

International Transport Workers' Journal



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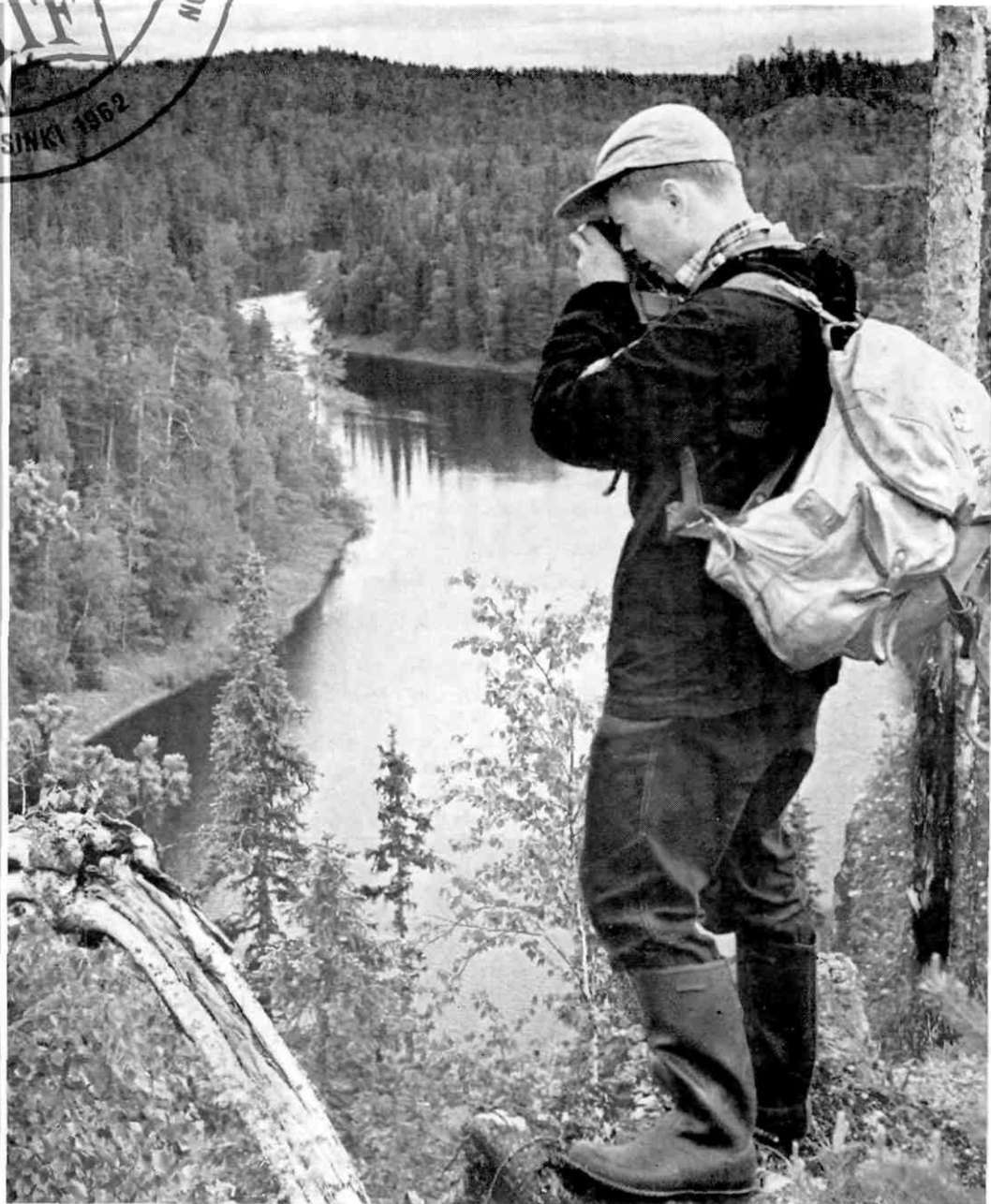
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Helsinki	23-24 July 1962 Executive Committee
Helsinki	25 July- 4 August 27th Biennial Congress

Comment

A task for us all

THIS MONTH sees the opening of our Federation's 27th Biennial Congress in Helsinki and as we go to press the final preparations for it are in full swing.

A Congress of the ITF serves a number of purposes. It enables us, first and foremost, to take a critical look at our past activity, to savour our successes and to examine and reflect upon the reasons for our disappointments and failures. It also gives us the opportunity of considering together the new problems which have come to the fore since our last meeting and of anticipating those which are likely to develop in the immediate future. The last two years have been an unusually busy period in all areas of the ITF's work and, since our Federation is a dynamic organization which has always thought in terms of both an expansion of its membership and an extension and improvement of its activities, we can expect to be even busier during the period which will follow the Helsinki Congress.

In an era which is characterized by the closer economic and political union of peoples of many nations from both the old and new worlds as well as by rapid and revolutionary technological and social changes, the international trade union organizations and particularly the ITF, will certainly have a more exacting and vital rôle to play than ever before. For that reason, the Helsinki Congress will — like every previous Congress — not only provide us with an opportunity of rededication to the proud ideals and traditions of our Federation, but will also face us with the necessity of preparing ourselves to tackle our new and perhaps even more formidable tasks with renewed boldness and vigour. We in the ITF have never been content to remain static or to congratulate ourselves on past achievements. We are a forward-looking organization which is satisfied only with forward-looking policies. It will be the job of all of us at this Congress to concentrate our efforts on devising the best possible blue-print for our future work and providing the means and machinery to carry it into practice.


As is always the case, an ITF Congress will involve a very great deal of hard work for delegates and Secretariat alike, but knowing as we do the thought which our Finnish colleagues have put into planning its social side, we are confident that the Helsinki Congress will also prove to be a very memorable and enjoyable occasion for our colleagues from all over the world.

Our first Finnish Congress

by PIETER DE VRIES,
General Secretary



The Cathedral and Senate Square in Helsinki. One of the most beautiful sights in Helsinki, it is a rare example of planned single-style harmony on a large scale. Most of the buildings lining it, including the cathedral itself, were designed by the architect, C. L. Engel

 THE CHOICE OF FINLAND as the venue for the ITF's 27th Biennial Congress is significant in a number of ways. Finland is the only one of the Scandinavian countries which we have not yet visited, and it is only fitting that a country whose trade union movement has been associated with our Federation and the causes which we have championed ever since the turn of the century should provide the setting for our Congress at a time when our field of activity and the prospects of achievement are greater than ever before. The solid good sense, reliability and generosity of our affiliates in the Scandinavian countries have contributed enormously to the strength of the ITF over the years, and although Finnish unions did not come into the Federation until after the First World War our informal links with the trade unions movement there go back to the late years of the nineteenth century when ITF pamphlets were smuggled into what was then Tsarist Russia through contacts which the late Charlie Lindley had in Finland.



Judged by the standard of most European capitals, Helsinki is neither a large nor an overcrowded city. Even so, the rush-hour traffic on the streets can still be enough to give any policemen a mild headache

In another article in this issue of the Journal Brother Wälläri of the Finnish Seamen's Union mentions the frequent visits of Edo Fimmen to Finland, and the part played by the ITF during the struggles of the trade union movement during the 'thirties'. Fimmen's vigorous efforts on behalf of the Finnish workers saw the cementing of their loyalty to the ITF which has remained steadfast through the most troubled times. Although today our problems are very different from those with which he had to contend, let us hope that his vision and energy will continue to inspire our discussions.

Our Biennial Congress provides us with an opportunity to stop and consider the kinds of activities an organization like ours is best suited to undertake. The demands of a rapidly changing world require us to branch out in new directions, and we must take care to use our resources in the most effective possible way. It is no use thinking we can do any

good by becoming enmeshed in political issues, except where these have a direct bearing on the rights and conditions of the groups we represent. We have to confine ourselves to practical issues where it is clear that the joint influence and power of all our affiliates, and the experience gathered over many years of struggle, can be utilized to good purpose.



Tammerkoski Bridge in the centre of Finland's second largest city Tampere. The statues which can be seen on both sides of the bridge are the work of Aaltonen



In the very heart of the city and leading into the broad Mannerheim Avenue is the Esplanade, with its tree-lined avenue of shops (Photo: Finnish Tourist Association)

In the past two years, therefore, we have conducted a vigorous programme of sectional activities, at which internationally acceptable standards have been worked out. We have taken advantage of the hard-won status of the labour movement to press for the adoption of these standards at the International Labour Organization and other similar bodies. And we have called upon the oldest asset of our movement – the spirit of solidarity – in assisting our affiliates to win their individual battles.

The period since Berne has seen developments in our activities in the Regions which mark an entirely new departure in our approach to this challenge. In the past our relative inexperience of conditions in Latin America, Africa and Asia, coupled with the long process of establishing confidence in our motives and demonstrating that an organization like ours could be of some positive use to emerging trade unions, meant that progress was slow and sometimes appeared fruitless. But a solid foundation is being laid, and with the trust and goodwill built up over the years of patient effort the way is being prepared for more progress. This can be seen most clearly in Latin America, where our representative has not only offered the usual services of advice, information and moral and material support to affiliates who requested them, but has also played a leading rôle on a number of occasions by acting as a mediator and even negotiating on behalf of unions involved in serious conflicts. This new type

of service is of real value to affiliates who find that the added weight which the presence of an ITF representative gives to their negotiating strength can often tip the balance against the very tough opposition they have to contend with. By becoming directly associated in this way with the attainment of improved conditions, the ITF has achieved the respect of thousands of workers who might otherwise never have known of its existence, and this enhanced reputation will be of immeasurable value in winning the respect and trust of thousands more. And let us hope that the coming years will see improved cooperation between the International Trade Secretariats and the ICFTU in other types of activity in the developing countries – for instance the provision of trade union education facilities – for this would be a most important contribution to the establishment of strong and effective labour movements.

One of the questions we shall be discussing in Helsinki is the accelerating trend towards the consolidation of many countries of the world into larger economic units. The European Economic Community is the most advanced example of this tendency, with its implications not only of economic integration but also of political unity. But movement in a similar direction is also taking place in South America and Africa, and it is up to us to examine the dangers and advantages of this trend from the point of view of its effect on the workers. Only when we have done this can we make any worthwhile attempt to make our

voice heard in determining working conditions in the transport industry under the new arrangements.

I should mention also a problem which has been causing us some distress during the latter part of this two-year period, and that is the rift which has developed between the ITF and a group of American maritime unions. I personally am most disturbed that misunderstandings should have arisen in this most vital field of the ITF's activities, the more so since it has come at a time when it is more than ever important that our unity should not be impaired. The maritime sphere is one in which division in our ranks can only mean a serious weakening of our ability to resist deals by governments and employers, and in which, on the other hand, unity both at national and international level can reap the greatest benefits for the seafaring community. We in the ITF have therefore been making strenuous efforts to heal the breach that has occurred, and whilst sincerely regretting that (at the time of writing) this has not been achieved, we shall continue, right up to Congress time, with our attempts to close our ranks once more.

I am sure that Finland will greatly assist us in gathering strength for the period ahead. The legendary tenacity of the Finnish people will inspire us to carry on with new hope the work the ITF first set out to do so many years ago; and the country's history of subjection to foreign oppressors and her struggle for national independence will serve to remind us that the ITF, along with the whole of the international free trade union movement, stands not merely for the improvement of material standards but for the right and duty of mankind to strive for the attainment of freedom and human dignity.

Open-air markets where one can buy excellent fresh produce at reasonable prices are a feature of most Finnish towns and even of the capital. This particular market is in Turku, Finland's third largest city




Finland's struggle for freedom



Helsinki at night has a charm all of its own, particularly when the city skyline is seen against the backdrop of a still half-light summer night. This picture was taken in the South Harbour
(Photo: Finnish Tourist Association)



The beautiful Orthodox Church of St. Nicholas, built during the period of Russian domination, is the oldest building in the industrial and port traffic centre of Kotka

 TODAY FINLAND is an independent republic. Her affairs are in no way controlled by any foreign power. But the Finns have only enjoyed this autonomy for a comparatively short time. The Finns are a race apart from the majority of the peoples in Europe, being neither Slavs nor Swedes, and their language has very little in common with any of the various other European tongues, with the exception of Estonian and perhaps of Hungarian. Their destinies have nevertheless been closely linked with the political fortunes of their immediate neighbours.

Finns first began settling the land at the beginning of the Christian era, but did not hear of Christianity themselves until the latter half of the twelfth century when the Swedes led their first crusade to Finland. The Swedish crusades, organized in order to convert the heathen Finns, were the beginning of Swedish rule in Finland. Although parts of Finland became settled by Swedes, Swedish rule never took the form of a conquest of subjugation. It is through Sweden that Finland was drawn into the orbit of

western civilization and, in fact, it was not until the sixteenth century, when the Reformation made its way through Sweden to Finland and the latter was made into a grand duchy by Gustav I of Sweden, that the influences of Western culture first began to make themselves felt in Finland.

This became bad for Finland during the seventeenth century. Attracted by the rising power and prestige of Sweden, nobles who had spoken Finnish previously became more and more Swedish

in expression and outlook, and behaved more and more irresponsibly towards the peasants. Finns and Finnish resources were being exploited for Sweden's wars and in the following century Finland became the battle ground itself for the struggles between Sweden and Russia. Towards the end of the century there was a conspiracy by some of the nobles of Finland to establish Finland as an independent republic with the help of the Russians. Home rule for Finland was attractive enough for the Swedo-Finnish nobles who would thus be able to bring the people completely under their yoke, but the idea gained no popular support: the Russians were defeated by Gustav III of Sweden and the status quo was restored.

In 1808 war broke out again between Sweden and Russia, but the Swedo-Finnish nobles were properly on the side of the Russians this time. It was the Finnish peasantry fighting in Sweden's armies who put up the stiffest resistance to the invaders, having no desire to see their country fall under Russian domination. Sweden lost the war, however, and in 1809 under the Treaty of Frederikshamn Finland was ceded to the Tsar. The Finns were to remain a subject people for yet another century.

For the moment Finland retained precisely the status she had had before coming under Russian rule. The powers held by the King of Sweden were simply transferred to Tsar Alexander I. A legislative assembly was, however, set up in Finland consisting of the former Finnish delegates to the Stockholm Diet, and Helsinki became the capital of the Grand Duchy. Although the people were living at this time under a Swedo-Finnish ruling élite, they enjoyed a relatively high degree of independence. They were free peasants in an empire of serfs; they were assured of Russian defence without the obligations of military service. But during the latter part of the nineteenth century Russian domination began to intensify and attempts were made to bring Finland more into line with the rest of the Empire. Gradually Finland was losing her political and military independence, the press was muzzled and Finnish officials and administrators were replaced by Russians.

Conditions were becoming more and more severe for the ordinary Finn. With the spread of the industrial revolution and the consequent growth of the Finnish timber industry more land was being claimed for afforestation. The landown-

ers began to refuse to renew the leases of their tenant smallholders, who were numerous in Finland and who were already suffering hardship at this time, in order that their land might be used for the planting of new forests. Many of them went to the towns which were swelling with people already owing to the growth of the new industries and the construction of the railways. Conditions in the factories and mills were no better in Finland than elsewhere in the first decades of the industrial revolution. The conditions under which the people were living provided fertile ground for the growth of Finnish nationalism and of workers' organizations. Trade unions formed and grew into a concerted labour movement. In 1895 the workers first published their newspaper, *Työmies* (The Worker), and in 1899 the labour party was founded with a programme which included universal suffrage, the eight hour day and the overall improvement of workers' conditions, both on the land and in the towns.

In 1903 the labour party became the Finnish Social Democratic Party, a party which in the years to come was to transform Finnish nationalism from an intellectual ideal of the educated classes into a movement of freedom for the working people. In 1905 the collapse of the Tsar's campaign against Japan revealed the weakness of the imperial régime and was the signal for the enslaved workers of the Russian Empire to show their strength. The middle classes in Finland saw that this was a time for action in the cause of Finnish independence, but

they did not know what to do. The Social Democrats knew exactly, however. They called a general strike which stopped the factories and the public services completely. Their lead was quickly followed by the nation at large. Shops, offices, restaurants, schools and even the police joined in the strike. The stoppage was a spontaneous expression of passive resistance and went off entirely without bloodshed, although the middle class students had formed a corps to maintain order – known as the White Guard because of their distinguishing armbands – counter to which the social democrats formed their Red Guard.

The social democrats won a remarkable victory as a result of this campaign, for on the sixth day of the strike it was announced that the political measures introduced some decades earlier restricting Finland's freedom to run her own affairs were to be withdrawn, and that the Diet would be summoned to re-organize government on a more representative basis. The Finnish parliament had till then been run on the old Swedish pattern of the four estates, representing the nobles, clergy, middle classes and peasantry. In 1905, however, a new constitution was drawn up sweeping this outmoded form of government aside and transforming the Diet into a single house of representatives. Parliament was to be elected on proportional representation and all citizens – men and women – over the age of twenty-four were to have the vote. Thus overnight the Finnish legislative assembly became the most democratic parliament in the world at the time.



In a country which abounds in lakes, the local lake steamer plays a very important role in linking communities. This one is shown crossing Lake Saimaa, Finland's biggest lake



One of Helsinki's advantages is the fact that it is so easy to escape from the bustle of city life without even leaving the city. This quiet backwater, still within sight of the main public buildings, is in the South Harbour (Finnish Tourist Association Photo)

But about the year 1909 fresh attempts were by tsarist Russia to Russianise the Finns. At their congress at Oulu in 1906 the social democrats had drawn up an impressive programme of social and legislative reforms, most of which have since come into force. At the first elections to be held under the new system in 1907, the social democrats won two fifths of the seats in parliament and were in a strong position for getting their reforms accepted by the house. Unfortunately all such reforms had to make their way past the Senate and the Russian government before they could become reality. In 1909 General Seyn was appointed Governor in Finland – a man who had been closely associated with the ruthless Bobrikov during the closing years of the previous century. In 1910 an act was rushed through the Duma which removed from the jurisdiction of the Finnish parliament all 'matters of imperial concern'. These included taxation, military service, public order, criminal law, public meetings, press laws, communications, public education, the execution of Russian sentences and the rights of Russian subjects in Finland. Russia was tightening her grip. Opposition to or protest against the new tyranny were punished by imprisonment or exile. Finnish civil servants were replaced by Russians; Finnish senators resigned and were replaced by men of General Seyn's choosing. Finland remained in subjection until the Russian Revolution in 1917. During this time

Finnish industries were enjoying a period of remarkable prosperity. The outbreak of war in 1914 provided a new outlet for Finnish manufacturers. Finland's capitalists were getting rich. Russian workers were pouring into Finland to help with the manufacture of munitions, so that Finnish workers had to compete with cheap Russian labour. Prices rose and wages failed to keep abreast with them. All this fostered resentment among the Finnish working classes, resentment that reflected itself in the 1916 election in which 103 social democrats won seats.

