

# International Transport Workers' Journal

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2

## In this issue:

**Labour relations in shipping**

– by P. de Vries

**James Scott – an appreciation**

**Fishermen and their problems**

**Africa today and tomorrow**

– by Tom Mboya

**Profile of Gerhardt Kugoth**

**It was never easy**

– the story of the CBRT & GW

**The Danish fishing industry**

**Indian railway workshops**

– by M. S. Hoda



Monthly Publication of the International Transport Workers' Federation

# International Transport Workers' Journal

2

*Monthly Publication of the ITF*

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*Forthcoming meetings:*

Esbjerg	22-24 March 1962 Fishermen's Section Conference
Hamburg	24-25 May 1962 Inland Navigation Section Conference
London	10th April 1962 Regional Affairs' Committee
London	11-13 April 1962 Executive Committee
Helsinki	23-24 July 1962 Executive Committee
Helsinki	25 July-4 August 27th Biennial Congress

## Comment

### The faster the fewer?

SOMEBODY (we forget who) once said: it is better to travel hopefully than to arrive. One feels he made a point. Nowadays however the emphasis is all on speed and nobody seems to care whether he is travelling hopefully or not so long as he is getting there really fast. That at least is the impression the layman gathers when he hears of the efforts and planning being put by airline carriers and aircraft designers into faster and faster planes.

A note of warning, however, was recently sounded by no less a person than the president of the Belgian airline company. It seems that, with all this money and effort being spent on faster and faster craft, something is getting left out of the reckoning. And that 'something' is the passengers. 'Many of us,' he stated 'have this year carried back and forth over the Atlantic, at high speed and tremendous cost, thousands of empty seats.' When we also read, for example, that the British airline company BEA achieved a total of two and a half million empty seats during its operations in the year 1961 (and we have no doubt that other air carriers could equal if not improve on this total) we feel impelled to enquire whether perhaps there cannot be found a somewhat cheaper method of conveying empty space very rapidly over vast distances.

The industry, however, seems to have been bitten by the speed bug. Furthermore, a sort of 'rat race' is on, and nobody feels he can afford to be left behind in the production, acquisition and operation of faster and faster planes. It is, however, a very expensive business: not only are the faster craft more costly, but the rate of obsolescence of — in their time — faster and more expensive aircraft is rising rapidly. Perfectly good and adequate aircraft remain unsold or must be replaced by faster craft, in some cases before the operators have paid for them. The cry would appear to be: 'faster — but fewer'. Not a bad slogan in itself, except for one thing: the 'fewer' unfortunately has reference to the average number of passengers carried per flight and not to the number of aircraft operating.

# Labour relations in shipping

by PIETER DE VRIES,  
General Secretary



*In his article on labour relations in the shipping industry, ITF General Secretary P. de Vries, stresses that, whilst in many countries adequate collective bargaining machinery exists, there are still all too many countries in which such machinery for the orderly processing of claims and grievances is either totally lacking or inadequate. Our photo shows the interior of the Establishment Office of the British Shipping Federation where seamen 'on the establishment' are engaged in accordance with principles agreed with the union*

**⚓** THE ITF EXISTS for the purpose of promoting the interests of transport workers throughout the free world. By the very nature of their calling, seafarers are perhaps the most 'international' of the seven industrial sections comprising the ITF family, and it is therefore not surprising that the Federation should find itself constantly reminded of the international character of the shipping industry with particular reference to seafarers' wages and conditions and the extent to which they are inter-related throughout the world.

Naturally, the ITF welcomes the changed climate in industrial relations. For us, as an international trade secretariat, the significant aspect of this inter-relationship is summed up by the assertion (made earlier in the ITF Journal) that 'the existence of bad wages and bad conditions anywhere is a threat to good wages and good conditions everywhere.' A writer in the 'Liverpool Journal of Commerce' recently commented that this statement 'did not represent a profound discovery on the part of those concerned'. We did not in fact claim that it did, but whether it be profound or otherwise certainly does not invalidate the truth of a statement which our Federation holds to be axiomatic. It consequently regards it as one of its main functions to do what lies in its power to ensure that the standards existing in the maritime industry (which in many cases have been won only as the result of

years of trade union endeavour) should not be lowered through the act of any owner or group of owners seeking their own short-term advantage, to the detriment however of the industry as a whole.

Without in any way overlooking the value of international instruments as a means of setting desirable minimum standards, it must nevertheless be emphasized that the main effort to maintain these standards - and of course to improve upon them - rests with the unions at national level. It is clearly their function - and one which they can be said to be discharging with an increasing sense of responsibility - to ensure that standards remain as high as possible and that any attempts to lower them is met with vigorous opposition.

The extent to which seafarers' unions are able to maintain and improve their members' conditions depends on a number of factors, not least of which are

the existence of a strong trade union movement in the country and the adequate functioning of a genuine collective bargaining machinery. The climate of labour relations in the maritime industry in any country is largely determined by the nature of these two factors. In the leading maritime countries it may be said that labour relations are, on the whole, good. Powerful seafarers' unions, well organized and supported by an increasing membership, meet owners' representatives in accordance with established bargaining procedures and hammer out agreements covering major sections of – and occasionally the entire – national maritime industry.

These procedures – and the good climate of labour relations which largely accompany them – did not come into being overnight, however. They had to be fought for – and it was the unions which fought for them. That their efforts were not always attended by easy success needs no emphasizing. Nor can it be denied that, in their struggle, the unions were sometimes helped by fortuitous circumstances. But here again they were strong and enlightened enough to take advantage of those circumstances.

When, therefore, one hears tribute paid to excellent employer–employee relations in the maritime industry of a country (and such tributes are frequently heard; the writer in the *Liverpool Journal of Commerce*, for example, makes a similar point) it is not cynicism but an appreciation of realities which prompts the reflection that these were achieved mainly as the result of sustained efforts by trade unions against protracted opposition from the major body of ship-owners. Thus, in Great Britain, where the National Maritime Board is often cited – and rightly – as a model institution regulating relations in the industry, it took over thirty years of union struggle before establishment of the Board was achieved. The same story can be told of other maritime countries, and we should be doing less than justice to the memory of those trade-union pioneers who fought and suffered so much for our rights, if we failed to mention this fact, or placed it in any other light.

Naturally, the ITF welcomes the changed climate in industrial relations in the maritime industry. It cannot fail to note, however, that in far too many countries the machinery for consultation and negotiation is lacking, or at the best functions sporadically and incidentally.

This applies in a large measure, but not exclusively, to a number of countries with less highly developed economies or whose economies are in process of development. In particular, all of us in the trade union movement are constantly made acutely aware of the inadequacy in the functioning of collective bargaining procedures even in countries where the existence of relevant legislation might be presumed to guarantee orderly processes in the settlement of disputes in the maritime industry and the operation of some form of regulatory machinery. Clearly it would be invidious to single out any one particular country, or region, as exemplifying this wide disparity in the operation of collective bargaining processes. Equally clearly, the absence or malfunctioning of such machinery cannot fail to have a bad effect on labour relations.

Not infrequently, if not invariably, a strong union movement in a country or region means good bargaining machinery, and good bargaining machinery means good relations. And by 'good labour relations' is meant *not* the absence of disputes and grievances, but the knowledge among seafarers that these can be processed in acceptable form. Only too often there is a readiness to assume that absence of disputes in the industry is synonymous with 'good relations'. That, however, is not the trade union idea of good relations. Nor can the maritime trade unionist go along with the idea that all is well if things are going all right in any one country or region. Shipping is far too international for satisfaction to be derived from such a thought.

The *Liverpool Journal of Commerce* also quoted with approval a statement made some years ago by Sir Donald Anderson, former chairman of the British Shipping Federation, which implied that the different interests in the industry had increasingly become colleagues in tackling common problems. 'They meet', he said, 'not only to oppose but also to work together'. We too welcome this development and believe that, speaking broadly, Sir Donald's assessment of the situation is a correct one. Unfortunately, it is also true that the attitude adopted by some of his colleagues – for example, those who employ maritime labour from certain Asian countries – is not quite so enlightened. Therefore, while applauding whole-heartedly the changed relations which characterize large sec-

tions of the world's maritime industry, we would nevertheless be still happier if they were already universal.

Seafarers themselves are under no illusions as to the extent their conditions are affected – not only by any diminution in world trade – but also by the lowering of wages and standards anywhere in the world. Whilst they necessarily concentrate their main efforts at national level, therefore, they are vitally concerned in seeing that any attempt to lower standards anywhere in the world should not succeed. Over the years, in association with other transport workers, they have helped to build up the International Transport Workers' Federation. Acting in concert with fraternal bodies, they are thus in a position to assist in a world levelling-up process, whilst defending their own position all the better. That is why the ITF is so concerned to ensure that seafarers in the developing countries are able to advance their own standards through the creation of strong unions and the establishment of proper bargaining machinery. That is also why we are taking concrete steps to see that they have the opportunity to do so. We know that, however trite it may appear in print, our belief that 'bad wages and bad conditions anywhere are a threat to good wages and conditions everywhere' has a serious practical implication which the world's seafarers cannot afford to ignore.

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### Book Review



**POLITICAL AFRICA**, a reference book of African personalities and parties, by Ronald Segal, published by Stevens and Sons Ltd, London, 475pp, price 50sh.

This book is primarily a Who's Who of personalities prominent on the African political scene of whom it lists and describes over 400. Every attempt has been made to present factual and objective information. The author, forced to flee South Africa, the land of his birth, by reason of his anti-apartheid views, is now producing *Africa South in Exile* in London. Although essentially a book of reference of political parties and personalities, the overlapping of trade-union and political activities in Africa means that not a few trade unionists will be found listed in this work. The work is divided into two parts: Political Personalities and Political Parties; full cross-references lighten research.



# James Scott - an appre- ciation



*James Scott, General Secretary of the British National Union of Seamen, whose death at the early age of 61 is a sad blow to the British Union as well as to other national and international circles where his work on behalf of seafarers had come to merit increasing respect and appreciation*

IT IS WITH A FEELING of great personal loss that the ITF records the death at the age of 61 of Jim Scott, General Secretary of the British National Union of Seamen. Jim, who had been admitted to a London hospital only a few days before, passed away in the early hours of Sunday 21st January. With his passing, the trade union movement has lost a leader of outstanding forcefulness and sincerity. In the all too short time he had been General Secretary of the NUS (he succeeded Sir Tom Yates only in January of last year) he had already given proof of those qualities of militancy which, allied with a rich experience of trade union work at all levels and a natural vigour and clarity of purpose, gave rich promise of energetic leadership in the conduct of union affairs.

Jim Scott was born in Scotland and went to sea at the early age of 15. At first with the Royal Navy, in 1919 he began his many years of service in the merchant marine, where he served in the engine-room department. His fifteen years of sea service with numerous shipping companies took him to most parts of the world and endowed him with that rich experience of the seafaring life and its problems which was to be put to such good purpose in his trade union work on behalf of British seamen.

Jim Scott's closer association with union affairs began in 1934 when he was appointed NUS delegate in Glasgow. This was followed six years later by a branch secretaryship in Grangemouth. Some years later, in 1944, he was again on the high seas. This time, however, it was to take up a post as union representative in Bombay. A short stay in India was followed by a move to New York where, until 1947, he was union representative in the USA and Canada. This year saw him again in Great Britain as special organiser in the Mersey area, to which he was to return once more in 1950 as district secretary following his appointment as district secretary in the London area in 1948.

Jim Scott held the office of national organiser of the NUS from 1955 to 1959 when he was appointed Assistant General Secretary and Treasurer. Upon the retirement of Sir Thomas Yates, he was elected General Secretary to the 62,000 strong union. Last year he became a member of the TUC General Council.

In the short time he held the office of General Secretary of the British National Union of Seamen, Jim Scott continued to display those same qualities of energy and forthrightness which, allied with assiduous devotion to seafarers' interests, had long earned him the respect of all those with whom he had come into contact during his long trade union career, and were to prove of great service to the union at a time when its solidarity appeared to be threatened by disruptive elements within the union. The energy with which he threw himself into the none too easy task of averting this threat was typical of the man, and the success which attended his efforts but the just reward of his sincerity of purpose when fighting a just cause.

His contribution to the seamen's cause on both the national and international plane will be sadly missed not only by his colleagues in the British National Union of Seamen and such bodies as the British National Maritime Board (on which he served until his death) and the Governing Body of Ruskin College, but also by his many friends and colleagues in the national sphere, such as the Joint Maritime Council and the ILO/WHO sub-Committee on the Health of Seafarers, as well as in circles of the ITF where he had come to play an increasingly significant role.


