undertakings essential for the maintenance of public communications within the country. The new Railway Act provided for the continuance of this support through the following measures:

- a) Grants and loans for technical improvements (Art. 56)
- b) Grants for operational re-arrange-

- ments (Art. 57)
- c) Grants for the maintenance of operations (Art. 58)
- d) Compensation for damages suffered as a result of natural catastrophes (Art. 59).

In implementing the Railway Act, the Swiss Federal Parliament issued a Federal Decision on the promotion and support of licensed transport undertakings the provisions of which were not however generally mandatory. The Federal Council was thereby empowered to allot the sum of 120 million Swiss francs for aid



A train of the Stansstad-Engelberg Railway. Under the old arrangement for supporting the private railways the Cantons had to contribute the same amount as the Federal Authorities. Under the Railway Act of 1958 the Cantons supply a third of grant or loan

under the items listed above. The whole represents a ten-year programme for the private railways. Of special importance to railway staff is Art. 58 of the Railway Act which includes the provision:

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of a pension amounting to 100,000 yen (about £ 100) for a period of ten years. This is payable by the shipping company apart from the old age pension entitlement under the Seamen's Insurance Act. The latter amounts to 80,000 yen (about £ 80) after 20 years on the basis of a wage on retirement of 30,000 yen. This was the first industrial pension scheme of its kind to be set up in Japan.

In relation to fishermen, the Union established a Fishermen's Department in 1947. Up to that time the Union had been mainly concerned in organizing seamen. The organization of fishermen proved an arduous task at first but by now a firm foundation has been established. At present all fishermen on the larger deep-sea fishing boats are organized. They number about 30,000. Local fishermen are also being organized in areas where normal union membership is difficult to arrange. This work is being done by the Fishermen's Union Council, established in

1952. Its present membership is around 60,000 and these are expected to become regular members in the future.

In Japan, seamen are mainly employed through the medium of the Seamen's Employment Security Office operated by the government. There are over fifty of these offices in various localities throughout the country. They are under the control of the Local Marine Bureau of the Ministry of Transport. The Office functions through one central and nine local councils operating as advisory bodies. The Union is represented on these bodies in the proportion of one-third.

In the field of government relations, the Union has representatives on the Seafarers' Labour Committee (at national and local level). This was established as a means of protecting seamen's fundamental rights and to act as a mediatory body in the event of labour disputes. The Union is also represented on a number of advisory bodies set up by the government to deal with maritime affairs and seamen's welfare.

Training for a sea career in Japan is

provided at two nautical colleges and five merchant marine schools for officers and nine seamen's schools for ratings. Apart from these there is a maritime technical school providing re-education facilities. All of these are under government management and an Education Council, on which the Union has representatives, has been set up to ensure their proper functioning. The Union itself has its own education committee dealing with the general educational activities of the Union. The Union publishes its own weekly newspaper (with a circulation of 50,000) and a monthly magazine having a circulation of some 18,000. These are free to union members. It also operates libraries and book-chests in its various branch offices and itinerant libraries are being operated for the benefit of seamen on board, 645 chests of books making regular rounds among the ships. The Union is also active in the programming of radio broadcasts to ships twice a week on matters concerning union activities and in the daily short-wave broadcast of news to the general public and seamen on board ship.



On not shooting the pilot

+ IT USED TO BE A PRACTICE in the West when it was ruder, if not wilder, than it is now, to display a notice exhorting the audience not to shoot the pianist as he was doing his best. There has, recently been a noticeable tendency to discharge firearms far too close to the heads of pilots of airliners, not however, because their standards of performance are inadequate by hyper-discriminating passengers but for much more lawless reasons, exactly analogous to piracy on the high seas. And, of course, it is along analogous lines that the responsible authorities will have to act.

Those of us who have grown up with civil aviation have grown up with freedom of access to the flight deck — which is only unfrighting because it has become so familiar. Yet in other forms of transport access to the man at the wheel is rather more restricted.