After the outbreak of revolution in Russia in 1917, the Finnish parliament was summoned, Russian officials of the old régime were removed by the new provisional government in St. Petersburg, and Finnish political prisoners liberated. Within a very short time Helsinki parliament had voted independence for Finland. Through this legislation the parliament conferred on itself all those powers which were formerly exercised by the Tsar in respect of Finland, with the exception of matters concerning foreign policy and defence. The new provisional government of Russia, however, dissolved the assembly and ordered new elections. In the next assembly the social democrats had lost their majority and it was the middle class parties which had more influence.

Shortly after the October Revolution in Russia the same year the Finnish parliament declared Finland a sovereign independent state. But the nation's working

classes were in a worse position than ever and discontent was becoming widespread. Those at the helm of the new republic were not giving enough attention to the problems of the workers. The Red Guard was now in a position of considerable strength owing to the presence of Russian communist leaders in its ranks. On the 28 January 1918 the Social Democrats with the help of the Red Guard staged a coup d'état, and Finland was declared a socialist workers' republic. This was not well received by the industrialists and landowners and it was clear that they and their supporters were not going to tolerate such a state of affairs. The scene was set for civil conflict. The first World War was still being waged in Europe. While Finland was not actually involved in the war, the opposing forces were present there. The Left wing groups were permeated with the influence of Russian communist revolutionaries, while the right wing sympathies tended more towards Germany. The White Guard gathered its forces in the north of the country and conflict broke out shortly afterwards. Unfortunately for the revolutionaries, Germany sent troops to aid the whites and to further their own campaign against Russia, and on 16 May General Mannerheim, at the head of the whites, entered Helsinki in triumph.

The victorious whites recalled parliament – minus the social democrats, and Svinhuvud was elected as Regent. There was a plan to re-establish the monarchy, and a German prince was subsequently invited to take the throne as King of Finland, partly as an expression of gratitude for the help given to the whites' cause by Germany. But before the offer could be accepted definitively, imperial Germany collapsed and the Armistice was signed. This also meant the defeat of those in Finland who wished to lay the country open to German influences and the failure of the monarchy plan.

The brutality and ferocity of the conflict between January and May 1918 was typical of any civil war. In spite of foreign forces playing off one side against the other, to further their own war effort, the struggle remained that of the landed classes, the industrial capitalists and the Swedish speaking educated classes against the proletariat of the towns aided by the landless peasants. Victory had been won by the former, but Germany had been defeated and Svinhuvud had as a consequence withdrawn from political life and at the same time Manner-

heim, the whites' great military leader, was losing his popularity through insisting on Finland's sending troops to help the campaign against the Bolsheviks in the Baltic states.

Elections were held anew. The social democrats gained seats once again. The dust of battle began to settle. Parliament set to work on drafting a new constitution, which was finally drawn up and ratified on 17 July 1919. This constitution has remained in force ever since. Under it parliament or the Diet – in Finnish Eduskunta, in Swedish Riksdag – is elected for a period of three years by the votes of every Finnish citizen over twenty-four on a system of proportional representation, thus guaranteeing the right of minorities to add their voice to discussion. Careful precautions are made under the constitution to guard against too great a concentration of power in the legislative assembly. The machinery is so set up as to make it impossible for a dubious measure to be rushed through the reading stages and passed regardless of opposition.

On the 19 July the parliament proceeded to the election of the new republic's first president. The candidates were Mannerheim, leader of the right wing forces in the Civil War and Ståhlberg, a man of moderate progressive views. The latter had the progressives, the agrarians and the social democrats behind him, and so it was he who was elected, the ideal man to lead the republic through the first few difficult years of

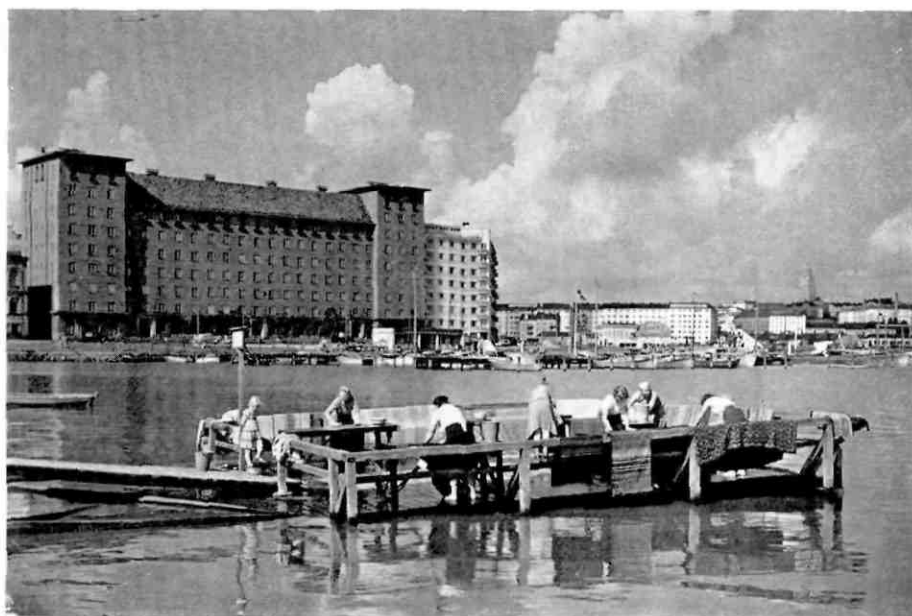
its existence. The following December the first amnesty law was passed under which 40,000 people, who had been involved in the Civil War on the side of the socialists were declared guiltless, and another 3,000 were released from prison. At the same time the social democrats disassociated themselves once and for all from the communists. Government was by no means stable in Finland during the years to follow and there were many problems concerning the country's frontiers to be settled, but at least the Finns had won their subjection. The republic had finally been established in the form which it was to retain.

Although Finland had secured her independence and had established herself as a united sovereign republic, the Finnish people had not yet seen the end of their troubles. Communism and fascism began to make themselves felt in the country. Communism was there before the War of Independence and never really faded from the political scene. The government passed legislation to outlaw the Communist Party, but to no avail, since the Communists always evaded the ban by merely giving their party a new name. Towards 1930 anti-communism in Finland began to crystallise into fascism. This trend towards extremism was helped by strong feeling against Russia, which has been deeply rooted in the Finnish mind since early in the nineteenth century when the Finns had their first experience of Russian hostility. The Lapuans, as the extremists were called,

tried to make the people alive to the danger of a communist conspiracy and were angered at the government's leniency towards the communists. After a campaign of intimidation the Lapuans prepared a coup d'état with the help of the Civil Guard, the survival of the White Guard which has been given legal status as a territorial militia. But the coup d'état did not quite materialise owing to the government's appeal to the good sense of the public – Svinhuvud, who was president at this time made a broadcast to the nation. Some 6,000 insurgents surrendered their arms and went home without a shot being fired on either side.

After this the danger of fascism receded, but an old enemy re-appeared as a new menace. Soviet Russia fearing aggression from Germany began to make territorial demands on Finland for the sake of securing her own defences. The Russians demanded that Finland should lease to them the ice free port of Hangö, with the right to build a military base there, and allow them an anchoring berth on her Arctic coast and that Finland should cede them certain of the islands in the Gulf of Finland and a strip of territory in the south east. Finland agreed to negotiate, but refused certain of the demands, since all that was offered in return were two areas in Karelia of no value to Finland. The talks broke down and there followed a campaign of vilification by the Russians including reports of alleged frontier incidents. Russia denounced the Finno-Soviet non-aggression pact of 1932, and on 30 November 1939 invaded Finland, while Russian planes bombed non-military targets in the country. The ITF Journal of January 1940 published an eye witness account of one of these wantonly destructive bombardments as seen by the President of the Finnish Seamen's Union, N. Wälläri. The bombing described by Bro. Wälläri took place in an area of Helsinki where there were only houses inhabited by the poorest of the town – no objectives of military importance. The Finns fought valiantly against these outrages, and surprisingly effectively, considering their comparative military weakness. But when peace was made in March the following year, Finland was once again the loser. Hangö was leased to the Russians, a small corner of Finland's Arctic coastal territory plus a large strip of Finnish territory in the south east, containing the town of Viipuri, were ceded to the Soviet Union.

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Perhaps this is not an everyday sight in the majority of capitals, but you can still see it in Helsinki. These women are washing rugs in the good old-fashioned way in Helsinki's North Harbour
(Photo: Finnish Tourist Association)

Welcome to Helsinki

by N. WÄLLÄRI
President, Finnish Seamen's Union



As a young man, Bro. Wälläri accompanied Edo Fimmen, the then General Secretary of the I.T.F., on his journey around Finland in 1927. In our photo Fimmen is addressing transport workers in Turku, with Wälläri acting as interpreter (ITF photo)

 IT WAS WITH GREAT SATISFACTION that I rose to the rostrum at the Berne Congress of the I.T.F. in 1960 to invite the I.T.F. to Finland for its next Congress. The whole Finnish delegation at the Congress was unanimous in extending that invitation and very grateful to the Norwegian colleagues, who had decided to invite the I.T.F. to Norway but understanding the feelings of the Finns, gave us the privilege to be hosts for the next Congress. The Finnish affiliates of the I.T.F. were really delighted with the final decision of the I.T.F. Executive Committee, made later on, to hold the next Congress in Helsinki.

It is the first time that an international trade union congress will be held in Finland. We are more than proud to welcome the I.T.F. to Finland in all its strength – its full congress. The I.T.F. is by no means unknown in Finland. Finnish transport-workers have been affiliated to the I.T.F. ever since the beginning of 1920. Starting as a branch of the former Transport Workers' Union, the Finnish Seamen's Union has been affiliated to the I.T.F. for over 40 years without interruption. The other unions of different groups of transport workers joined the I.T.F. later and to-day there are ten I.T.F. affiliates in Finland.

The I.T.F. has been more popular in Finland than any other international trade secretariat. Finns are rather militant and perhaps because of this they have always admired the militancy of the I.T.F. The great Edo Fimmen did more than anybody else to popularize the I.T.F. in this country. He inspired all groups of transportworkers by his numerous visits to Finland. But Edo Fimmen did not merely visit Finland. He travelled around the country and delivered speeches to transport workers in the South and North and called for united trade union

action for better conditions. His meetings were always crowded – even during the night. I was with Edo Fimmen at Kemi – close to the Arctic Circle – on June 20th 1927 at 2 o'clock in the night. Hundreds of transport workers were waiting for Fimmen, to hear his thundering appeal for militant trade unionism. He made the I.T.F. and its ideals well known and admired. There were many supporters of fascism in Finland at the time and reaction was rather strong. As the I.T.F. was the sworn enemy of fascism and all reaction the transport workers saw in the I.T.F. a bulwark against fascism. Only during the semi-fascistic period of the Lappo-movement in Finland (1930–34) was Edo Fimmen barred from Finland. As the situation eased later on, he visited Finland again in 1935 and 1938. After Edo Fimmen other General Secretaries of the I.T.F. – J. Oldenbroek, Omer Becu and P. de Vries – have visited Finland and consolidated the popularity of the I.T.F.

As we now have the opportunity to be hosts to the delegates and their friends at the Congress of the I.T.F. in Helsinki, we feel that our dreams of closer friendship with all affiliates of the I.T.F. from

all continents are coming true.

All affiliates of the ITF in Finland welcome you to this country of the Far North. Most of the delegates will never have been to Finland and many may be a little surprised at not seeing Polar bears on the streets of Helsinki. They'll get acquainted with a perfectly modern industrial society and certainly with a friendly and peaceful people. Finland is not as rich as many other countries but nature has endowed her with certain outstanding features: thousands of lakes and islands and bright summer nights. We hope that some of the delegates may have an opportunity to penetrate into the virgin country between the West and East. The delegates will see how hard work has reconstructed devastated Lapland and how the ruins of war have been cleared away.

We are sad to say that the trade union movement as a whole is rather weak in Finland. A political split has made the trade union movement powerless. Centuries of oppression have created a particular devotion to politics among the Finns. Therefore it has often been an overwhelming task for most of the Finns to keep party politics out of the trade union movement. As a consequence of such an attitude most of the national trade unions have experienced a serious set-back. Due to this fact the labour movement has not been able to profit from the material possibilities as much as under other circumstances. In the transport

industry, however, the situation is not as bad as in general. In the shipping industry (pilots included) no political division whatsoever exists. Railwaymen are almost all organised in different unions. At the docks all foremen are organised, but ordinary dockers are in two different divisions. Almost half of the organised dockers are outside the ITF. In road transport most of the organised workers are in the ITF affiliated unions.

All transportworkers' unions are inspired by the high ideals of the ITF: Peace, Freedom, Brotherhood of all Nations and Human Dignity. In this spirit we welcome the Congress of the ITF to Helsinki.

We hope that the Congress of the ITF will strengthen free trade unionism in Finland as well as elsewhere.

We wish all success for the Congress of the ITF and hope sincerely that all the delegates and their families will have a pleasant stay in Finland and happy memories when they return home.

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But Finland's independence remained intact despite this predatory swoop by a much stronger power. Even when the second world war was over, Finland had the good fortune to escape the fate of the Baltic states, Poland and the other nations of eastern Europe which were sucked into the Moscow orbit. Finland is firmly dedicated to her policy of neutral-

ity; her destinies are influenced neither by east nor west. If Finns feel that their country is too close to the lair of the communist giant for comfort, then this makes them value all the more their freedom, democracy and independence.

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railway wagons, they would form a train 3400 km. long with 340,000 wagons.

The war indemnities, land reform and rehabilitation of evacuees (the inhabitants of those areas which were ceded to the Soviet Union) were the chief problems faced by Finland after the second World War. In post war Finland – particularly in the 1950's – Finnish composers, architects and engineers in addition to Finnish industrial art have achieved international renown. A notable achievement was also the successful organization of the 1952 Olympic Games in Helsinki, the Finnish capital.

Finland developed in many ways in the 1950's. The standard of living rose, the national income increased and building was at a record level. Social legislation advanced, although still today there are defects in the organization of national social security. Finnish industry has also made progress. At present 31% of the population is employed by industry; 37% of the population, however, is still engaged in farming and forestry.

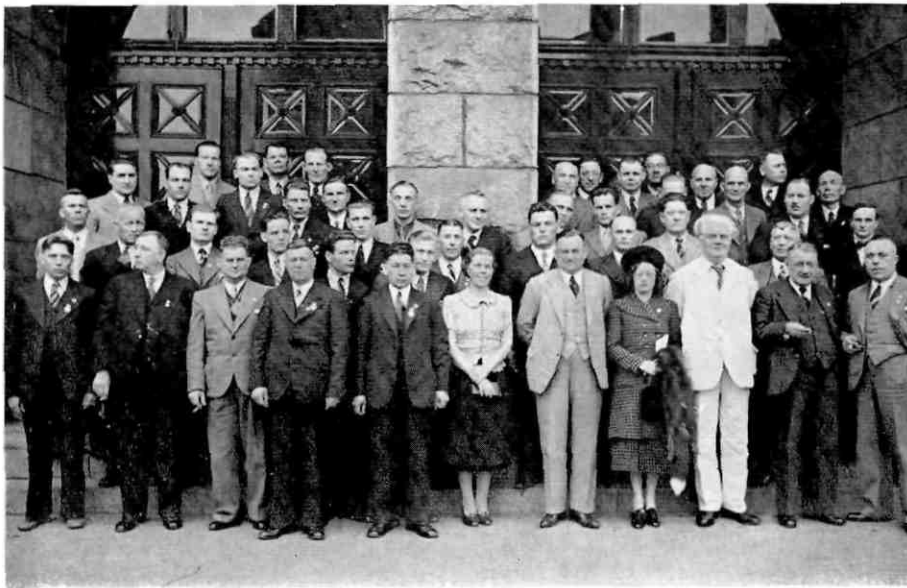
The highest legislative power is exercised by Parliament, which is composed of 200 members elected by proportional representation and secret ballot. The Finnish Parliament is unicameral. The seats are divided among the political parties as follows:

Agrarian Party	53
Finnish People's Democratic Union (Communists)	47
Finnish Social Democratic Party	38
National Coalition Party (extreme right wing)	32
Swedish National Party	14
Finnish National Party (centre)	13
Social Democratic Opposition	2
Libere Party (right)	1

The Speaker of Parliament is Kauno Kleemola (Agrarian Party).

The supreme executive power is vested in the President of the Republic. The President of Finland is elected for a term of 6 years by an Electoral College of 300 who in turn have been elected by popular vote. Electors may choose any native-born citizen of Finland as President. In February of this year Urho Kek-

(Continued on page 144)




On a later visit to Finland, Fimmen attended the 1938 Congress of the Finnish Seamen's Union. Here he is seen together with delegates outside the Congress hall. The Finnish Seamen's Union is the oldest ITF affiliate in the country, having been a member of our Federation for more than forty years *(ITF photo)*

Land of 10,000 Lakes



No more than nine per cent of Finland's total area of 130,085 square miles is cultivated land. The rest of the country is made up entirely of forests and lakes.

 THE MOST STRIKING THING about Finland for the visitor anxious to discover the country's natural beauties is the vast number of lakes which criss-cross the countryside. These, together with the endless pine and birch forests, make Finland's characteristic scenic beauty. Nearly one tenth of Finland's surface is covered by lakes and rivers and almost three quarters are forest land. With only 4.5 million people Finland is a sparsely populated country, considering its size – 130,085 square miles – and the most thickly populated areas are all in the south and south-west along the coast. Throughout the rest of the country the beauty of the landscape bears little of the traces of man. This is particularly true of the far northern districts inside the Arctic circle and of the Saimaa region in the east riddled with countless lakes and rivers. These landscapes are largely unspoilt, and the Finns have taken care that their foreign visitors should have ample opportunity to see them. Steamers are there to take the sightseers across the waters between towns with romantic-sounding names like Savonlinna, Lappeenranta, Mikkeli, Joensuu and Kuopio. Steamer trips can also be taken on the central and western waterways. The tourist may choose at his leisure between seven-day, three-day or one-day cruises or even a few hours' ride.