He leaves a widow and three children to whom the ITF extends its deepest sympathy in their sad loss.



# Fishermen and their problems



*French fishermen bringing in a catch of salmon at the port of St. Jean de Luz. Today, fishermen are often required to seek their catches farther and farther away. Long absence from home during which they are exposed to the full rigours of inclement weather means that fishermen are fully justified in seeking adequate compensation to balance the hardships of their hazardous and skilled calling (ILO photo)*

 THE HOLDING of a conference of the ITF Fishermen's Section (in Esbjerg, Denmark, towards the end of March) comes as a reminder of the number of problems with which those working in the industry are affected. Not least important among these are the questions of registration of fishermen, and the related question of decasualization in the industry. Given the nature of the industry, and particularly the extent of seasonal work among fishermen, it is not surprising, perhaps, that no ready-made solution to these questions lies to hand. Fishing is, of course, one of the oldest of Man's activities. It is at the same time one of the most uncertain as well as being among the most hazardous of callings. Many of these risks and hazards lie outside Man's — and therefore the industry's power to alter. All the more therefore should those engaged in the industry, shipbuilder, employer and employee, concentrate on those things which *do* lie in their power — in the technical field as well as in terms of organization of the industry — to ensure that the purely 'Man-made' uncertainties are reduced to a minimum. Among these we would include the uncertainty of regular employment. The registration of fishermen as well as decasualization in the industry will therefore figure in the forthcoming conference discussions.

These, however, although important, are but two of the aspects of conditions of employment in the fishing industry which are due for review at the meeting. With the loss of many skilled fishermen to industry ashore — and doubtless the less favourable conditions offered by the fishing industry have an important bearing on this phenomenon — ways and means whereby it can be made more attractive are of concern not only to the fishermen themselves but also to the employers. Recent years have seen some significant strides forward on the technical side. In this connection mention could be made of the increasing number of stern trawlers appearing on the high seas and the growth in the number of vessels with deep-freeze facilities enabling fishing vessels to stay away much longer and to fish profitably in more distant waters. Improvement in the technical sphere could and should be balanced by improvements in conditions of employment, for instance, longer spells at sea should be balanced by longer periods of paid leave ashore.

In this connection the conference is due to review the extent to which conditions in the industry have in fact kept pace with technical progress. A survey of working conditions in the fishing industry, based on information supplied by affiliated unions, will enable the conference to assess the extent to which a revised programme of aims, formulated by the Section in 1958, have been realized. This is a comprehensive programme, being a re-formulation of earlier aims with amendments and additions, and covers practically all matters having a bearing on fishermen's conditions. They include inter alia the subjects of accommodation, accident insurance, safety on board and vocational training.

These four subjects, together with that

of competency certificates are due for discussion by an ILO Expert Committee. Although the composition of this body is decided by the Governing Body of the ILO, fishermen's organizations affiliated with the ITF will doubtless be consulted and there is reason to assume that, at the forthcoming meeting of the ILO Committee of Fishery Experts as was the case when the Committee first met in 1954, the workers' members will consist largely, if not exclusively, of representatives from ITF affiliated unions. The Conference is expected to submit to the ILO Governing Body the names of those who it proposes as members of the Expert Committee.

The revised (1958) ITF International Fishermen's Programme in its preamble asserts that the backwardness of the fishing industry from a social point of view is apparent in the international sphere. It points out that, although the ILO had been in existence for some forty years, the fishing industry had been practically excluded from all international social legislation. In discussing the question of ILO international instruments directly affecting fishermen, the Conference will doubtless note the improved trend in the handling of fishermen's problems at international level exemplified by the three Conventions adopted by the ILO in 1959 (dealing with the minimum age of entry, medical examinations and articles of agreement).

Welcome as these three instruments are, as representing the 'break-through', they have to be ratified at national level. Until this is done, and relevant national legislation is put into effect in implementation, they cannot have a direct bearing on conditions in any individual country's fishing industry. They are of course a significant first step and the Conference in Esbjerg will review what

action has been taken by governments by way of ratification and implementation of these three Conventions.

Finally, the Conference will consider the somewhat thorny subject of territorial waters and fishing limits: 'thorny' because in this sphere political and national interests may appear to conflict with purely trade union aims. Viewed internationally, the problem may be regarded as resolving itself into finding the answer to the question: to what extent is a government justified in extending existing traditional territorial waters

and fishing limits by unilateral decision? This purely political matter becomes a problem of concern to fishermen when they are no longer able to fish in waters in which they were accustomed to and are obliged to seek their catch in more distant and unfamiliar waters. In the past, the ITF has gone on record with statements of views and policies on this subject, and the forthcoming Fishermen's Section, Conference in Esbjerg will be considering statements from affiliated unions on the related matters of territorial waters and fishing limits.

*Trawling in Icelandic waters. Fishing the seas means an arduous life attended by many dangers. Little wonder that an increasing number of fishermen prefer life ashore to the rigours of the sea and are leaving the industry*

*(Photo: F. Huntly Woodcock)*



## Preparing Pilots for Supersonic Flight

**✦** WITH THE PROSPECT of supersonic aircraft being introduced on a commercial scale in the reasonably near future, the problem arises of what sort of qualifications will be needed by the men who will pilot them. These aircraft will open up a new era in the history of aviation, with their automatic take-off and landing, their film and television lounges to increase the pleasure of the trip for the passengers, and also the new physical and technical demands they will make of the men on the flight deck.

Since this revolution in aviation is expected to take place within ten years or so, it is necessary to think now about preparing the pilots as well as the machines. It is thought that these men will need to be about thirty-five years old in order to be in peak physical condition, that they will need to have had long experience of airline services and knowledge of the mechanical sciences to university level. The most important item in the equipment of these supersonic aircraft will in fact be their technical crew. This will probably be composed of three people: two pilots, one to look after communications and the other who will have general command of the machine, together with an engineer whose special duties will include control of the radar and all similar instruments.

At the speed of mach 3 and at a height of some 60,000 feet, a man's normal reflexes can be affected quite severely. For this reason, experts think that calculating machines will have to follow all the operations of the pilots and inform them of their slightest mistake.

The crews will have to be very carefully selected; one British airline is already demanding that its new pilots should have all the qualities required for supersonic flight; the candidates should preferably be between eighteen and twenty years old (twenty-four years is the maximum) and be educated to an advanced level in mathematics, English language and science. In addition, specialized doctors put them through rigorous physical and psychological tests.

For these supersonic flights the candidates must thus be prepared far in advance, in order to have been able to prove themselves to have all the required aptitudes and qualities, and certain companies are already taking the problem seriously; it is a job for which there will be many applicants and few chosen.



# Round the world of labour




## Norwegian withdrawal from Whaling Convention

 THE NORWEGIAN GOVERNMENT has announced Norway's provisional withdrawal from the International Whaling Convention – which restricts the number of whales caught in any one year. It states that the withdrawal will be annulled if “an agreement on the division of the catching quota can be signed by Norway, the Netherlands, Japan, the Soviet Union and Britain by 1 July 1962.”


The announcement said that the Government's main aim was, as previously, “to secure an arrangement which would effectively protect the whale population from being wiped out, thus ensuring the basis for a viable whaling industry.” The best way of attaining this, in Norway's view, was to maintain the Whaling Convention intact and, within its framework, to reach a quota agreement “based on the recommendations of the London Whaling Conference of 1958.”

## Another peaceful use!

 THE WORLD'S FIRST nuclear-powered buoy has now been launched by the US Coast Guard in Curtis Bay near Baltimore. The atomic generator, fuelled with three pounds of radioactive strontium-90, produces ten watts of electricity and has an estimated lifetime of ten years.

According to the Atomic Energy Commission such generators can greatly simplify the problem of maintaining remote lights, lighthouses, buoys and beacons. There are no moving parts to wear out and the whole system weighs only 2,000 pounds.


## Israel will have Shipping Bank

 IT IS REPORTED that the Israeli Cabinet has decided to establish a special bank for financing the country's shipping. The new bank is designed to make possible the purchase and construction of new ships both in Israel and abroad through the issuing of mortgage

loans on new vessels. The proposal to establish it was submitted unanimously by a special public committee appointed by the Minister of Transport two years ago to study Israel's shipping problems.

At present, Israel's merchant fleet is made up of 70 vessels, with a total tonnage of 640,000; while thirty-five new ships, with a tonnage of 340,000 are on order.

## Less world tonnage laid up


 AT THE END OF 1961, two hundred and fifty-eight ships were laid up throughout the world. This compares with 266 in November 1961. The respective gross tonnages were: 2,161,786 and 2,227,737.

There were 41 British ships of a total tonnage of 332,389 tons laid up, 26 of them tankers (215,986 tons) and 15 dry cargo ships (116,403 tons). Only Liberia had more ships laid up with 63 totalling 652,652 tons of which 48 (558,418 tons) were tankers.

The United States had 28 ships (257,525 tons) laid up, of which 16 were tankers (167,213 tons). Other countries included: Norway, 28 (240,557 tons) including 23 tankers (218,208 tons) and Italy, 27 (224,864 tons) including 17 tankers (186,784 tons).


Two per cent of the world fleet is thus laid up. Percentages of national fleets are: Liberia six; Italy, Panama, four; Britain, United States, Norway and Greece, two.

## A further contribution to seamen's welfare

 MONEYS ACCRUING to the International Seamen's Assistance, Welfare and Protection Fund, operated by the Welfare Sub-Committee of the ITF, have been allocated to a number of worthy causes and bodies since the Fund has been in existence. One beneficiary under this scheme for the promotion of welfare activities benefiting seafarers internationally is the US United Seamen's Service.

The USS has done a tremendous amount of good not only for American seamen but for the seamen of all countries. The service runs clubs in all parts of the world and is the only American voluntary agency providing health, welfare and recreation services for merchant seamen overseas. More than 770,000 seamen registrations were recorded in USS centres in various parts of the world during the past year. At present USS has 15 operating units serving 33 world ports. The executive director of the service is Otho J. Hicks.

## Taximen train in self defence

 THREE HUNDRED Amsterdam taxi drivers are learning to defend themselves against attack.


They will learn in ten special lessons given by the Amsterdam sport instructor, Rien Becht, what particular possibilities exist of defending themselves against violence within the small and enclosed space of their cabs.

Dutch taximen have become concerned at the increasing frequency of physical attacks over recent years, and a number of them have already fallen victim to violence of this kind. The principal advantage of the self-defence course will be that drivers will gain confidence and will be able to go about their work with less anxiety.

A demonstration lesson has shown that there is a form of defence for every sort of attack, even against attackers armed with pistols or strangling cords.

In addition to the great psychological value of such a course for the taximan, its deterrent effect is also of importance. A potential hit-and-run thief will think twice before attempting violence on a taxi-driver if he knows that he himself may come off worse.

## Preparing for equal pay for men and women in Holland

 THE DUTCH GOVERNMENT has decided in conformity with article 119 of the Rome Treaty that at the next revision of collective agreements, the




wages of women doing work similar to that carried out by men should be adjusted to the level of 85% of the rates received by the men where this has not already been put into effect.

This decision was made known to the Dutch Foundation of Labour by the Secretary of State for Social Affairs and National Health, Mr. Roolvink. A committee of the Foundation has been charged with the study of questions arising from the principle of equal pay for men and women.

Part of the Foundation's executive committee had advocated in 1960 the conversion of the rent allowance into a breadwinner's allowance, at the same time raising the level of wages for female manual workers to 80% of the men's rates. This percentage should be raised again at the next wage negotiations to 85%. The executive committee's other side laid stress on the Government's objective of a gradual but complete realisation of the principle of equal pay.

In the fixing of this policy the Government has been chiefly concerned with the carrying out of article 119 in the Treaty of Rome. Before the signing of the Treaty the Dutch had stipulated that they would go no further than was demanded of any other country at the end of the Community's first stage of development. Facts concerning the state of affairs in the other member states are not available in any measure sufficient to permit the drawing of conclusions on the advance of the equal pay principle in the various countries. The Dutch Government has, nevertheless, on the recommendation of the Foundation of Labour, adopted the policy of lessening further the disparity in male and female wage rates.

