

International Transport Workers' Journal

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Monthly Publication of the International Transport Workers' Federation

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Comment

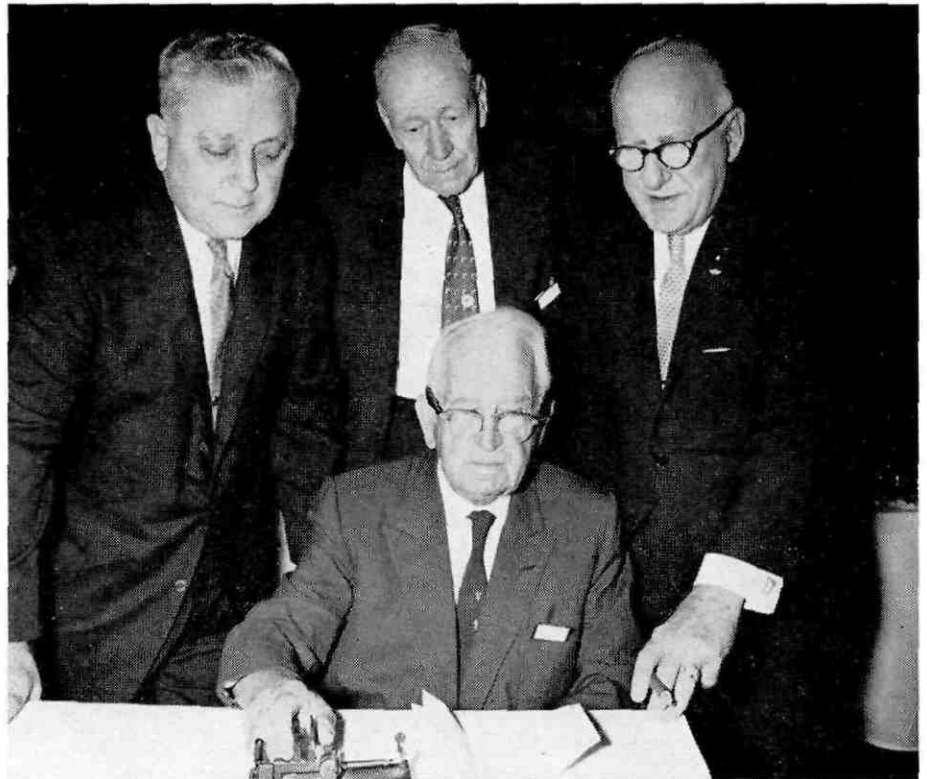
Whom have we here?

DURING THE RECENT highly unpleasant holocaust which has been generally labelled "World War II", the travelling public in Great Britain (and for all we know in other countries too) was encouraged to assist in economies by reducing their travelling to the bare minimum. The test was: *is your journey really necessary?* The answer to this one was left to the conscience of the individual (always a chancy thing) and no statistics were published to show how many intending travellers, whose eyes may have alighted on a poster carrying this reminder, consequently decided to relieve the transport system of the burden of carrying them. Nowadays, of course, we are enjoying peace – whatever that may mean in the present world political situation – and no more reminders of that sort are necessary. Nevertheless we, as trade unionists, have a kind of war on our hands. True, it is being fought with considerable more attention to the ideals of decency and justice. It is, for all that, a "war" – even though most of the "battles" are being fought across the bargaining table and nothing more deadly is hurled at the "enemy" than an *unpalatable fact or a threat to withdraw labour*. That being so, we feel we are entitled in turn to pose a few "conscience reminders" addressed to anybody, or in particular to any group, whose efforts, no matter in how small a way, may be impending our "war effort". We invite them to search their conscience by asking themselves, not: *is your journey really necessary?*; but: *is your existence really necessary?*


We have been prompted to make these reflections by the news – not in itself very shattering – that some half dozen railwaymen's associations in Europe recently decided to form the "European Federation of Free Railwaymen's Unions". It seems a queer title, and the members of this "Federation" appear to be more concerned with the extent to which they can differentiate themselves from their fellow railway workers than the extent to which *their interests as railwaymen are necessarily identical*. That is a pity, and we would remind these

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Order of railroad telegraphers - 76 years of progress



Past and present. Seated, past President E. J. Manion, age 89, but still active in labour affairs. Standing behind him are (left) G. E. Leighty, President since 1946, V.O. Gardner, past President from 1939 to 1946 (age 84 but still active in labour matters) and E. M. Mosier, present Grand Secretary and Treasurer since 1942

 AMERICA'S fifth oldest railway labour union, the Order of Railroad Telegraphers, celebrated its diamond anniversary during 1961. The Order founded 76 years ago at Cedar Rapids, Iowa, is one of the 23 standard labour organizations in the US and Canadian railway industry. The present organization came into being at a meeting of telegraphers on 9 June 1886, largely as a result of the efforts of Brother Ambrose D. Thurston, who for three years and at his own expense had been producing a monthly newspaper called the Railroad Telegrapher, in which he constantly stressed the need for such an organization.



Headquarters of the Order of Railroad Telegraphers in St Louis, Missouri. Founded 76 years ago, the Order has come a long way since the time when its offices were situated in a tiny house on the first floor of which was printed 'The Railroad Telegrapher', published by Ambrose D. Thurston

His, however was not the first tentative at forming such a union. Earlier attempts go back as far as the Civil War, the first being the formation in 1863 of the National Telegraphic Union, which was not a militant body - confining itself rather to the provision of sickness benefits. More radical organizations came into existence later, culminating in the Brotherhood of Telegraphers of the United States and Canada.

It was formed in 1882 as a part of the Knights of Labour at a time when dissatisfaction with wages and conditions was acute. The companies stubbornly refused either to consider individual grievances or to discuss general issues with the union leadership. Despite the fact that the Brotherhood was still in the early stages of organization, demands

were presented to the Western Union Company for a substantial pay rise and general improvements in working conditions. Following the employers' point-blank refusal to consider the claims a strike was declared in July 1883 which the company resisted, thus destroying the Brotherhood which was at this early stage virtually without funds.

The men who along with Brother Thurston helped to form the Order of Railroad Telegraphers three years later had learned much from this lesson. Attention was diverted to the idea of non-protective organizations. Thus the Order founded at Cedar Rapids in 1886 was to be an anti-strike fraternity and to include only telegraphers working for the railway companies. This latter provision was made because of the divergence in working conditions prevailing



President of the Order of Railroad Telegraphers, George E. Leighty, is also Chairman of the Railway Labour Executives' Association. Brother Leighty has been in office as President of the ORT since 1946.

in commercial and railway telegraphy, although a branch did exist for the commercial telegraphers between 1898 and 1900. In its first stages the Order of Railway Telegraphers of North America, as it was to be called, was a purely fraternal organization. In addition to the clause in its first platform of principles prohibiting strikes there was also an obligation to members not to 'teach the art of telegraphy to any person or persons without the consent of the Local and General Chairman or Chief Telegrapher, approved by the President'. The Order was originally founded on the principles of supply and demand in limiting the teaching of students. This limitation remained until 1956, but the non-militant character of the union soon changed.

It seems that in 1890 the Order reached a crisis. The membership had risen rapidly after the first few years of its existence. 18 divisions in 8 states were established during the first year. In 1887 the membership was around 2,250 and in 1889 it had risen to 9,000. Its jurisdiction had been gradually extended to cover a wide variety of groups, even to include to some extent employees who were not strictly concerned with telegraphic work. But after these first few years of expansion withdrawals began

increasing, as members lost interest in the purely fraternal features of the union, feeling the lack of benefits and concrete advantages. At the Order's convention in 1890, Brother Thurston had expressed his satisfaction with the non-protective policy, but a year later he reversed his position and advocated the reorganization of the Order as a fully fledged trade union similar in structure and activities to the old train and engine service brotherhoods. His recommendation was accepted and the Constitution was amended accordingly. The following years were prosperous ones and the companies were able to make some concessions to the demands of their employees for better wages and working conditions. During the years 1891-94 the ORT concluded some thirty agreements. But all was not working as smoothly as might be thought from this. The favorable conditions of the years 1892-3, during which the Order had been involved in six strikes, soon gave way to a period of recession in which many railways were in financial difficulties and wage reductions and unemployment became widespread.

The officials of the industry for various reasons divided the railways of the country into three regions: the Eastern, South Eastern and Western Districts.

They also set up a central bureau called the Association of American Railways, which was to co-ordinate the efforts of all three regions. Early in the twentieth century they established the Railway Executives' Association. Thus it is clear that the employers were as thoroughly, if not better, organized than the employees. Just before the turn of the century, some of the operating brotherhoods had found it expedient to negotiate rules and wages on a regional basis, which was often successful. Because of these experiences there was a growing tendency among the closely allied organizations to work together. In 1893 the Brotherhood of Firemen and Enginemen, the Order of Railway Conductors, the Brotherhood of Railroad Trainmen, the Switchmen's Union of North America and the Telegraphers formed the Cedar Rapids Plan of System Federation. Under this plan, if a settlement of any particular grievance could not be reached, the question might be brought before the 'General Federated Board' consisting of the chairmen of the organizations parties to the plan. If they failed to secure a settlement, the president of the aggrieved organization might call in the executives of the other organizations who would have power on a two-thirds majority to call a strike. A number of federated boards were constituted in various parts of America in 1893 and were called into action almost immediately to resist the general wage reductions being put into force by the companies. This plan was so successful when tried that it was decided to extend its operation and give it greater scope. A plan for 'International Federation', in other words provisions for joint action to be undertaken automatically on every organized railway, was drawn up in 1897 by all the organizations participating in the former regional plan, with the exception of the Engineers. This plan created the Federation of American Railway Employees and under it the leadership of any strike declared would be vested in the executive committee of the Federation rather than in the leadership of the aggrieved organization, as with the Cedar Rapids plan. But about 1900 the Federation did not prove to be universally satisfactory and was abandoned by mutual consent.

A new agreement was concluded in 1901 by the five organizations which set up a procedure in handling grievances much like that of the old Cedar Rapids plan. But with the adoption of regional

action as a basis for settling primary issues by the train and engine service brotherhoods, the Telegraphers found it no longer possible to co-operate with them. Hence at their convention in 1902 the Telegraphers renounced all other forms of federation in favour of affiliating with the newly organized Railroad Employees' Department of the American Confederation of Labour in which they remained until 1933.

By withdrawing from the federation agreement with the train and engine service organizations in 1909 in favour of the AFL Railroad Employees Department, the Telegraphers lost the right to enter into their system of co-operative agreements. But the brotherhoods concerned amended the plan so as to permit the participation of other unions. The Telegraphers co-operated informally in several instances and were includ-

ed in co-operative agreements with about thirty companies by 1919. Federal control during and after the First World War, proposed wage reductions, legislative action and other factors affecting all railroad employees led to the creation of an offensive-defensive alliance of all the recognised railway unions, except the Locomotive Engineers. The direction of the general movement was lodged in the hands of a Conference Committee of Union Executives, consisting of executives of the standard railway unions, who met in Chicago in 1920, in order to weld themselves together in their thinking, policies and efforts to solve the problems which continued to confront them following the return of

the railways from federal control. In May 1926, this same Conference Committee was officially constituted as the Railway Labour Executives' Association, the membership of which includes representatives of all 23 standard organizations.

In 1930 the RLEA was approached by representatives of the holders of railway securities, who were becoming alarmed at the falling off of revenues in the railway industry. Subsequently much discussion was held between these two groups on means whereby these adverse trends might be brought to a halt. Labour was willing to co-operate to the full in any moves to strengthen the railways' position in the industrial life of

The Order of Railroad Telegraphers had branches in Canada as well as the United States. Our photo shows a Canadian telegrapher at work at Station Pendleton, Ontario (Photo by courtesy of the Canadian Pacific Railway)



the nation, but at a meeting in 1931 arranged by the *RLEA*, to which security owners and officials of the railways were invited, the latter did not put in an appearance. Subsequent meetings were held but no specific programme was agreed to. In May, 1931, the *RLEA*'s proposals on relief of unemployment and future stabilisation met with a refusal to cooperate on the part of the employers. The expedient of reducing railway employees' wages had many advocates at this time, and their influence was gaining ground towards the end of 1931. In November of that year the *RLEA* conferred with a committee of railway presidents representing the managements of railways in the three geographical regions of the United States. A verbal request was made that the employees accept voluntarily a reduction of 10% in their wages for a period of one year to 16 months, without any change being made in the current agreements. The chief executives of the various organizations involved were given an assurance that if they agreed to accept this reduction on a national basis the employers for their part would be willing to meet and discuss with the employees any problems of a nation wide importance which they might have in future. The outcome of these meetings was an agreement signed to take effect from 1 February 1932 that a 10% deduction should be made from the wages of all railway employees. A number of conferences were held between the two parties following the signing of the agreement, and the full ten per cent was not restored till April 1935. This agreement set a pattern for negotiating in the railway industry which has been followed in practically all instances since then. Since this time the important claims of the non-operating unions, of

(Comment continued from inside cover)

associations that there is already in existence a pretty energetic world-wide Federation active in promoting the trade union interests of railwaymen in Europe and throughout the world; that this Federation is very "free", as its member unions are not run by political bosses – or railway managements; and that "holiday excursions" of their kind into the fields of international railway labour industrial relations can only serve to interfere with well-established "schedules".