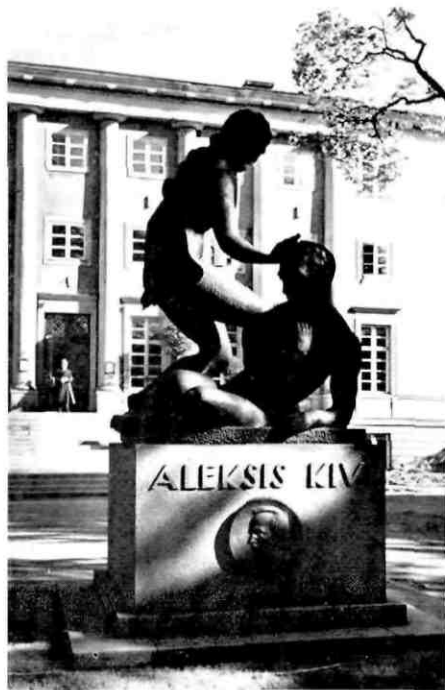
Apart from the waterways, which form an integral part of Finland's transport system, there are excellent domestic air routes which are particularly useful in linking the more remote northern areas with important centres further south. The two air companies are Finnair and Kar-Air, the former of which also runs international flights. Rail connections do not link all parts of the country, but to compensate for this there are excellent long-distance bus services. Finland has only 5,000 kilometres of railway, but the bus services put together cover 35,000 route kilometres.

In the far north, where the sun does not set for two months of the year, signs of man's encroachment on nature are rare – a lonely road or a hydro-electric power station are the only evidence that he has passed that way. Here winters are

long and summers short. The skiing season last from March to May in the fells of Lapland, but the city dwellers of the south can also ski on nearby slopes from January to March.

Finland's climate is characterized by warm summers and cold winters. But the influence of the Gulf Stream still manages to make itself felt, resulting in a more temperate climate than is normal for the latitude. At the height of summer, temperatures in Finland can rise to as much as 86 degrees F. In contrast to this the temperature can sink to as low as -22 degrees F, in winter.

The Finns are a very hospitable hard-working people. The great majority speak Finnish but 9 per cent of the population are Swedish speaking. The larger part of the population is concentrated in the south and southwestern areas, where



The statue erected in Tampere to the memory of the novelist and playwright, Aleksis Kivi, who lived from 1834 to 1872 and is considered the greatest name in Finnish literature. The statue is by Aaltonen

the capital, Helsinki, the main industrial towns and ports are situated. The largest towns, besides Helsinki which has a population of 44,000, are Tampere, Turku and Lahti in the south, and Oulu at the northern end of the Gulf of Bothnia.

Helsinki was founded in 1550 but did not become the capital of Finland until 1812. A beautiful city surrounded by beautiful landscapes, Helsinki is the heart of Finland's administrative, cultural and economic life. It is situated on the coast of the Gulf of Finland within easy reach of the myriad of small islands which cluster along that coastline. It is a modern spacious city with wide streets and avenues and a large number of very fine buildings. Helsinki combines the functions of port, administrative centre and holiday resort with ease. Its ports and beaches are in the city itself, and there is much there to claim the visitors' attention. The great annual event in the city is the Sibelius festival which is held every year in June. All these elements

blend together into an interesting and harmonious whole, characterized by an air of youth and vigour, and make Helsinki one of Europe's most captivating capitals.

The Finnish people live less from the land than from their industries. Only 7.5 per cent of the total land area is cultivated. But opposed to this there are 54 million acres of forest land and the forests are the country's most valuable natural resources. Nearly half of the total labour force is engaged in agriculture or forestry. In 1960 forestry provides 75 per cent of Finland's total exports. Finnish conifers are admirably suited to paper making and woodworking and the many waterways offer excellent facilities for moving the timber and for shipping the products. The same waterways are the source of almost all Finland's electric power. Hydro-electric generating installations are essential to the nation's industrial activity. The forestry industry here has given birth to a great variety of



Finnish industrial art has gained a worldwide reputation in recent years. Ceramic artists work under near-ideal conditions in the large porcelain and pottery factory Arabia, just outside Helsinki. The work shown in this photograph is by Rajja Tuuni

different manufactures, ranging from furniture – for which Finland is particularly famous – and prefabricated timber houses to paper and cellulose production.

Although such a large proportion of the Finnish population is engaged in agriculture, agricultural as opposed to forestry products account for a very small part of the net national product. This is mainly because of the climate, since crops such as wheat, rye, barley, oats, potatoes and sugar beet reach their northern limits in Finland. Stock raising, least affected by climatic factors, thus has considerable importance for Finnish farmers and concentration tends to be on dairy produce, some of which is exported.

The industrial revolution did not reach Finland until comparatively late, and when its influence began to spread industrial development occurred mainly in the field of timber exploitation and wood products. This is so particularly because Finland has so little in the way of natural resources herself. Raw materials for manufactures other than those derived from wood have to be imported. But in recent years the Finnish metallurgical industries have gone ahead by leaps and bounds. Metal manufactures now contribute a large share towards the national product, ranking third in this after the food and tobacco and the wood and furniture industries. Apart from shipbuilding, locomotive and coach construction, Finnish heavy industry goes in for a lot of tool and plant machinery production, particularly for paper making and wood processing. A lot of these are exported and Finland is fast acquiring a reputation as a producer of such machines. These industries now employ 53,700



Despite its bitter winters, Finland enjoys warm weather in the summer and even semi-tropical plants can be grown in the open as this picture shows. It was taken in Tampere



Finland's folk culture is still very much alive, but can also be seen to good effect in the country's many open-air museums. In Turku, where this photo was taken, a section of the town dating from the 16th century has been preserved as an open-air handicrafts museum

people – more than the wood and furniture industries. Finnish glass and table ware has long been known in world markets for its high quality and artistry.

In spite of the fact that they are dependent to a large extent on imports to supply them with food and raw materials for their industries the Finns have a relatively high standard of living. The cost of living rose sharply immediately after the war, stabilized itself during the early fifties but rose again to reach a period of relative stability during 1958–59. But wages have gone up substantially since before the war and the wage earner's money now has more purchasing power than in the pre-war period. The Finns have much in common with the other nordic countries, and in fact there is much exchange and co-operation in the economic, social and cultural fields between these countries. Like her northern neighbours Finland, in her economic life, practices a middle way between private enterprise and state control. Here there is free and equal opportunity for

everyone. The distance between the rich and the poor is shorter. The Finnish economy is based on private enterprise, but the state participates to a great extent. In some sectors the state holds a monopoly, as in the railways and the sale of alcohol, but in others it represents one business among many. It owns 30.8 per cent of the forest lands but less than 2 per cent of arable land, for example. But apart from government services, the state makes a considerable contribution to industrial activity in many fields. The co-operative movement is of great importance to the Finnish people. In dairying, co-operative enterprises have a virtual monopoly, while the trade of the co-operative retail societies account for about a third of the country's total retail turnover.

Legislative power is exercised by parliament in conjunction with the president who is elected by an electoral college of 300 and remains in office for a term of 6 years. He can veto a bill of parliament by not sanctioning it and is commander-

in-chief of the armed forces. Parliament consists of a single house and has 200 members. They are elected on the principle of proportional representation. All Finnish citizens have the vote and Finland was one of the first countries in Europe to extend the franchise to women.

Culturally Finland has contributed much to the western tradition. Her architecture is well known the world over. Eliel Saarinen and Alvar Aalto are two of Finland's greatest architects. Both have done work outside their own countries. Finland's greatest composer, Jean Sibelius, is known and his music is loved the world over. The work of painters, writers and sculptors flourishes in Finland and in many cases has extended its influence beyond the national frontiers.

(Continued from page 141)

konen was elected to his second term as President of Finland.

The Finnish Council of State (Cabinet) which is responsible for the general administration of the country, is a collegiate body of many members. The Finnish Cabinet is composed of 10 Ministers in addition to the Prime Minister. Cabinet sessions are presided over by the President of the Republic or the Prime Minister. The Cabinet is appointed by the President.

Finland works in close co-operation with the other Scandinavian countries. For example, no passports are required for Scandinavians travelling from any one of the Nordic countries in another, and questions of common interest are worked out in a special Nordic Council in which are represented the parliamentary parties and cabinets of the various Scandinavian countries. Between the Soviet Union and Finland there exists a Treaty of Friendship, Co-operation and Mutual Assistance. Finland is also a member of the United Nations.

Finland today is a dynamic, independent and democratic society, whose exceptional situation has created for it its own special features but which as a neutral state strives for its part to preserve international peace.

An extensive report on the proceedings of the ITF Congress in Helsinki will appear in the next issue of the Journal, which will be published in September.

Social history and political systems

by PAAVO FRIMAN,
Secretary of the Finnish Railwaymen's Union



Finland's democracy is firmly based on the oldest traditions of the Western world. The government is advised on policy by parliamentary committees, such as the one shown in session here dealing with economic and legal affairs (Photo: Rácz)



INDUSTRIALISM BEGAN clearly though slowly to break through in Finland in the 1860s and 70s, at which time Finnish society was a static class society. The population was almost exclusively dependent on agriculture for its livelihood. It was at the turn of the century that the Finnish society of today began to take shape. We might say that the agrarian era in Finland came to a terrible end with the years of crop failure towards the end of the 1860s, at which time large numbers of the population died of famine and consequent illnesses. In the 1880s 75 % of the Finnish population gained its living from agriculture and forestry, whereas only 7 % was employed by industry. The direction of development in Finland from that time onwards has clearly been towards increased industrialization, which in turn has brought about a complete change also in transportation.

In Finland the transition in transportation began with canal building operations, of which we might mention the construction of the Saimaa Canal in the 1850's. During these decades opinions were divided over whether to build canals or railways. The advocates of railway construction won, and regular railway traffic in Finland began 100 years ago, in the year 1862. In the early years of the railways traffic and trade was slight. Commerce and transportation employed only 3% of the population in the 1880s. The increase in railway traffic and trade furthered the development of supporting agrarian society – brought a significant progressive feature into the changing life of Finland.

Parallel to the structural transition in Finnish economic life a great intellectual change also occurred. Industrialism brought with it from other parts of

Europe liberalist and socialist currents of thought. As the wage-earning population increased, the political labour and trade union movements began their initial stages in Finland. In 1889 the Finnish Social Democratic Party was established and several years later – in the year 1907 – the Confederation of Finnish Trade Unions and the Finnish Employers' Confederation were born. In the same year political life also developed in a more democratic direction: a unicameral Parliament was established in 1907 to which the members are elected by popular, proportional representation on secret ballot. At that time Finnish women as the first in Europe were granted the franchise. Finland – which had been one of the most conservative class societies in Europe – took a great stride to the front ranks of the world's most democratic countries. This political system – a nat-



In post-war Finland, architects, sculptors and designers have achieved international renown. The work of the bestknown sculptor Aaltonen can be seen in many parts of Finland. This is his statue of the former runner Paavo Nurmi in Helsinki Finnish Olympic



the Finnish House of Parliament in Helsinki. The Finnish Parliament has consisted of a single chamber since 1906. Its 200 members are elected by proportional representation on a universal suffrage basis (Photo: Tourist Association)



Finland, formerly one of the world's most conservative class societies, was nevertheless the first country to give its women the vote. They have had this right ever since the establishment of the Finnish Parliament in 1907 (Photo: Port of Kotka)

ional legislature consisting of a single chamber with 200 members – is the same even today. The political change of 1907 was preceded by the General Strike (1905) in which all citizen groups participated as a protest against restriction of citizens' rights and foreign rule. When speaking of Finnish social history one must keep in mind the fact that prior to 1809 Finland had been under Swedish rule for nearly 700 years; after the so-called Finnish War in 1808–09 Finland was annexed to Russia as a Grand Duchy. As a consequence of the General Strike conditions of life in Finland were relaxed, which increased the organized activity of the wage-earning population. This greater freedom was of short duration, however, and the exceptional circumstances brought about by the first World War restricted freedom more than ever before.

The many negative features of Finnish society, such as the unprogressive communal life, Russian oppression, the unsettled crofter question and numerous other social problems brought about a more radical mood in Finland with the advent of 1917. The background created by the first World War and the revolution in Russia together with the above-mentioned factors led to the events of 1918, which in turn affect even today – or so it is claimed – political and organizational life in Finland and all social questions in general. In 1917 Finland declared herself an independent Republic and post-revolutionary Russia recognized her independence. In the beginning of the following year civil war broke out in Finland. Thus Finland took her first steps as an independent state under circumstances that were in many ways extremely difficult.

After the civil war began the reconstruction which, to be sure, was disturbed by many kinds of unrest. The worldwide economic depression of the 1930's caused unemployment; and the extreme right-wing movements, which looked to German Nazism as their model, caused serious trouble in Finland. By the time the Winter War between the Soviet Union and Finland broke out in 1939 internal political conditions had already settled down.

After the second World War Finland was obliged to pay large war indemnities to the Soviet Union in addition to ceding parts of her territory. If all the war reparations which Finland has paid to the Soviet Union were placed in ordinary

(Continued on page 141)

The Finnish economy - a transport question

by NILS NILSSON



A modern and well-planned bus station in Lahti. Road and rail transport have now taken over many of the tasks formerly carried out by water transport. The road system of Finland has been considerably extended and improved during the past few years



The development of the Finnish transport network has widened the basis of the country's economy. The various sectors of the transport system are now more or less integrated and comply with the country's transport requirements (Photo: Port of Kotka)



ONE OF THE MOST REWARDING ways of looking at the Finnish economy and industrial system is from the point of view of transport. With an area of 130,000 square miles, Finland can be considered a large country. About 1/10th of the total area is taken up by lakes and water-courses and approximately 70 % of the remainder is covered by forest.

The entire central part of Finland is composed of a plateau which is bounded to the South and West by ridges or other mountainous formations. Most of the country's lakes are in this central area and where the rivers break through the rocky barriers on their way to the Gulf of Bothnia to the West and the Gulf of Finland in the South, waterfalls are formed which provide energy for the country's timber processing industries. Finland's industries have thus been

Shipping, however, still plays the major part in Finland's trade with the outside world. About 60 per cent of all exports and 40 per cent of imports are carried in Finnish bottoms (Photo: Port of Kotka)

moulded into a certain pattern because of the country's geographical structure. The water-courses are used for transporting the raw timber to the waterfalls where the abundant supply of hydro-electric energy has led to a concentration of the various timber processing industries, saw mills, paper mills, cellulose factories, etc. although sometimes unprocessed timber is sent on further to the coast to be used there in manufacturing or for export.

Developments in industry and the communication system have led to a certain modification of the original pattern. For example, the timber processing industries have been joined by an impor-

tant engineering industry, the growth of which has to some extent been encouraged by the machinery and tools required by the timber industry. Some of the products of this engineering industry are able to compete on the world markets. At the same time the railways and road transport have taken over a significant part of the traffic formerly carried by water, partly because they have often shown themselves to be quicker and cheaper means of transport and partly because they have facilitated the opening up of remote wooded areas which could not be utilised before because of the prohibitive cost of transport. It is thus possible to say that the development of the Finnish transport network has widened the basis of the country's economy. The various sectors of the Finnish transport system are now more or less integrated and comply with the country's transport requirements even if there are naturally certain problems remaining to be solved.

The Finnish railway network which is almost entirely state-owned (some 74 kilometres are privately owned) extend for about 5,400 kilometres, apart from a number of lines still under construction.

Since the war, railway construction has not continued at the same rate as previously and a part of the railway system was lost as a result of the peace treaty with Russia in 1944. In spite of competition from road transport there is, therefore, still scope for expanding Finland's railway network. Up until quite

recently, steam-locomotives have been used, but now there is a rapid transition to diesel operation. Finland is in a position to construct its own locomotives and rolling stock partly in the railway's own large workshops at Pasila and Hyvinkaa. At present, schemes for electrification are under consideration.

The Finnish merchant fleet consists of 540 vessels with a gross tonnage of approximately 830,000 tons. Developments here have perhaps not been as rapid as one might have hoped. A large amount of shipping was lost during the war and an even larger proportion of the fleet was surrendered after the war by way of reparations. The Finnish merchant navy was then reduced to about a third of its pre-war tonnage and was made up almost entirely of obsolete vessels. Since then, however, the fleet has been modernised to a significant extent. About 60% of all Finnish imports and 40% of the country's exports are carried in Finnish bottoms. Finland has an important ship-building industry which is able to compete with that of other countries although it has, up to now, very largely been employed in constructing vessels for reparations deliveries and for export. It seems probable that, in the future, rather more of the country's resources in this connection will be employed for constructing vessels for the domestic fleet.

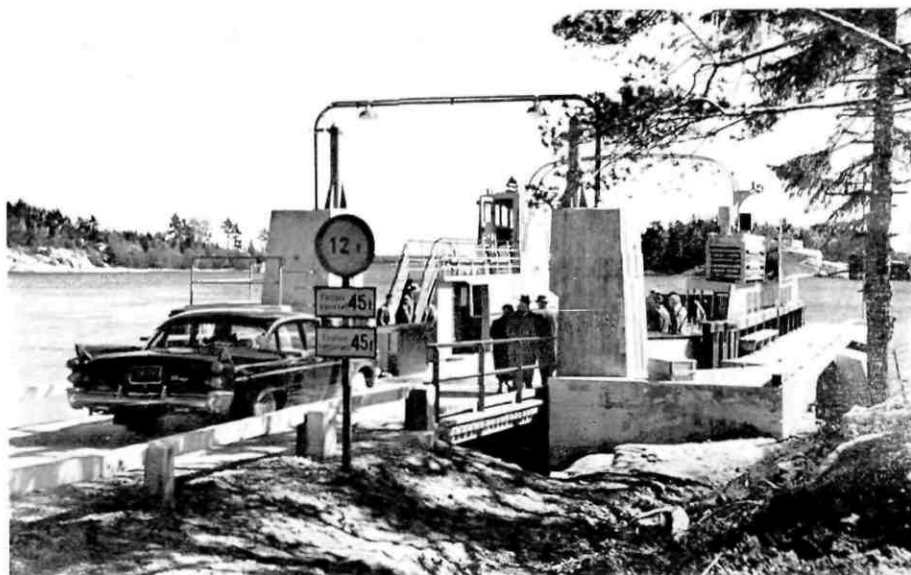
The road system has been considerably extended and improved, but much still remains to be done especially in surfacing roads – a process made diffi-

cult by the rigours of the Finnish climate. The number of registered vehicles in the country at present exceeds 300,000 and is steadily increasing.