### German Minister asked to legislate for protection of taxi-drivers

 THE UNION OF PUBLIC SERVICE AND TRANSPORT WORKERS in Federal Germany, which includes taxi-drivers among its membership, has written to the German Minister of Transport demanding legislation which will lay down detailed provisions for the protection of taxidrivers, since such measures are unlikely to be taken voluntarily by the cab companies.

The union has reminded the government that it first asked for legislation on this point as long ago as July 1958. Among the proposals made at that time for the protection of taxi-drivers were the separation of the driver and passen-

ger-seats by a safety-glass panel, and the doors. It is irresponsible to refuse the taxi-driver the protection of these measures simply on the grounds that because of technical difficulties total security cannot be achieved. And the cost of providing taxis with these safety devices should not be a prohibitive factor when human lives are at stake. Since 1945 several hundred attacks have been made on taxi-drivers in Germany, in which forty drivers lost their lives.

### Swedish seamen ask for special post office


 SEAFARERS' AND SHIPOWNERS' representatives in Sweden have made a joint approach to the Post Office with a request for special treatment for seamen's mail. Swedish seamen have for some considerable time been complaining of delays in mail sent by the shipowners to what they take to be the next port of call of Swedish vessels. The proposal for a special seafarers' post office came first of all from the Engineer Officers' Union and has been taken up by other seafarers' organizations and the employers. Brother Johan Thore, who was a member of the delegation which saw the Postmaster General, stated that in some particularly unfortunate cases a letter could take anything up to a year to reach a seaman serving on board a Swedish vessel. He cited the fact that a great deal of the Swedish tanker fleet worked under charter to foreign companies so that the home shipowners often did not have direct contact with their vessels. Charter vessels might be diverted to different ports en route, and by the time mail had been diverted to the new destination, they might already have left for somewhere else.

If seamen were to have their own post office, shipowners could furnish it with up-to-date information on position, etc. All the mail would be collected at Malmö and sent on only when it was definitely known which was the next port of call of any one particular vessel. Parcels and letters would then be flown out to arrive in port at the same time as the ship.

'Something must be done as quickly as possible, and we naturally hope that the Post Office will show some interest in our suggestions. It should not be forgotten that seafarers have to be away from home for long periods and often are extremely homesick', said Thore. 'We therefore feel justified in attempt-

ing to obtain satisfactory guarantees that they are kept in postal contact with their families and friends.'

### Move towards greater decasualization

 A SPECIALLY convened meeting of representatives of employers and unions in the Port of London has accepted the principles on decasualization of employment set out recently by the National Joint Council for the Port Transport Industry, and remitted them to the group committees of the port for detailed consideration.

The National Joint Council for the industry had sent a document to local committees at ports throughout Great Britain suggesting what each port could do towards decasualization.

Among the suggestions put forward were that the substantial majority of dockers should be engaged on a weekly basis and that the casual workers who remained should share the daily jobs available on a rota. Restrictive practices should be abolished, including those inhibiting the mobility of labour, and the fullest possible use should be made of mechanical aids. Shift working should also be adopted where appropriate.

The memorandum was the result of investigations by a working party set up jointly by the chairman of the National Association of Port Employers and Brother Frank Cousins, the general secretary of the Transport and General Workers' Union.

*A welcome contribution to those who devote their energies to the promotion of a worthy cause — the welfare of seamen throughout the world. Our photo shows NMU President, Brother Joseph Curran, presenting ITF's Seamen's Welfare Fund cheque for £ 5,000 to Vice-Admiral Roy A. Gano, President of the US United Seamen's Service, and Henry C. Parke, Chairman of the USS finance committee*



# Africa today and tomorrow

by Tom Mboya



DURING A RECENT VISIT TO SWEDEN at the invitation of the Swedish Federation of Labour, Tom Mboya, General Secretary of the Kenya African National Union (Kanu), addressed a meeting at the headquarters in Stockholm of the Swedish Federation of Labour. The full text of this speech was subsequently published in the Federation's journal *Fackföreningsrörelsen*. Whilst the ITF would not necessarily wish to appear to be identifying itself with all the views expressed by this prominent African trade unionist and politician, it considers that the significant role being played by Tom Mboya on the African political and trade-union scene, and the consequent value attaching to his utterances, merit full reproduction of the text of his speech.



Tom Mboya, General Secretary of the Kenya Federation of Labour, addresses a meeting of railwaymen involved in the 1959 strike. He is urging them to return to work, showing them the signed agreement which had been concluded with their employers that very day



With their new found freedom, independent African peoples may look forward in confidence to a bright future of progress and prosperity. Italian Somaliland freed itself from colonial rule quite recently. The picture shows an election rally at the capital of independent Somaliland Mogadiscio

The most important and significant development during the post-war years has probably been the emergence of new nations in Asia, South America and, of course, Africa. Before the war, very few countries knew about the struggle for independence being waged by the colonial peoples. India was the first country to be liberated from colonial rule and thus came to pave the way for the new generations. For many years African nationalism was an unknown quantity and did not make itself really felt until the time when Ghana attained independence. Today, all the nations of the world have accepted the fact that freedom is the right of all peoples throughout the world.

By decision of the Berlin Conference in 1884, Africa was divided into British, French, Portuguese, Belgian and Spanish territories. This division took no account

of geographic, economic or ethnological considerations. It was founded solely on the arbitrary wishes of the colonial powers who later introduced different political systems in the different territories. The events leading up to the Berlin Conference are generally described as "the scramble for Africa". Whatever name we give to the process, it is true to say that the division of Africa by the Berlin Conference marked the beginning of a systematic exploitation of national and human resources, even if, in certain cases, as for example in certain British territories, it was conceded that the ultimate aim of colonial policy ought to be to enable the people to achieve independence. No one cared to go into details as to how this independence was to be achieved or what criteria should be adopted and steps taken in

order to prepare the ground. Eventually it became clear to the colonial peoples that they could not rely on these vague promises of independence at some indefinite time in the future. England has only considered independence when the forces of nationalism have been strong enough to oblige her to make this concession. Even today one may note contradictions in British policy. In West Africa the British were ready to give complete independence to Ghana, Nigeria and Sierra Leone but in East Africa they retain their grip on the countries and give as their reason that there is a difference between Africans in the West and in the East of that Continent. There is also a contradiction between British policy in East Africa and that in Central Africa which depends on the existence in the latter area of a native European population. The greater the white population is in any given territory, the less willing the British are to grant independence to the original inhabitants. The interests of the white population are allowed to dominate all other considerations. The conclusion must therefore be that even when the Europeans consider that independence is the final aim, the Africans have nevertheless to fight for it before they can regain their freedom.

The French, on the other hand, started with a colonial policy which was based on the opinion that the French colonies could become integral parts of the French community and that the inhabitants of these territories could be turned into black Frenchmen. This policy has since been abandoned as a result of the pressure exerted by African nationalism on the one hand and world opinion on the other. In Algeria, however, one still finds the basic contradictions of colonialist thinking. Whilst the French have given independence to Tunisia and Morocco, they still refuse to recognize the Algerian people's right to self-determination. French policy is the result of a conflict of interests – the desire to protect the French colonists – and once again we can see the subordination of the human rights of the original inhabitants before the interests of the immigrant population. The new African States which were previously French colonies, are the result of a policy which left them without the strength which could assure their independence and enable them to develop their economies. They have had to continue the struggle to convert their present political independence into economic independence.

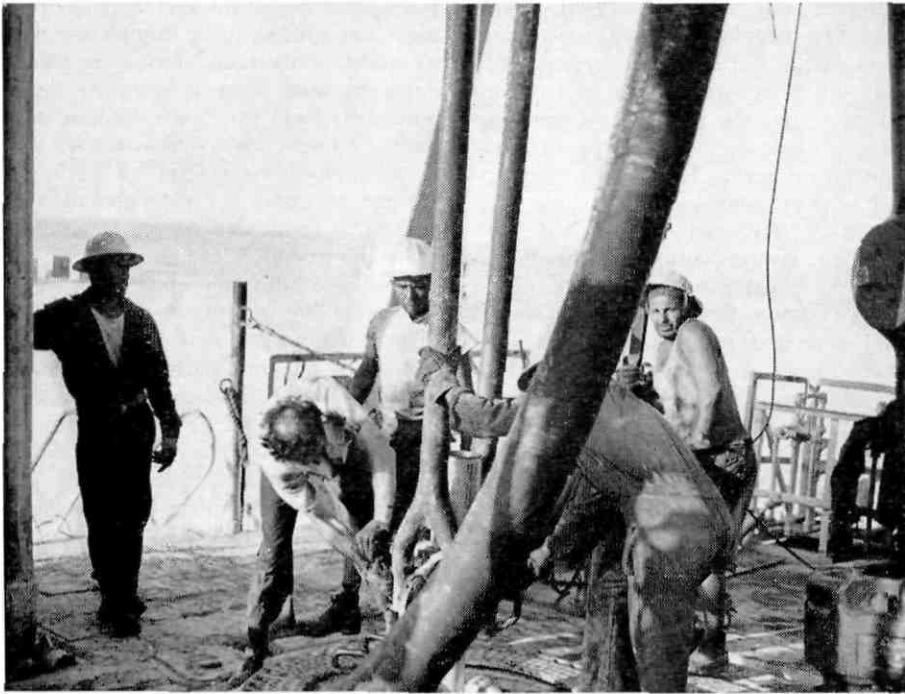
Before the Angolan tragedy there were few people who had heard anything about Portuguese colonialism. In East and West Africa Portugal has controlled large areas which have been shut off from the world and from all international influence. These territories, Angola and Mozambique, have not been touched by the changes which have taken place in the world and the Portuguese have exploited them in order to acquire cheap slave labour. It is this kind of labour which now shows itself as Portugal's most important export to the adjoining territories. The Portuguese have preferred, and continue to prefer, to engage in transactions involving human lives rather than turn their attention to developing the resources of these territories in order to increase the standard of living so that they too may share in the scientific progress of the 20th century. Schools and education in these territories are practically unknown. Anybody who has been fortunate enough to receive an education has no other alternative than to take a single ticket to Lisbon where he can expect to spend his life in exile. The reason for this is fear that these men could perhaps open the eyes of their unfortunate compatriots at home and incite them to revolt against

Portuguese despotism and injustice. Portugal has proved to be completely deaf to world opinion and has even turned down protests from the United States requesting them to respect modern standards of humanity and thus put an end to colonialism. As a result of all this it became necessary for the population of Angola to resort to violence in order to draw the attention of the world to the poverty and suffering which was prevalent under Portuguese colonial rule. Portugal maintains that Angola and Mozambique are integral parts of the home country, but we Africans believe that no part of Africa can be regarded as an annexe to Europe, America or the Soviet Union. Portugal also refers to the fact that any native inhabitant of the colonies could be "assimilated" and given the status of a Portuguese citizen and thus enjoy complete equality of rights. However, the fact remains and current statistics show, that the qualifications for "assimilation" are such that only 0.01 per cent of the native inhabitants have been able to become citizens with full rights. As Africans we also firmly believe that every human being has a right to self-determination and equality before the laws of the land, irrespective of his education or social or economic position.



South African workers trudge along a dusty road during their daily walk to work. They prefer to walk rather than pay the penny increase in fare on the buses for "non-Europeans only". Schools, hospitals, public places and even churches are segregated under apartheid laws, designed to protect the white minority which has chosen to settle in South Africa





*Independent African states are having to wage a struggle to convert their present political independence into economic independence. There still remain undiscovered resources which can bring prosperity to poor countries. Oil is known to exist in the earth below the Libyan desert. Drillings are taking place so that it may be exploited. But who gains?*

In South Africa three million white people have attempted to set up a privileged society founded on the subjugation of nine million compatriots. They have opposed every human and moral principle and systematically employed terrorism, persecution and despotism in implementing their policy of apartheid. Just like the Portuguese they are not influenced by world opinion and they never hesitate to ignore resolutions or interventions from the United Nations. In schools, hospitals, public places and even churches, whites and non-whites are segregated. The South Africans maintain that it is their duty to protect the white minority which has chosen to settle in Africa. We, on the other hand, maintain the security of the white minority wishing to remain in Africa cannot be achieved by suppressing and terrorising the African population. On the contrary, this policy leads only to hatred and creates an atmosphere of revenge seeking.