We invite this association to ask themselves whether their continued existence is really necessary.

which the Order of Railroad Telegraphers is one, have been worked out collectively on a national basis and have subsequently been negotiated with the employers at a national level.

Now the Order has its headquarters in St. Louis, Missouri, and is headed by President G. E. Leighty, who has been in office since 1946, and Grand Secretary-Treasurer, E. M. Mosier, in office since 1942. Brother Leighty is also Chairman of the Railway Labour Executives' Association. Since he became their leader, the Members of the Order have received a total increase in wages of \$ 1.25 per hour, have had their working week reduced from 48 to 40 hours, secured premium pay for Sunday and holiday work, have won extended paid holidays, outstanding improvements in health and welfare schemes, life insurance paid by the companies, increases in pensions and in sickness and unemployment compensation.

One of the organisation's greatest successes, however, was scored recently in the shape of the new job stabilization agreement concluded on 29 October 1961 with the Southern Pacific Company. The new pact establishes complete security of employment for all workers actually in service and extends to new employees substantial security of employment and affords them the protection of their jobs previously given, under the Washington Agreement, only in the case of consolidations and mergers.

The major provisions of the new agreement are:

(1) The number of positions held by union members may only be reduced in a given year at the normal rate of wastage, and in no case may the reductions exceed 2%. Reductions due to the installation of centralized traffic control are excepted from this provision. (2) Any reduction in the number of station agencies in excess of five in a given year may be put into effect only through conference and agreement between the parties. (3) All employees covered by the agreement as from 15 September 1961 will be guaranteed at least 40 hours work a week, or pay instead, retroactive to that date. (4) Employees hired after 15 September 1961 who are affected by reductions due to organizational or technological changes will benefit from the Washington Job Protection Agreement of 1936 which previously only applied in the case of railway mergers and consolidations. (5) Employees who were laid off as a result of such changes made

since 24 April 1958, when the *ORT* served its job stabilisation proposals on the Company, will be allowed benefits equal to those provided under the Washington Agreement.

Other provisions are that not less than 96 hours' notice should be given to an employee whose position is to be abolished, and not less than 90 days' notice to the union of curtailment of positions because of technological or organizational changes. This is so that arrangements for re-training can be made in order that employees who lose their jobs in this way may start a new career without undue hardship. A special adjustment board will be established to dispose of disputes concerning violations of the agreement which may have occurred in the abolishing of positions. Before signing the agreement the union secured a guarantee protecting members of other organisations from being penalised for any strike action in sympathy with the *ORT*.

In recent years railway management has bitterly resisted all job security proposals advanced by the railway labour organizations. At the time of the 1956 wage agreement, the Brotherhood of Maintenance and Permanent Way Employees had put forward proposals on stabilization of employment, but the employers flatly refused to bargain on them and stalled action by every possible legal device. After two and a half years the National Mediation Board finally ruled that the companies should bargain on this issue. And it was not until 1959 – nine years after they had begun pressing the subject – that the permanent way men were able to make a start on their programme for stabilisation of employment.

Efforts in the same field on the part of other organizations have also been vigorously resisted. One earlier effort by the Railroad Telegraphers to secure such an agreement on the Chicago and North Western Railroad was resisted by the management all the way to the *US* Supreme Court, which last year dissolved a lower court injunction and ordered the management to negotiate. Instead of doing so, however, the *C&NW* took the matter to Congress and got a bill introduced which would deprive all organised labour of its right to bargain for security of employment. The bill was rejected finally, but the dispute with the *C&NW* is still pending.

In its report to President Eisenhower in 1960 on the non-ops' wage dispute a Presidential Emergency Board indica-

ted clearly that the railroad labour organizations should launch new movements to obtain greater security of employment, for this, in the long run, would also be in the public interest. 'Efficiency and economy are not the sole determinants of the public interest; fully to serve the public interest a national transportation system must also assure fair and stable employment conditions', was the opinion of the Board set up to consider the *ORT-SP* dispute. Protection from the adverse effects of technological change, labour saving innovations and organizational changes such as have occurred on the Southern Pacific is a proper and legitimate demand of the employee. No one would argue that the brunt of technological change and cost saving should fall only on the employees: many would hold that part of the economies thus realized should be used to alleviate the social cost of technological advance.

The American people – travellers and shippers as well as the individual company and the workers involved – will all benefit materially from this historic agreement between the Railroad Telegraphers and the Southern Pacific Company, one of the largest railways in the US. This agreement has created a precedent which will undoubtedly be followed by further stabilization programmes. The pattern of complete and real protection of a worker's security of employment established in the *ORT-SP* agreement could thus bring to the US railway industry as a whole the true stability which the American public has so long demanded.

An apology

The continued late production of the ITF Journal remains a matter of concern to all those engaged in its production. Unfortunately, efforts on the production side to ensure earlier appearance have been largely counteracted by a 'work to rule' movement among British postal workers. With the editorial staff and ITF headquarters in London but the printers and layout some hundreds of miles away – in the Netherlands – certain delays and difficulties are inevitably encountered. These have lately been increased by the postal situation. We tender our apologies for the temporary late appearance of the Journal coupled with the assurance that every effort is being made to ensure a return to normal.

Egon Rasmussen



Profile of the month

EGON RASMUSSEN has been holding a responsible secretarial post with the Danish Railwaymen's Union for getting on for a dozen years. A railwayman of the 'old school' – he celebrated the twenty-fifth anniversary of his employment on the Danish State Railways at the beginning of this month – he certainly knows the value of a quiet mind applied steadily to the job on hand. And Egon Rasmussen, known affectionately as 'Ras' in wide Scandinavian railwaymen's circles, has quite a few matters to attend to, not only in connection with his immediate tasks as union officer but also in connection with wider trade union affairs in his own country and Scandinavia generally. For, besides being industrial secretary (*sekretaer*), he is also Assistant General Secretary (*vice-forretningsfører*) and over and above that edits the union's journal 'Jernbane Tidende'.

To all these tasks he brings a wide knowledge of railwaymen's affairs a fund of good humour and understanding and a constant energy which not only help him over the trials and tribulations of his diverse union offices and functions but, more importantly, are invaluable assets in wider spheres in which he is active such as the Danish National Labour Organization (COI), in which he exercises secretarial functions, the Danish Railwaymen's Joint Committee, of which he is a member, as well as of the recently-established Joint Civil Servants and Teachers' Committee, the National Federation of Labour (LO), of the council of which he is a member, and the Nordic Railwaymen's Union.

If one should ask how, at the age of 47, Egon Rasmussen can combine all these functions and still find time to interest himself in the world beyond railwaymen's immediate affairs and problems, the answer would probably be that you keep up a steady head of steam, don't blow your boiler, and stay on the rails. That at least would seem to be an answer in keeping with his temperament and career.

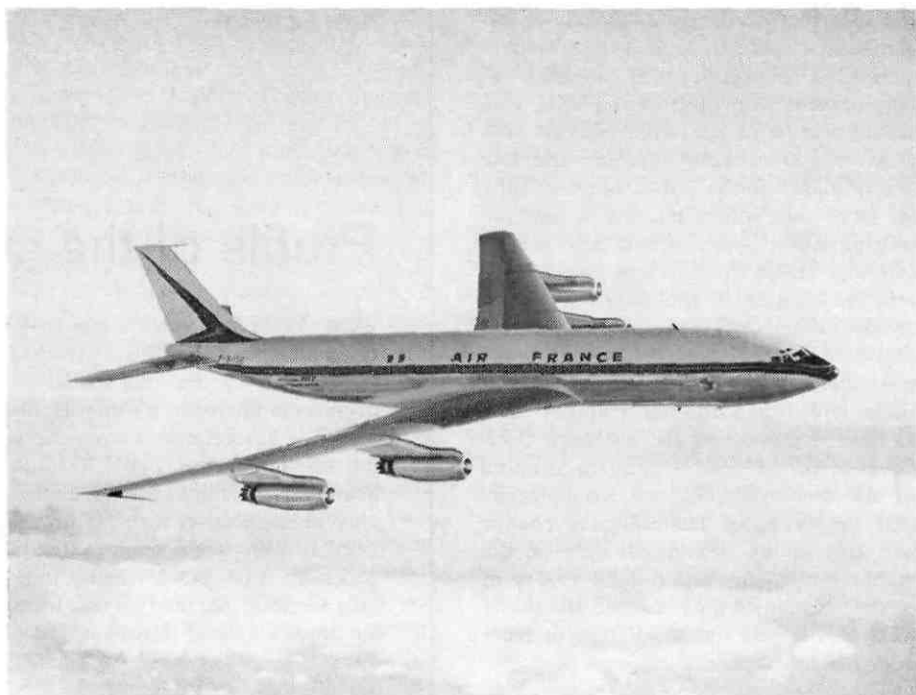
On completion of his apprenticeship as a wood-turner, in company with so many other industrial workers around the 1930's, he found himself in the middle of a trade depression which could offer no work to the young aspirant. He, however,

utilized periods of unemployment by attendance at a higher educational institute where he studied social and political economy. He entered the service of the Danish State Railways in 1936 as a station worker from which position he worked his way up to locomotive driver. From his earliest days in the railway service Rasmussen interested himself in trade union organizational work. His fellow station workers elected him shop steward and he continued with his union representative tasks when in 1942 he went over to the footplate staff. He was district branch secretary for the footplate section in 1948 and at the same time a member of the union's executive committee. He left his district for Copenhagen when elected *Sekretaer* in 1950.

Thus over the years Egon Rasmussen has made no small contribution to the Danish railwaymen's trade union movement. His knowledge and the qualities he brought to his tasks have earned him respect in the widening field in which he has become active. He has never been a man to spare himself and has always possessed a sturdy reserve of energy whenever special demands have been made upon him – as for example in connection with the revision of the Wages Act and the regulations on hours of work which followed. He has tackled the problems associated with these instruments – and the

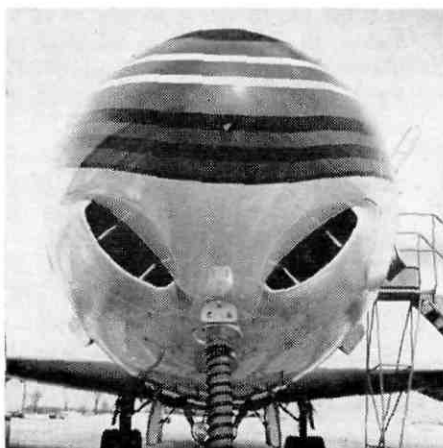
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Greater fatigue experienced by jet crews



A Boeing 707 of Air France in the air. Speeds have increased considerably since the days of the DC4's, which made the transatlantic crossing in 20 hours. These aircraft cover the same distance in 8 hours, flying at much greater altitudes. The aircraft are built to withstand the greater stress, but not so the people who fly them, who are still the same

+ AFTER AIR FRANCE had been using Boeing 707 jets for several months, members of crews became conscious of an increase in the fatigue which they normally experienced flying conventional planes. The consciousness of this increase in fatigue led the men to report the matter to their professional organizations. In the face of the growing alarm, these organizations took the matter before SOGESTA (Société Civile de Gestion et de Soutien du Personnel Navigant de l'Aviation Commercial), an essentially non-union organ the function of which is to support and defend the interests of air crew members in every field. SOGESTA in effect has a large membership and extensive funds at its disposal, in addition to which it also possesses a medical branch directed by Dr. Gérard Juin and comprising a certain number of doctors specialising in many fields, all of them working in Paris hospitals.



This nose-up view of a giant jet DC8 shows an air starter hose connected in readiness for the aircraft's four powerful engines to be set in motion. The crew are exposed to all the strains and stresses which an aeroplane of such power and speed can impose on them, adding to their normal fatigue

Thus about the 15 May the SOGESTA organised a meeting of representatives of all personnel flying the Boeing 707's. Each specialist crew category was represented at the meeting: captain, co-pilot, navigator, flight engineer, air hostess and steward. The meeting was presided over by SOGESTA President, M. Laguillaume and enjoyed the participation of the General Secretary of the SOGESTA Medical Council, Dr. Gérard Juin.

Each representative of the flying personnel gave an account of his working conditions and of those of his fellow workers and gave details not only of his personal observations but also of what his colleagues noticed and experienced themselves over several months of flying the Boeing 707's. In fact there was an overall agreement in views and a

striking number of the remarks made were identical.

It was decided to select a series of flights for the purpose of investigating the problem of fatigue. Each crew member was to undergo a medical examination three hours before take-off. The examinations were to consist of a series of tests conducted by seven or eight specialists under the leadership of Dr. Juin. The tests were split up under four main headings. Firstly there was a general clinical test in which a general practitioner examined the heart, arterial tension, pulse rate, reflexes and made general clinical observations, as well as noting the subject's age, the number of flights completed on conventional aircraft and on jets. There was a detailed biological examination, including a blood test, followed by a physiological examination

conducted by means of an electrical apparatus for measuring neuromuscular reactions, which was used to investigate nervous and muscular fatigue. Lastly an ophthalmological examination was carried out, also in order to study nervous and muscular fatigue, by analysing the focusing ability of the eyes and the fusion reflex which makes binocular vision possible. On each of these flights carried out there was a doctor from the SOGESTA team who underwent exactly the same tests and examinations and accompanied the flying personnel, in an observatory capacity. This was an advantage from the point of view of the tests in general since it permitted the presence of a person of the same age as the crew flying under the same conditions but doing no work on board.