Returning to our original subject – the geographical structure of Finland – we may note in the far North the large Torne and Kemi basins and the concentration of timber processing industries at the harbours Kemi and Horneå. The hydro-electric capacity of the Kemi river has not yet been fully exploited; because Finland as a whole is a relatively flat country, large dams have to be constructed in order to operate hydro-electric power stations. Further to the South there is the Ule river with its ten power stations, industrial installations and the harbour of Oulu. On the edge of the central plateau at Tampere where the Kumo river breaks through the mountains, is situated the 'Manchester of Finland', an important centre for timber processing, engineering and manufacturing industries. The river runs into the sea at Bori which is an important industrial centre and export port (Mänlytuoto).

The Kymi river runs out into the Gulf of Finland. In the vicinity of Kouvola there are important industries and on the estuary of the river in the Gulf of Finland lies Finland's largest export port – Kotka – which is also an important timber processing centre. In the extreme east, we have the large Vuoksi river which has large industrial centres at the point where the river flows into Lake Saimaa. The power stations and timber processing industries on the lower course of the river were surrendered to the Soviet Union by the peace treaty of 1944, as well as the then Finnish export harbour – Viborg. At present negotiations are proceeding with the Soviet Union on the use of the Saima Canal which joins the Saima basin with the Gulf of Finland – the larger part of this canal has been in Russian territory since the Peace Treaty.

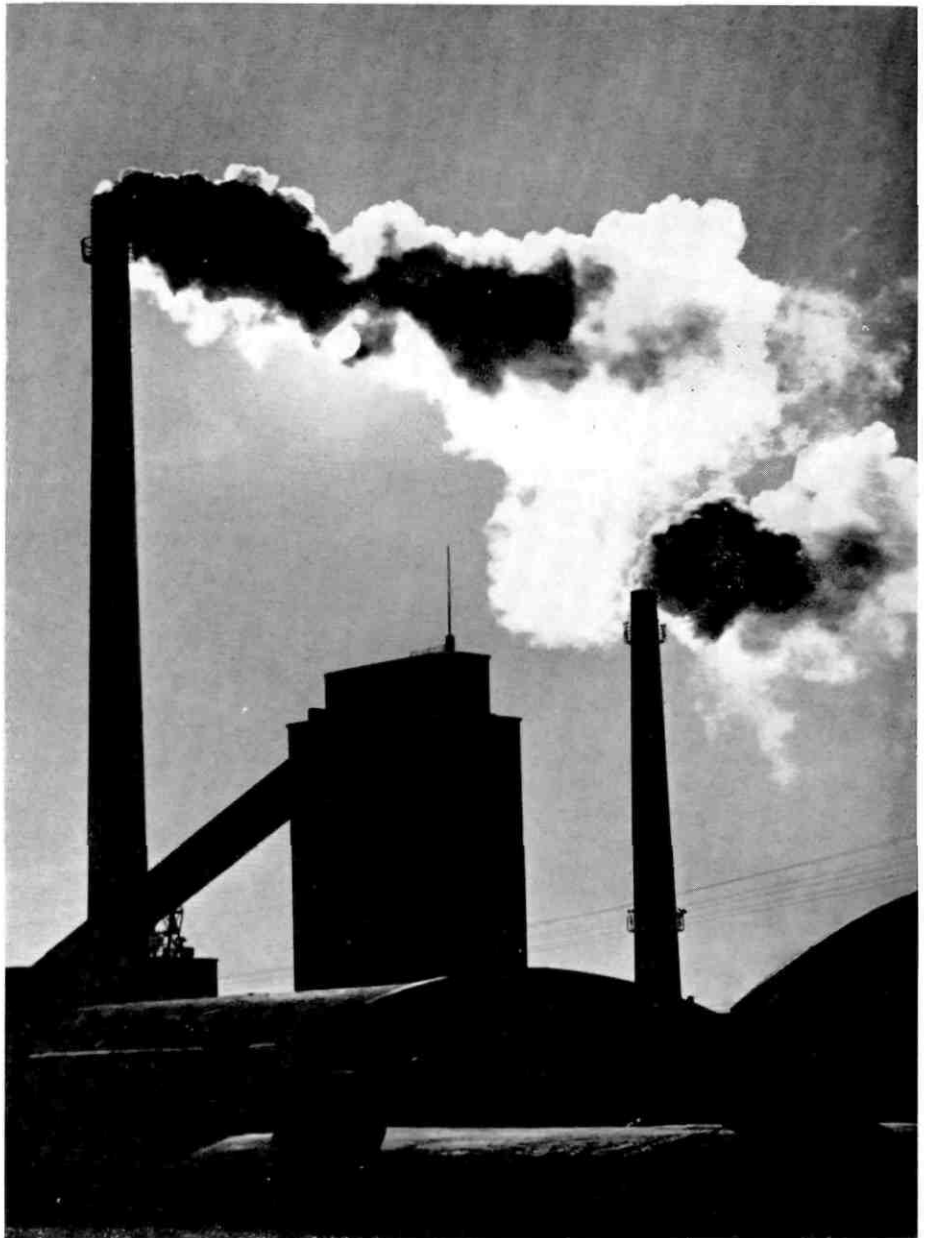
Timber products still account for 75–80% of the total value of Finland's exports and 15–20% of exports is made up of engineering and metal products. About 20% of Finland's foreign trade is with countries behind the Iron Curtain. Great Britain is still by far the largest market for Finnish exports whilst Federal Germany provides most of the country's imports. The timber processing industry has expanded its capacity by 50% during the last few years. The produc-



In a country where there is so much water, the older form of transport still has an important role to play in complementing the newer forms. Ferries of this type, which operates in the Turku Archipelago, are particularly common (Finnish Tourist Association)

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Legislating for social welfare



The factory chimneys of Helsinki and other industrial towns of Finland soon began to cast their gloom over the lives of Finnish working people towards the end of the last century. But they quickly set to work to make industrial Finland into a place worth living and working in. Finland has since become one of Europe's most outstanding welfare states



EFFECTIVE LEGISLATION to improve living and working conditions for the people of Finland began soon after the social effects of the industrial revolution made themselves felt. Since then the Finns have achieved their independence and have been able to get on with the job of making their country into a place worth living and working in. Social legislation has been gradually extended until Finland has become one of the most exemplary welfare states of Europe. Finnish legislation covers in detail wages and working conditions, old age and disablement pensions, health and unemployment insurance and welfare work.

Labour relations in Finland are covered more extensively and more specifically by legislation than in many other European countries. The Finnish Constitution ensures every citizen of the land the

right to associate freely, provided the association is lawful. Conversely a man is free on the same principle to abstain from joining associations.

A Collective Agreements Act was pass-



This hospital at Helsinki is called the "Children's Castle". The families of children handicapped by physical or mental disease may receive a special children's allowance which amounts to more than the usual children's allowance. The same assistance is given for orphans and children of parents receiving the old age pension



The Paimio Sanatorium near Turku, built in 1933, was designed by the world famous Finnish architect Alvar Aalto. Sick people are assured of the best in Finland. All those suffering from disablement are entitled to medical treatment and rehabilitation. Public health and medical care accounted for 20 per cent of Finland's social expenditure in 1959

ed by the Finnish parliament as early as 1924, but it was not until the end of the last war that the employers' and workers' organizations began to iron out their difficulties so that the principle of the collective agreement could work. In 1946 a new act was passed superseding the 1924 one. Copies of agreements concluded must be sent to the Ministry of Social Affairs and displayed in the places of employment concerned. According to the Act a collective agreement prohibits any action in the nature of industrial conflict on either side with respect to the agreement or any of its clauses.

Along with the legislation on collective agreements a labour court was set up to deal with disputes concerning the validity, application and contents of a collective agreement. The court's decision is final.

Procedure for mediation in labour disputes has been laid down by law in Finland since 1925. Under the act then passed a number of mediators were appointed by the Ministry of Social Affairs to act in labour disputes. This legislation was amended by an Act passed in 1946 which fixed the number of mediators and the

areas to which they were appointed.

A mediator is in office for not more than three years at a time. His duties are to keep a close watch on the state of industrial relations in his area, and as soon as a dispute is brought to his notice, which may lead to a stoppage of work, he must arrange for mediation to take place. Parties to a labour dispute, however, are forbidden to resort to a work stoppage involving more than ten workers unless written notice has been submitted two weeks in advance to the appropriate mediator and to the other party. In certain cases the Ministry of Social Affairs can appoint a special mediator or temporary mediation board.

Under an Act of 1949, factory committees must be appointed in all industrial establishments. In enterprises where not more than 240,000 hours are worked annually, the committee consists of two members from the employers, three from the workers and one from the clerical and supervisory grades. In larger enterprises the management elects three representatives, the workers five and the clerical and supervisory staff two. If no factory committee is appointed then the

Ministry for Social Affairs may intervene.

The duties of a factory committee are to deal with and advise on questions concerning labour relations, the economy and output of the enterprise, to promote efficient utilisation of fuel and raw materials, to plan supplies of equipment and food for the workers, to help them improve their skill and extend their technical knowledge, to organize recreational facilities for them, and to deal with matters concerning housing for the employees, safety and comfort at work. At the same time the committee is there to further the cause of peaceful relations between employer and employed and is charged with settling disputes wherever possible.

Wages control was first introduced in Finland during the war, when a special wages commission was set up by the Ministry of Social Affairs. Throughout the war years wages were allowed to rise to the extent of two-thirds of the rise in the cost of living. At the end of the war wages were allowed to rise in the same proportion as the cost of living and in 1947 wages were tied to a cost of living index according to which each rise of 5 per cent should be accompanied by a rise of 5.5 per cent in wages. Control was lifted in 1950 but re-introduced soon afterwards and in 1951 a government order tied wages to a new cost of living index.

Safety at work is ensured by legislation in Finland. In 1930 a Labour Safety Act was passed which applies to all enterprises where workers are employed to the account of an employer. It imposes on the employer the obligation to make any necessary arrangements for the protection of workers exposed to the risk of accident or impairment of health while employed in his establishment. A work room must, under the Act, provide at least 10 cubic metres of air per worker and enough floor space for unhindered movement and performance of work. Ventilation, lighting, temperature and cleanliness in places of work must all satisfy certain standards. Special eating places and washing and dressing rooms must be provided, should the factory inspection authorities consider them necessary.

The safety of the Finnish worker is well protected. Finnish employers are obliged by law to ensure that all risks of accidents and injury to the health of their workers are reduced to the minimum. Conditions of safety required and standards of lighting, heating, ventilation and cleanliness are all specified in the Labour Safety Act of 1930

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The first general limitation of working hours came into force in 1917 when the Eight-Hour Day Act was passed which applied to a number of trades but not to all categories of employment. This legislation was reinforced in 1946 by the Working Hours Act under the terms of which regular maximum working time for workers was fixed at 8 hours per day and 47 hours per week. In work which, because of transport considerations or varying seasonal conditions, requires a more flexible regulation of working time, working hours may be arranged to total not more than 141 in three weeks. The Act applies to all workers working for an employer, but does not apply in agricultural and forestry work and certain other categories of employment nor to those employed in certain trades which are covered by other legislation regulating working time. Overtime is limited by the Act to 24 hours in any fortnight or 36 hours in any three weeks in which an employee works 141 hours. In no case must the overtime exceed 200 hours per calendar year except where this has been officially authorised. For overtime, pay is increased by 50 per cent for the first two hours and by 100 per cent thereafter.

Legislation covering workers' annual holidays has been in force in Finland since before the war. Since the Workers' Annual Holiday Act of 1946 every worker has had the right to such a holiday at the rate of one day for every calendar month working during the year. After five years continuous employment this goes up to one and a half days. If the worker is employed in a shop or office, or comparable enterprise, his holiday will increase to two days for each calendar month after ten years continuous employment.

Ever since 1895 Finnish employers have been bound by law to secure a livelihood for their workers and dependents in the event of death, accident or permanent disability. The principle of compensation for accidents at work was gradually extended until, under the Accident Insurance Act of 1948, all categories of wage earners were compulsorily insured. Compensation is paid in the form of a lump sum, periodical payments or medical care. If the accident proves fatal a funeral grant and a welfare pension are paid to the dependents of the deceased worker. A Military Injury Act of 1948 affords largely the same benefits as the Accident Insurance Act but applies in the case of death or injury sustained in military service. It also covers

civilians either working in establishments of the Finnish War Department or where the casualty is caused by armaments or explosives belonging to the same.

Old age and disability pensions have been in existence in Finland since 1937 but their scope has been extended by subsequent legislation. Now all persons resident in Finland of sixteen and over are insured. Old age pensions are paid to the insured after the age of 65 and the disability pension is paid to a person under 65 who is permanently incapacitated for work. The pensions are composed of a basic part which is the same for all and of a supplementary part which is paid to the more needy pensioners and which varies according to their circumstances and the cost of living in the area where they live. The basic pension is financed by premiums paid by the insured person and by contributions paid by his employer. Expenditure for the supplementary part of the pensions is borne by the state

and local authorities. A funeral benefit is paid in addition to the pension. All pensions and funeral benefits are, however, bound by law to changes in the cost of living index. Old age and disability benefits are one per cent of a workers' wages for each year he is in employment. Old age and disability insurance are administered by a specially appointed National Pensions Institute operating as an independent insurance agency. The system also makes provision for medical care and rehabilitation of those entitled to benefits under it.

In Finland there are no official health insurance or unemployment benefit schemes. There do exist a number of independent funds supported financially by workers and employers which pay out benefits to their members in the event of sickness or unemployment. These funds are subject to legislation designed to encourage them and to give certain guiding lines as to their operation. Founding a

Finland takes good care of her children. Children's allowances are paid by the Finnish government for every child under 16 regardless of the family's economic position. Family allowances are paid to families of small means where there are four children or more, or to families of only two children where the breadwinner has died or is permanently disabled



sickness benefit fund is voluntary but membership may be made compulsory with the employer's consent if the fund has been started for those employed in his establishment. Membership of an unemployment benefit fund is voluntary and contribution and benefits paid are not fixed by law. All such funds are, however, subsidised by the state and a maximum benefit which a member may draw has been established. A member, when unemployed, may not be granted more than two-thirds of his usual daily wage. All unemployment benefit funds may be reimbursed by the state to the extent of two thirds of the total sum paid out in benefits. Two thirds of the workers organized in Finnish trade unions are covered by unemployment benefit schemes. These workers account for ten per cent of the population actively employed. Apart from the various benefit schemes listed above there are a number of social allowances which are financed entirely by the state and distributed through local social welfare boards. Every pregnant woman regardless of her financial circumstances is entitled to receive a maternity benefit. 4,500 marks (about £5 or \$14) is paid out for each child born, either in cash or kind.

Children's allowances are paid by the Finnish government for every child under 16 regardless of the family's economic position. The allowance amounts to 1,400 marks a month (about 30s or \$4.) Apart from this a special children's allowance is payable for children who are in need of particular support for their care, maintenance or education. It is paid for an orphan child, a child who has a parent receiving the old age or disability pension and for a child helpless as a result of physical or mental disease. The special children's allowance is paid up until the child is 16 or, if he carries on his schooling, until he is 20. A family allowance is paid out to families of small means and in which there are at least four children under 16. This allowance is paid to a family whose breadwinner has died or become permanently disabled as from the second child. The amounts paid under this scheme are from 4,500 to 5,500 marks (about £5 to £6 or \$14 to \$17) per year for each child.

Under a law of 1944 grants and loans are made out of public funds for persons of small means undergoing vocational training. Grants are given mainly for training in agricultural, commercial and technical schools, schools of forestry and navigation and industrial institutes.

All disabled people in Finland are entitled to medical treatment and rehabilitation and this is paid totally by the state in the case of persons of small means. It includes medicines and hospital care and vocational training in special institutions for the disabled, who in certain cases are entitled to continuing benefits from the state.

According to statistics for 1959 social expenditure in Finland totalled about £140 million (\$500m.). Of this, 48 per cent was paid by the state, 23 per cent by local authorities and 8 per cent by the people directly. Old age and disability insurance accounted for 23 per cent of the total costs, public health and medical care 20 per cent, family allowances 19 per cent, unemployment relief work 8 per cent, social assistance 7 per cent. Social expenditure in 1959 amounted to 12.4 per cent of the net national income.

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tion of cellulose has increased from 1.1 million tons in 1950 to 2.8 million tons in 1961. The metallurgical industry has also developed and, with its labour force of about 110,000 workers, now employs more workers than any other sector of Finnish industry. It will be necessary to continue this process of industrialization in order to find employment for Finland's population of approximately 4½ millions now that the expansion and labour requirements of the agricultural sector have come to a halt.

In spite of war and reparations amounting to approximately 12% of the country's resources at that time, the Finnish people have been able to create a standard of living which in respect of real wages and social security is hardly lower than that existing in Norway and Denmark, even if it cannot yet be compared with the level of prosperity in Sweden.

(Continued from page 158)

among its own number, which meets whenever necessary and whose decisions are always subject to the approval of the whole Executive. Both the President and the Executive members are employed in port work, the union's General Secretary being the only full-time officer. This set-up, which might perhaps appear a little clumsy, has nevertheless demonstrated its practical utility in sometimes very difficult circumstances, and the union has, for instance, been able to make its own

contribution to the boycotting of flag-of-convenience vessels and in the Danish seamen's strike of last year.

Despite its relatively small membership, the union has already clearly shown its ability to defend impartially the interests of dock supervisors throughout Finland. Acting in close collaboration with other members of the Transport Trade Union Federation, our union works as a link in a chain of transport workers' unions whose aim is to safeguard justice and free labour relations for their membership in both maritime and land transport – a membership which work under very varying conditions. The dock supervisors of Finland participate with great keenness in the work of the ITF, and we take this advance opportunity of welcoming both its officers and the delegates from its affiliated unions in the 1962 Congress in Finland.

(Continued from page 160)

ment on mutual aid with the Pilots' and Lighthousemen's Union means an additional strength in reserve.