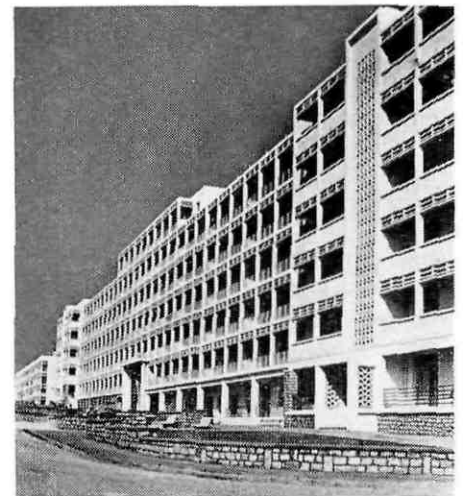
An important aspect of colonialism in Africa is the damaging effect it has had on the Africans' social and economic life. By means of the influence they have exerted during these years, the colonial powers have been able to create attitudes and institutions which they leave behind them of necessity when they leave the

country. This applies to language, as one can see by considering the fact that Africa today can be divided into a French speaking and an English speaking part, and in these areas there are further external differences between popular attitudes towards social institutions and in their respective ways of approaching problems. In their turn these matters are the result of differences which existed formerly between the colonial powers during the period when they were in occupation of these territories. During the colonialist period political institutions were developed on the pattern of those existing in the home country and the economies of the African colonies were dependent in order to serve the economic system at home. There was never any question of serving the interests of the native population. The economy was based on the principle that as much as possible should be taken out of the continent and investments were concentrated in such areas where it was easiest to export raw materials and other products for home requirements. Social services such as education were neglected for a long time and when they were developed, it was often only to the extent that they could be made to serve colonial policies. There was never any question of helping the native African population

towards progress. The customs and practices of the African tribes were suppressed to a large extent and there was a systematic attempt to vilify them. All this was intended to demoralize the African, take away his self-confidence and in this way make him into the humble servant of the colonial powers. In many areas this process of demoralization has led to a general inferiority complex which has now become one of Africa's greatest problems in the struggle to attain national independence.

There are people who question whether Africa is ready for independence or not. In their attempts to justify colonialism the colonial powers usually maintain that the African is not ready for independence and will not be ready for a long time to come. They point to his relative ignorance, to the fact that he is generally illiterate and to the lack of economic development in order to defend their point of view. African nationalism on the other hand maintains that Africa must become free whether it is mature or not, and in support of this we maintain that it is the fault of colonialism that our peoples have been kept in ignorance, illiteracy and poverty because there has never been any positive programme to free our peoples from these deficiencies.

During recent months the Congo has been cited as an example of the justice of that point of view which denies independence to the African peoples. Those who refer to the Congo seem to forget



*Independence brings with it many problems especially those of an economic nature. Tunisia, a former colony of France, attempts to solve its housing problem by building enormous apartment blocks as shown in this photograph taken recently*



that there are more than 26 independent countries in Africa of which the Congo is only one. The Congo tragedy cannot be laid at the door of the African peoples but should be referred to the bankrupt policies assumed by the Belgian Government and the incapacity of the Belgian rulers to understand the African peoples' needs. Recent developments culminating in the untimely death of Dag Hammarskjöld represent the strongest proof of desires to rule the world, conspiracy, greed, economic intrigues and Belgian machinations to retain a foothold in the African continent. History will one day reveal the truth about the Congo but we are convinced that it will acquit the African leaders of all guilt in this unfortunate chapter in African history. The Belgian Government did not realize the truth about African nationalism until it was too late. The Belgians did not leave the Congo with any desire to help the country to succeed in its new independence. Their original policies were based on the naive theory that a people's claim for political freedom can be silenced by satisfying certain of its economic and social requirements. The Belgians did nothing to develop education or political organization. The world today seems to have forgotten the brutal political terrorization of the Congolese people by King Leopold and the methods of torture that monarch introduced into Africa. Freedom, human dignity and the right to self-determination are God-given rights and no country can set itself above these rights and appoint itself as judge of another people's destiny. The driving force behind the African fight for independence is the knowledge that no real progress can be achieved under colonial rule and that it is only when a people has experienced true independence and is responsible for its own development that a country's problems can really be seriously considered and solved.

I should like to express my appreciation of those in Sweden responsible for granting the Nobel peace prize to that distinguished son of Africa, Alfred Lutuli. He is a man who has suffered and been humiliated by the treatment at the hands of the white rulers of South Africa but who has steadfastly refused to give way to the temptation to avenge this treatment. Whether violence is to be used in any given situation depends on the degree of self-control which we expect from the African people. We are to a certain extent flattered by the impression that other countries seem to

think that we are able to suffer everything without resisting. Unfortunately, this world of ours seems to react strongly only when people resort to open warfare and blood is shed. Consequently, we should not condemn those who resort to violence so much as those who are unable to recognize the suffering of their fellow human beings until violence draws their attention to it. If anything is necessary in the world today it is the recovery of respect for those noble human rights for which so many nations have fought and died – for there is altogether too much false profession of these ideals without any real concern for what is happening to one's neighbour.

The African people does not regard independence as a goal in itself but as a means to an end. Once independence has been achieved we shall be faced with the enormous task of consolidation and giving it a meaning in the eyes of our people and of the world. Africa does not want to exchange control from Paris, London and Brussels for control from Washington or Moscow. This independence must be an African independence, where the African is master of his own affairs. National unity and great efforts will be required to consolidate the independence which is being achieved. The economic system will have to be reconstructed in order to create the right conditions for a development in education, economic and social progress which will benefit the man in the street. Independence entails the acceptance of responsibility for the solution of problems which colonialism neglected for decades, the problems of poverty, sickness and ignorance. In this respect African unity is important in every separate country and in order to avoid international intrigues by former colonialist powers we shall have to have pan-African solidarity and unity. Africa is living like the rest of the world in the 20th century and cannot afford to become isolated. The continent will need capital and expert technical aid in its efforts to reconstruct African economy and make it self-supporting. We hope that it will be possible to create links with the rest of the world on the basis of respect for our independence and of mutual cooperation. Africa cannot expect only to receive; we believe that Africa will also have much to give, and in fact Africa has been giving for many years. On such arguments we base our belief in the African personality and our advocacy of our policy of positive neutrality in the struggle between the



*Some territories have not been touched by the changes which have taken place in the world and they have been exploited for cheap slave labour. The countries which govern them have preferred to engage in transactions involving human lives, instead of developing the resources of these territories in order to increase the standard of living and let them share in the scientific and social progress made in the 20th century*

forces of East and West. Every new African State wishes to achieve rapid economic development and has encouraged private and public investments based on multilateral and bilateral arrangements.

I must deal briefly with two questions at this point. One is the question of the future of European immigrants in Africa and the other concerns the future of democracy. Those white people who have chosen to make their home in Africa can contribute to the rapid development of the continent but this can only take place on the basis of justice and equality and not through special privileges. They must agree to be treated in the same way as other citizens and to enjoy the same security. With the advantages they enjoy – education, technical ability and capital resources – they would be in a position to create a strong feeling of mutual confidence between themselves and the native population. In my own country, Kenya, where we have European inhabitants, we have decided that their future shall be as secure as our own and be based on democratic rights and laws.

Some people question whether a democracy will survive in Africa. By democracy they often mean Western parliamentary institutions and methods. It is necessary to have a clear idea of what democracy entails, because these institutions do not create democracy of their own accord. The institutions of the Western world are results of a certain cultural, social and historical background. During the period of colonial rule these democratic institutions were introduced into Africa without regard to Africa's own historical and cultural background or its social structure. Independent African states have found it appropriate to *adjust these institutions to the African background and to the conditions which apply there*. When an African country fails to respect the basic democratic rights of its citizens the country must be judged according to its merits. Exaggerations and generalizations should not distort the situation to the extent of applying it to the entire African peoples. I am often flattered by the fact that people seem to expect us to achieve perfection in Africa immediately we have attained independence, especially when I think that many nations with much longer histories, such as England and America, have not yet succeeded in guaranteeing fully the democratic rights and freedom of their citizens. The peoples of Africa will by process of experiments and adjustment arrive at the sort of institution which is suitable for Africa.

As a trade unionist I must also make mention of the role played by the trade union movements in the African struggle. During this struggle the trade unions will have to ally themselves, like all other organizations, with all progressive nationalist forces in the fight against colonialism since the workers cannot be regarded as free under a colonial government. In a number of places in South Africa and in the Portuguese territories and parts of Central Africa the trade unions are having to fight for their existence and for the basic trade union rights, freedom of association and of collective bargaining. Many trade union leaders have sacrificed their lives in this fight and many have seen the interiors of colonialist prisons and concentration camps. Once they have achieved independence themselves, the trade unions must unite with those who are fighting for African freedom in order to safeguard the consolidation of this freedom and the economic reconstruction programmes which will lead to progress and improve-


ments for the working population.

I believe in a free trade union movement and I believe that this freedom should be retained after independence has been gained. On this point I am not ready to compromise. On the other hand, I do not believe that our trade unions must necessarily be copies of the trade union movements in other countries. We must create organizations which are suited to the situation as it is in Africa. These trade unions must refuse to become involved in any of the manipulations and intrigues of the present opposing blocks. They must be autonomous.

*I should like to express our very deep appreciation of the contributions given by the Swedish trade union movement through the ICFTU International Solidarity Fund and I can assure you that these contributions have meant a great deal as an example of the spirit of international solidarity. This international solidarity between workers is a necessary part of the freedom of the trade unions and their protection of the interests of the workers all over the world.*

Many will ask about the best way the Scandinavian peoples can help the African people in the fight against poverty, sickness and ignorance. The lack of trained people is our greatest handicap and I believe that it is in this sphere that the Scandinavian peoples can help us in the establishment of schools and universities, trade unions and cooperative undertakings, and I am thinking especially of the possibility of exchange programmes and the setting up, with Scandinavian help, of schools of general and *technical training in our part of Africa.*

### Transport policy in the Common Market


 THE GOVERNMENTS of the European Economic Community recently took the first step towards launching a common transport policy when their six Ministers of Transport took a decision of principle guaranteeing future cooperation. This was an undertaking to consult the other members and the Commission about any future legislative or administrative changes in the transport policy of their own countries. The Commission are to tender an opinion or recommendation within thirty days, or ten days in urgent cases, before a state takes action.

This agreement, designed to prevent any further divergence in transport sy-

stems in the six countries of the Community, covers roads, railways and inland waterways. It was not found possible to include pipelines at this stage. Shipping and airlines are treated differently under the Treaty of Rome, and the question of framing a joint policy for these sectors is still open.


The Ministers also had detailed proposals before them for liberalizing certain departments of international road transport. For work-owned transport, the Commission proposed that all restrictions and permits affecting carriers in other member states should gradually be removed by the end of 1965. For professional transport companies the difficulties are greater, but as a start it was suggested that certain kinds of transport – removals, postal, movement of works of art, theatrical props, sports equipment and so on – should be freed from 25 kilometres as the crow flies on each side of frontiers by the end of this year.

### Book Review

 SHIP'S BUSINESS, BY GEORGE J. BONWICK and E. C. STEER, Maritime Press, London; 330pp; price 40sh.

The fourth edition of *Ship's Business*, first published in 1953, has been extensively revised, an important addition for example being the new collision regulations agreed at the 1960 Conference. The book thus represents a handy up-to-date source of reference on matters affecting all those whose business is on or connected with ships. Of particular interest to those serving in ships are the chapters on tonnage measurement, load lines, classification, the master, officers and seamen, safety of life at sea and regulations for preventing collisions at sea.

### Post war aviation in Japan

 1961 MARKED the 10th anniversary of commercial aviation in post war Japan. Today there are 33 air routes in Japan with 298 aircraft in operation. These planes fly about 80,600 miles every day.

Japan Air Lines (JAL) began its domestic flights on 25 October, 1961, by hiring four Martin 202 and Douglas DC4 aircrafts from a foreign airline. JAL has now extended its five domestic and ten international routes to cover a distance of 35,960 miles every day. During the 1960/61 financial year, JAL carried a total of 752,000 passengers, nearly eight times the 1952 figure, and a total of 15 million tons of cargo. The total of passenger miles covered has reached

2,673 million and flying distance 122 million miles. Recently JAL started a jet service over the North Pole and also put jets into operation on the Tokyo-South East Asia route.

Competing fiercely with JAL's domestic service, All Nippon Airways have introduced several prop-jet aircraft and cover virtually every corner of the country. Along with the current "leisure boom" the number of air passengers has soared. Japan Air Lines plan to put 16 jet planes into service on its domestic routes by 1965 which will bring flying time between Tokyo and Osaka down to about 40 minutes.