Soon after the plane touched down at the airport where the crew was to be relieved, after a flight of 7 hours 30 minutes to 8 hours, a fresh series of clinical, biological, ophthalmological and, at times, cardiological examinations was carried out - usually within an hour or an hour and a half of landing. The third series of examinations was conducted at Paris within the hour of landing after the return flight.

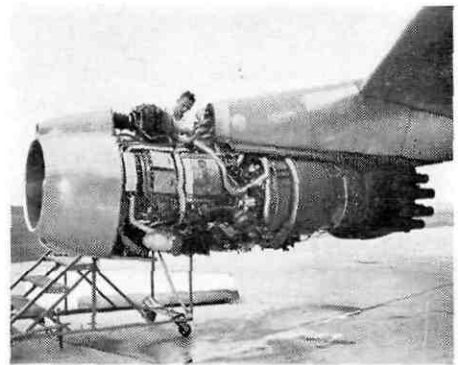
These studies were pursued on a series of jet and conventional flights during a period from the 19 June to the 15 October 1960. In all, 136 subjects were examined: thirteen captains, 38 members of the cockpit staff - co-pilots, navigators, flight engineers, radio opera-

tors. In addition to these there were 45 members of the cabin personnel - pursers and stewards - and 24 air hostesses. Apart from the flight staff there were seven doctors who underwent the same examinations as the former and accompanied them on their flights. The investigations of Dr. Juin's team were effected on 14 flights altogether. The examinations were extensive and thorough.

With regard to the results obtained from this research, the first point of importance is that crews on jet flights display greater fatigue than those flying conventional aircraft.

Clinically, disturbances in the arterial tension were noted to be almost a constant factor. Biologically a certain number of things remained happily unmodified, but amongst the results of the laboratory examinations are some modifications in the blood, which are the classic sign of exhaustion and fatigue.

In the matter of insufficient rest and rest periods which were too short for complete repair of fatigue, a chance happening added support to the initial impression obtained. After the first examination in which a crew was tested, there followed a strike of ten days affecting the personnel flying the Boeing 707. The second flight on which investigations were conducted left on the day work was resumed, and it was possible to choose the Paris-Anchorage (Alaska) flight in order to test the crew, for this run is reputed to be the most difficult



The intricate design and construction of the Boeing engines make the mechanic's job a difficult one. It requires of him an intimate knowledge of the engine's parts and its working. In the interests of safety he must be wide awake and alert, so that his trained eye should not miss a single fault occurring

and the most tiring. But each member of the crew had the benefit of ten days' complete rest owing to the strike. The result noted was particularly interesting, since the fatigue experienced and the effect upon organisms was appreciably less extensive than on the Paris-New York, New York-Paris flight in which the medical team took part immediately before the strike. Another interesting fact recorded was that the fatigue following a flight on a conventional aircraft lasted considerably less time than the fatigue resulting from a flight in a Boeing. This is a fact of great importance for it leads us on to the problem of the accumulative effects of fatigue. It is possible to see air crew members in a state of exhaustion even when they are about to leave on a flight after a normal period of rest.

The speed of the Boeing 707's is double that of the conventional types of aircraft on the routes in question. Thus accelerations and decelerations will be more abrupt. The G factor enters into it but it is unlikely that it plays any large part in civil aviation, where the comfort of the passengers has to be considered. But though it may not be felt on one or even two flights, the effects of it through repetition can begin to make themselves felt and bring on considerable disorders.

The altitude at which a jet aircraft of this type must fly is also a factor which



The safety of passengers and crew depends to a very large extent on the efficiency and competence of the maintenance staff. A group of them are seen here working in unpleasant conditions, attending to one of the Boeings on the tarmac before take-off

can contribute to fatigue. The pilots must have their oxygen masks in permanent readiness around their neck and regulations even stipulate that they should wear them on the face which, over periods of 8 hours, means considerable discomfort for the pilots. Inhaling oxygen in its pure state is not so healthy as is generally supposed.

Another very important factor in the question of fatigue is the change in time. The DC4's used to complete the Paris-New York run in 20 hours, and the change in time was six hours. The Boeing 707's do the same distance, with the same change in time, in 8 hours. For the Anchorage flight, however, which takes 12 hours, there is a change in time of 11 hours. Thus a flight which left Paris at 1220 hours would arrive at Anchorage, at 1320 hours the same day. When the crew sit down to their lunch, it is midnight in Paris: they are too tired to eat so they go to bed only to wake up in the middle of the night (Anchorage time), hungry and unable to get anything to eat. The crew leave at 1115 hours next morning to arrive in Paris at 0935 hours the following day, having spent 11 hours and twenty minutes on the plane. After an absence of over 48 hours they have only seen the night once. Physiologists are agreed that to prolong or shorten the day of a human being to such an extent can only be detrimental to his health.

There are several other factors involved in the problem. For example the change in climatic conditions is more rapid and abrupt on jet flights than on the slower conventional runs. Moreover the filtered glass used for the windows and portholes of the DC4's has been used without modification in the Boeings which fly at an altitude considerably greater than the DC4's. The ultra short waves emitted by radar apparatus on the aeroplane are also known to have a harmful effect on the circulation of the blood and on the nervous and ocular systems, producing disturbances.

What will be the outcome of these investigations? In France, extensive statistics are being compiled from which new facts appear every day, notably the fact that pilots fatigue more than the rest of the crew. Pilot fatigue is more serious and deserving of attention than that of the commercial personnel because it weighs much more in the question of safety.

In the international sphere it is evident that this research has aroused general

interest and approval. News of the French initiative in this direction has prompted enquiries from the medical services of certain US airlines, which although magnificently organized have not yet undertaken any studies of fatigue experienced by jet air crews. The Russians have carried out investigations on Aeroflot crews flying Tupolevs, and their conclusions were made known at a recent congress of aerodynamic medicine in London. The Russians have concentrated more on the psycho-technical than on the purely clinical in their tests, which is possibly of less value from a scientific point of view.

The 1960 series of tests was merely a beginning. They will serve as a basis for future research into the matter. There can hardly be any doubt that conventional aircraft are considerably less tiring for those who fly them than the Boeing 707's. This is a somewhat superficial conclusion, but the matter should not be allowed to rest there. Aeronautical medicine should be a science relating directly to work maintaining itself in a constant state of vigilance and should not wait for problems to present themselves in order to attack them but try to keep abreast with the progress of technology.

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many others they have brought in their wake - with the same grasp of detail allied with broad understanding which have characterized his trade union work from the early days when he was spokesman for a modest group of station employees.


Above all, throughout his lengthy trade union career, and with advancement bringing problems of a more abstract nature, Egon Rasmussen has never lost the 'human touch'. Today, as ever, his mind and sympathies can be turned with equal effect to the ordinary everyday problem brought to him by a colleague as to the more momentous matters in the council chamber.

In this he is helped by an equable temperament, a warm sense of humour and a grasp of essentials which in both small and major matters have been - and still are - of paramount significance in the work to which he has devoted all his interest and energies - the work of improving the lot of the Danish railway worker.

His present 'jubilee' comes as a re-

minder of the many years Egon Rasmussen has served this cause and, in thus printing his 'profile' in the pages of our Journal, we would not fail to add on behalf of the ITF family of railwaymen our felicitations and best wishes for many more happy and successful years.

European social charter is signed

 THE FORMAL SIGNING of the European Social Charter adopted by the Committee of Ministers of the Council of Europe was carried out by member States in Turin on 18 October.

The Charter, in the drafting of which European unions and the ICFTU European Regional Organization played an important part, provides inter alia for the right of everyone to earn a living by freely chosen employment, the right of all workers to fair wages, fair working conditions, safety and health at work, vocational training, social security, and protection of the family, the mother and the child. The Charter also recognizes the right of workers to set up trade unions and to take collective action in the event of a conflict, including strike action.

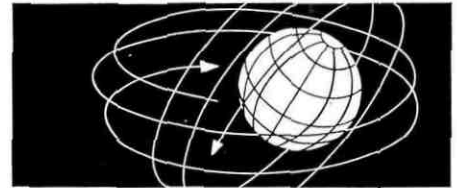
(Continued from page 24)

weak, scarcely viable organizations. Here we have a great opportunity to place the experience of our own history at the service of others, for the very tempo of development in the new African States means that they cannot afford the time to learn by repeating the mistakes of their European colleagues.


There can be no doubt that the future of the international trade union movement will be decided in Africa, Asia, Central and South America. None of us, however, should expect quick successes in these areas. That is why activity based on long-term planning is all the more essential. The international solidarity of our movement has therefore to face up to a tremendous and a completely new task. Nor can we expect that this assistance to our brothers in the developing countries will be on a reciprocal basis. Rather must we make our contribution now, in both the material and idealistic spheres, in order to ensure real international solidarity for the future.

*Adolph Kummernuss,
writing in OeTV-Presse*

Round the world of labour



The joint ITF/PSI conference

 THE DECEMBER 1961 ISSUE of the *ITF* Journal carried a short report on the Joint *ITF/PSI* Conference on urban passenger transport problems held in Frankfurt from 31 October to 2 November last. *ITF* Press Report No. 22 of 9 November also contained a supplement with a somewhat more lengthy report on the proceedings at the Conference. Owing to last minute space difficulties the text of the two resolutions adopted could not be included in the Journal report. We therefore set out below the definitive text of these two resolutions, the first of which, on urban passenger transport problems, was adopted unanimously, and the second of which, on conditions of employment in urban transport undertakings, was adopted by 11 votes for, with one vote against, and five abstentions.

Resolution on Urban Transport Problems

WHEREAS a sound development of the social and cultural health of urban communities can only be assured by continuing to accord priority to the public as against the private interest and by regulating traffic in such a way as to enable everyone to reach his destination quickly, *punctually, safely and with the least possible hindrance*;

WHEREAS transport undertakings which serve the public interest must provide the public with all requisite transportation services and must, in particular, meet the requirements posed by the transportation of the working population to and from their place of work; and

WHEREAS:

- a. the steady increase in the number of motor vehicles beyond the capacity of the roads has already led to intolerable conditions of obstruction and slow-down of services provided by passenger transport undertakings as well as to an increase in their operating costs;
- b. in the future, the urban road system will be even less able than it is today to cope with the increasing number of vehicles; and,
- c. in particular, parking facilities in the centre of towns are already inadequate and can never be extended sufficiently to meet all requirements;
- d. these conditions seriously impair the smooth functioning of mass transportation, of other important public services, of goods transport and of

the taxi services, and in particular, adversely affect road safety;

- e. considerable hardships are inflicted on the users of means of mass transportation inasmuch as they are required to endure delays, annoyance and inconvenience;
- f. the employees of transport undertakings are unduly burdened in the performance of their duties and, furthermore, their conditions of work and livelihood are seriously threatened;

this Joint Conference of the Public Services International *PSI* and the International Transport Workers' Federation *ITF*, meeting in Frankfurt/Main from 31 October to 2 November 1961,

IS OF THE OPINION THAT, as a result of close cooperation between the transport and town planning authorities, urban traffic conditions must be regulated in such a way as to limit individual transport in urban centres and its claim to be provided with parking facilities on roads to the extent that the means of mass transportation and all other essential transport services may function without hindrance, quickly and economically; and

DEMANDS:

- 1) *construction works* above all to increase traffic safety. Furthermore, measures should be taken to enlarge the surface of streets, and to provide car parks outside urban centres, in so far as this is economically feasible and advisable in

the context of the town's general layout, and in so far as the transport and town-planning authorities regard it as essential within the framework of their coordinated efforts;

2) *transport regulatory measures* calculated to provide those living and working in the towns with efficient transport services which are quick, safe and reliable, and which afford the travelling public as much comfort as possible at favourable fares, as well as to facilitate the unimpeded passage of other vehicles which are essential for the public interest;

3) *legislative measures* for the relief of the urban transport undertakings, in all cases where (a) financial obligations are imposed upon them in the form of road tolls and special taxes which are not imposed on other means of transport; (b) obligations are placed on the transport undertakings by the authorities on general economic and social grounds which affect the financial situation of transport undertakings and which must therefore be compensated out of public funds.

This conference calls upon affiliated unions

- a) to resist energetically any attempt to depress wages and conditions of employment on the pretext that the disorder in urban transport has adverse effects on the finances of the undertakings;
- b) to take up the struggle to achieve these objectives by means of appropriate action and in cooperation with all the parties interested in a speedy termination of the present chaotic traffic conditions along the lines set out in the foregoing demands; and

Requests the executive committee of the two international trade secretariats, the ITF and the PSI,

to consider steps in a joint committee and – if necessary by calling upon the services of experts in this field – to work out basic principles which may serve as a guide to affiliated organizations when implementing this resolution.