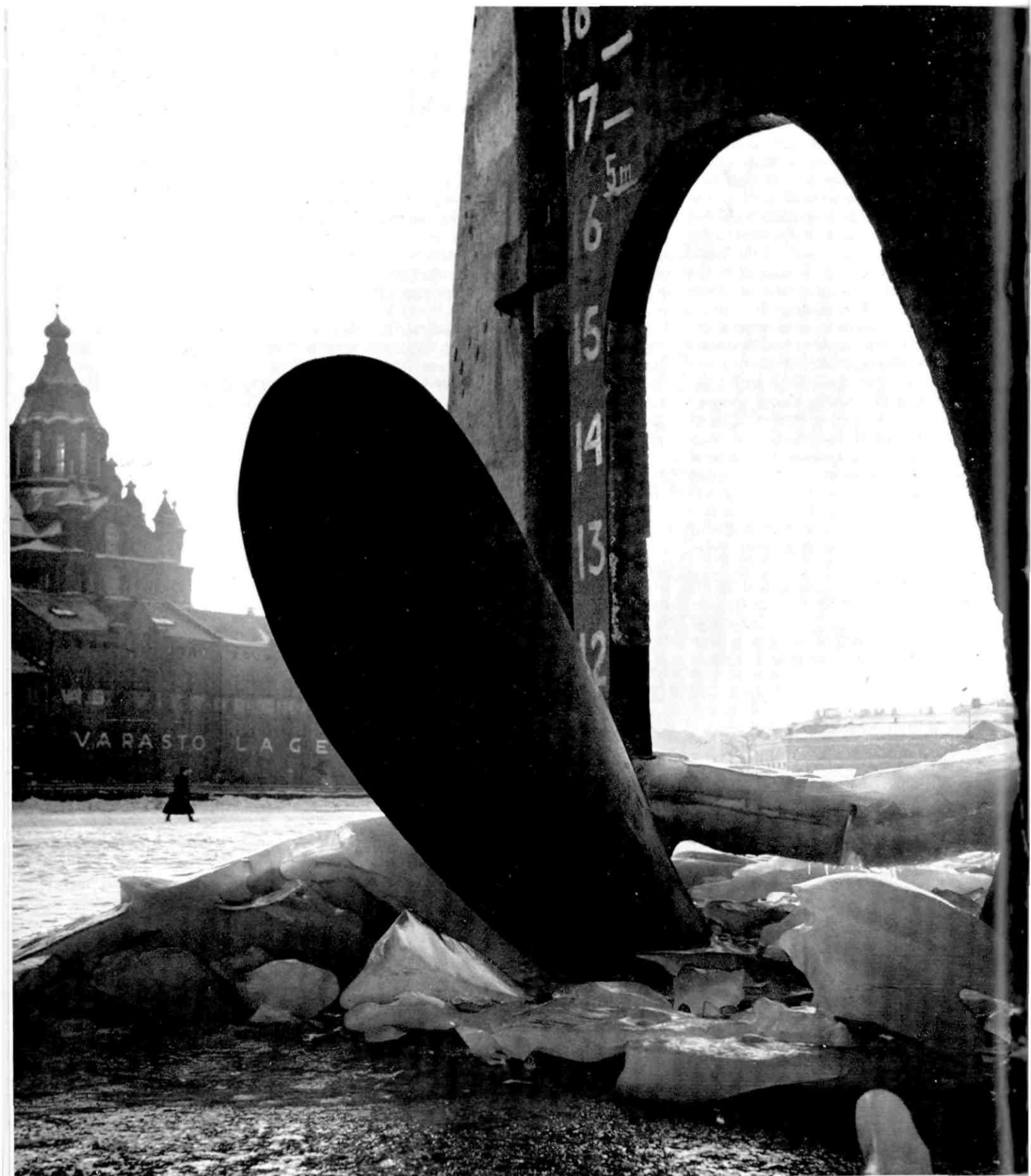
The seamen have formed a federation with the Road Transport Workers' Union (dockers), the Dockforemen's Union, the Pilots' and Lighthousemen's Union, the Railwaymen's Union and the Flight Mechanics' Union (KAF). Thereby it has been made possible to stop all PANLIBHON flag-of-convenience ships in Finnish ports – unless they have an agreement with the ITF of a union authorised by the ITF.

Finnish Seamen's Union is politically independent and does not participate in party politics in any way. Communists tried to gain control of the Union in 1951, but their leaders were expelled and a ballot taken on the issue resulted in 2,135 votes against the communists and 99 votes for them. Hardly any other union can show such unity among the membership and such discipline as the Finnish Seamen's Union. It has 8,047 members, always prepared for any trade union action. They are all proud of the great ITF.

(Continued from page 162)

entering employment, and members have dropped out for a number of reasons connected with employment prospects and the development of radio use in industries other than seafaring. The present strength of the union is 558 members, of

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Finnish Shipping and Seafarers

by N. WÄLLÄRI



The "Suomen Joutsen" (Swan of Finland) at its mooring in the port of Helsinki. Pressure from the ITF-affiliated Seamen's Union led the Government to convert this former naval training vessel into a school for seamen. This is the school's second year of operation

Opposite:

A striking shot of a ship immobilized in the Port of Helsinki during the long, hard winter, taken from an unusual vantage point

In Finland, the bitterly cold winters would make shipping quite impossible without continuous assistance from ice-breakers. This is the "Voima" of 10,500 horsepower forcing a passage through the ice barrier



⚓ FINLAND HAS BEEN A MARITIME NATION for centuries. Until 1809 Finland was a part of Sweden and these countries shared a common merchant fleet. Finns have always sailed the seven seas and Finland is essentially dependent upon shipping. About 85 % of her foreign trade is seaborne. About half of it is carried by Finnish vessels, except sawn-timber, which is mainly transported by small tonnage. Finnish small tonnage accounts for less than 10 % of Finland's maritime transport.

The Finnish merchant fleet was hard hit by the war, and after the war was over for Finland in September 1944, she had to surrender to the Soviet Union the best of her vessels as war reparations. At the same time Finland had to build and deliver to Soviet Union more ships than her shipyards could build.

Consequently, the shipyards expanded enormously in order to meet the requirements of these war reparations. Finnish yards could not build ships for the Finnish merchant fleet and because the Bank of Finland was unwilling to grant currency for the purchase of ships from

abroad, the reconstruction of Finland's merchant fleet was decidedly difficult. Only old ships could be bought. The Finnish merchant fleet thus consisted for about 15 years of obsolete vessels and its lot in competition on the freight market was very unfavourable.

The catastrophic situation of the Finnish merchant fleet caused serious unemployment among Finnish seafarers and about 1,500 had to go to Sweden and get jobs on Swedish vessels. The following figures may help to understand the situation:

	Number of ships	Gr. Tonnage	Engaged	thereof ratings
1939	861	669,393	11,314	8,116
1945	494	267,099	6,023	4,553
1947	644	488,426	8,106	6,017
1950	652	567,841	8,330	5,817
1955	593	748,934	8,949	6,394
1960	521	800,716		
1961	540	831,462		

Finnish seaborne trade was in 1960 roughly 19.3 million tons and in 1961 more than 20 million tons.

The passenger fleet has grown faster than the cargo carrying fleet. Also the number of passengers between Finland and other countries has grown very fast. In 1960 209,517 passengers arrived in Finland and 209,576 left by Finnish ships. Last year 311,852 passengers arrived and 308,838 left by sea on Finnish vessels. In 1961 foreign ships carried to Finland 142,021 passengers and from Finland 140,804 passengers. Finland uses in passenger traffic twice as much tonnage as foreign vessels. As the number of passengers with their own cars has grown still faster than the number of passengers in general, a new type of vessel has been built. There are many big and modern car-ferries running between Finland and Sweden. And a new ferry-line will be opened in July between Germany and Finland. These car-ferries also carry big trucks and lorries in international transport as well as touring coaches. Some of these ferries have a gross tonnage of over 4,000.

Finnish shipping is severely hampered by ice during the winter time. Only with the assistance of ice-breakers is shipping possible. The Northern ports are completely closed for 3-4 months every year. The Finnish ice-breaker fleet is composed of 6 big state ice-breakers. The biggest of them has the efficiency of 10,500 horse-power. Three other ice-breakers have 8,800 horse power each. One has about 6,000 horse power and the smallest about 4,000 horse power. Besides these state-owned ice-breakers many ports have smaller ice-breakers for port-service only.

As all crews on ice-breakers are organised – the ratings in the Seamen's Union and the officers in the respective officers' unions – shipping has occasionally completely paralysed by strikes on ice-breakers. Seafarers have on many occasions used this weapon in their industrial disputes.

Nature forces the Finns to build ice-breakers, and in particular the Hietalah-ti shipyards (Wärtsilä Concern) in Helsinki specialize in building ice-breakers. They have built many big ice-breakers for the Soviet Union. The biggest ice-breaker built for the Russians is of 22,000 horse power.

Like its other Northern neighbours, Finland has a well-developed fishing industry. Our photograph shows a group of modern Finnish trawlers in the port of Helsinki

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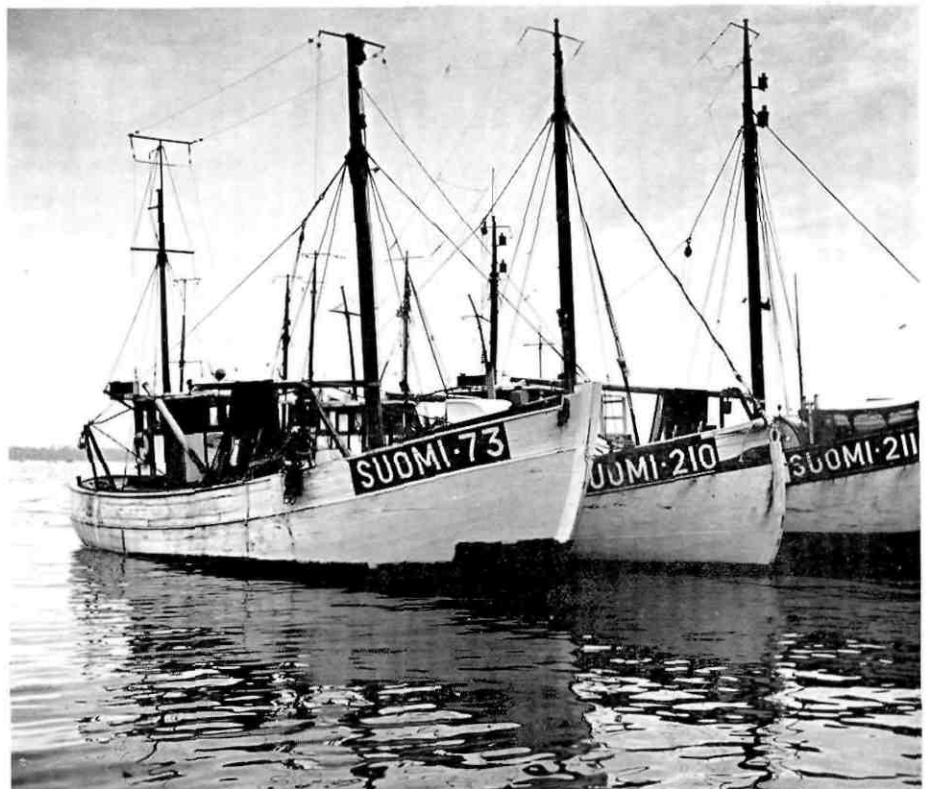
whom ships' radio operators number about 200, those working on airline communications stations 50, coast radio stations about 40, aboard icebreakers 10, aircraft operators 4, together with 254 in other branches of industry.

The union has maintained connections with the rest of the Finnish trade union movement. Those members who work on coastal radio stations and on icebreakers, i.e. those employed by the State, are af-

filiated to the national federation of public employees (Tjänstemannaförbund). The union has belonged since 1927 to the International Federation of Radio Officers and its members in the seafaring industry have been affiliated to the IFF since the beginning of 1960. Since 1948 Finnish radio operators' representatives have taken part with others from the three Scandinavian countries – Norway, Sweden and Denmark – in a Nordic Radio Operators' Conference. The union also has representatives on a number of seamen's welfare bodies.



The Finnish merchant fleet includes vessels of many varying sizes and types. This, for example, is the new carferry 'Nordia' on its maiden voyage. It can carry 170 vehicles and 1,200 passengers
(Photo: Finnish Seamen's Union)






A typical dock worker in the Port of Kotka. The port operates a stevedoring technical school "AHTO", where dockers can be trained for promotion as foremen and port technicians. Courses for fork-lift truck and crane drivers are also given at this school

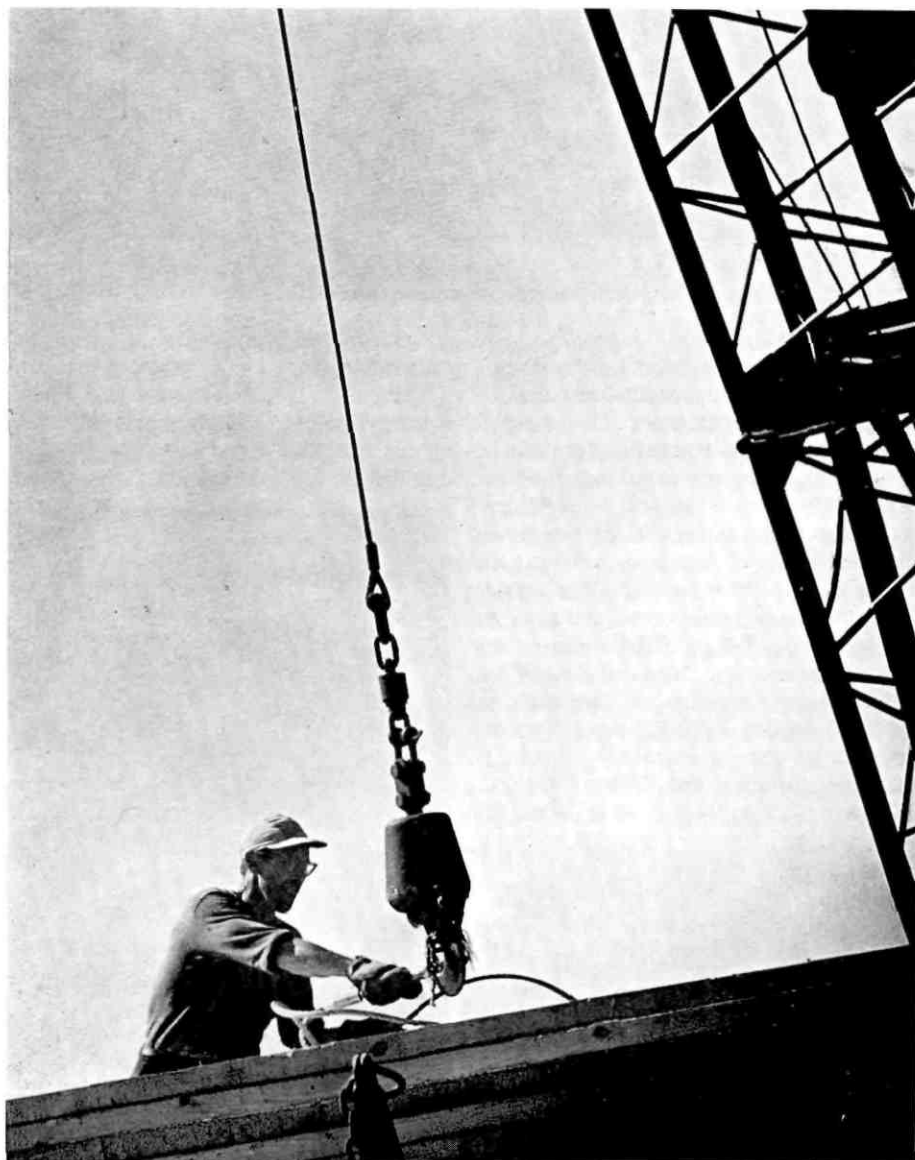
The dock foremen

*by E. A. SUHONEN,
General Secretary, Finnish Union
of Dock Supervisory Personnel*

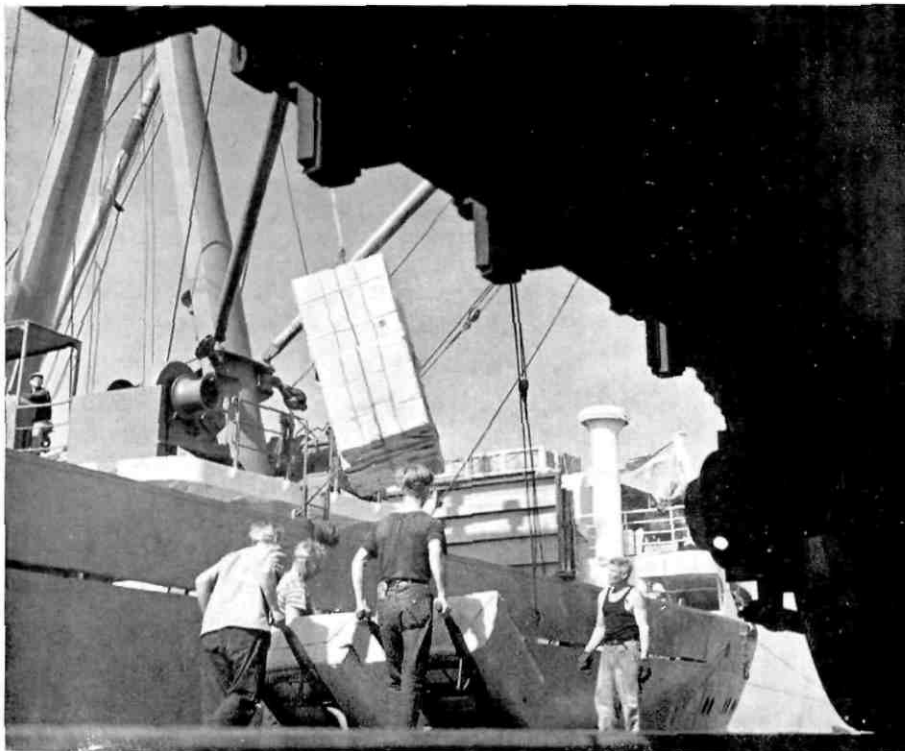
 THE ITF-AFFILIATED FINNISH UNION of Dock Supervisory Personnel (Suomen Satamatyönjohtajien Liitto) is still a comparatively young organization. It was founded in July 1956 on the initiative of four local associations of port workers. The dock supervisors and port custom officers, who only became organized after the end of the Second World War, had originally formed part of the Finnish Transport Workers' Union. They withdrew from the latter organization, however, when it fell into the hands of the Communists. After this, the Finnish TUC set up the Finnish General Union of Supervisory Staffs, in which the greater part of the dock supervisory personnel was organized, together with a number of foremen working in the lumber industry. This union, however, which still exists formally but is no longer active, was unable to deal with questions affecting its members' wages and working conditions in a satisfactory manner and as a result the majority of the membership gradually drifted away.