The nerve-centre of a locomotive is certainly out of the passengers' sight and even in a corridor train out of reach. Anyone who wished to get at the driver of an express train would have to get across the coal tender. In modern diesel-engined trains, it is true, the driver's privacy has been reduced to that ensured by a sheet of plate glass.

Access to a liner's bridge needs some determined barrage-bursting by passengers, but this has been done by pirates and will no doubt be done again. Yet the contrast remains.

In most airliners the door between the passengers' cabin and the flight deck is more often open than shut. Perhaps on longer flights this is more to give the flight crew a chance to go aft than for passengers to go forward. Nevertheless, passenger morale, in general, seems more likely to be enhanced by shutting off the flight deck than making access easy. And no doubt airlines will move towards such a decision.

But to lock the flight crew on the flight deck is not going to ensure their complete protection against determined

armed men. By the nature of their construction pressurized craft of light alloy are not easy to render shot-proof. For the same reason the provision of armed guards to shoot it out with desperadoes is not calculated to make much appeal to nervous passengers either. And the IATA facilitation committee is likely to take a poor view of regulations requiring the "frisking" of passengers before embarkation.

As a first step, nevertheless, it would seem reasonable to seal off the flight deck from the cabin. This would at least make it more difficult to press a gun in the pilot's back.

From the Aeroplane

No isolation for African trade unions

+ THE EXTRANEOUS ISSUE of international affiliation raised at the Casablanca Conference was politically inspired and not industrial or economic, as it is dishonest, negative and dictatorial.

For one thing, no trade union in Africa has had the moral courage to declare officially and openly its affiliation to the Communist-controlled World Federation of Trade Unions. But it has been clear all along that some trade unions are in secret alliance with that organization.

On the other hand, there are 22 trade unions in Africa that are officially and openly affiliated to the International Confederation of Free Trade Unions, which is the workers' own international organization — democratic, independent and free from employers or government control throughout the free world.

Moreover, every affiliate of the ICFTU is autonomous and deals directly with the employers and government of its own country.

To advocate the isolation of the African trade union movement can serve no other purpose than achieve the ends of the ambitious politicians who are well aware that it is only an enlightened and stable labour movement than can check their excesses.

O. Zudonu writing in the Nigerian Daily Times

Teachers without qualifications

+ LABOR HAS CARRIED a number of articles and editorials about the controversy that has arisen because the Pentagon has silenced generals and other military officers who use their positions to indoctrinate civilian audiences with extreme right-wing propaganda. Right-wing groups and the cooperating generals picture every step towards social justice in this country, every bit of progressive legislation as 'communitic'. They do so by equating social legislation with socialism, and the latter with communism. Thus, the graduated income tax, expanded Social Security, medical aid to the aged, Federal aid to education, and other goals for which the Kennedy Administration stands are characterized as steps towards communism.

Labor has pointed out that the military brass hats have no business propagandizing the American people. But even more important, they have no real qualifications for trying to 'educate' the people about the 'perils of socialism'.

The fact is that all of these generals and lesser fry officers are themselves products of America's most conspicuous form of 'socialism' — that is, the military life. These men have all their wants taken care of by the government. Uncle Sam pays their salaries; provides them with free housing; gives them free medical, surgical and hospital services; makes available to them commissaries and post-exchanges where they can get merchandise at bargain prices, and furnishes them with numerous other 'socialist' services.

Moreover, most have had free higher education, paid for by the government at West Point, Annapolis, and other military academies. And they can retire at an early age, with handsome pensions furnished by the government, toward which they don't need to contribute a penny. Also, after they retire, military officers and their dependents continue to get many free 'socialist-type' services and

(Continued on previous page)

International Transport Workers' Federation

General Secretary: P. DE VRIES

President: R. DEKEYZER

7 industrial sections catering for

RAILWAYMEN
ROAD TRANSPORT WORKERS
INLAND WATERWAY WORKERS
PORT WORKERS
SEAFARERS
FISHERMEN
CIVIL AVIATION STAFF

- Founded in London in 1896
- Reconstituted at Amsterdam in 1919
- Headquarters in London since the outbreak of the Second World War
- 258 affiliated organizations in 74 countries
- Total membership: 6,500,000