*(Continued from page 40)*

well as those engaged in the transport industry. The name of the organisation was changed to the Canadian Brotherhood of Railway, Transport and General Workers and this is the name which the Brotherhood bears today. Under its old title, the Brotherhood helped to write many a significant chapter in the history of Canadian trade unionism over the last fifty years. Under its new title, it will continue to play the same outstanding rôle on the Canadian labour scene.



*The twenty-seventh Congress of the ITF will be held in Helsinki, Finland, from 25th July to 4th August, 1962. Much detailed planning is called for if a Congress is to run smoothly. Our photo shows General Secretary P. de Vries in conversation with N. Wälläri, General Secretary of the Finnish Seamen's Union, on the occasion of his visit to Helsinki last December to discuss with the Congress Reception Committee details of the forthcoming Congress. He is flanked (on his right) by V. Klatil (ITF Secretariat) who at this, as at so many other ITF Congress, will be responsible for the smooth functioning of the organizational decisions*

*Gerhardt Kugoth*



## Profile of the month

IN JULY 1961 Gerhardt Kugoth was appointed head of the Road Transport and Civil Aviation Group of the German Union of Transport and Public Service Workers, in succession to the late Hans Steldinger. The oetv, with almost a million members, is one of the most active and powerful unions in the Federal Republic. When a man of 35 is considered worthy of a leading job in such an organization one wonders what qualities and abilities enabled him to work his way up to a position of that kind. And with that phrase 'work his way up' we are already half-way to the answer, for he is a man who likes work. To find the complete answer we must look at his career so far.

Gerhardt Kugoth was born in 1926.

His generation, born into a period of unemployment, grew up under the shadow of the Nazi regime into more or less enthusiastic cannon-fodder. Gerhardt tells us that he came from that part of Germany which now belongs to Poland and that his family was 'a great one - numerically speaking'. At the end of the war like so many others, he stood homeless among the ruins with no idea how he was going to earn a living.

But he was not prepared to throw up the sponge. He knew that to live he must find work. In his search he could not afford to be very particular and he tried all kinds of jobs, finishing up eventually as a transport worker for a firm which employed a staff of about 50. It was there that he became a member of the union, and those who know Gerhardt Kugoth will not be surprised to hear that he was a very active member. His hatred of injustice, his understanding of his colleagues' problems and, last but not least, his sense of social responsibility gave him no other choice. At that time the firm had no works council, but with Kugoth among them it was not long before all the employees were in the union. Finally a works council was formed and Gerhardt Kugoth was unanimously elected Chairman. It all sounds very simple and straightforward. But the works Committee did not come into being overnight or without a great deal of hard work. Just how much hard work was involved can be guessed from Kugoth's

own modest statement: 'If I am proud of anything I have achieved in my life, I am proud of that.'

His subsequent career in the trade union movement shows another side to his character: his readiness to learn. He became an honorary officer of the union and a member of the wages committee and during this time he took part in various union education courses, finally going to the Academy of Labour of Frankfurt University. It should be said that Brother Kugoth is not one of those people who subscribed to the 'knowledge is power' school of thought. He is concerned not so much with knowledge for its own sake, as with the kind of experience which will help him to realize his human and democratic ideals.

After successfully finishing his studies he entered the full time service of the oetv. He spent his apprenticeship in various oetv district offices where he gained practical experience. He then joined the headquarters staff and became Brother Steldinger's assistant in the Private Transport and Civil Aviation Section. It was just about then that the first negotiations for civil air transport employees were beginning and Steldinger gave him the hard job of drafting the contract proposals. This is how Kugoth with characteristic modesty, described his work: 'I won't say that I did it all myself; naturally I copied. I even think its desirable to crib ideas from good contracts.' At any rate he must have performed the job satis-

*(Continued on page 39)*



# It was never easy

- the story of the  
Canadian Brotherhood of Railway,  
Transport and General Workers



W. J. Smith, President of the Canadian Brotherhood of Railway, Transport and General Workers. The Union's story has now been told in book form and published under the very apt title 'It Was Never Easy'

The 1955 Convention of the Canadian Brotherhood of Railway Employees (as it was called at the time). Speaking is Don. N. Secord, elected National Secretary-Treasurer in 1952. He is flanked (left) by W. J. Smith, President since 1955. Behind the speaker is A. R. Mosher, first Grand President of the Brotherhood who retired from office in 1952



THE HISTORY of trade unionism is one of constant struggle against a number of forces – not all of them personified by 'the boss'. Today, trade unionism can be said to have 'arrived'. The battle for recognition of the right to organize and bargain collectively has largely been won. Today, countless thousands are enjoying the benefits won for them by the idealism and sacrifices of the pioneers in the trade union movement to whom we all owe a debt of gratitude. Theirs was a hard struggle, and all too often they had to taste the bitterness of defeat before the joys of hard-won victory. *It was never easy.* It is appropriate therefore that the Canadian Brotherhood of Railway, Transport and General Workers should choose this as the title of the book it has published telling the story of the union's first fifty years of activity – from 1908 to 1958. In the restricted space available to us, we endeavour to set out something of the nature of this story.

At about the turn of the century, non-operating railway employees were largely unorganised in Canada. Union membership was still mainly confined to the workers of the running trades: engineers, conductors, firemen and trainmen, who were represented by four independent railway brotherhoods. These groups, however, formed only a minority of the great army of workers on the Canadian railways of this period: the Intercolonial, the Grand Trunk, the Canadian Pacific and the Canadian Northern Railways.

In the year 1908 a call went out to rail workers on the Intercolonial system to send delegates to a meeting to be held in Moncton on 11 October 1908. The outcome of his meeting was the formation of the union to be known as the Canadian Brotherhood of Railroad Employees. A. R. Mosher, of Halifax, was elected Grand President, W. N. Collins, of Saint John, Grand Vice-President, and

M. M. Maclean, of Halifax, was appointed Grand Secretary Treasurer.

The efforts of the new union were confined to the recruiting of only those classes of employees who were not already organised in existing unions. These included mainly clerks, freight-shed and station employees, roundhouse labourers, railway constables, crossing watchmen, and sleeping and dining car employees.

It was evident from the outset that the Brotherhood was not going to restrict its activities to the employees of the Intercolonial. Its objective was the organisation of all railway employees not covered by union protection in all regions of Canada. Separate unions had been formed for single classes of employee along narrow craft lines and there was very little co-operation between these organisations. This was contrary to the principles underlying the foundation of the CBRE, one of which was its firm belief in the indu-





strial, as apposed to the craft, form of organisation.

The Brotherhood made very rapid progress in its early stages. It concluded its first agreement in 1909 with the Intercolonial, thus establishing recognition for itself. This was the first time that these classes of non-operating railwaymen had been covered by an agreement fixing wage rates and conditions in either Canada or the us.

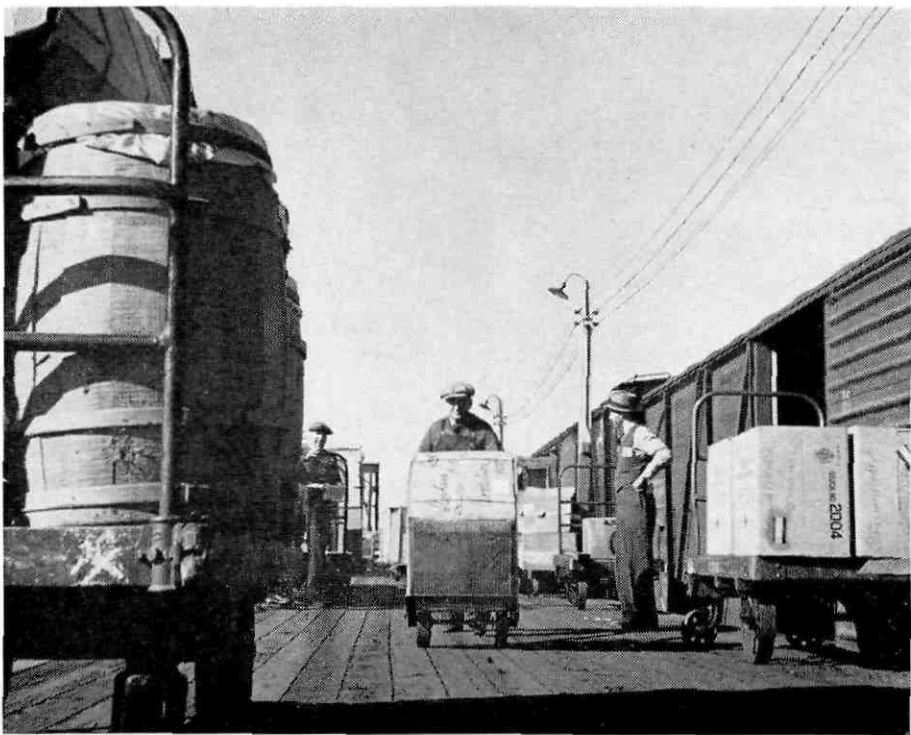
The 1909 wage agreement was a big advantage in the work of organising similar employees on the other systems, such as the Canadian Pacific and the Grand Trunk Railroads. Efforts in this direction met with an enthusiastic response, judging by the rapid increase in membership in the new local divisions organised in Central and Western Canada during 1910 and 1911.

By 1912 the Brotherhood had drafted an agreement on behalf of its members employed by the Canadian Pacific to present to the management. Little progress was made, however, in face of the CP's hostile attitude towards the Brotherhood as regards both its organising efforts and its attempts to secure a wage agreement. With the Company objecting to and defeating three appeals by the Brotherhood to the Minister of Labour for the setting-up of a conciliation board, the union decided upon strike action as

*(Continued from page 37)*

factorily, for during the next few years he not only drew up other contracts but also conducted negotiations himself. The OETV encompasses all groups of flying and ground staff in civil air transport. He was of course at the same time employed on all the other routine jobs of the Section and for a whole year he deputized for Brother Steldinger during the latter's illness. When, after a life full of hard work and achievement, Brother Steldinger died early in 1961, Gerhardt Kugoth was appointed as his successor.

Apart from civil aviation, his section embraces all private transport undertakings, including: short and long distance haulage, private bus companies, taxis and hire cars, filling stations, travel agencies, and coal distribution. Brother Kugoth will, therefore, have no reason to complain of monotony or boredom. He has for some time been a member of the ITF's Civil Aviation Section and, more recently, of the Road Transport Section Committee.



*The CBRT and GW, founded in 1908, set out to organize nonoperating grades on the Canadian railways, such as clerks, freight-shed and station employees, crossing watchmen as well as sleeping-car and dining-car attendants (Canadian National Film Board photo)*

the only course left open. This was a bold move; the Brotherhood, a new organisation without financial resources and not able to call on sympathetic labour support, was challenging one of the largest and most powerful transport companies in North America. When the threat to strike was put into effect, however, the Minister of Labour was forced to appoint a conciliation board. In due course this board submitted recommendations which were completely favourable to the employees. This success consolidated the Brotherhood's position with regard to workers on other railways.

At its Calgary Convention in 1923 the Brotherhood took the decision to affiliate with the ITF, thus evincing an interest in international co-operation in the field of transport which it has continued to display to the advantage of international understanding among organised workers in the transport industry.

The CBRE, however, had persistently followed an all-Canadian policy in Canadian trade union affairs. It was consequently active in the establishment of the All-Canadian Congress of Labour, founded in March 1927.

By authority of its 1936 Convention the Brotherhood, in October 1937, began to extend its membership into the new automotive transport branches of

the transportation industry. A new automotive transport local of the Brotherhood was formed in Toronto, and many other locals of truck and bus drivers in various towns and cities were also formed. By the end of 1938 collective agreements had been negotiated with over fifty truck, transport and bus companies. At the same time the Brotherhood had been extending its membership into other widely varied fields of transport across the nation. Almost from the beginning the Brotherhood had represented workers employed on certain car-ferries operated by the railway companies. In the middle 30's it extended its membership to railway steam-ship employees in numerous other areas. It will be seen, then, that at this period the Brotherhood was reaching out to organise a far wider and more varied membership. As a consequence, its title was amended at the Brotherhood's 1939 Convention to the Canadian Brotherhood of Railway Employees and Other Transport Workers.