It was in these circumstances that the dock supervisors in our biggest foreign trade port, Kotka, took the initiative in founding their own separate organization

which was designed to cater exclusively to the interest of those holding positions of responsibility in the dock industry. The new union was officially set up at a



Modern methods save time and money in Kotka, largest port in Eastern Finland. It was in Kotka that dock supervisors took the first steps towards setting up their own trade union organization (Port of Kotka)



Loading cellulose in Finland's biggest foreign trade port, Kotka, which last year handled 2.6 million tons of export goods as well as approximately one million tons of imports

meeting held in Helsinki on 15 July 1956, which was attended by representatives of the dock supervisors' association in Kotka, Frederikshamn, Hangö and Helsinki. Immediately after its formation, the union affiliated with the Finnish Central Union of Technical Supervisory Staff Organizations and its affairs were entrusted to A. E. Suhonen, who was at that time Vice-President of the Central Union. The new union developed rapidly and soon extended its activities to cover the whole country. However, when it had reached the point where the employers were willing to negotiate a proper agreement, our organization found it necessary to leave the Central Union. This took place in the Spring of 1959. At the time, our union was engaged in complicated negotiations on wage and working conditions and since the Central Union adopted a negative attitude towards the conclusion of a clear and uniform collective agreement, the Finnish Union of Dock Supervisory Personnel quickly decided to withdraw from this central body, which was then under bourgeois leadership, and to join instead the Transport Trade Union Federation.

Despite the admitted sketchiness of the above account, the period dealt with involved a great deal of activity and joint stabilization within the union. Since

the end of 1957, the union's efforts have resulted in wage adjustments of between 35 and 38 per cent covering the whole membership. At the same time, collective agreements and wage scales have been established for both groups represented



A smoothly-running customs service contributes to the flow of trade through Finland's ports. Some 95 per cent of all Finnish customs officers are already organized in the Union of Dock Supervisory Personnel

in the union, and our national coverage has been extended to the point where 95 per cent of all dock supervisors and port custom officers are now organized with us. The union consists of twelve local associations and its field of activity extends to ports throughout Finland, from Frederikshamn in the east to Tornea in the north. Since Finnish legislation places a great deal of the responsibility for industrial safety on supervisory personnel, the union has tried to play the greatest possible rôle in industrial safety work in the ports. The union's member of the Committee on Port Safety (a voluntary body to which the two sides of the industry belong, together with representatives of the Accident Prevention Association, the Institute for Industrial Hygiene and the Ministry of Social Affairs) has helped to give dock supervisors a better insight into the activity carried on in the field of industrial safety, while the fact that their own organization is involved in this work has created a positive attitude towards it among our membership.

The union is governed by the President and the Executive Committee, both elected by the Congress – which meets every three years. The Executive consists of twelve members from individual ports, supervisory staff in stevedoring work, forwarding and customs being represented within it. The Executive Committee also appoints a working committee from

(Continued on page 153)



An unusual sight for many foreigners can be seen in Finland's dockland. Women are extensively employed as dock labourers in many Finnish ports and, as can be seen from this photograph, take their turn with the men in manhandling heavy cargoes

The Seamen's Union

by N. WALLÄRI



Meetings are often held on board when a Finnish ship arrives in port. Here Bro. Walläri, author of this article, is giving a report on union activity to the crew of the m/s Finnboard. Both officers and ratings are participating in the meeting (Photo: Finnish Seamen's Union)



FINNISH SEAFARERS are organised in four different Unions: Seamen's Union, Navigating Officers' Union, Engineers' Union and Radio Officers' Union. The Seamen's Union combines all engaged on Finnish ships except officers.

The Seamen's Union was originally founded in 1916. Until 1930 it was a branch of the Transport Workers' Union. In the middle of 1930 the Seamen's Union broke away from the Transport Workers' Union, because the communist leaders of the latter tried to gain control of the Seamen's Union too. The Finnish Seamen's Union has always opposed party politics in the trade union movement in order to be able to organise all

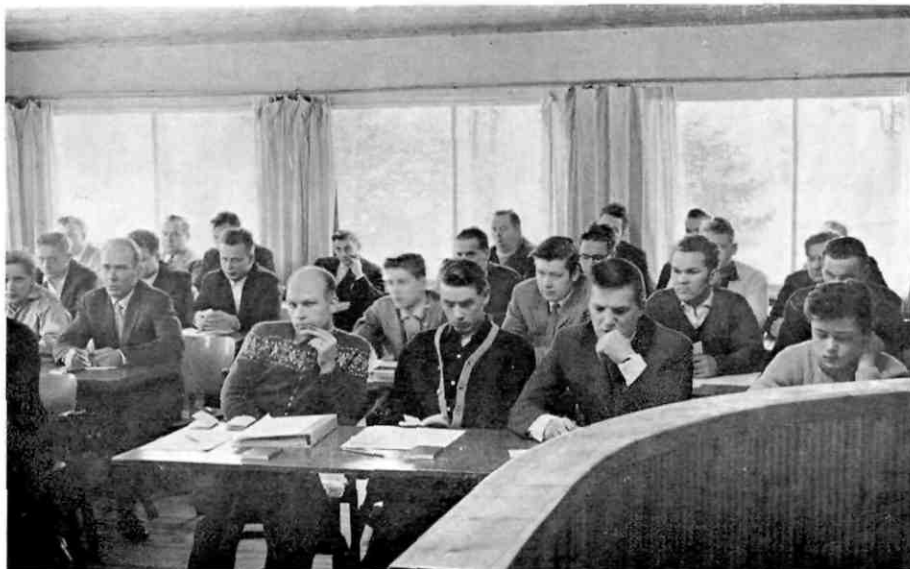
seafarers irrespective of their political beliefs. Because of this attitude the Seamen's Union had achieved a 100% organisation by 1945. Immediately after the war the Seamen's Union informed the shipowners, that after September 1st, members of Seamen's Union would not sail with unorganised ratings. This step was tacitly accepted by the shipowners as a fait accompli. Finnish Seamen's Union thereby established a 'clos-



Almost half of those employed in the catering department on board Finnish vessels are women. In all, there are more than 700 of them and without exception they are members of the Finnish Seamen's Union



Thanks to the work of the Finnish seafarers' unions standards aboard merchant ships for both officers and ratings are of a very high order. Our photograph shows part of the crew messroom on a Finnish vessel



A great deal of educational activity is carried on by the Seamen's Union. These seamen are being trained as educational instructors and ships' delegates at the Union's Recreation Centre in Lohja
(Photo: Finnish Seamen's Union)

ed shop', the only one in the whole of Finland. Consequently the Seamen's Union controls the engagement of all ratings. When the first seamen's school was established in Finland in 1961 all trainees at that school became members of the Seamen's Union.

The 100 per cent organisation of seamen represents a strength that must be taken into account not by employers only, but also by the state. This means a whole lot as far as social legislation is concerned.

The Finnish Seamen's Union demonstrated its industrial strength on a large scale in January 1946 when the wage-freeze was broken and seafarers' wages increased considerably. During the war a regulation was in force whereby wages could increase only by two-thirds of the rise in cost of living. That system meant a gradual decrease of real wages. Consequently Finnish seafarers' wages were far below the Scandinavian level. When the Seamen's Union in the beginning of 1946 demanded an increase in the AB-seamen's wage from 4,500 marks per month to 7,500 marks the authorities intervened with a flat refusal. The Seamen's Union was prepared to accept 7,000 marks, which was turned down. A strike was declared for January 15th. The night before this, the Government was obliged to free seafarers from the wage regulations. It was also the first time the Government had to bow before the militant and relatively strong Seamen's Union. In the same year a 10-hour day was enforced on home trade

vessels – the first regulation of working hours in that sector. Prior to that a twelve or sixteen hour day was common and over-time pay unknown. In 1947 an eight hour day without spread-over and four free days per month was enforced for crews on coastal and inland vessels. In the same year an amendment to the Law on Paid Vacations for seafarers was enforced according to which seafarers got three weeks paid holiday for one year's service and one month's holiday after five years' service in the same company. Both of these reforms were a result of a strike of icebreakers, which stopped all shipping to and from Finland. The Government had to capitulate before such pressure. In 1948 the Seamen's Union enforced – again with the help of the ice-breaker fleet – a regulation guaranteeing full compensation for all work done on holidays. That resulted in practice in a 48-hour week. During the following years the Seamen's Union has forced the Government into enacting many minor reforms – in most cases by ice-breaker stoppages.

It is a common belief in Finland that the strength of the Seamen's Union is largely in its considerable membership aboard the ice-breakers. Therefore the Government approached Parliament with a view to militarizing three of the most powerful ice-breakers. Parliament decided that the most modern and powerful of the icebreakers - the 10,500 hp. *Woima* – should be manned and run by military personnel. That was calculated to be the beginning of the militarization of all ice-

breakers. The Seamen's Union challenged this anti-trade union move and blockaded the militarized ice-breaker: all merchant vessels refused to accept the assistance of the *Woima* (*Woima* means power), which was encircled and made powerless. The Government had to recall the *Woima* from the field of operation and to keep her at Helsinki. That was the only way to keep the merchant ships going. The *Woima* was demilitarized. In the affair of the *Woima* the Seamen's Union was accused of misusing trade union power for political purposes. The action may be interpreted in this way, but it was a necessary action to defend trade union rights from the misuse of Parliamentary powers against trade unions. Seafarers have always considered their action fully justified. That action taught the Government and authorities a very valuable lesson – not to use political weapons against trade union rights.

The Finnish Seamen's Union together with the Navigating Officers' Union and Radio Officers' Union later enforced a Pensions Law for Seafarers: full pension (50% of wages) at the age of 60 for ratings and 65 for officers. Sick-pay for a maximum of 2 months was obtained in 1951. Many minor reforms have been carried out.

As already mentioned, it is generally thought that the strength of Finnish Seamen's Union is in the ice-breakers. That was true. But it is no longer true. During the last couple of years the Seamen's Union has organized harbour pilots and other port servants. By their action all shipping can be tied up at any time of the year. An agree-

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A crew member aboard a Finnish ice-breaker keeps an eye on a cargo vessel in convoy. A great deal of the Finnish Seamen's Union's industrial strength is due to its 100 per cent organization of ice-breaker crews, who together with the harbour pilots and other groups, can tie up all shipping in Finland's ports at any time of the year

Finland's radio officers



Members of the executive committee of the Finnish Radio Officers' Union at a meeting in April this year. From the left they are: Brothers Arvi Sinkkonen (Vice-President); Eski Transkanen; Tarmo Nuotio (President); Erkki Koivisto (General Secretary); and Aarto Helin



NEARLY FORTY-TWO YEARS AGO, on 21 November 1920, a group of 25 students who had just completed a course in international radio-telegraphy held a meeting and decided unanimously to found an organization which would protect their own interests and the interests of all those who joined the then new profession of radio-telegrapher. Even before the international radio-telegrapher's examination had been introduced in Finland, several Finnish passenger vessels had radio equipment installed on board, while some icebreakers had had radio installations yet earlier. But these ships were very few in number, and it was not until 1920, when England introduced legislation laying down that ships of 1,600 grt. or over should have radio equipment on board, that its use became more widespread. Finnish ships trading with English ports and falling into the above category were obliged also to carry radio equipment and a qualified radio-operator and, during the next years, the advantages of wireless-telegraphy for ships became more and more widely recognized.

Of the twenty-five men who founded the Finnish Radio Officers' Union in 1920, three – Weijo Meklin, Aatto Kairio and Reino Kannas – had already passed the international examination in Copenhagen, and it was these three who provided the initiative for the inaugural meeting and who led the union during the first difficult years.

Since those early days, the qualifications for radio-operators have become increasingly demanding due to the introduction of more and more complicated equipment. Of a total of 932 radio-telegraphers who had belonged to the Union during its existence up to November 1960, 237 had acquired First Class certificates.

After the 1920s the demand for radio operators expanded, but among the perennial difficulties of the profession was the problem that a certain amount of unemployment always occurs during the winter months when many ships are laid

up because of the ice. Employment in the profession is an erratic business anyway because it is very difficult for a whole class of newly qualified radio-telegraphers to get jobs at the same time. Obviously they cannot all expect to be employed immediately, and some even have to wait as long as a full year before finding a vacancy. Many take 'temporary' jobs in other industries, which in some cases become permanent when the individual gives up hope of finding a radio operators' job or else becomes quite settled in another profession. Many radio operators also take jobs abroad because there is a shortage of qualified personnel in some Western European merchant fleets. During the summer months there is a seasonal demand for their services.

The first meeting held by union members formulated demands for minimum pay which were in due course accepted by the major shipowners. This was a new



Brother A. Helin, a member of the union's executive committee, listening to a long distance reply from a ship at the Helsinki short-wave radio station. Since the early days the qualifications for radio operators have become more and more demanding



At the Helsinki radio station. On the left are some of the receivers used in teleprinter and telegraphy communications with other commercial radio stations in Europe and other continents. Through the door in the background can be seen the radio telephone terminals for communication with Hamburg and New York

(Photos: Radio Officers' Union)

profession and the total solidarity of its members meant that they could virtually dictate their own terms to those shipowners who were obliged to employ radio operators. To begin with it was usual to negotiate agreements separately with each individual shipowner, but the first national agreement between the union and the shipowners' federation was signed in 1941.

A number of significant gains have been registered by the union over the years. In 1925 it was agreed that the winter bonus, which up to then had been paid only during the winter months, would be spread over the whole year's salary. In 1930 radio operators were granted the same conditions for termination of service, annual leave and overtime as other ship's officers. And during the war merchant fleet radio operators were paid a danger bonus of between 25 per cent and 150 per cent of basic pay. The first agreement for radio operators in civil aviation came into effect on 1 January 1938, and the union also organizes radio operators employed by the state on coast radio stations and aboard icebreakers.

During its first ten years in existence the union experienced grave difficulties. Seafaring employers were not prepared to recognize or grant the demands of the new organization. They refused to accept the fact that the work of radio operators contributed immeasurably to greater safety of operation, but instead insisted on treating the radio operators

as totally separate from the main crew.

Owing to its limited membership, the union often experienced financial difficulties, sometimes of a serious nature. This made the protection of their members' interests and the furtherance of their demands rather a precarious business. In addition to this the members of the executive lived in different parts of the country which often made it difficult to hold meetings. There was no head office, no full-time staff and it was not until 1929 that they even possessed a typewriter. And yet in these straitened circumstances they had to conduct wage negotiations, carry on correspondence, keep their members informed, campaign against the employment of foreign radio operators in Finnish vessels, make representations to the Finnish government to obtain Finland's adherence to the International Radio Convention, and press for the introduction of regulations covering the use and operation of radio equipment.

Despite these difficulties, which must at times have appeared insurmountable even to the most optimistic and energetic of the union's leaders, the union succeeded during these first ten years in laying a solid foundation for future activities. The credit for this remarkable achievement belongs entirely to the energetic and unselfish work of the union's leaders for the good of their members, and to the solidarity of the members which held good right from the start.

One of the most awkward prob-



The traffic list being read to ships in the Gulf of Finland, the Baltic and the North Sea, from the Helsinki coast radio station. The Finnish Radio Operators' Union had to fight hard for recognition of their place as an essential part of a ship's crew

lems which had faced the union was during the 'thirties' when there were moves afoot to combine the job of radio operator with a variety of other jobs aboard ship. But the proposal was finally defeated by energetic representations by the union, and the wholehearted support of the rest of the seafaring community. And, in fact, such jobs as had at one time been accepted as a part of radio operator's duties, such as participation in the control of cargo and various clerical duties unconnected with wireless operation, were in time eliminated from the radio operator's duties. A chronic shortage of radio operators existed in the Finnish merchant fleet from the beginning of the Second World War, since all those qualified were immediately called up for military service. Emergency courses were organized to supply the need, and the union worked in close co-operation with the authorities during this period.

Membership figures during the forty-two years of the union's existence have naturally fluctuated according to the demand for radio operators at any particular moment. In such a profession, even the maximum number of potential members is strictly limited, especially in a small country like Finland. Nevertheless, the strength and success of the union has been ensured by the uniformly high percentage of organization. All thirty-two members of the first international radio telegraphy course were founder-members of the union, and although only 25 of these subsequently got first or second class certificates, the remaining seven retained 'associate' membership. Total membership has maintained a more or less steady upward trend. Annual intake has averaged about 30, being the number of newly qualified radio operators

(Continued on page 153)

An informal meeting arranged by the Finnish Radio Officers' Union in Helsinki on 17 April 1962 in order to introduce the union to students at this year's radio operators' training course. The union officials are sitting at the right-hand table (Photo: FROU)



Organizing civil aviation workers

by KEIJO RITVANEN,
Chairman of the Finnish Flight
Engineers' Union.



One of Finnair's new Caravelles flying over a very typically Finnish landscape. Some 1,400 civil aviation workers are employed by the Finnish airline (Photo: Finnair)



THERE ARE AT PRESENT three air transport companies in Finland. The oldest, best-known and largest of these is *Finnair* (Aero Oy), a stock company but owned by the State.

Aircraft development has kept pace with company's expansion from the small Junker hydro-planes in use in the 1030's to present-day jet planes. This includes the development of equipment for overhaul and of safety devices. At present, *Finnair* is equipped with 4 Caravelle jets, 7 Convair Metropolitans and 6 D.C. 3's. According to the company's annual report, 1,392 persons were employed by *Finnair* during 1961 including 56 flight captains, 48 co-pilots and 94 air stewardesses. The total strength of the technical staff at the same time was 500. The whole turnover of the company was 4,425.5 million Fmk.

The second largest air transport company is *Kar-Air* (previously *Veljekset Karhumäki Oy*). This company now has 1 DC. 6C, 2 Convair Metropolitans and, in addition, 4 DC 3's. *Kar-Air* is privately owned and is unorganized both on the employers and the workers' sides.