Resolution on Conditions of Employment in Urban Transport Undertakings

The joint conference of the unions of urban transport employees meeting under the auspices of the *ITF* and *PSI* in Frankfurt/Main from 31 October to 2nd November 1961,

HAVING NOTED AND DISCUSSED a report on the conditions of employment in urban transport undertakings and

NOTING THAT, since the Joint Conference in 1948 and the adoption by that Conference of a programme of demands, improvements in this branch of industry with regard to hours of work, wages and social security have not in many countries kept pace with those in other sectors of industry both private and public;

FURTHER NOTING THAT this fact and irregular working outside normal working hours, at week-ends and on public holidays, as well as the great responsibility which is placed on the operating staff of urban transport undertakings in present-day urban traffic, often lead to serious difficulties in the recruitment of suitable personnel;

DEMANDS that, in the interests of maintaining urban transport services which are necessary to the community, the conditions of employment in urban transport should be governed by the following principles:

1. Employees are entitled to earnings and conditions of social security which are at least equal to those obtaining in transport undertakings in progressive cities and in large commercial and industrial undertakings. Operating staff and all other employees required to work outside normal hours, i.e. during the evening and at night, on public holidays and at week-ends, should be additionally compensated in the form of time-off and supplementary payments.

2. Cooperation between management and employees and between the undertaking and the trade union must be ensured by appropriate machinery for consultation and negotiation. The trade union should be able to participate in an effective manner at all levels of operational and social planning at least where the interests of the workers are affected as well as in transport planning.


3. The introduction of new methods and techniques must be kept within reasonable limits. The health and social welfare of employees should not be allowed to suffer as a result of such measures. Where, in spite of the observance of these principles, it is possible to reduce the labour force employed, the reduction should take place through normal wastage, limitation of recruitment or retirement on conditions which are acceptable to the employee concerned. In no case should rationalisation measures or reduction of services lead to unemployment or loss of earnings.

4. The employees are entitled to a fair share of the benefits from rationalisation and increased productivity. This share should take the form of a reduction in working hours, supplementary payments or other appropriate improvements in conditions of employment. In particular, insurance benefits payable in case of old age, premature incapacity, sickness and accident should be brought up to a high standard.

5. Appropriate mediation and arbitration machinery should be instituted in order to prevent or settle industrial disputes.

THE CONFERENCE INSTRUCTS THE JOINT COMMITTEE to devote particular attention to developments in working conditions in the various countries and to report back at the next Conference.

A taxi to protect its driver from attack

 ARMED ATTACKS on taxi drivers in some continental countries. With this in mind the engineers of the Mercedes works have developed a taxi offering the greatest possible safety for the driver against any violence on the part of a passenger.

In the new taxi the driver is separated from passengers seated in the rear part of the vehicle by a bullet proof partition, the upper part of which consists of triplex glass. The lower part of the partition is provided with a sort of drawer through which the fare money may be paid. The side windows both in the front and rear halves of the vehicle are likewise made of triplex glass, so that they cannot be broken intentionally.

The windows and doors in the rear part of the taxi may be locked by the driver by means of a switch on his dashboard. While locked the doors may


be opened from the outside, however, and the windows may be lowered a fraction of an inch to provide ventilation. But the locking device ceases to function as soon as the engine stops, for example after an accident.

The small triangular windows in the driver's doors are provided with rapid locks so that these doors may be opened quickly in case of need from the outside.

In the rear part of the taxi there is a bright light which at night will make it difficult for the passenger to see the driver.

These safety devices are of course only effective if all the passengers are seated in the back of the taxi. If the driver takes on several passengers at a time and one of them has to sit next to him in the front part of the vehicle, then the safety provided by the special fixtures in this type of taxi become negligible for him.

Congress of Aviation Medicine

 AMONGST THE PAPERS presented at this year's Congress of Aviation Medicine held in Mexico City were one or two which related to matters of direct interest to pilots in civil aviation.

One, from a team of doctors led by Dr. Juin, was concerned with measuring the fatigue experienced by pilots of four engined aircraft - jet and conventional - on transatlantic flights. (See article elsewhere in this issue). Other studies, by Dr. Gerritzen, of Holland and Dr. Benitte, of the French military medical service, were on changes in the diurnal rhythm experienced on Atlantic crossings.

The investigations of Dr. Juin's team, the detailed results of which will be published in the Congress proceedings, showed that in terms of fatigue the shorter jet crossings imposed just as great a burden on air crews as the longer flights in conventional aircraft. Should these conclusions be generally accepted, it would follow that a crew on a jet run would require an equal amount of rest to that given to crews on longer flights.

Dr. Benitte's study showed that the generally accepted symptoms of somnolence were apparent in aircrews whose normal sleep work cycle was disturbed by changes in local time, and Dr. Gerritzen showed that physiological disturbances returned to normal more quickly in subjects who returned immediately from Idlewild to their point of depart-

ture in Europe, than in those who had a four day rest in New York before returning.

Another paper examined the possibility of a relation existing between the standard of visual acuity of RAF pilots and the accidents in which they were subsequently involved. It concluded that the latitude in visual standards accepted in the RAF was not a contributory factor. But a disturbing fact which emerged was that a number of pilots for whom corrective lenses were prescribed were not wearing them at the time they were involved in the accidents.

A paper by Dr. Laurell, of Sweden, implied that the tests now carried out to determine the presence of alcohol in the body were not altogether reliable, since alcohol could be formed early in the process of decomposition.

Meeting of Trade Unionists in West Berlin

A MASS MEETING of trade unionists was organised in Berlin by the German Trade Union Federation (DGB) on 27 October. The meeting had the staunch support of the international free trade union movement, and was attended by delegates from organizations all over the free world.

In order to demonstrate the willingness of the ICFTU to support the defence of West Berlin, members of its executive committee and the general secretaries of its regional organisations took part in the meeting which was held in the Municipal Congress. Speakers included DGB President Willi Richter, ICFTU President Arne Geijer, one of the ICFTU vice Presidents, Walter Reuter, ICFTU General Secretary, Omer Becu, European Regional Organization Secretary, Walter Schevenels, Asiatic Regional Organisation Secretary, G. Mapara, and ORIT General Secretary, Arturo Jáuregui. The Mayor of West Berlin, Willi Brandt, also spoke. AFL-CIO President George Meany was represented by Irving Brown, the Canadian Labour Congress by W. Mahoney; also present on the Speakers' stand were A. Chiba of Lebanon, M. A. Khatib of Pakistan, T. Nishimaki of Japan, G. Bernasconi of Switzerland and B. Storti of Italy.

In his speech to the meeting, Omer Becu emphasised the solidarity of the ICFTU with the workers of Germany in the struggle against Communism. 'Your struggle is our struggle. The ICFTU stands beside Berlin', he declared. The

ICFTU did not align itself with any political bloc but in the fight between freedom and oppression the international free trade union movement could not remain neutral. Free trade unions not only represent the workers of the free world but also consider themselves the spokesmen for the millions of enslaved workers behind the iron curtain. The so-called trade unions in the countries of the Soviet bloc do not defend the interests of the workers and have never attempted to criticise the exploitation practised by their governments. The World Federation of Trade Unions, controlled by the Communists has even applauded the repressive measures adopted by the Communists in Berlin. The freedom of West Berlin, he stressed, must be guaranteed, as well as the maintenance of democratic institutions in the city and freedom of access to Western Germany.

Denouncing the Soviet Union's renewal of nuclear tests, Becu reaffirmed the free trade union movement's support of controlled universal disarmament, and was sure that, given the potential solidarity of the world's working class, this objective could finally be achieved.

General Secretary of the Inter-American Regional Organization (ORIT), Arturo Jáuregui, addressing the meeting, underlined the similarity between the predicament of Berlin's workers and the problems confronting their fellows in Latin America. The workers in most of

the American nations had waged a long and hard battle against all kinds of foreign domination, against tyrannies and dictatorships, both of the right and the left. These regressive forces, though still present in many of the countries, were doomed to defeat before the ever growing strength of the democratic workers of the continent. The workers of Latin America would undoubtedly have been more successful in eliminating these tyrannies had they not had to fight at the same time the immense power of the Soviet Union, which promotes and backs subversion and corruption throughout the world. He reminded the delegates of the resolution adopted by the recent Fifth Congress of ORIT protesting vigorously against the oppression and attacks on freedom in Berlin, as well as the cynical and intolerable way in which the Soviet Union threatened to use atomic weapons to impose its despotic rule there.

Jáuregui expressed the admiration of the whole world for the courage shown by the Berliners in their great trial and for the impressive firmness which the workers of the city have maintained and which has already produced effective results. The free trade unions of the world were resolutely with the workers of Berlin and those of the three Americas were proud to share shoulder to shoulder with them this great struggle for justice and freedom.




Taxi drivers from all over Western Germany took part in a silent demonstration outside Frankfurt cemetery during the funeral of Franz Lieb, the fortieth taxi driver to be murdered in the Federal Republic since the end of the war. All the taxis carried placards demanding the death penalty for murderers of taxi drivers. The German transport workers union is demanding protective legislation (Planet News photo)

Airport charges rising - civil aviation suffering

 SCHIPHOL AIRPORT in the Netherlands has just raised its landing dues by 25%. In addition a charge for accommodation of passengers, imposed on all airlines using the airport, took effect from 15th November. Both measures have been taken by the airport authority in order to meet the steadily rising costs of exploitation. Charges for passenger accommodation are already demanded by other airports in Britain, France, Norway, Sweden, Denmark, Switzerland, Italy, Portugal, Greece and Austria. The landing duties and charges paid for all services rendered by the authorities to the airlines and their passengers have everywhere risen alarmingly in recent years. In his speech before the meeting of the International Air Transport Association in Sydney, the Director of the organisation, Sir William P. Hildred, expressed his concern over the constant increases in these charges and other burdens which the authorities are laying on air transport. In three years they have risen by more than 50%. In 1960 the airlines together paid \$132m. to various governments in the form of landing rights and accommodation charges. In the same year they made a combined profit of \$50m. This means that the costs imposed by the airport authorities alone were nearly three times as high as the total profit accounted for.

The authorities in every country have to give attention to the special needs of civil aviation - airfields properly equipped with radio and radar installations, adequate safety precautions, etc. The airlines do not dispute the need for charges to be made for the use of these facilities, but they feel that they should not be so high as to cover the running costs of the airports entirely, since these facilities are also there for private aviation. The high costs, which have to be borne by the airlines, tend only to maintain fares at a high level. And so the airport authorities are working against their own interests by making the airlines shoulder the whole burden of running costs. Many airports are running uneconomically: a good commercial principle which has been put into practice at Schiphol and recently in London also, is, instead of imposing a single tariff on all users, to make reductions for regular users and for landings outside of peak hours.


Pity the poor 'pests'

 SPEAKING AT A CONFERENCE ON 'better use of the world's fauna for food' in London, Sir Alister Hardy of Oxford University claimed that by controlling pests on the sea bottom, fish supplies might be increased ten times. Recent work by a Danish biologist, he said, had shown that creatures such as starfish ate enormous quantities of food which would otherwise be available to fish. Scientific fish farming of the future might include regular 'combing' of the sea floor to remove the pests. They could be ground up and used for poultry food.

Mr. Orraca-Tetta of the National Institute for Medical Research put in a word in praise of the giant African snail as a food source. These snails, he said, abound in tropical areas, and are the largest living molluscs, with shells up to seven inches wide. Their protein content is equivalent to beef.

Mr. Orraca-Tetta admitted that the snail 'may have a revolting smell to those not accustomed to it' but gave the encouraging news that this disappears when the snail is cooked.

New Norwegian seamen's hotel opened in Hamburg


 THE OPENING OF A MODERN FOUR-STORY HOTEL for Norwegian seamen in the Port of Hamburg marks a new departure for the Norwegian State Welfare Office for the Merchant Marine, since this is the first such hotel which has been entirely built designed and constructed under its auspices. The hotel, which is known as 'Norge' (Norway), cost some 6 million Norwegian crowns (£ 300,000) and will fill a very real need in Hamburg, which together with the neighbouring ports of Bremen and Bremerhaven is called at by more Norwegian vessels than any other port in the world.

A small seamen's home was first built in Hamburg in 1907, but this was not used any more after 1945. The need for a new hotel with modern facilities became really urgent in 1953 when a Norwegian hiring hall for seamen was opened in the port. First steps to build it were planned following representations by the Norwegian General-Consulate in Hamburg, the ITF-affiliated Seamen's Union and the Shipping Office.

The hotel has a total of 120 beds, 46 of which are in single rooms. All rooms are equipped with hot and cold water, a shower, toilet and wired radio with two

programmes and an additional channel for playing tape recordings. The hotel's restaurant - The Kon-Tiki Grill - can seat 100, while there is a further dining room accommodating 60 persons. There is also a banqueting room which can also be used for cinema and theatre performances, with an audience of about 300, together with a number of recreation and reading rooms as well as an office for the Welfare Secretary. The hotel has its own swimming pool and bath and a parking place for prams where seamen's wives visiting Hamburg can leave their children in safe hands while they go out with their husbands.

Voice recorder will aid air accident investigation

 DEVELOPMENT OF AN AIRCRAFT COCKPIT voice recorder has been begun by an American company. The company - United Data Control, Inc. of California - expected to be able to deliver a prototype model in January or February of this year.