The aims of the ITF are

to support national and international action in the struggle against economic exploitation and political oppression and to make international working class solidarity effective;

to cooperate in the establishment of a world order based on the association of all peoples in freedom and equality for the promotion of their welfare by the common use of the world's resources;

to seek universal recognition and enforcement of the right of trade union organization;

to defend and promote, on the international plane, the economic, social and occupational interests of all transport workers;

to represent the transport workers in international agencies performing functions which affect their social, economic and occupational conditions;

to furnish its affiliated organizations with information about the wages and working conditions of transport workers in different parts of the world, legislation affecting them, the development and activities of their trade unions, and other kindred matters.

Affiliated unions in

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

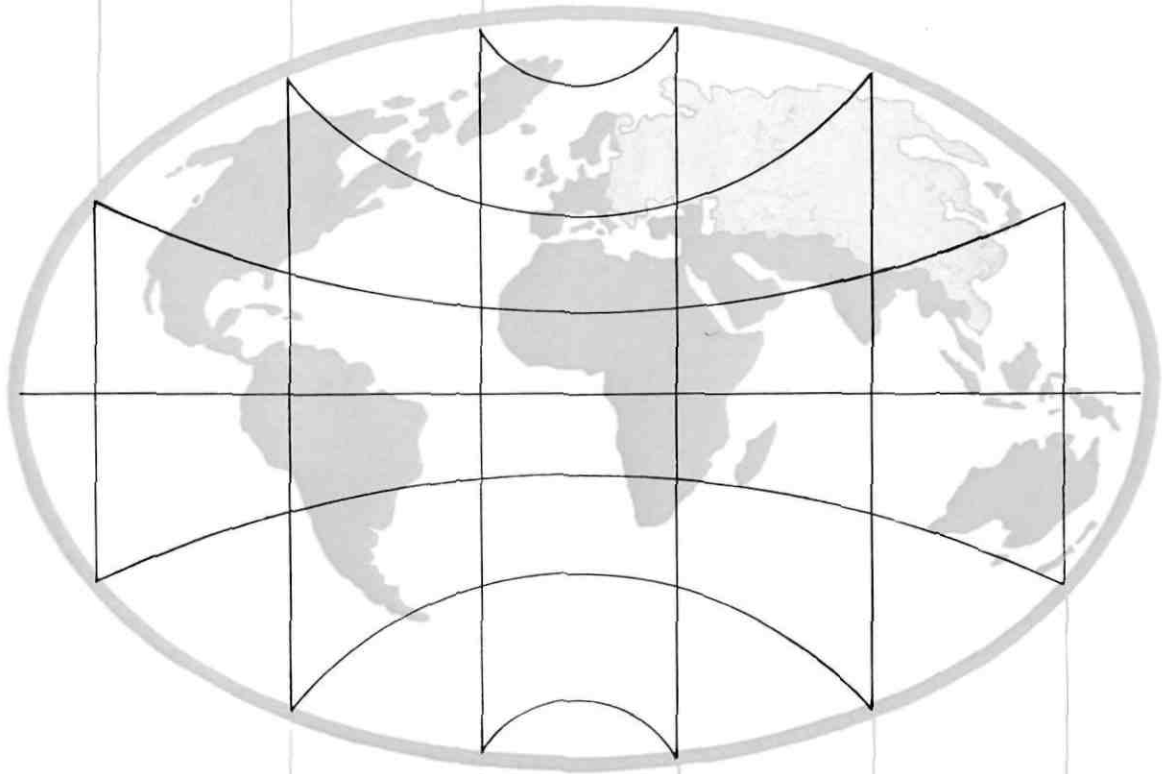
Publications for the world's transport workers

International Transport Workers' Journal

Internationale Transportarbeiter-Zeitung

ITF Journal (Tokyo)

Editions of Journal



Pressebericht

Editions of Press Report

Pressmeddelanden

Communications de Presse

Transporte (Mexico City)

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