There is also a new company *Finlantic*, formed in 1961 which owns 1 DC. 6B. This company engages in various kinds of freight and charter flights.

Nearly all the members of our organization – the Finnish Flight Engineers' Union – are employed by *Finnair*. The membership as a whole consists of fully qualified, skilled workers, more than 60 of whom have the professional licences

required for work in overhauling and repairing air-craft.

Our organization was established on 25th November 1957 and has its fifth anniversary this autumn. The Agreement on wages and working conditions of 30th May 1961 between *Finnair* and our union was only reached after a four week's strike and many approaches made to the company beforehand. A month after the end of the strike the employers began to dismiss members of our union as a reprisal. Thirteen mechanics were dismissed altogether during the summer of 1961 – the employers giving as their reasons the decline in traffic and the resulting need to economise, but when the necessity arose at the beginning of 1962 to increase the skilled working force, the company would not reinstate these mechanics. Instead they fabricated a series of excuses for not doing so. Two of the dismissed men, however, had taken part in a course in the United States and obtained a commendation for this from the Finnish air traffic authorities.

The Finnish Transport Workers' Federation (KAF) accepted us as a member-organization and has given us its full support ever since. With the co-operation of the ITF's Finnish member-unions, our request for affiliation to the ITF was accepted and we are proud that our or-



Much more familiar to those who fly with Finnair are the Convair Metropolitans which have given the company such good service since they were first introduced (Finnair photo)

ganization is, for the present, the only civil aviation workers' union in Finland to be affiliated to the great International Transport Workers' Federation.

With the help of KAF and, in particular, of President Brother Wälläri and Secretary Brother Suhonen, who had to approach the Minister concerned in order that sufficient pressure might be brought to bear on the company, we succeeded in getting reinstated almost all of our members who were discharged from service last year. Being aware of the lack of cohesion prevailing in Finnish air transport (some members of the Finnish Trade Union Federation SAK were strike-breakers during our dispute with Finnair in 1961), our organization, together with KAF, has begun to take definite steps to organize all civil aviation employees. Two new organizations have already affiliated with KAF and the process of organizing is getting properly under way.

KAF has arranged with the General Secretary of the Finnish Union of Harbour Foremen, to take charge of negotiations for agreement. Owing to their previous unsatisfactory agreement and inadequate wages both ground staff and repair shop workers are re-organizing; meanwhile KAF Executives are acting as their bargaining agents.

Although we know many difficulties still lie ahead, we trust that Finland's civil aviation workers will form themselves into unions which will work to-

gether in close harmony.

Finally as representatives of Finland's air transport, we hope that the blue and white wings of Finnish planes will, for their part, also serve all those participating in the ITF Congress and that you will all enjoy your stay in our country.

(Continued from page 166)

victories. Progress has had to come gradually. Thus it was not until 1948 that pension arrangements enjoyed by other state employees were extended to cover pilots, and there are many similar examples. But the explanation lies less in the union's numerical disadvantage and its scattered membership than in the wide differences in working conditions which made it almost impossible to establish national regulations. The whole nature of the pilot's job may be totally different depending on the natural conditions in any particular area. Since wages are made up of a basic rate and allowances, a very highly differentiated wages scale inevitably results. The irregular nature of seafaring also means difficulties in laying down hours of work and leisure and the pilots are not covered by the general laws on working hours. These and other unusual features of the profession which have their origin many years back mean that pilots and lighthouse keepers lead a very independent life and are less well protected than other em-

ployees. For instance they are themselves responsible for providing equipment and boats, not only for their own trips to and from work but also for the work itself, and this responsibility has been extended to a whole range of other duties so that during this century the pilot has had not only to bring ships safely into harbour but to be carpenter, stonemason, painter and more. Only in the last decade has it been possible for pilots to be treated in the same way as other public servants.

This general falling behind in conditions has demanded of the union's officials qualities of determination and patience, which have chiefly to be exercised in a campaign of enlightenment in high places. Since the authorities have no conception themselves of what the pilots' working conditions are, they find it difficult to understand the discontent that arises. One of the most pressing of today's unsolved problems is the method of calculating the number of years' service needed to entitle a pilot to a state pension. It is obviously difficult to incorporate into a pension plan members of a profession whose working conditions are so varied. For instance, it is one thing for a man of 60 working as a pilot on a sheltered inland waterway to board a steamer from a little pilot boat, but on the open sea and in bad weather this demands considerable physical and mental stamina. And the problem is further complicated by the fact that the high qualifications required mean that most men entering the profession are no longer young. Things were different in the old days, when the only qualifications needed were that a senior pilot should be able to read and write and that an apprentice should be at least eleven years old. But now a coastal pilot needs the officers' examination and a growing number of captains transfer to pilotage on retirement from the merchant fleet.

The Finnish Pilots' and Lighthouse Keepers' Union maintains close contacts with the Seamen's Union and is a member of the ITF. With this strong support the union has managed during the last few years to obtain wage increases and a satisfactory solution of the problem of standby duty on Sunday and public holidays. Up to now, however, the important question of pensions has had to await the outcome of a review of the whole state pension scheme. And it is this question upon which the union is concentrating the greater part of its energies at the moment.



Finland's most modern pilot station serves ships travelling up the coast to the ports of the Gulf of Bothnia. The strategic importance of piloting services has meant that in the past Finland's foreign rulers have tried to gain strict control of the profession

Leading the way - the story of the pilots and lighthouse keepers



IT HAS BEEN SAID that Sweden's history is that of its kings. If that is so, then the history of the pilots in Finland is that of both kings and tsars. The development of the pilots' and lighthouse keepers' professions has been closely linked with the country's history and the effects have been felt in both peace and war under good and bad government.

Since the earliest days of navigation, seafarers have required the services of an experienced pilot to guide them safely through difficult channels, and primitive forms of lighthouses – beacons, bonfires – have long served as a warning of danger to ships at sea. The importance of these services has meant, particularly in time of war, that rulers have tried to gain strict authority over them in order

to be able to control access to Finland's shores. On the other hand, the Finnish pilots have constantly struggled to maintain their national and professional identity.

At various times they have been subject to the control of Swedish and Russian naval authorities. It was not until the 1917 Russian revolution and the end of the First World War that the Finnish

Technical personnel who look after lamps and other seafaring equipment form, together with the lighthouse keepers, one of the Union's eight administrative sections. The remaining seven consist of pilots, split up on a regional basis (Photo: Pilots' Union)





A pilot boat carrying pilot to a ship in the important Utö-Åbo channel. Since the earliest days of navigation seafarers have required the services of an experienced guide to help them through difficult channels



Some pilot stations stand on the bare mountainside. Utö has a brand new station, on a hill next to the lighthouse which was first built in the eighteenth century, destroyed in 1808, and afterwards rebuilt. The lighthouse tower also contains a small chapel



pilots and lighthouse keepers became truly 'Finnish'. In 1912, in protest against their subjection to the Russian Admiralty, about 20 senior pilots, 262 pilots and 151 apprentices, together with lighthouse keepers and others in associated jobs, resigned their posts, thus presenting the authorities with a serious safety problem. It was due to their characteristic Finnish independence and tenacity that this action could be undertaken without the benefit of any organization. However, the absence of any recognized trade union organization did not mean that there had been no attempt to form one. The struggle for recognition had been going on for some time, both at local and national level, but had always been frustrated by opposition from the authorities. Circumstances were not favourable to organization on the part of state employees. In 1906 representatives of pilots and lighthouse keepers from all over the country had gathered for a general meeting in Åbo and decided to form a professional association. Official permission was sternly refused, and no new attempts were made during the following years of Russian rule. A certain amount of collaboration did take place, however, between pilot stations within easy reach of one another, but this was never sanctioned by the authorities.

The fall of the Tsar and the country's political independence heralded in a new era. The Finnish Pilots' and Lighthouse Keepers' Union can trace its origins back as far as 1917, for after the March revolution pilots in Eastern Finland met and demanded that the Russian chief pilot, Samsonoff, should resign and be replaced by a Finn. In 1918 the second national meeting of pilots was held - 21 years after the first fruitless attempt to form an organization. In the following year further preparatory meetings were held and the union's constitution was confirmed in 1920.

The basic principles of the union's structure took realistic account of the difficulties it would meet. The early leaders saw that with the inadequate communications which existed at that time it was impossible to create a close-knit centralized trade union as long as the members were not only spread out over the length of the country's coastline but also worked along a considerable inland waterway network. A solution to

An inland waterway pilot station may operate in an idyllic setting like this. But such advantages lose their attraction when the station is more than a hundred years' old

this problem was therefore sought in a regional structure. The country was split up into operational regions, each of which would send a mandated representative to the national delegate conference of the union which was held annually, and later biennially. To begin with there were seven regions, but an eighth section covering lighthouse keepers and technical employees was later created. This structure was defined more clearly at the 1961 delegate conference when a new constitution for the union and its regions was adopted, which lays down that the individual regions are autonomous bodies forming a central federation.

From the earliest days the degree of organization was remarkable, particularly when it is remembered that the union has never imposed a closed shop policy. At the moment there are only a handful of pilots and a few more lighthouse keepers outside the union. In other words, membership is virtually one hundred per cent, and at the time of writing (April) numbers 514.

This figure reveals that the Finnish Pilots' and Lighthouse Keepers' Union is not a strong organization which through sheer weight of numbers and without assistance can win substantial

(Continued on page 164)

An inland waterway pilot in uniform. Conditions of work vary widely according to the location, and for this reason it has been difficult to establish any general regulations about hours of work, and the pay scales currently in operation show wide variations



The Navigating Officers' Union

by YNGVE FYHRQUIST



IN FINLAND the earliest type of organization for ship's officers was the local association, the earliest being the Abo Masters Association, founded in 1890 and the Helsinki Masters Association founded five years later. As their names indicate, these and the two associations later formed in Bjorneborg and Raumo were originally limited to masters. However, it was gradually realized that it would be necessary to have mates organized in the same union as the masters and, after a number of proposals had been examined, it was finally decided to establish in 1905 an entirely new organization, the Finnish Navigating Officers' Union, membership of which was open to masters and mates throughout the country. Many of the masters who joined the new union, however, also retained their membership in their local masters' association.

The first president of the Finnish Navigating Officers' Union was Captain Harry Willén. The union had its headquarters in Abo up to 1949 when they were moved to Helsinki. The union's activities are divided between a number of branches, the branch representatives working in cooperation with the National Organizer in Helsinki. The Union Executive Committee meets once a month in Helsinki, whilst the union's supreme body, the Annual General Meeting, convenes every March. At present, practically all Finnish navigating officers are members of the Union. The Union's Executive Committee has 21 members. Its decisions are put into effect by the National Organizer assisted by a representative and the office staff. Although originally concerned with purely professional questions, the Union has developed over the years into a trade union engaged in protecting its members' social and economic interests. This is done chiefly in the annual wage negotiations, although the Union has also much to do throughout the year in representing its members' interests on official commissions of inquiry, investigation boards, and in providing legal representation for members involved in civil proceedings and the like.

The Union's activities are not restricted to those performed on behalf of navigating officers employed in the Foreign Trades but also embrace the interests of members employed in coastal shipping, inland navigation, on ice-breakers and navigation survey vessels as well as those of former navigating officers employed as harbour masters or in seamen's and navigation schools. The Union's work therefore extends over a broad front and it is concerned with a variety of situations each with its specific conditions of employment and each posing very different problems, although all are connected in some way with the sea and shipping. The Union has been able to maintain for its members good social and economic conditions comparable with those enjoyed by employees in similar

professions on land. In addition it can be said that, in spite of heavy war losses and the burden of post war reparations, the position of Finnish navigation officers is well able to stand comparison with that of navigating officers in the other Scandinavian countries with a similar history.

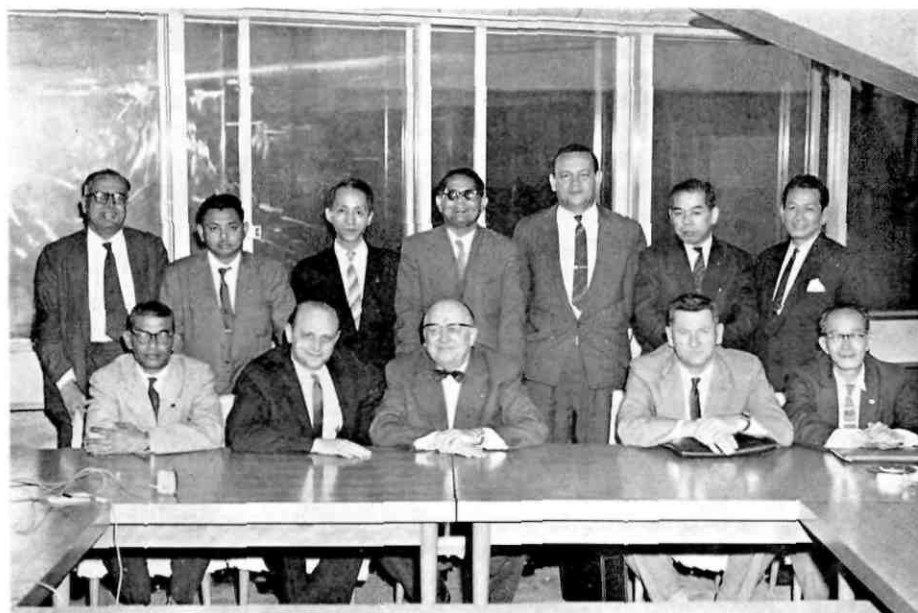
Special advantages enjoyed by Finnish seafarers are those arising out of the Seamen's Pension Law of 1956 and the Seamen's Taxation Law of 1958. Seamen's earnings are reasonably assessed and taxed when they are paid out and seamen do not have to declare their earnings on board (although, of course, they are taxed like anybody else for their earnings on land, unearned income and for any earnings of their wives or children). Officers draw their pension at the age of 65, ratings at 60. The pension system provides for pensions for widows and children. Normally, the full retirement pension paid on attaining pensionable age amounts to 50 per cent of the pensioner's earnings during the most recent fifty months of service. Of this amount, one third is contributed by the State. The employer's and employee's contribution amounts in each case to 4 per cent of the basic wage plus seniority increments.

The Finnish Ship's Officers' Union affiliated to the ITF in 1958 in order to secure the best possible contact with other seafarers outside Scandinavia.

Paljon Kiitoksia Kaikille!

WE WOULD LIKE to take this opportunity of expressing our very deep indebtedness to those in Finland or representing Finland in London who have assisted us so much by providing material and photographs for this Helsinki Congress Issue. Our particular thanks go to the Finnish affiliates of the ITF for their great helpfulness; to the Finnish Ministry of Social Affairs; to the Port of Kotka; to the Finnish Embassy in London; to Finnair and to the Finnish Travel Information Centre, London.

News from the Regions




Members of the newly-formed Asian Advisory Committee of the ITF seen together with Bro. Pieter de Vries and Bro. Laan during their first meeting in Tokyo in April last




The General Secretary, Pieter de Vries, makes a point during a session of the Asian Advisory Committee. During its meeting the Committee gave particular attention to the problems of Asian seafarers, especially in India and Hongkong, and to the threat posed by Communist activities centred on Australia. Australian union officials were also present

Rhodesia's Railways Reduce Staff

 RHODESIA RAILWAYS face a serious financial situation, which is expected to become more acute during the present financial year, according to the general manager. He estimated the railways' losses for the financial year ending last April at a higher figure than the £750,000 forecast by the Minister of Transport. Measures being taken to cut expenditure include the closure of certain running sheds and the rationalisation of marshalling arrangements.

Representatives of railway workers have been informed 'privately' that the extension of diesel services and of the centralised traffic control programme would mean a reduction in the number of men actually needed to operate the trains but assurances were given that alternative work would be found for those railwaymen whose jobs are eliminated through modernisation and rationalisation. An assurance was also given that there would be no retrenchment of permanent staff made redundant through the introduction of improved or more economic methods: nor would there be any reduction of pay on account of this. The problem would be taken care of by normal wastage.

Afro-Asian seminar in Tel-Aviv

 HISTADRUT'S Afro-Asian Institute for Labour Studies and Co-operation opened its third seminar earlier this year in Tel Aviv. The seminar was attended by 52 students from 21 English speaking countries.

The trade union or co-operative movements of thirteen African and eight Asian countries sent participants. The largest delegation came from Tanganyika which sent eight students. Cyprus was represented for the first time with three students.

Two foreign lecturers contributed to the course: Professor I. Aboyada of the University of Ibadan in Nigeria and F. Howarth of the Co-operative College, Loughborough, Great Britain.

Histadrut founded the Institute in


1960. Its director is Akiva Eger and co-chairmen of the board of directors are George Meany, president of the AFL-CIO, and E. Elath, former Israeli Ambassador to the United Kingdom. So far 120 students from 30 countries have graduated from the Institute.

Bro. S. Perry of the Histadrut Transport Division (wearing glasses) is here seen with a group of students attending the latest course organized by the Afro-Asian Institute in Tel-Aviv. During the course, Bro. Perry gave several lectures on international transport problems and the work of the ITF

Mrs. Pamela Mboya, wife of Brother Tom Mboya, Kenya Minister of Labour, together with Brother Perry and other Histadrut officials during a visit earlier this year to the Afro-Asian Institute



Cuban Trade Union leader gets 30 year sentence

 DAVID SALVADOR, one of the leaders of democratic labour in Cuba throughout the revolutionary struggle against Batista, has been sentenced to 30 year's imprisonment by Castro.

Salvador was elected leader of the revolutionary Confederation of Cuban Workers (CTC-R) after the overthrow of Batista, but resigned from this office in March 1960 in protest against the seizure of control by Castro's Communists. He was arrested in November of the same year and imprisoned without trial. He was sent to La Cabana fortress together with 100 other political prisoners without being charged and has remained in imprisonment there ever since.

Two other former labour leaders were sentenced with Salvador.

After Salvador's arrest the CTC-R had no elected leader. Finally, last November, the post was filled by Lazaro Peña, the Communist chief of the CTC in 1939. During the struggle to overthrow the Batista tyranny Peña was out of the country. He only returned when Batista had been ousted from power.


Salvador, on the other hand, worked underground against Batista for many years and was imprisoned by him in 1958. He regained his freedom when Batista's rule was broken.