Designed to aid aircraft crash investigators in determining the cause of accidents, the equipment will continuously record all conversations within the cockpit as well as all air-to-ground voice communications. The recordings will be preserved for post-accident analysis in containers resistant to heat, water and impact.

Thirty-minute recordings will be made on an erasure and repeating basis, and adequate safeguards will be provided to protect the contents of the recordings against casual or deliberate 'snooping'. Monitor circuits will indicate whether or not the equipment is operating properly.

Tests carried out last year by the Aviation Research and Development Service of the US Federal Aviation Agency indicate that with special noise filtering techniques it is possible to pick up and record cockpit conversations through a continuously open microphone - even under full power engine settings.

The weight of the recorder, exclusive of protection, will be limited to 10½ pounds and the size to 325 cubic inches.

Sailing time - three and a half years

 IT WAS RECENTLY ANNOUNCED in Washington that the *Savannah* - the world's first nuclear-powered merchant ship - has been loaded with enough nuclear fuel to run her for three and a half years.

(Continued on page 15)

The Air Traffic Control Officer in Britain

✚ FROM THE EARLY DAYS of Man's first powered flight in the low performance, low endurance aircraft of half a century ago to the present day supersonic jet, one of the problems has been the avoidance of collision, not only between the aircraft and geographical features, mountain ranges, hills, etc., but with other aircraft operating in and around the same airspace. The problem was not of course so significant when few aircraft were flying, and then only at very slow airspeeds, but through the years the development of aircraft performance, accelerated by the requirements of two world wars, has necessitated that a ground organization should be built up, to provide, in the official language – 'a safe, orderly and expeditious flow of air traffic.' This organization is known today as Air Traffic Control and the prime human agency in its function is the Air Traffic Control Officer.



The Air Traffic Control Officer has as his primary aids Radio Telephony (R/T) in the Very High Frequency Band, and Radar. The former enables him to talk directly to the pilot of the aircraft over fairly long distances, the latter permits constant surveillance of the airspace to ensure that separation standards between aircraft are not in any way infringed



The Control Officer must know instantly what action to take: a wrong decision can lead to disaster, and the time in which to take the action is often very limited. Once taken, any decision of this nature is usually irrevocable. Professional ability and physical fitness are imperative in such a calling

Present-day British Air Traffic Control Officers, or in the abbreviated style, ATCOs, have in the main been recruited from either the Royal Air Force or the Fleet Air Arm, generally ex-pilots or navigators, and usually with considerable flying experience behind them. Flying experience itself is not sufficient however; the training for the control of modern aircraft is long and comprehensive. A scheme shortly to be launched for Cadet ATCOs involves a four-year course of study and practical work, and includes apart from control, a fairly extensive coverage of navigation, meteorology, legislation and air law, etc. There is additionally the requirement that a fairly high medical standard is achieved and maintained, particularly in regard to eyesight and hearing. An ATCO is required

to take an annual medical examination to ensure that there has been no deterioration in health to such an extent that his efficiency might be impaired.

Proficiency

Until recent years there was no legal requirement for Air Traffic Control Officers to meet any particular degree of proficiency, but under international agreement, through an organization called 'The International Civil Aviation Organization' or perhaps better known as ICAO, standards of training and proficiency have been stated. Most of the member states of ICAO who form the larger part of the aviation world, now comply with these.

In the United Kingdom the requirements for Air Traffic Control Officers'

proficiency and qualifications are legislated for by Act of Parliament. The Air Navigation Order 1960, and The Rules of the Air and Air Traffic Control Regulations 1960 are recent examples of such Acts. Each qualified Air Traffic Control Officer in the United Kingdom, whether employed by the Government or private concern, now holds a 'licence' or Air Traffic Control Certificate. This document not only indicates which of the nine possible ratings, or qualifications, e.g. Aerodrome Control, Approach Control, Radar, etc., a particular Controller holds, but also his current medical assessment. Any Air Traffic Control Officer not in possession of the appropriate rating, or failing to reach the required medical standard, cannot carry out the full duties of an ATCO.

Cool Head and Alert Brain

It has been stated previously that the task of an Air Traffic Control Officer is to ensure the safe, orderly and expeditious flow of air traffic. This is in broad terms, however; the task is not simple, and can under certain conditions and circumstances become very complicated. It carries enormous responsibility and requires at all times a cool head and an alert brain. A Control Officer may work at many and varied units, not only in this

country but overseas as well. At aerodromes there are two types of Control Authority: Aerodrome Control, which covers the movement of aircraft on the aerodrome, along the runways and taxiways, and in some circumstances the movement of aircraft in the circuit of the aerodrome, and Approach Control — this authority extends beyond the immediate circuit, and is responsible for the co-ordination and safety of aircraft arriving at, departing from, and in the vicinity of the aerodrome. Outside the aerodromes there is an authority called Area Control. The Control Officer operating Area Control is responsible for all aircraft in the controlled airspace, e.g. along Airways, and for aircraft flying in Advisory Airspace, i.e. aircraft outside controlled airspace but requiring advice and assistance from Air Traffic Control. There are several other Air Traffic Control functions of a more or less specialist nature, e.g. Oceanic Control, responsible for aircraft operating over large areas of the North Atlantic where specialised techniques and procedure are required due to the long sea crossing involved.

Many Aids

The Air Traffic Control Officer has as his primary aids, Radio Telephony (R/T)



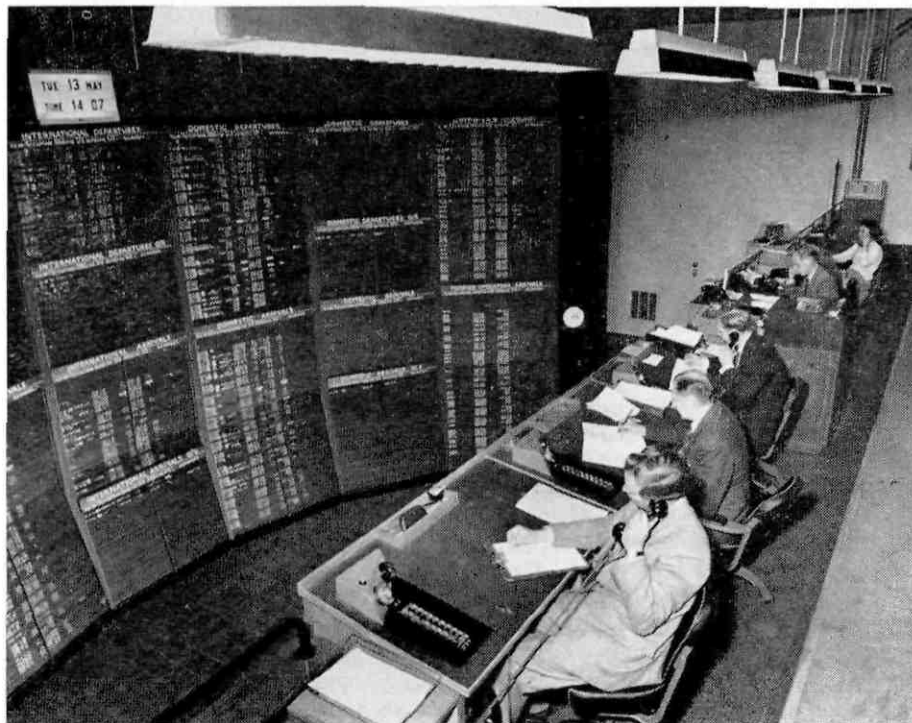
In order to maintain efficiency and ensure safety, the highest standards of vigilance and professional competence are indispensable in flying. These standards apply also to the ground control staff. It is expedient that they should have at their disposal all the aids which modern technology can offer. This picture shows the closed circuit television in use at London (Heathrow) Airport in air traffic control operations

in the Very High Frequency Band, and Radar. The former enables him to talk directly to the pilot of the aircraft over fairly long distances, passing instructions, advice, etc., and the latter permits constant surveillance of the airspace to ensure that laid down separation standards between aircraft are not infringed. There are of course many ancillary aids the Control Officer may use to assist him in the task of controlling aircraft. Radio Ranges, Beacons, Markers, Direction Finding equipment, Area Navigational equipment, and the varied types of radar, for positioning aircraft for landing in bad weather, to long range area coverage equipment, as used at Air Control Centres, giving ranges of 150 to 200 miles.

A combination of any of these aids may be employed at any one time to determine the exact position of an aircraft, thus enabling the Control Officer to pass instructions to provide and maintain separation between aircraft he may be controlling. The Control Officer must be aware at all times of the internationally agreed standards of separation, 1,000 feet vertically between aircraft, or ten minutes in time, along the same track. In certain circumstances five minutes is permitted, where a fast aircraft is flying ahead of a slow one, e.g. a 600 m.p.h. jet ahead of a 160 m.p.h. Dakota.

Emergencies

The task of an Air Traffic Control Officer is not limited to the single function



In the United Kingdom the requirements for Air Traffic Control Officers' proficiency and qualifications are legislated for by Act of Parliament. The Air Navigation Order 1960, and the Rules of the Air and Air Traffic Control Regulations 1960 are recent examples of such Acts designed to regulate the highly responsible job of Air Traffic Control Officer

of ensuring that aircraft do not conflict with each other, however; he has the additional responsibility for dealing with emergencies, which although rare, do occasionally occur. The Control Officer must know instantly what action to take: a wrong decision can lead to disaster, and the time in which to take the action is often very limited. Once taken, any decision of this nature is usually irrevocable. This fact of course highlights the necessity for the maintenance of professional ability and physical fitness. The Control Officer is also required to advise on weather situations on serviceabilities of aerodromes and navigational aids, to be able at all times to form the link between the pilot and all the authorities on the ground, so that assistance and advice, whether it be for a sick passenger or a malfunctioning engine, can be obtained with the minimum of delay.

Airborne

At an aerodrome, Air Traffic Control operates when an aircraft calls initially on the radio to Aerodrome Control. Permission will be given to taxi out to the holding position near the runway. After the pilot has carried out the necessary checks of his aircraft, and equipment, he will request permission to take off. When this has been given the pilot will not, except in an emergency, call again until clear of the ground; at this point the call 'Airborne' will be transmitted. Depending on the type of aerodrome, amount of traffic, etc., etc., the aircraft will remain with Aerodrome Con-



The task of an Air Traffic Control Officer is to ensure the safe, orderly and expeditious flow of air traffic. The job is, however, not so simple as this and can under certain circumstances become very complicated. It carries enormous responsibility and requires at all times a cool head and an alert brain allied to skill and dedication

control until such time as possible conflict with other traffic, or arrival at a predetermined point, necessitates that transfer shall be made to Approach Control. This authority will ensure that separation exists from all other aircraft to a point outside the vicinity of the aerodrome where transfer will be made to Area or Airways Control. Control here will be exercised along the prescribed route of the aircraft, enabling a climb to the desired altitude and at the desired cruising speed. Instructions will be given as necessary to avoid inbound aircraft, or outbound aircraft along the same track at a slower cruising speed. When the boundary of the United Kingdom Flight Information Region is reached the aircraft will be instructed to call the next adjacent Control Authority, e.g. France, Belgium, Holland, etc. This progression of flight from one authority to another is maintained until the destination is reached.

Inbound

Aircraft inbound are controlled similarly, except in reverse manner, thus Area or Airways Control will receive a 'hand-over' from an adjacent Area or Airways Control. The aircraft will be progressed through to Approach Control and subsequently to Aerodrome Control. Approach Control usually play the major part in affecting the safe approach and landing for inbound aircraft. The Approach Controller has several aids at his disposal to achieve this. The most extensively used is the internationally recognised 'Instrument Landing System', or I.L.S., by means of which an aircraft can position itself by radio signals on to the correct glide-path and course for the runway in use. The pilot may elect however to have his approach controlled completely from the ground by using Precision Approach Radar. This needs nothing more from the pilot than just the ability to fly the aircraft in accordance with instructions received from the radar controller. Headings, and changes of headings, as necessary, are given, together with instructions to descend at certain predetermined points so that ultimately the aircraft is positioned at a safe point in the approach to the runway, enabling a visual landing to be carried out.

Avoiding Collision

Throughout the world an aircraft is taking off or landing every few seconds of every day. Aircraft of all shapes and

sizes, speeds and varying performances, to destinations near, or half a day's flight away, from heights of a few thousand feet, to the stratosphere, five or six miles high: each and every aircraft is under the control of some agency on the ground at some part of its flight. Heights, speeds, courses are arranged and altered, as the necessity occurs, to ensure that there is no danger of collision. The aircraft is progressed from one control authority to another, nationally and internationally, across continents, from the Western World to the East and return.

That then is the task of the Air Traffic Control Officer. A person trained to a high standard, alert to anticipate the unexpected, aware that in his hands he holds the safety and comfort of all who seek their livelihood, or pleasure, in the skies. His job is one of special responsibility, a job requiring great dedication and loyalty but a job that brings the reward in the knowledge that thanks to his ability and skill travel by air is still one of the safest means of human locomotion. What of the future? - Aircraft speeds increase from subsonic to supersonic, routes, once isolated trails in an empty sky, now form a lattice across the world. In the next decade - perhaps rocket shaped machines flying at two or three times the speed of sound, linking continents in a few short hours, bringing Paris and Rome within minutes of your own doorstep. The Air Traffic Control Officer must apply himself to meet this challenge. Automation will undoubtedly remove from the Controller much of the routine work, computers will alleviate the burden and strain of unrelenting vigilance on the human eye and brain but even when flight itself is fully automatic the need for the human Air Traffic Control Officer will remain.