At the beginning of the 40's the Brotherhood began a campaign to organise bus and tramway workers. In 1940, bus drivers employed by the Montreal Tramway Company were organised, and established as Local 210 of the Brotherhood. Later in the same year a further



Local was formed to group the street railway conductors and motor men employed by the Montreal Tramways Company, and a further local was established, comprising workers employed on maintenance and power operations. The Company, however, persisted in refusing the Brotherhood collective bargaining rights. The dispute came to a head when the employees took spontaneous strike action which paralysed the whole of Montreal's transport system.

In the end the Company agreed to the setting-up of a negotiating committee to include members of the CBRE. Conflict with the Company continued, however, over one issue or another and disputes flared up into frequent strikes. It was not until May 1945 that the Brotherhood's differences with the Montreal Tramways

Company were settled with an agreement recognising the CBRE once and for all as the sole bargaining agent for the Company's employees. The agreement provided that the Company should collect union dues on behalf of the Brotherhood, an issue which had been prominent in the disputes of the preceding years.

By 1945 the Brotherhood had extended its membership to the employees of the railway hotels, and thirty-five new locals in various branches of the transport industry had been organised, including workers in railway, express, highway, bus, taxi and cartage services, stockyards, grain elevators, inland canals and wharfs: a net increase in membership of more than seven thousand. By the end of 1945, the Brotherhood

*Originally devoting its energies to the recruiting of unorganized railway labour in Canada, the Brotherhood in 1936 began to extend its efforts to road haulage and passenger transport sectors. In two years it succeeded in negotiating agreements with over fifty local truck and bus companies*

could claim to have a membership representative of practically every branch of the transport industry.

In 1949, the Brotherhood began negotiating with the railways in order to secure a new agreement for all of its members employed by the companies. The companies refused to consider one agreement covering all classes of workers and a conciliation board was set up to settle the dispute. The demands of the unions were turned down in their entirety. The outcome of the dispute was a decision to strike. The strike began on the 22 August 1950, Canada's first nation-wide rail strike. It ended on 30 August, although a satisfactory agreement was not reached till considerably later.

In 1952 Mosher retired from the presidency, being succeeded by Harry A. Chappell, while Elroy Robson was elected National Vice-President and Don N. Secord replaced McGuire as National Secretary-Treasurer. Chappell remained in office as President until his untimely death in 1955 at the comparatively young age of 52. The man to succeed him in office was W. J. Smith, who is still in office at the present time.

The major event of the late 50's was the development of a health and welfare plan for non-operating railway employees. The plan, worked out by the various railway unions in co-operation, finally became effective on 1 January, 1957. It provided for sickness indemnities, life insurance for employees and hospital and surgical benefits. It was to cost \$ 8.50 per month per employee, half each to be paid by the employee and the railway company.


1958 marked the fiftieth anniversary of the Brotherhood's foundation. The Twenty-fourth Convention, held at Vancouver in September, was the most largely attended convention in the history of the organisation. It was stressed at this convention that the Brotherhood should extend its activities still further. In view of this the convention approved an amendment to the Constitution which extended the Brotherhood's area of jurisdiction to include general workers as

*(Continued on page 37)*

# News from the Regions




## World Bank aids African transport development

 A RECENT REPORT issued by the World Bank indicates that the nature of the Bank's lending in Africa has been heavily influenced by the continent's pressing need for more and better transport services. Of a total amount of \$ 856,300,000 loaned to African countries more than half has been allocated for transportation development.

The lion's share, states the Bank, has been used for railways. In the former French West Africa and Belgian Congo, in British East Africa and the Rhodesias, and in South Africa and the Sudan, the loans have been used mainly to modernize and expand the capacity of older systems which suffered seriously from neglect during the Second World War. In Nigeria, the projects covered by a Bank loan for railways include construction of a new line, over 400 miles long, to open up the remote but fertile provinces of the northeast.


Other transport loans have helped to pay for improvements to ocean ports in South and East Africa, for a new lake port for the landlocked territory of Ruanda-Urundi, for the improvement of river transport on the Congo and its tributaries, and for the deepening and widening of the Suez Canal. In Ethiopia and the Congo, and in Kenya, new motor roads have been built and others brought up to modern standards. A loan of \$ 50 million helped to pay for a pipeline to carry oil to the Mediterranean coast from the new field discovered at Hassi Messaoud in the Sahara.

## New ICFTU representative for Africa

 THE INTERNATIONAL CONFEDERATION of Free Trade Unions (ICFTU) is sending an experienced French trade unionist to the former French Congo to assist in the establishment of a free trade union movement there. The ICFTU representative, André Miffre, will spend six months in Brazzaville and will later go on to Gabon and the Ivory

Coast in connection with the organization of courses by the ICFTU for French-speaking African trade unionists.


## Sohyo rejects united front with Communists

 A STATEMENT DRAWN up by the General Council of Japanese Trade Unions (Sohyo) recently sharply rules out any possibility of Sohyo's forming a united front with the Japanese Communist Party. It said that the Communist Party and other left-wing groups were obstructing the advance of the labour movement in the country.

Sohyo issued this rebuff in the draft of its action policy drawn up at a meeting of Sohyo members of the Socialist Party. The meeting was attended by Kaoru Ota, Chairman, and Akira Iwai, General Secretary of Sohyo. The draft is being distributed to prefectural and local branches and will serve as the basis for the action policy will be approved by Sohyo's national convention to be held this summer.

Speaking in Osaka, Kaoru Ota also said that the attempt currently being made by the Communist-dominated World Federation of Trade Unions to cast what it terms as "us imperialism" in the role of the enemy of world labour would not take root in the Japanese trade union movement. He said that it would be impossible to form a unified world labour front on the basis of such a biased policy.


## Nobel Peace Prize for Albert Luthuli

 IT WAS WITH GREAT SATISFACTION that we learned that the Nobel Peace Prize for 1960 had been awarded to Chief Albert John Luthuli. Albert Luthuli is the great leader of the African National Congress in South Africa. As President-General of the Congress he has led the movement of non-violent resistance to the cruel suppression to which the apartheid policies of the South African Government have subjected the Africans. Although the Government extended the suppression to himself, first


by deposing him as Chief of a Zulu tribe, later by banning the Congress and banishing him to his home village, where he is still being forced to reside, they could not shake the tremendous moral authority which he possesses, not only among Africans within and without his country, but in the whole world.

By awarding him the Nobel Peace Prize, the Committee has paid him a tribute which he fully deserves, as one of those who (in the words of Alfred Nobel's testament) has 'done the most or best to further brotherhood among the people'. At the same time this peace award to Chief Luthuli constitutes a solemn condemnation of the apartheid policy by the civilized world.

## Dock workers' Cooperative establishes library

 A LIBRARY has recently been set up by the Bombay Dock Workers' Cooperative Society, a sister-organization of the ITF-affiliated Transport and Dock Workers' Union. At the inauguration ceremony stress was laid on the value of libraries for working people in view of the fact that a number of people who learn to read and write during the two or three years they spend at school often forget what they have learned and become semi-illiterate again when their contact with formal education is broken. It was pointed out that the benefits of an earlier education should not be lost to the individual and to society.

## Cameroun Republic establishes Merchant Navy Department

 A MERCHANT NAVY and Registration of Seamen Department has been set up in the Republic of Cameroun. The main concern of the department - which is subordinate to the Directorate of Ports and Inland Waterways - is to administer sea and river transport and supervise the observance of safety rules at sea in Cameroun territorial waters.

The Department is responsible for all questions concerning: (a) vessels engaged



in sea or river transport: legal status, registration, transfer of ownership and flag, ships' documents, safety and habitability, inspection of shipping and work at sea, rescue work and assistance to ships and aircraft in distress, wrecks; (b) seafarers: organization, conditions of work at sea, discipline and penal treatment, welfare; (c) sea and river transport: administration and regulations; (d) sea fishing: regulations and miscellaneous studies; (e) in general, all matters traditionally dealt with by the registration authorities.

### Venezuelan transport workers seek release of Cuban trade unionists

THE POWERFUL TRANSPORT WORKERS' FEDERATION of Venezuela (affiliated to the ITF) has added its voice to that of democratic trade unionism throughout the continent of South America in protest against the betrayal of the Cuban revolution by the government of Fidel Castro. The union's President, Brother Humberto Hernandez, has written a letter to President Dorticós of Cuba in which he asks that, as an act of justice and humanity, trade union leaders including David Salvador, Reinol González, Luis Linsuain and José Planas should be released from imprisonment. President Dorticós is reminded that not only are these men working class leaders, but that they also formed part of the group which fought in the Sierra Maestra for the return of the Cuban people to the principles of democracy. They were instrumental in the victory of freedom over tyranny, but now they suffer because that freedom has disappeared. The Venezuelan union hopes that, following this plea on behalf of its members, democratic labour in all parts of the continent will persuade the government of Cuba to restore these trade union leaders to the position which is theirs by right.

### Columbian Transport Workers form Federation

FOR SOME TIME the principal transport workers' unions in Colombia have been attempting to organize themselves into a federation and these efforts have now been successful. The Colombian Transport Workers' Federation has received governmental recognition, and the officers of the new organization include: President - Calixto Guerra of the Taxi Drivers' Union; Vice President - Mariano Marimón of the Sintramar Port Workers' Union; and

General Secretary - Juan A. Rangel M. of the Avianca (civil aviation) Workers' Union.

One of the main tasks which the new Committee faces is that of organizing a workers' seminar in Barranquilla. The ITF Regional Office intends to collaborate in this plan for trade union education.

### ICFTU training courses for French-speaking Africans

THE INTERNATIONAL CONFEDERATION of Free Trade Unions hopes to start three-month training courses for French-speaking African trade unionists early this year. This decision follows on the report of an ICFTU mission to Abidjan, Ivory Coast, during the latter part of 1961.

The mission, consisting of ICFTU assistant general secretary Herbert Tulatz, who is in charge of educational activities, and press officer Tom Barry-Braunthal, visited Abidjan to study on the spot the possibilities of establishing a training centre there. A meeting of the International Solidarity Fund Committee in Brussel had previously allocated funds to cover the cost of holding such courses and engaging the necessary staff.

During their stay the two ICFTU officers had discussions with local trade union leaders and government officials and were also received by President Houphouët-Boigny, who assured them of his support for free trade unionism and welcomed the ICFTU's initiative in selecting Abidjan as the site for its training centre.

### Japanese seamen protest against customs irregularities

THE ITF-AFFILIATED ALL-JAPAN SEAMEN'S UNION has asked the Japanese Foreign Office to protest to South-east Asian countries against alleged irregularities practised by customs officers when Japanese ships call at their ports.

Crew members of the Nankai Maru, for instance, reported that when they entered the Port of Chittagong (Pakistan) last year, customs officials came aboard and demanded the use of two officers' cabins for the four days that the vessel was due to spend in port.

They are also alleged to have demanded food and "lavish entertainment" and to have threatened to search all the crew members' belongings if their demands were rejected. Such irregularities, says the AJSU, should not be allowed to continue.



*Visitors from overseas are always welcome, especially trade unionists from a fraternal organization. The German Union of Railwaymen takes a lively interest in the progress of railwaymen's unions in Africa. Vice-President of the Union, Franz Eichinger, is here seen talking to E.C. Okei-Achamba, General Secretary of the Nigerian Maintenance of Way Workers' Union, during his recent visit to the German union*

### American workers and the ILO

SOME PEOPLE have registered surprise that the American labor movement gives such strong support to the ILO. These people are prone to ask what the ILO can do for American workers. After all, don't American workers already enjoy the highest standards and the best conditions in the world? How can the ILO help them?

It is true the ILO can give comparatively little direct assistance to American workers, but there are even misconceptions on this score. In some fields our state and even federal legislation does not measure up to the standards established in ILO conventions and recommendations. Unfortunately, no comprehensive study has ever been made comparing American standards and those in the ILO. Moreover, in some areas covered by ILO instruments, such as health insurance, the United States still has no legislation whatsoever.

In addition, the ILO has moved into some new fields more rapidly than has the U.S. For example, in 1960 the ILO conference adopted a convention, supplemented by a recommendation, to safeguard workers against the many hazards involved in the mushrooming use of atomic materials in all sorts of industries. In some important respects, the safeguards set forth in these ILO instruments have not yet been guaranteed American workers.