(Continued from page 12)

The United States Atomic Energy Commission and the Maritime Administration said that, after sea trials and safety checks, the ship will go to sea for eighteen months of trials during which she will carry passengers and cargo at prevailing rates.


The *Savannah* will have a displacement of 21,840 tons with full load at a design draught of 29 ft. 6 in. and 11,850 tons as a light ship at 18 ft. 6 in. draught. Her deadweight is 9,990 tons.

The current cost estimates total \$ 46,900,000 (£ 16,750,000).

News from the Regions




Dar-Es-Salaam Dockers' Union to form its own company

 THE DAR-ES-SALAAM Dockworkers' and Stevedores' Union is to form its own company with the assistance of two organizations which have offered financial aid and experts to train Africans to run their own industry. The company which will deal primarily with stevedoring work was expected to come into being before Independence Day. A statement to this effect was made on 24 October by Mr. L. L. Ngahyoma, General Secretary of the union. He said a loan for the business enterprise had been accepted from interested companies until such time as the capital required to float the company could be raised.

In order to raise the capital the union has asked its members to make a subscription of 500/-, to be paid in a lump sum or by instalments of 5/- and upwards. The scheme will be called the Dockworkers' Welfare and Economical Investment Fund. Members' benefits will include co-operative schemes, old age pensions and wherever possible wage subsidies. The union will own the controlling capital so that its members may have more say in labour matters.

Mr. Ngahyoma said that Europeans were given priority over other workers in the dock industry. Europeans were given supervisory jobs at starting salaries of 1,500/- a month, whereas Africans with higher qualifications were often forced to take manual jobs for much lower wages.

African workers in South Africa unite

 AN INTERESTING SIDELIGHT on the mad logic of the South African racist government's attitude towards its Native workers is given by the news that two African unions catering for male and female garment workers respectively are to unite in a single organization.

The Garment Workers comments that the division of workers into two separate

unions, on the basis of sex, is probably unique in the world. The cause for this peculiar set-up, it writes, comes from a loophole in the original South African Industrial Conciliation Act. This Act, in excluding passbearing male Africans from the definition of 'employee', also prohibited them from belonging to a registered trade union.

In 1930, when African garment workers first organized a trade union – the South African Clothing Workers' Union – there were no African women employed in the industry and its membership therefore consisted of men only.

In 1934, however, when the Garment Workers' Union of South Africa started organizing workers in the dress factories into its ranks, it found a small number of African women working as pressers and took them into the No. 2 branch of the union which catered for non-European members.

Then during World War II, when there was a shortage of European labour, clothing factories started to employ African women on machines, on finishing-off and other processes. Their numbers grew into thousands and in the end the Garment Workers' Union started a special branch catering for African women members only.


In 1953, the present South African Government plugged the loophole in the Industrial Conciliation Act, which now excludes all African workers, including women, from the term 'employees'. This meant of course that African women workers were now also prohibited from belonging to a registered trade union and out of this situation was born the *Garment Workers' Union of African Women*.

The workings of the Industrial Conciliation Act now seem to have produced the opposite effect of that intended, for there will now finally be one single union catering for all African garment workers (they number some 12,000). The one adverse effect of the Act seems to be that the African workers do not have the dubious privilege of belonging

to a union which is recognized by the Verwoerd Government.

And somehow we feel that this rather insignificant minority is more to be pitied than the African workers they try to keep down. The latter have right, time and world public opinion on their side; they will be enjoying the rights for which they are now fighting when Verwoerd and his tiny band of supporters are just a blot on the pages of a history book.

Increased recreational facilities needed for Indian workers

 A STUDY CONDUCTED by the Indian Union Labour Ministry shows that there is 'considerable scope for further development' in the provision of facilities for recreation and cultural activities on behalf of India's industrial workers. It states that while the efforts of the Government in this direction 'will have to continue, a substantial development can emanate only from the level of individual undertakings.'


The study goes on to point out that employers have a special responsibility in taking the initiative. In its view the best course would be for the employer to build, rent or otherwise provide the room or set aside rooms in the undertaking..... for indoor recreational facilities and to pay rates and taxes and the cost of lighting, heating and cleaning.' The employer 'may also provide and maintain the furniture and equipment required.'

Similarly, in the case of outdoor recreational facilities, the undertaking 'may provide and maintain the grounds required for football, tennis and other games and athletics together with durable equipment such as tennis and badminton nets.'

The day-to-day running expenses, including the provision of expendable equipment and supplies, 'may be met from the employers' grant, members' subscriptions, games fees, receipts from charges for admission to matches, etc.' In the initial stages the employers 'may

also provide the necessary staff for maintaining and looking after the various recreation activities and then gradually transfer their control to workers or their representatives.'

Fishing in Ghana

 THE INTRODUCTION of modern and scientific methods of fishing and the provision of fishing harbours in Ghana will enable Ghanaian fishermen to increase their catches and thus help to reduce the need to import fish in the huge quantities which have been necessary in recent years.

The government's plan for the fishing industry is based mainly on the development of motorized fishing. A hire-purchase scheme covering small motor fishing vessels and outboard motors is in operation and although the government does not intend to dispense entirely with the traditional fishing canoes, it is hoped that during the coming years the fishing industry will become a substantially more modernized industry. Canoe fishermen will benefit from the creation of harbours, since these will provide better and safer landing conditions and it will become easier to operate canoes fitted with outboard motors.

Surveys have revealed that Ghana waters have rich resources of tuna and sardinella and a cannery is to be built at the new Tema harbour for the processing of these fish. Distribution is being

rationalized by the Agriculture Development Corporation which is establishing wholesale fish markets at all the main fishing ports. Through its distribution organization, fresh fish is transported from the coast as far inland as Tamale, and cold storage points are to be established at Kumasi, Ho, Tamale and Sunyani.

The largest river system in Ghana is that of the Volta and its tributaries, and fish caught in these waters makes a valuable contribution to the food supply of inland districts. The Fisheries Department aims at extending existing fisheries.

In the Northern and Upper Regions, instruction in simple fishing techniques is provided at a number of training centres, and investigations are being carried out on the control of diseases associated with rivers and streams which are hazards to fishermen working in them.

1. Traditional fishing canoes are now being fitted with outboard motors. The introduction of motor fishing boats will not displace the dug-out canoes to any great extent, as only the canoes can work from the open beach that forms so much of the coast

2. The herring fishing seasons lasts from July to September. During last year's season a total of 160,000 tons of herring, valued at over £ 635,000, was landed. However home catches have at present to be supplemented by substantial imports of fish

3. Until eight years ago the fishing industry's only boats were the dug-out canoes, which

With the first issue of our Journal in 1962 we are presenting our readers with a somewhat new format which we hope they will find attractive. Needless to say, today as always, our Journal will be judged essentially on its contents and we shall continue to do our best to cover the wide range of interests displayed by our readers in the two hundred and seventy-six organisations from some eighty countries at present affiliated to the International Transport Workers' Federation.

numbered about 8,000. The building in the background of this picture is a boatyard of the Industrial Development Corporation, under construction at Tema

4. These motor fishing boats, built at the Industrial Development Corporation Boat Building Yard in Sekondi, belong to fishermen's cooperative societies. The boats are sold on hirepurchase, and it is hoped that fishermen will make increasing use of this type of vessel

5. A view of the Tema fishing harbour which is to form the base for large fishing vessels. A second port at Takoradi will become the major centre for medium and large vessels in the Western Region, and other harbours will be developed at Elmina, Miemia and Apam

6. Plans for developing the fishing port at Tema include the construction of a cold store with a capacity of 4,500 tons. At present fish are preserved in a temporary cold store of 1,000 tons capacity



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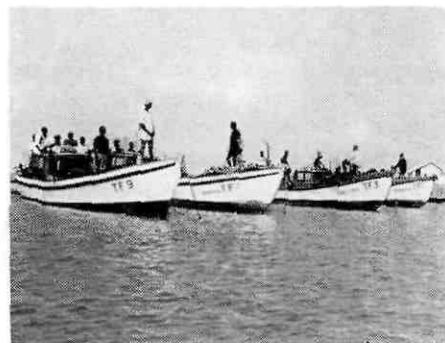
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Training ships across the ocean

By Captain KNUD L. HANSEN,

Training Ship Danmark



Boys going ashore from the training ship 'Danmark', which is seen in the background. In this article Captain Knud L. Hansen describes the course provided for cadets and tells something of the history of the training ship itself which has now made some 20 cruises

 WITH HER TRAINING SHIPS DENMARK carries on the proud traditions which can be traced back to Viking times and which will provide efficient officers of the highest capacity in the future. The three-masted sailing ship *Danmark* with its clear-cut clipper-type stem has now plied the Atlantic, the Indian Ocean, the Mediterranean, and home waters for 28 years, covering 400,000 miles in 20 cruises and training 2,230 cadets.

An Idea that Caught On

Shipping has been of great importance to Denmark since ancient times. Archaeologists and historians tell us that the Vikings were the first Europeans to land on the American continent. They discovered Greenland and Iceland and made the first trading connections in the Mediterranean. Both in the training of seamen and in the art of shipbuilding Denmark has always been a pioneer and the Danes were the first to appreciate the importance of training ships.

The boy who went to sea in the latter half of the nineteenth century was not to be envied. He ranked considerably beneath the ship's dog. He was cuffed and kicked, his working hours were unlimited, and his food poor. They were not the best of conditions for developing the young man's character. So in 1872 the shipowner C. F. Stage took up the idea of training ships, and ten years later, on his own initiative, he built the first real Danish training ship, called the *Georg Stage*, able to train 80 cadets a year. The idea caught on. For two generations young men were trained to become efficient seamen on this ship, and there were soon so many that the *Georg Stage* could not cope with them all.

Consequently, in 1907 an association of shipowners had built for them a four-masted barque, which was named the *Viking*. The economy was based on the cargo it could carry, but nevertheless the running costs were so heavy that 12 years later the *Viking* was sold to Finland. The lack of a large sailing ship after this was sorely felt, and so the East Asiatic Company built in Britain the five-masted barque *København*, which was able to train 48 cadets at a time and in addition carry a large cargo of goods. This fine ship vanished without trace after eight years' service, on a stormy night of December 1928 in the South Atlantic, and all on board are presumed to have perished.

A Government Task

The view gradually gained acceptance that sea training should be a Government task; and after discussions between the Ministry of Shipping, shipowners,

and the various nautical associations the Government decided to build the Government training ship *Danmark*, which was launched on November 19, 1932, at the Nakskov Shipyard. The ship's main dimensions were: Length 63 metres, breadth 10 metres, tonnage 777 g.r.t.

An auxiliary engine of 250 horsepower was installed for use in confined waters and when entering and leaving harbours. The vessel was a three-masted full-rigged ship with double topsails, single topgallant sail and royals, giving a total sail area of 1,636 square metres. Ropes, manilla and hemp, together with cables, had a total length of 14 kilometres. The ship was provided with two through decks, a double bottom throughout, and radio. Ship and equipment cost 665,000 kroner. The vessel set out on her maiden voyage on June 15, 1933, with a full complement of cadets.

Whereas the duration of cruises now is six months, up to 1958 it was about nine and a half months, divided into two parts: a two-and-a-half-month cruise in Danish waters, during which time the cadets got to know their ship and fellows; and a cruise lasting about six and a half months on the oceans.

Thorough Theoretical Knowledge

A seaman's work involves a thorough theoretical knowledge of the things he has to deal with, and the cadets have to spend many hours in the class-room acquiring it. On a cruise they receive 22 periods in seamanship, 22 in navigation, 22 in the rules of the road at sea, 22 in Danish, 22 in arithmetic, 10 in writing, 10 in science, 6 in hygiene, 6 in engineering, and 35 in morse and radio-telegraphy. In addition, there are many lectures by the captain and instructors on winds and currents, ship types and constructions, meteorology, routes, stability, and so on, all of which extend their knowledge of the element that will be their daily life in the years to come.

The practical and theoretical instruction takes all day, but something else is slipped in that is no less important and that runs all through the training. This is the character formation which takes place. Common tasks, discipline, order,

team work, and the navigating of a sailing ship, in which all are responsible, smooth off the edges of the young men's characters and are the means of moulding the best human qualities. The cadet when he comes on board is only a big boy, but the tough and invigorating life at sea matures him steadily and surely for the vocation he has chosen.

The training ship *Danmark* enjoys exceptional good will both at home and abroad. It is not uncommon for a pilot to refuse his fee for piloting the ship safely into port, and for harbourmasters and others smilingly to decline payment for their assistance.

Hundreds of people flock to the harbour when the training ship with her towering white sails approaches shore, and the quay where she is docked is thronged. The cadets are overwhelmed by the official welcomes and perhaps a trifle proud over all the fuss occasioned by them and their ship. It is a common thing for them to be invited on sightseeing excursions to the various places. But before being allowed ashore they can be sure of an admonitory speech calling upon them to show credit to their ship and their country by exemplary behaviour.