From *Federationist* (AFL-CIO)



# The Danish fishing industry



Some of the Danish fishing fleet's 20,000 vessels lined up in Esbjerg, the country's largest fishing port where the ITF's Fishermen's Section is to hold a conference in March

 SOME 18,000 MEN find employment in the fishing industry in Denmark. Of this number, some 13,000 are full-time fishermen working throughout the year. The entire fishing fleet consists of around 14,000 vessels of which over eight thousand are motor vessels. In the course of a year, Danish fishermen land over 550 million kg of fish valued at about 335 million kroner. Home consumption of fish, however, has sunk according to official sources. Thus average annual *per capita* consumption in 1952 was 15.5 kg. By 1956 this had dropped to 12 kg. Although it rose somewhat the following year, it had sunk again, to 10.4 kg. by 1959. In 1960, it was around 14.5 kg, which was still well below the 1952 figure, although suggesting that possibly an upward trend has now set in.



The price a catch brings when auctioned following a voyage has a direct bearing on the fisherman's earnings as he is paid on the share principle — half the proceeds of the catch going to the owner and the remaining half being shared among the crew

Main fishing grounds of the Danish fishing fleet are the North Sea and the Skagerrak and the fleet's most profitable catch is plaice, followed by herring. Although the latter is caught in larger numbers, it goes to the fish-meal processing plants for the most part and brings a lower price. Cod is also caught, an annual catch of around 58 million kg bringing in 47 million kroner. Other high-priced fish caught for household consumption include halibut, sole and turbot.

Mackerel and garpike make a profitable haul, while the season lasts, and haddock always finds a welcome on board.

A very substantial proportion of the Danish fishermen's catch goes into the export market, particularly cod and plaice (sent live to nearby countries, or deep-frozen), sardines, herrings, mackerel, tunny and shell fish (canned), and smoked eel, salmon, herring and hali-

but. Fish meal and fish oil are produced from surplus and non-edible fish.

The largest fishing port in Denmark is Esbjerg, the town in which from 22 to 24 March 1962 the ITF Fishermen's Section Conference is to be held. Some 550 cutters operate from this port. Manned by crews of from three to five men, they are often away for periods of weeks, working from sun-up to sunset. Esbjerg is a nationalized port, the Esbjerg town council being represented on the Port Authority Board by two members. It has four large quays, at which the port's annual haul of 125 million kg of fish is unloaded, and a fifth is under construction. Unloading starts as early as three o'clock in the morning. By seven o'clock, everything is ready for the auctioning of the catch.

The price the catch brings at the auction has a direct bearing on the Danish fishermen's earnings as he is paid on the share principle - fifty percent of the

proceeds of the catch going to the owner and the remaining fifty percent being shared among the crew in accordance with an agreed system. On this basis, of course, the fisherman's earnings vary considerably, depending on the size and nature of the catch and the price it brings at the auction. A union spokesman put average annual earnings at kr. 13,000 to kr. 14,000 (around £650 to £700). In some cases, however, it could be as low as 4,000 to 5,000 kroner (about £200 to £250).

What with trips lasting from two to three weeks, the uncertainty of the catch and the price it will bring on the market, it is perhaps not surprising that many fishermen prefer to switch to a shore-

based job with its regular income and mode of life. Danish fishermen would also prefer to be taxed on the 'pay as you earn' system - as are other seafarers - rather than by the present method which requires them to pay many months later on their earnings. These may have been good at the time of the assessment, but income tax payment on them may fall due at a time when earnings are particularly low. Partly in order to attract men back into the industry, the number of larger motor fishing vessels - over fifty tons - which can provide crews with more spacious and comfortable quarters is being increased. The number of these larger vessels, many of which are now being constructed



*A great deal of Denmark's fishing catch is exported and to maintain the country's reputation for quality the government exercises thorough control of all stages in the fishing process through fishery inspectors*

in steel, doubled in the period between 1959 and 1960.

In general, conditions in the other important Danish fishing ports, such as Hirtshals, Thyborøn and Frederikshavn, are much the same as in Esbjerg. Some 200 cutters - mostly of the larger type - operate from Hirtshals which is also a favourite harbour of refuge in stormy weather for fishing craft of all nationalities fishing in the area - Swedish, Norwegian and German. Main landings at Hirtshals are herring, which are exported in large numbers to Western Germany, and various kinds of fish for processing into fish-meal. Plaice and cod are next in importance in landings which amount to 110 million kg a year.

One of the main factors enabling Denmark to find the capacious export markets which are so necessary to her economy is undoubtedly the extremely high standard of her fish. Such a reputation for quality is not easy to maintain and the credit for this achievement must go to all concerned in the fishing industry - the fishermen themselves, the inspectors, the processing workers and the government.

Constant vigilance is required in order to get fish to consumers at home and abroad in perfect freshness; the fish must also preserve its full nutritional value and flavour, as well as its appetizing appearance, and must be available at reasonable prices. In order to solve these problems, the Quality Control Act and a number of associated orders give directions for the handling of fish and fish products, including shell-fish and other sea foods, and fresh-water fish, through all stages of the industrial processing of fish - catching, storing, transportation, freezing, etc. - and apply both to exports and domestic supplies.



*A fisherman's life can be arduous and dangerous, particularly in small boats such as these which are so vulnerable to bad weather. Many more larger vessels are being built now, however, which will provide more space and comfort for the men who work aboard them*

For the purposes of day-to-day administration of the law, the Fishery Inspectorate has divided the country into thirty-nine inspection districts and there is an inspection station in every important fishing harbour and port of export. Fishery inspectors, who are usually recruited from among young fishermen, examine the catches as they arrive in port and no fish which does not come through their rigorous tests successfully is permitted to go on for processing or consignment. Every consignment of fish for export is checked by means of random samplings and is stopped if these fall below the required standards. The inspectors' decisions can be challenged by appeal to the Ministry of Fisheries Complaints Committee in the case of frozen, salted, smoked or canned fish, but for unprocessed fresh fish the inspectors' decision is final, since in this case the fish deteriorate very rapidly. Infringement of the quality regulations is punishable by fine or imprisonment.

The industrial processing of fish is controlled by the Ministry of Fisheries' Industrial Inspectorate, whose offices and laboratory for technical, chemical or bacteriological research are in Copenhagen. Their technical personnel pay frequent visits to factories in order to inspect production.

The law also contains provisions governing the storage and transport of fish and the cleaning and maintenance of vessels and premises; in short, all stages until arrival of the fish in the kitchen. Regulations covering the stowage of fish on the fishing vessels ensure that the bottom layers are not spoiled by those on top. Herring is particularly subject to damage from pressure, and so it is prescribed that herring for human consumption must be boxed immediately after catching unless it is landed within 24 hours.

Wet fish is one of the most perishable of all foods, and must therefore be iced. Fish which is not landed live must be gutted immediately after catching, and during transport must be carefully protected against wind and weather and never allowed to stand in rain or sunshine.

One of the most important of the law's provisions is that requiring exporters and processors to give precise information about variety, origin, quality, quantity, food value, etc., of the fish they handle. The reputation for quality of Danish fish is thus thoroughly safeguarded and with the expansion of the fish-

ing fleet comes the hope of greater security and comfort for the fishermen whose labour makes the industry's prosperity possible.

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*(Continued from page 46)*

ment is necessary. Such a measure would help in (a) promoting increased productivity for the general benefit of the enterprise (b) giving employees a better understanding of their role in the working of industry and the process of production and (c) satisfying the workers' urge for self-expression, thus leading to industrial peace, better relations and increased co-operation'. The Third Five Year Plan has gone further into the question by observing: '... to give to the workers the sense of belonging to the industrial unit and to stimulate their interest in higher productivity, a form of workers' participation in management was evolved during the Second Plan. Joint Management councils have been set up in 24 units... This schemes will be extended progressively so that it may become a normal feature of the industrial system'.

It is an irony that while the leadership of the country advocates such an enlightened policy, the machinery through which it is expected to be implemented should remain lukewarm to the idea and hesitate to put it into practice. Among other reasons for this state of affairs is the lack of clarity in interpreting the whole concept of 'Workers' Participation in Management'. A great deal of confusion has arisen as a result of a general tendency to draw a convenient meaning of the concept so as to suit particular interests. It is regarded in some quarters merely as a form of consultation with the representatives of the workers, leaving the arbitrary powers with the management to accept, modify or reject the recommendations. Such a one-sided approach, needless to say, can hardly be conducive either to better industrial relations or higher productivity. The right of the worker to have a voice in the control of industry is as fundamental on the economic plane as his right to vote on the political plane. It is therefore imperative that workers be given joint responsibility with the management in policy-making decisions of these workshops e.g. the question of increased capital investment, introduction of new machinery and technical processes including regulation of employment, wages and welfare.

The second essential factor for the

success of labour-management participation is the climate of mutual confidence. The first step in this direction is to treat these workshops as self-contained units. This should be followed by complete overhaul of the existing organizational set-up, so as to bring it in proper alignment with the declared objective of national development. This should, however, be carefully conducted in the light of rational budgetary control and corresponding delegation of authority at work level; elimination of third party reviews and concurrence in respect of detailed executive action, and sanction to frame new rates and procedures.

In the initial stage special efforts would need to be made to encourage workers' representatives to participate effectively and bring forth new and practical ideas based on their vast experience for the benefit of the undertaking as a whole.

These measures are essential prerequisites to accelerate the pace of development and achieve higher productivity. The general design of industrial relations and basic organizational changes in railway workshops, as outlined above, seems to be the only rationally plausible policy which can help establish a real and full-fledged industrial democracy, bringing in its train complete harmony between workers and the management for the good of the country and the community. N.B.: - The foregoing article expresses the personal opinions of the author and does not represent the official policy of the All India Railwaymen's Federation.

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*(Continued from page 48)*


to extend the principle throughout every port in the country, though the employers are still reluctant to concede our demands.

#### **Now a trade section**

The fishing membership was included at different times in the Waterways and Docks Groups until 1938, when it was established as a separate trade section. Dan Hillman, the National Officer of the Docks Group at that time, took the additional responsibility of National Officer for the Fishing Section until his retirement in 1944. For the next three years Arthur Bird succeeded him. In 1947 Tom Birkett followed him, combining the jobs of National Secretary of the Fishing Trade Section and of the Waterways Group. In 1958 he was, in turn, succeeded by Peter Henderson.



# Indian railway workshops

 SINCE INDIA has adopted a socialist pattern of society as her national objective, public enterprise will progressively expand and constitute the mainstay of the developing economy. Indian Railways, the fourth largest system in the world, have a valuable asset of very well equipped mechanical workshops, which constitute the core of the Engineering Industry in the country today, and therefore provide a most promising field for launching a drive for higher productivity.

On the basis of current prices, they represent a capital outlay of Rs. 200 crores (£ 150,000,000) and employ a labour force of 150,000. But the immense potentialities of these workshops and the vital role of the workers in exploiting these potentialities have not so far received the attention they deserve. As a result they continue to be treated as limited purpose departmental reserves or mere 'repair units' and the industrial development in the country is thereby correspondingly hampered. There is a lack of appreciation of the fact that a rapid rise in the productivity of these workshops, besides balancing the demands of the expanding transport system, would still have sufficient capacity available for meeting other requirements of the country e.g. building machinery, plant, special purpose transport equipment, and machine tools etc. This would not only go a long way in closing our foreign exchange gap, but also impart a powerful impetus to the industrial development in the country.

In private enterprise the motive force for higher productivity comes from the urge for private profit. In public enterprise, where this force is absent, an alternative impetus is apparently needed. 'Workers Participation in Management' is a device which provides this substitute by linking the individual interests of the worker with those of the Industry. This stimulates his productive energies and promotes the full play of his initiative and capacity towards constructive efforts.

*Some Aspects of Co-management:* The idea of 'Workers Participation in Management' or 'Co-management' is by no means a recent one. Its first advocates are found among the precursors of the modern trade union movement — the utopian socialists of the early 19th century and the pioneers of Cooperativism. It is now widely practised in many of the industrially advanced countries e.g. Switzerland, Belgium, France, Holland and Great Britain, where even the Railwaymen play a positive role in the management of their Railways. In India the first substantial measure taken by the Government and the Railway Administration in this direction was the setting

up of works committees at plant level on the basis of the provisions of the Industrial Disputes Act of 1947. The function of these committees was to promote measures for securing and preserving amity and good relations between the management and the employees, and to endeavour to settle differences. The beneficial results of these councils, however, fell far short of expectations on account of the hostile attitude of the management, who remained unconvinced of the usefulness of these measures and always regarded these committees as an unnecessary interference by the workers in the administration of the undertakings. The apathy and indifference of the management to secure effective co-operation of the workers and the general retrogressive outlook inherent in the existing organizational set-up of these workshops is the most serious drawback in the way of optimum productivity and harmonious industrial relations. The existing set-up which was created by the British Administration for subordinated purposes and was designed to contain and not to develop initiative and zeal for creative work, has long outlived its utility. Conceptually it is outmoded. Decisions, even in the matter of details, require third party reviews and concurrence, which in turn is regulated by cumbersome code provisions and precedents leading to maximum check and minimum play of individual initiative. Its procedure therefore contradicts the spirit of development and causes despondency and frustration at work level. The workers are also deprived of the legitimate opportunity to contribute their best for the advancement of the country and betterment of their own lives.


The partial failure of the Works Committees notwithstanding, the Second and Third Five Year Plans have continued to lay great stress on the constructive co-operation between management and workers and recognise that it is an essential element for industrial development and productivity in India. The Second Five Year Plan emphasised that '... for successful implementation of the Plan increased association with manage-

(Continued on page 45)



M. S. Hoda, the author of this article on Indian railway workshops, is closely associated with the All-India Railwaymen's Federation. He attended the ITF Congress in 1960 and our photograph shows him making an address Congress on that occasion

# Fisherman in the Transport and General

 THE PRICE OF FISH must not be calculated merely in terms of £ s. d. -- its price is measured also in human lives. For fishing is one of the most dangerous of all industries. Its hazards were dramatically brought home to the members of the British Transport & General Workers' Union (an *ITF* affiliate) in 1955 when they heard the news that one of the delegates to our national fishing section committee had been lost at sea. He was one of the crew of the trawler 'Roderigo' which, together with the trawler 'Lorello', foundered in arctic conditions in the White Sea. More recently in 1960 a Hull trawler was lost with most of her crew off the Norwegian coast. These are just two of many examples which could be quoted.

The Union had an interest in the fishing industry from its beginning with membership in Milford Haven and Scarborough. This interest was greatly extended in 1937 when the Scottish Seafishers' Union amalgamated with us, followed in 1938 by the Humber Amalgamated Steam Trawlers' Engineers and Firemen's Union. The Humber union came into existence in the wake of the great London Dock Strike of 1889, being registered in 1893, and the Scottish union followed in 1900. Like so many other

of the smaller unions they found the strain of the great depression of the 1930's too much for their resources.

The *T. & G.W.U.* seized the opportunity given it by these two amalgamations to establish the framework of an organization covering the whole industry and to begin a national campaign for standard working conditions in every port. To help co-ordinate the campaign a national fishing section was set up in 1938 with its own national and regional machinery under a national officer. The



*British trawlermen are here putting a marker buoy overboard to indicate an area of the sea where the catch is good (British Central Office of Information photograph)*

Scottish union had given us footholds in the ports of Aberdeen and Granton and the Humber union in Hull, Grimsby and Fleetwood. On this basis the new section was able to extend its membership to include fishermen in the ports of North Shields and Lowestoft. As a result the Union now organizes crews in deep-sea, near and middlewater fishing in all the main ports. Seine-net and drift-net fishing is usually undertaken by small family businesses and these have not so far proved amenable to trade union organization. But the drive for membership brought in many of the workers engaged in handling and processing the catches. The Union has now for example, fine branches amongst the fish lumpers in Grimsby, Aberdeen and Fleetwood.

### Problems of organization

The fishing industry is a difficult one to organize. The problem is not so much to recruit membership as to hold on to it afterwards. A member of the crew of a deep-sea trawler may be at sea for periods of up to a month followed by shore leave of maybe as little as sixty hours. Nevertheless there is a real need for trade unionism in the industry. The toll of death and accidents has already been mentioned. The Union has been vigilant to ensure that the hazards of the trade are kept to a minimum, in particular by promoting and amending legislation. The whole of Part IV of the 1894 Merchant Shipping Act (and its subsequent amendments) relates exclusively to the fishing industry. We kept a close watch over the progress of the Sea Fish Industry Bill which in 1953 set up the White Fish Authority. We objected to the out-of-date system of marketing fish by public auction on the quayside which operated extensively throughout the industry. We argued that this system was uneconomic and should be given up in favour of sending catches direct to the factory. Unfortunately the Government did not accept our views. But experience is already vindicating us. The system of direct shipments is now being operated on a significant scale in at least two ports.

A further Government Committee of inquiry in 1960 gave us another opport-

*Fishing is not only a dangerous life; climatic extremes can also make it a very unpleasant one at times. The work has to go on even under what are often Arctic conditions, with black frost enveloping the whole vessel and making it a difficult and hazardous workplace for the hardiest of fishermen*

unity to press our case. The committee had the job of advising on marketing policy, the allocation of rebuilding grants, and the operation of subsidies. In evidence to the committee, we proposed that the marketing methods should be streamlined. We made the further point that the recruitment of labour into the industry should be put on an orderly basis. This aspect of the Union's work is dealt with more fully below. Unfortunately, on this occasion too, we were unsuccessful.

### Work in the international field

The Union has been no less energetic in fighting for the fishermen's case in the international sphere, as a member of the International Transport Workers' Federation. At the International Labour Organization our National Fishing Officer pressed for improvement in the articles of agreement for fishermen, for a medical examination before being signed on as crew, and for a minimum age of entry into the industry. All these proposals were subsequently ratified by the ILO in conventions. We have now to persuade our own United Kingdom Government to ratify these three conventions. At present they refuse to agree to adopt the convention on medical examinations.

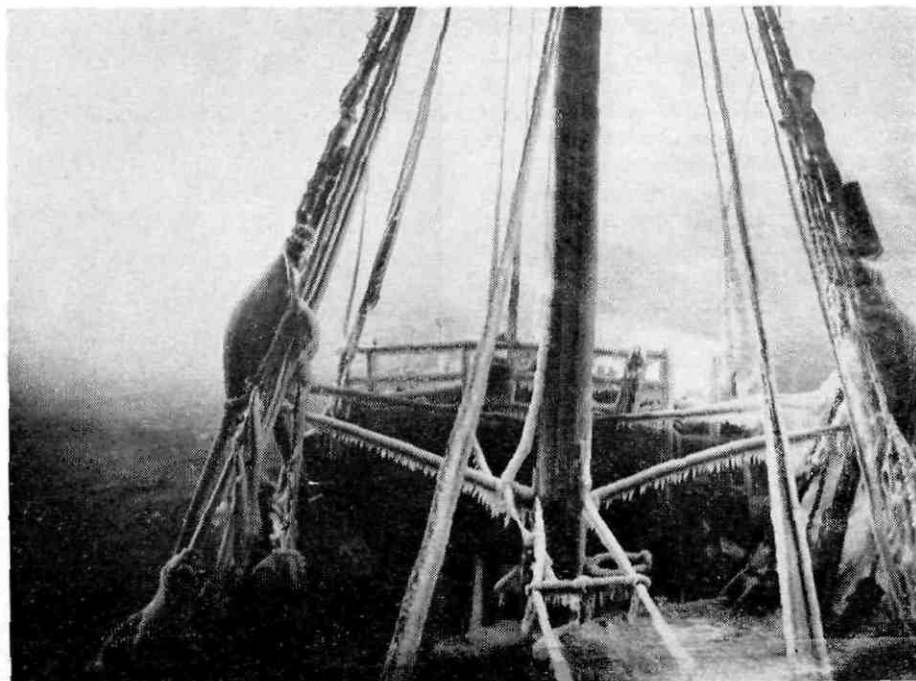
In all, the Union has a long and notable record of successes in persuading the Government to legislate both for safety of life at sea and for the welfare of fishermen. Several merchant shipping

Acts have been introduced with the object of improving safety measures. Two dealt with the use of life rafts (the Act of 1948) and the adoption of electronic equipment in accordance with international standards.

### Security of employment

The campaign to improve the system of recruitment for fishermen has been pursued by both political and industrial means. The present system of casual employment is one of the industry's major problems. The Union's evidence to the Fleck committee on this subject has already been referred to. There is nothing Utopian in our demands. A registration system was introduced in Milford Haven under the Essential Work Order during the war. After the withdrawal of the Order the port retained the framework of the scheme which still operates. Under this scheme we are able to ensure that only Union members are put on the register since this is jointly controlled by the Union and the local employers. We were successful in introducing a scheme on similar lines in Aberdeen following a six-week strike in 1956, which was partially in protest against the irregularities of the casual system of employment. This new scheme has had a good effect upon the membership in the port, and a substantial majority of Aberdeen trawlermen are now in the Union. Plans are afoot to persuade the National Joint Industrial Council for the Fishing Industry

*(Continued on page 45)*





# 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;

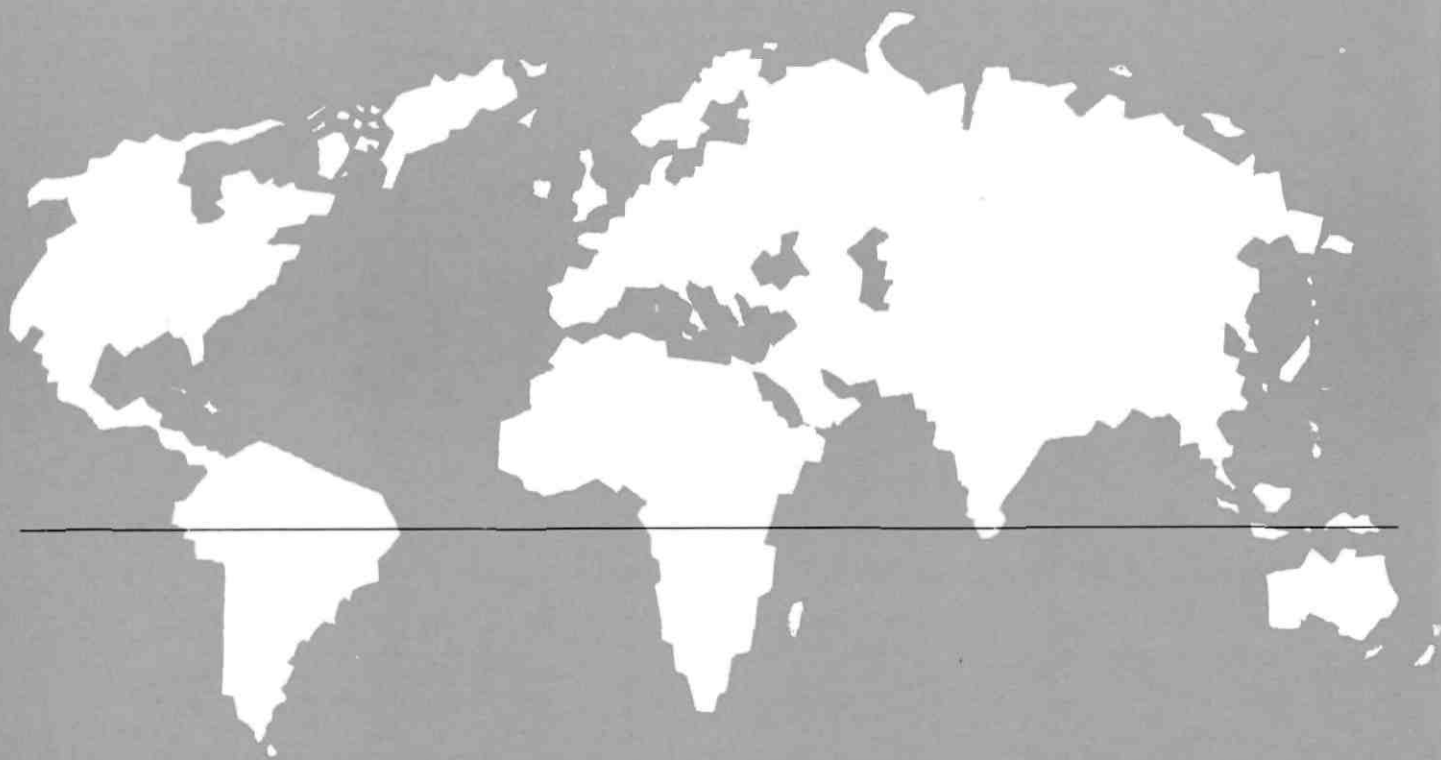
to represent the transport workers in international agencies performing functions which affect their social, economic and occupational conditions;

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