At the American Government's Disposal

An indelible chapter in the history of the training ship *Danmark* is formed by the six years and ninety-seven days when the ship was absent from home because of the Second World War. When the Germans occupied Denmark on April 9, 1940, the ship lay at Jacksonville in Florida, and in the circumstances was of course unable to return home. The crew met with extraordinary friendliness on the part of the people of Jacksonville, who began to speak of the *Danmark* as the ship without a country and furnished her with food and clothing so that no one went short. But in spite of all the friendliness the young men aboard her had no desire to remain passive. As time went on they signed on aboard Allied ships or joined the Canadian Navy, Army, or Air Force.

Seven of the cadets succeeded in becoming master mariners before they were 21. And after Pearl Harbor the ship herself was placed at the disposal of the United States Government. The *Danmark* was used for training cadets at the US Coastguards Naval Academy at New London - meeting again, incidentally, in the mixed crowd of sailingship types



which made their way to the bay of New London for the same purpose, an old acquaintance, the former Danish training ship *Georg Stage*, which, now named the *Joseph Conrad*, had led a chequered career.

The American defence authorities realized that it was not enough to have good ships and plenty of them. There had to be first-rate officers and men to man them. And there was only one place where it was possible to train efficient and capable seamen with the best human qualities - on board sailing ships!


The *Danmark* ran its school month after month and trained 2,800 American cadets before the end of the war. The ship then reverted to the Danish flag and was able to set course for Copenhagen. When she had left Denmark in 1939 it had been with 120 boys on board. Only seven of the old cadets returned with her. Fourteen of the boys had found their watery graves in the grim struggle for

This shows the 'Danmark' in Pretoria harbour. The ship enjoys exceptional good will both at home abroad. Hundreds of people flock to the harbour when the towering white sails approach the shore and the cadets are often somewhat overwhelmed by the great welcome and hospitality shown to them wherever they go on their many trips

Danmark's freedom.

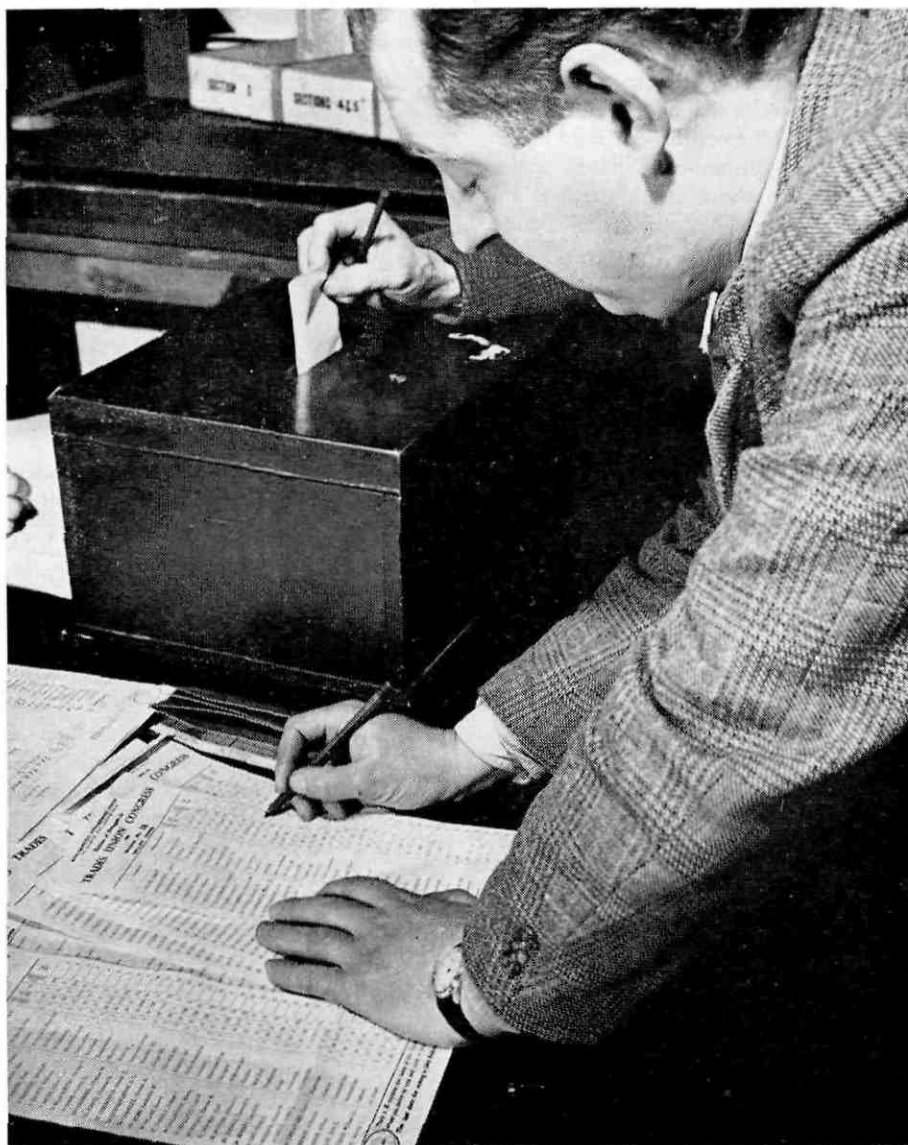
The training ship resumed her old work. The law, however, no longer requires that would-be mates shall receive part of their training on sailing ships, and many old people have doubted whether cadets will come forward when this has ceased to be necessary. It is the intention that the *Danmark* should sail for three more years in order to find out of this is so. It is a fair assumption that shipowners will continue to prefer those mates who have had sailing-ship training, but if this proves to be wrong then the *Danmark* will have to discontinue her activities as a training ship.

Trade Union Officers – an inquiry

 'WHEN THE 1944 EDUCATION ACT has taken full effect, it is said, every child with high intelligence will find a place in a university, and wage earning occupations will be left to the duller minds. Trade unions will then be administered by men of small intelligence unless the unions revolutionize their methods of recruitment and build up a staff of graduate officers.' This is a theme which comes in for discussion in a British study, carried out by H. A. Clegg, A. J. Killick, and Rex Adams, called 'Trade Union Officers' (Blackwell).

Indeed in the youth of many of our present trade union leaders, school leavers of promising intelligence and from working class families were more often than not forced to go into industry, and seldom got the opportunity of a *university education*. Today this is no longer the case. Formerly intelligent working class men and women who went into industry out of necessity eventually formed the nucleus of trade union leadership, whereas nowadays such people continue their education through univer-

sity and are lost to the trade union movement. Some trade unions, however, are making it their expressed policy to appoint university graduates to posts in the union leadership. The Post Office Engineering Union, for example, decided as early as 1934 that its next general secretary should be a man with an education of university standard, but with the provision that he must 'belong to and be imbued with the aspirations of the working class' and 'be a trade unionist by conviction.' The first man to



A British trade union official checks off a vote during a TUC ballot. The position and problems of United Kingdom union officers are treated in a book reviewed here

be appointed to the post under these conditions was the late John Edwards, the son of a railwayman and a graduate of Leeds University. But this naturally creates a problem of representation. Most unions prohibit the appointment of outsiders to union posts for it is considered essential that members of the leadership should come from the ranks of the men they represent. The problem of representation is taken further in this study of conditions at present obtaining in British trade unions.

In questionnaires sent out to union officials, branch secretaries and shop stewards, on which the book is based, respondents were asked to indicate what they thought to be the generally accepted view of their General Secretary's social standing. Most of them rated the social standing of their chief officer quite highly. It is clear that a union leader is no longer looked upon as a fellow worker, but rather as a professional representative. Nevertheless this question caused a good deal of disquiet, and many respondents objected to its inclusion in the questionnaire. Although many general secretaries do not earn much more than the workers they represent, they seem to be generally considered in the unions to be more important and of more social consequence than men occupying responsible posts in commerce or the professions. Thus they are entitled to a remuneration comparable to that received by such men, and in order to attract candidates of intelligence and ability for the posts of leadership, it may well become necessary to appoint outsiders and to guarantee them a standard of living similar to that enjoyed by those who occupy posts of comparable responsibility. But the question arises then whether a union official who leads a middle class way of life and who may, for instance send his children to private schools, can be said truly to represent the members of his union.

Separate questionnaires were sent to full time officers, full and part time branch secretaries, shop stewards and personnel officers. The questions were formulated so as to establish the full extent of the respondent's union activities, the proportion of his leisure time devoted to them, pay received for carrying out union duties, the duties which take up most of their time, to which union aims they would give priority (helping members with individual problems, higher wages and better conditions, creating

political consciousness among the members, etc.). The questionnaires sent to personnel officers were formulated differently. They were asked what officials they preferred to deal with, the qualities they thought to be most important in assessing the competence of a trade union officer.

Facts about trade union structure and organization are hard to come by and are not in general currency. Such a state of affairs considerably enhances the value of a study of this kind. It is a realistic and thoroughgoing work. The results are grouped in five categories according to the ranks of the officers to whom questionnaires were sent. Naturally replies varied according to the function of the particular officer.

Salaries paid to full-time union officers are also discussed in the study. It appears that the majority of shop stewards and part-time branch secretaries believe that their earnings would go up if they became full-time officers. But in actual fact the salaries of full-time officers have not on the whole risen quite so fast since 1938 as average wages in the same period. They have however kept more closely in line with other salaries (which also have increased less since 1938) than with the earnings of working men and women. The danger of this situation is that a continuation of the same trend over the next 20 years would leave almost all starting salaries of full-time officers below average wages.

Figures indicating the amount of dissatisfaction felt among part-time officers over the sacrifice of their free time to union activities are very interesting. As many as 59% of part time branch secretaries stated that their families were quite happy with the amount of time put into union business. In fact the same attitude prevails in the case of full-time officers, who are obliged to work irregular hours and often have to sacrifice evenings and weekends to union business. But as little as 1% of the full-time officers stated that their wives were very displeased at the amount of time spent on union affairs, 16% that their wives were moderately displeased and 50% that they were quite happy.

This study is primarily a work of facts and figures and so one does not expect too much space to be devoted to the actual discussion of problems or to the working out of solutions to them. Nevertheless where the facts established from the questionnaires have permitted

conclusions to be drawn this has been done. Whereas the first and second parts of the book are devoted to the methods used in conducting the study and the results obtained from the questionnaires, the third part is taken up with the discussion of general trends in evidence from the questionnaires returned and the drawing of conclusions. Thus while this work is of great importance to the specialist, the abundant non-statistical material makes it well worth while for the layman to read also.


(Continued from page 23)

constructive action was to be expected from the membership. Every new ship launched should receive ample attention and its implication be made plain. Older ships retired should be mentioned. While many members had undoubtedly seen and observed containers, pallets, gantry cranes and realised their beneficial effect on the speed of cargo handling, these facts should be reinterpreted to them in terms of the effects the innovations would have on their circumstances.

For constructive union programmes to succeed there must first be a foundation of intelligently informed union members. A variety of methods to educate and inform may be used by a labour organization. Techniques aimed at the leadership, whence information would be re-diffused by a natural process to the mass of the membership, would include conferences, seminars, classes and lectures, etc. Information to be transmitted directly to the rank and file would be presented in the form of newspaper items, pamphlets, films and film strips, pictorial displays and exhibitions. These methods should be tailored according to the particular structure and special requirements of a union and should be organized so as to reach as many individuals as possible.

It is in these ways that the membership of a seamen's union may be alerted to the urgent problems which will be presented by the progress of automation in the shipping industry. And it is only when members of a union are fully aware of the realities and of the full significance of a situation that they can be expected to put forward constructive suggestions and help to devise plans for dealing with it. The initiative must therefore come from the union leadership who should take due care that as much information as possible reaches the membership.

Automation and its conse- quences in American seafaring

 IN 1959 THE U.S. MARINE COOKS and Stewards Union, *AFL-CIO*, undertook a study to determine the attitudes of its members to automation in the seafaring industry. The main purpose of the study was to prepare a basis on which a programme of education and information should be established whereby they might learn more about automation, how far it has progressed, how it will affect them and how its adverse effects on their livelihood may be counteracted. Thus the immediate task of the survey was to determine exactly what automation is and is going to be in the shipping industry, how much the men who will be affected know about it and what the most effective means are of telling them about it. Although the study concerns itself with United States shipping, more specifically with Pacific Coast shipping, and restricts itself in its research among the employees of the industry to members of the Marine Cooks and Stewards Union, the conclusions and implications are nevertheless relevant and apply universally. Until then the Union newspaper, *Stewards' News*, had concentrated its efforts on drawing its readers' attention to the problems created by foreign flag shipping, but it was felt that considerably more attention should be given to the problems arising from automation. This was the reason for conducting a survey, the results of which would establish guiding lines as to how the union membership's attention could be drawn to the problem.

Automation, has already come to the maritime industry and is rapidly developing. In this context it falls roughly into three categories: development in cargo handling, dockside and aboard ship; developments in hull and powerplant design; advances in the technology of ship operations. In the first field the trend has been towards introducing pallets and containers, by which the process of loading sack by sack or case by case is eliminated in favour of loading in bulk by means of large wooden or metal containers and wooden pallets. Goods are packed in or on these at their place of origin and travel in this way to their destination. This means that large quan-

ties are loaded or unloaded in a much shorter space of time than was the case by former methods. Some ships have been structurally modified so as to handle the containers and pallets more efficiently, so that nine days former port time can now be reduced to two days. This has the obvious consequence for the seaman that he has less time to spend with his family and to see to his personal affairs. Reduced port time enables one ship to make more voyages per year, which means that fewer ships are required to do the same work. This of course results in a decrease of jobs available. It is on short shuttle services that these loading techniques are most

SS Hawaiian Citizen, the first ship in the United States Merchant Marine to be fully equipped for shipment by means of containers, is shown being loaded at Honolulu's container berth. This traffic is increasing



useful: as the length of the voyage increases, so the saving in dock time loses significance. Thus on the long runs from the U.S. Pacific ports to Japan, Hong Kong, etc. there is no particular advantage in the use of pallets and containers, when the cost of these is considered and the fact that they have to be brought back empty. The main trend today is towards larger and faster vessels. Pacific Coast operators are engaged in an extensive fleet renewal programme, in which the 'Mariner' and 'Sea Racer' ships are playing an important part. One of these can carry 50% more than a 'Liberty' or 'Victory' ship and its speed of 20 to 24 knots is twice that of the smaller vessels. With these advantages it is clear that considerably fewer of the new ships will be able to replace the old ones and do exactly the same job. Since 1950 the member companies of the Pacific Maritime Association have reduced the total number of their ships by 27%. Although the larger ship needs more crew to man it, theoretically the 56 men aboard a 'Mariner' can replace 120 aboard a 'Liberty' since over a given period of time a 'Mariner' can do three times the work of a 'Liberty'.

At present little is lacking to revolutionise the shipping industry. Technology in this field is sufficiently advanced. Ships driven by atomic power are being prepared for service; experiments are being carried out on the principle of a hydrofoil hull design which makes speeds of 90 knots theoretically possible. It is known that the most advantageous source of economy in shipping would be the reduction of crew size through such techniques. The United States has been experimenting with an automatic guidance system that would replace three different officers and six seamen. The concept of a completely automated engine room, which would make an engine room crew unnecessary, has also been investigated. In fact in some sectors of the industry it may only be a matter of time before we have completely automated ships where no crew, or at most a skeleton crew, is necessary.

Many of these changes have already come about in United States merchant shipping. It is important to note also that American flag shipping has suffered a marked decline during the past decade. In 1950 American flag ships carried 40% of all American exports and imports, in 1960 on the other hand they carried less than 10% of this trade. In



the period between 1950 and 1959 the total number of American merchant ships declined 21% but in the same period the total deadweight tonnage only fell by 14%. Clearly this means that smaller vessels are being retired and larger ones taking their place. This is borne out by the figure for the average deadweight tonnage of American merchant ships during these years. In 1950 the average deadweight tonnage was 12,076; in 1955 this had increased to 12,545 dwt; and by 1959 the figure was 13,047 dwt. per vessel: an increase for the ten year period of 7.4%. During this time the total seafaring labour force had been reduced 24%. In 1959 then, there were fewer but larger ships and fewer men were required to operate them. If the figures are studied more closely it is seen that this trend gathered momentum during the course of the decade. Whereas in 1950 there were 224 deadweight tons per man, and 229 in 1955, the figure had risen by 1959 to 253 dwt. per man. These facts led to the preparation of a questionnaire to be filled in by members of the Marine Cooks and Stewards Union, which would give an indication of exactly how much they knew of recent trends such as these in the seafaring industry, to what extent they appreciated the possibility that these trends would cause loss of jobs and in what ways they thought that the adverse effects on their livelihood could be counterbalanced. Most of the respondents replied to the question 'What is automation?' with

SS Lindenwood Victory, one of the old ships of the "Victory" class, is shown in Vancouver harbour. The picture was taken before containers were introduced into North American shipping. Loading of the vessel is here being effected by traditional methods


notions such as: machines replacing men, mechanisation, special equipment, ships and containers, reduction of crews, no rest in port, bigger and faster ships. Nearly all the respondents held the view that there would be fewer jobs in the future, but opinions as to the cause of this decline in jobs varied. A large number put it down to foreign competition, others to automation. The younger respondents felt that there was a greater immediacy in the threat of automation than did the older ones. Similarly, it was the younger men who thought that the loss of jobs was occurring at that very moment rather than to be expected in the near future. To questions whether the individual or the Union could do anything about this, most people agreed that something could be achieved through solidarity, but only the younger respondents thought that the individual was capable of doing something himself. In the survey only 32% of the respondents realized that automation had arrived on the scene and would soon be making itself felt. In fact in the lower educational group the percentage was zero. This emphasized the need to launch some kind of informative programme, if any

(Continued on page 21)

What they're saying



A question of elementary caution

 WHEREAS POLITICIANS HAVE TO TAKE into account pressures of very different kinds, we of the democratic trade union movement have direct obligations to our membership which we cannot evade. Regardless of our political commitments, we eventually have to submit accounts regarding wages, hours and conditions. Particular as conditions in Africa may be, we doubt that the African unions will escape this problem.

Subordination of trade unions to political parties has also led to splits in the trade union movement which have invariably weakened it. Such splits can only be avoided if the political commitments of the trade unions are sufficiently loose and informal to allow different opinions to express themselves in their midst. Having failed to learn from the mistakes of the older movements, African trade unions have already accumulated a respectable record of political splits...


The only safeguard the labour movement has against both its friends and its enemies is to maintain its political independence, that is, an independent hold on the machinery of decision-making. Undoubtedly, the trade union movement has political interests and needs a political programme and a political arm. But a trade union movement which considers itself as no more than an industrial arm of a political party, cripples itself in advance.

Our attachment to trade union independence is not a matter of persisting in old habits, but of elementary caution, and for good reasons. Any advice to workers in Africa and elsewhere to throw this caution to the winds is bad advice. We recognize that the African labour movement faces special circumstances, but all regions are unique, and all movements face special circumstances. The international labour movement draws its experience from workers' struggles in many countries, very different from each other, and quite unique

each in its own way. This has not prevented it from drawing common conclusions in the light of common experiences. It would be a pity if the African labour movement, in attempting to discover its own ideas and policies, should have to re-enact old tragedies.


From *News Bulletin*, published by the *International Union of Food and Allied Workers' Associations*

Functions of an executive

 AS NEARLY EVERYONE KNOWS, an executive has practically nothing to do except to decide what is to be done, to tell somebody to do it, to listen to reasons why it should not be done, why it should be done by someone else, or why it should be done in a different way; to follow up to see if the thing has been done, to discover that it has not, to inquire why, to listen to excuses from the person who should have done it; to follow up again to see if the thing has been done only to discover that it has been done incorrectly; to point out how it should have been done, to conclude that as long as it has been done, it may as well be left where it is; to wonder if it is not time to get rid of a person who cannot do a thing right; to reflect that he has probably a wife and large family and that certainly any successor would be just as bad and maybe worse; to consider how much simpler and better the thing would have been done if one had done it oneself in the first place; to reflect sadly that one could have done it right in twenty minutes, and as things turned out one has had to spend two days to find out why it has taken three weeks for somebody else to do it wrong.

From *The Railway Gazette*

Just as true today


 MORE THAN FIFTY YEARS AGO, in an article in *The Railroad Trainmen*, Clarence Darrow wrote: 'With all their faults, trade unions have done more for humanity than any other organization of men that ever existed.'

They have done more for decency, for honesty, for education, for the betterment of the race, for the development of character in man, than any other association of men.'

That statement is as true today as it was when it was written. There are of course, those who would disagree. For it is likely that we shall always be plagued with an oversupply of characters like the 100-year-old reactionary who, when asked if he hadn't witnessed a good many changes in his lifetime, snapped with commendable candor, 'Yep, and I've been again all of 'em!' More importantly, we always have the demagogue in our midst who, as the late H. L. Mencken so acidly put it, 'preaches doctrines he knows to be untrue to men he knows to be idiots.' For, as Walter Lippman said (and we heartily agree) a demagogue 'is consciously or unconsciously an undetected liar.' None of these assorted characters are, of course, aware of or interested in either facts or history. They are always to be found over in another forum listening to a propaganda program, mindful of the old Turkish proverb that 'whoever tells the truth is chased out of nine villages'. But there is nevertheless abundant evidence that, despite, as Darrow points out, 'with all their faults' the trade union movement in this country has been of inestimable importance in the development of our economy and in improving the welfare of those who work for a living.

R. C. Coutts, writing in
The Train Dispatcher

A task for us all

 THOSE WHO ARE CLOSELY WATCHING the progress of trade unions in the developing countries will have noted that they appear to be on the point of repeating the same errors which took European unions long years and a great deal of hard effort to overcome. A particular danger is the tendency towards splitting and fragmentation, leading inevitably to the creation of

(Continued on page 8)

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
- 276 affiliated organizations in 78 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;

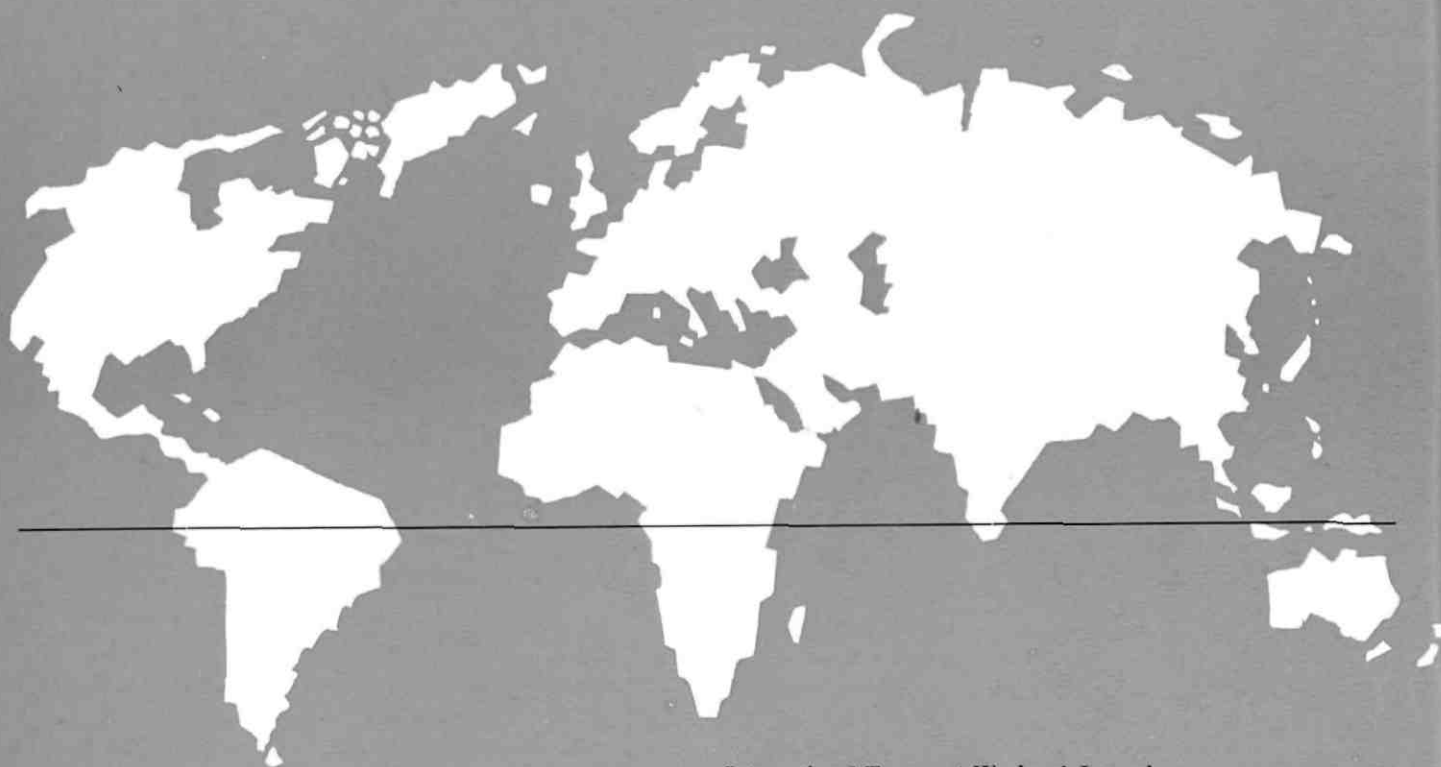
to represent the transport workers in international agencies performing functions which affect their social, economic and occupational conditions;

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 * Libya
Luxembourg * Madagascar * Malaya * Malta * Mauritius
Mexico * The Netherlands * New Zealand * Nicaragua * Nigeria
Norway * Nyasaland * Pakistan * Panama * Paraguay * Peru
Philippines * Poland (Exile) * Republic of Ireland * Rhodesia
El Salvador * 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
Venezuela * Zanzibar

Publications for the world's transport workers



Editions of Journal

International Transport Workers' Journal

Internationale Transportarbeiter-Zeitung

ITF Journal (Tokyo)

Transporte

ITF-aren

Editions of Press Report

Pressebericht

Pressmeddelanden

Communications de Presse

Boletín de Noticias (Lima)

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