Brother Laan in Asia. Among unions visited by Bro. Reint Laan, ITF Director of Regional Affairs, during his recent mission to Asian countries was the Pakistan International Airways Workers' Union. In this photograph, Bro. Laan is shown listening to an explanation of union problems by a shop steward



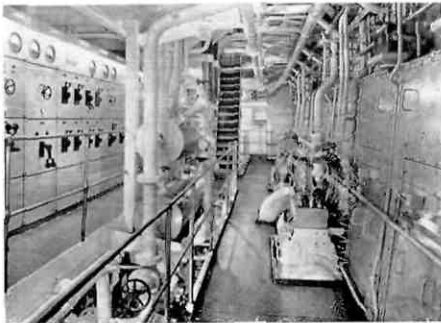
The Engineer Officers

 ALTHOUGH THE FIRST steam engines were introduced in Finland as early as the second and third decades of the nineteenth century, the use of steam propulsion for ships spread only slowly and steam ships were still very rare even at the end of the 1860s. However, it was about this time that the men who worked on these engines made their first contacts with one another and became the first professional group in Finland to combine in the type of trade union organization that we know today. It is clear therefore that this new group of skilled workers, although very small to begin with, was quick to recognize its identity and the advantages of uniting to protect and further the interests of its members.

The Finnish Engineer Officers' Union (Suomen Konepäällystöliitto) was founded on 26 January 1869 by two engineers and thirty-five mechanics under the name of the Mechanics' Association. At this inaugural meeting a seven-man committee was elected, which undertook to draw up the Association's constitution. When

this had been approved by the members, it was sent to the Finnish government for confirmation and the union officially came into being on 19 October 1869.

The early years of the union's existence were not easy. The political situation was confused, the country's economy was in difficulties, and the union's leaders had



Engine room of the Finnish tanker 'Viikinki'. In the years when steam propulsion was first being introduced in Finland, engineer officers were quick to realize the advantages of organizing to protect and further the interests of their profession



Chief engineer at work on board m.s. 'Skandia'. The Finnish Engineers Officers' Union, which was founded in January, 1869, is the country's oldest professional association, and today can claim virtually one hundred per cent union membership



This photograph shows the union's executive committee and officers for the period 1960 to 1962. Internal communications were a great problem in the early days when a tiny membership was spread thinly over a large area (Photo: Engineer Officers' Union)

no experience of trade union activity on behalf of members who were thinly scattered over a wide area. For this reason they concentrated during the first twenty or so years on consolidating the union's structure. This was accomplished by establishing local associations for the administration of benefit funds, and which also conducted negotiations at local level with the various shipowners. The importance of good communications within the union was recognized, and in 1902 the union began publishing *News for engineers and mechanics in Finland*. This is still published today, although its name was changed in 1913 to *Voima ja Käyttö - Kraft och Drift* (Power and Thrust).

Over the years agreements have been reached laying down pay and working conditions for engineers employed both at sea and on land, the first of which was signed in 1917. In 1958 the control of work regulations passed from the individual employers to local, and later national, government. A further change in the pattern of negotiation took place in 1946, when the union became affiliated to the Central Federation of Finnish Technical Employees' Associations, which took over the settlement of collective agreements for all the country's engineers. This Central Federation had been founded by a number of unions organizing engineers employed in the public service, and now deals with all national agreements, although the individual unions are empowered to negotiate special agreements within their respective areas of competence.

The Finnish Engineers maintain a close interest in international trade unionism through their affiliation to the Inter-Scandinavian Union of Engineers (since 1919), the Scandinavian Transport Workers' Federation (since 1952) and the ITF (since 1946). The union was also invited to become an associate member of the Sociedad Espanola de Maquinistas Navales (Spanish Society of Naval Engineers) in 1923.

The union maintains close contacts with government bodies and has representatives on a number of official committees and boards. Its success has been so marked that today it can claim virtually 100 per cent membership, and its structure comprises 25 local associations which together cover 2,700 members, of whom 1,100 serve the seafaring industry.

The union's present executive committee consists of the President and seven members, who all have personal substitutes, and a sub-committee of five meets at more frequent intervals to deal with the everyday business of the union.

Brother Keijo Tepponen has been the union's President since 1960 and Brother Einar Ek has been General Secretary (verksamhetsledare) since November 1954. The union's 'ombudsman' (in charge of grievances) is Brother Osmo Hämäläinen.

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this should be achieved at the latest by the time our rivals have gone out of business - which process we hope will not be long delayed. Our problem is not

so much that the Communists might try to gain control of the union from within, but that we have to wage a continual fight at our members' places of work against both the Communists and their fellow-travellers.

In the field of wages and working conditions, the road transport workers and dockers of Finland have to wrestle with problems which are very similar to those facing transport workers in the other Scandinavian countries. As an example of the rapid expansion now taking place in the Finnish road transport industry, we should mention that we have only this year signed an agreement for long-distance traffic and at the time of writing (April) we are still engaged in negotiations on behalf of those employed in international road transport.

In the struggle against the internal difficulties facing both our country and its labour movement, the Finnish transport workers must continually strive to build up and strengthen their trade unions. We are working under circumstances in which any thoughts of a closed shop or union shop belong to a distant utopian future and in which the Communists are always trying to sabotage any constructive long-term union activity.

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2,200 are firemen and helpers and 840 are retired locomotivemen who have kept up their union membership. The total figure represents virtually one hundred per cent membership. Besides the normal work of attempting to obtain better pay and working conditions - particularly with respect to working hours - for their members, the railwaymen's organizations are especially concerned with the provision of proper technical training. This has become of great importance during recent years owing to the substantial change-over to diesel powered locomotives and the increasing use of electricity.

(In the above paragraphs we have given a very short account of the history and work of the Finnish railwaymen's organizations. A long and detailed article on the subject has appeared before in the ITF Journal - No. 2 of 1956 - and we felt that no useful purpose would be served by reproducing very much the same material again. However, the Finnish Railwaymen's Union has very kindly supplied us with two general articles for this special issue of the Journal: 'Finnish Social History and Political Systems', by Paavo Friman and 'Finland's economy - a transport question' by Nils Nilsson).

The men behind the wheel

The story of the Finnish Road Transport Workers' Union
by OLAVI AARNIO



A Finnish bus driver at the wheel. In addition to other groups of transport workers, the Road Transport Workers' Union organizes bus drivers employed by private companies



The author of this article, Olavi Aarnio, President of the Road Transport Workers' Union, has been a full-time officer of the union since 1952. Until 1955, he acted as travelling organizer, after which he served as the union's secretary up to 1960 when he was elected as the late Siivo Koutio's successor as President. Bro. Aarnio has been a deputy member of the Road Transport Section Committee for a number of years and has taken an active part in the work of both the Section and the Section Committee

☸ THE YEAR 1948 was a dangerous one in Finland. The Communists were making a strong bid to gain power in our country and their activity was reflected in all branches of Finnish life – for obvious reasons not least in the trade union movement. At the time, their 'contribution' in the trade union field consisted mainly in fostering subversion and unofficial strike movements.

The Finnish Transport Workers' Union had fallen completely into Communist hands and was being used quite openly as a forum for Communist propaganda. Attempts were also made to involve even the non-Communist members of the union in all sorts of stunts aimed at furthering directives laid down by the Finnish Communist Party.

The motor transport workers protested energetically against this trend in the union's affairs, taking the matter right up to the union Congress. Their protests were ignored, however, and proposals made by the democratic bus and lorry workers to alter the situation were rejected. It was in these circumstances that the motor transport workers decided to break away from Communist domination. In September 1948, democratically-orientated transport workers (drivers' mates, mechanics, etc.) from all over Finland gathered together in Helsinki. They had all been given mandates by their local branches and on the basis of these decided to set up an independent organization of their own – the Finnish Road Transport Workers' Union (Suomen Auto-ja Kuljetusalan Työntekijäliit-

to). At the same time, democratic dock workers went over to the Finnish General Workers' Union and as a result the Communists were isolated in the Finnish Transport Workers' Union, which shortly afterwards was expelled from the Finnish national centre.

The free road transport workers had thus chosen the road which they wished to travel. The initial period of their activity as an independent organization was one of enormous difficulties. A ruthless campaign of mudslinging within the in-

As can be seen from this picture, lorry drivers have to do many kinds of job. Sometimes their passengers are not quite as eager to climb on board as those of the bus drivers



dustry and vilification of the union's leaders by the Communist Press typified the methods used by the Communists to destroy the new democratic organization. Nevertheless, in the face of the most violent resistance, the motor transport workers succeeded in building up their union step by painful step. It was a hard struggle, but it was also a very necessary one if trade union freedom was to be saved for the Finnish transport workers.

The new organization immediately affiliated with the Finnish Trade Union Federation (Suomen Ammatyhdistysden keskusliitto or SAK) which at that time was still under democratic leadership. Our union naturally also sought and was granted affiliation with both the ITF and the Scandinavian Transport Workers' Federation. From the very beginning, the Finnish Road Transport Workers' Union



A lorry driver stops on the outskirts of Helsinki to make sure that his load is properly lashed down. Road haulage workers and bus workers formed the original nucleus for the present-day membership of the Road Transport Workers' Union adopted a clearly-defined pro-Western democratic policy.

It has in fact become the proud task of the Finnish transport trade union movement time and time again to act as the



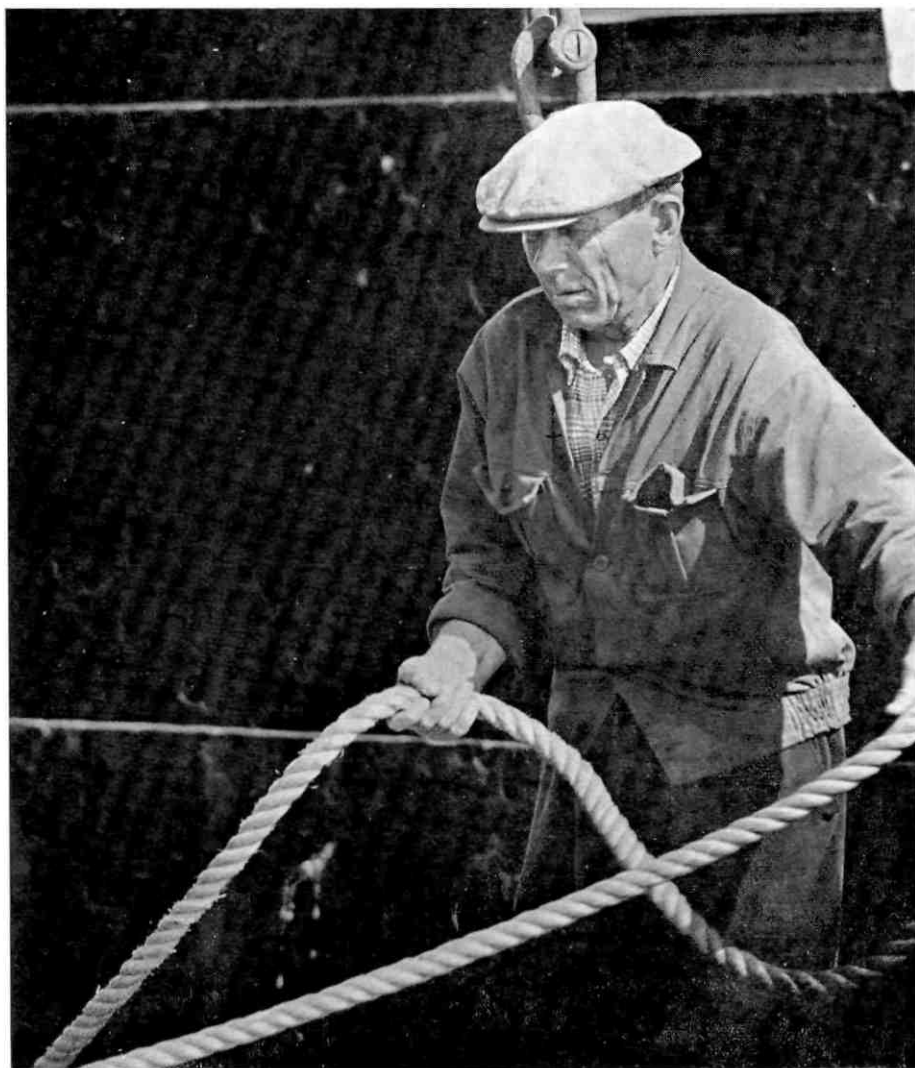
A long-distance bus operated by Pohjolan Liikenne (the name means "Northern Traffic") sets out on its run between Helsinki and Turku. Behind it can be seen the tower of the Finnish capital's Olympic Stadium

defender of democratic ideas. After the general strike of 1956, for instance, there developed within the Finnish Trade Union Federation (SAK) a tendency towards political intrigue. The Federation's financial resources, which were of course derived from membership contributions, were misused for political activity in support of a group which was engaged in a campaign of disruption within the Finnish Social Democratic Party. This group, the so-called Simonites, controlled the Trade Union Federation and at several important meetings of the organization joined with the Communists in opposing the democratic trade unionists. As a result of this trend, our union withdrew from SAK in 1958 and, in cooperation with a number of other free unions, took steps to set up a national federation based on democratic principles. This initiative led to the creation of a new centre known as SAI, which right from the start has been a member of the ICFTU.

The Road Transport Workers' Union organizes bus drivers employed by private companies; lorry drivers; workers at petrol depots and service stations; vehicle mechanics; those employed on vehicle body work; and, since 1960, dock workers. Road transport workers in local government or state service are however members of the Local Government Workers' Union. It should also be mentioned that there are rival Communist-Simonite unions operating in every field covered by our organization.

One of the biggest problems facing our union is the fact that our comparatively small membership is scattered over some ninety local branches. As a result, our organizational apparatus is financially top-heavy. What is urgently needed is the creation of large units and

(Continued on page 171)



Latest recruits to the Finnish Road Transport Workers' Union are the dockers (as distinct from the dock foremen), who became a new section of the organization in 1960

The Finnish State Railways

by VEIKKO ANTILLA



THE FIRST RAILWAY LINE IN FINLAND, Helsinki to Hämeenlinna, was opened to regular traffic on 17 March 1862, the Finnish Railways are thus just over 100 years old. Since Finland was part of the Russian empire 100 years ago, the gauge of the Finnish railways had to be the same as in Russia, 1,524 mm (5 ft). In 1900 the length of the Finnish railway network was about 2,650 km, and in 1939 about 5,500 km. The territorial concessions after the wars between Finland and the Soviet Union in 1939-1944 reduced the network by some 1300 km. To-day, the length of the Finnish railway network is about 5,300 km; thus, more than one thousand km of new track has been built in Finland during the last 17 years. Around 450 km of line is at present under construction or projected. There are only two private railways in Finland, both of which are narrow-gauge lines with a total length of about 70 km

In 1939 the number of locomotives – all of them steam locomotives – was nearly 800; the number of passenger coaches in traffic was about 1,500 and of wagons 25,000. The volume of goods traffic was that year about 12.5 million tons and about 2.2. mrd. ton/km. The number of runs in passenger traffic was 4 million, that of passenger/km. about 1.4 mrd. Traffic increased considerably after the war. Goods traffic reached its highest point in 1951 – about 19.5 million tons and 4.4 mrd. t/km. In 1957-1958 goods traffic was lower than usual, because of a trade depression, but in 1960 goods transportation reached the volume of 19 million tons, and a new record was made in the number of ton/km, 5 mrd. t/km being reached. Traffic is continually lively. In 1960 the increase

in passenger traffic was 8% and in 1961 about 10%. In 1960 the figure for passenger/km was 2.4 mrd. and about 35 million journeys were made.

Rolling stock has been renewed to a considerable extent since the war. The number of goods wagons is about 27,000. There are a great many old wagons in traffic still, but during recent years a large number of wagons, in particular modern 19-ton open wagons and various special wagon types have been built for goods traffic. The goods-wagon programme of the Finnish State Railway includes the building of about 1,500 goods wagons of various types yearly. The number of passenger coaches is around 1,500. Carriage stock has been renewed, too, especially long-distance carriages, by the construction of both ordinary coaches

Headquarters of the Finnish State Railways, which this year are celebrating their centenary, are in Railway Square (Rantatienatori), Helsinki. Behind the square are Helsinki's Central Station and the building of the State Railway's Board of Management





On 14 December 1961, the longest railway tunnel in Finland was completed. Known as the Kangasvuori Tunnel, it is just over 2,700 kilometres long. Work on reinforcing the tunnel is still in progress, after which the track will be laid. Our photo shows the General Manager of the State Railways, Erkki Aalto, firing the last blasting cartridge and sleeping cars. In 1961, 15 modern all-steel coaches were put into operation and hundreds of them will be built in the future.

Tractive stock was renewed considerably in the 1950's by increased transfer to diesel traction. At the end of the 1940's both passenger and goods traffic were still being run practically exclusively with steam locomotives; by 1961 about 50% of total traffic had gone over to diesel locomotives, railbuses and railcars. At the end of the year 1961 the Finnish State Railways had about 650 steam locomotives, 28 heavy diesel mainline locomotives, and 189 diesel railbuses. In addition, 23 diesel railcars are operated. Nowadays the Finnish locomotive industry produces all the tractive stock needed by the FSR. The latest locomotive type to be put into operation in Finland is the 2,800 hp. Alstom locomotive, built in Finland under licence. The first locomotives of this type are due to be put into service this summer.

An electrification plan has recently been drawn up by the Finnish State Railways. According to this, the lines with the highest traffic frequency (total length 990 km) would be electrified. The electrification programme has still to be approved by the Finnish Parliament. It is a

matter of urgency that this problem of motive power should be solved because a considerable increase in goods traffic is expected within a few years as a consequence of the rapid growth of Finnish industry.

The railway network has been improved to a great extent during recent years. At present 350 km of the lines are double track lines, 1,432 km of track have been macadamized (broken-stone ballast) and about 2,600 km (43% of the network) have been laid with heavy rails. The heavy rail types are those of 60.43, and 54 kg/m, the latter having been adopted as the standard rail weight. The FSR are pushing on with their track improvement programme.

Large central marshalling yards are being, or are due to be, enlarged. A fair number of modern all-relay interlocking installations are in use, whilst a 184-km line will be remote-controlled (the CRC system) by the end of this year (1962). About 100 km of line have so far been equipped with automatic block installations and the number of security installations is constantly increasing.

In Finland the railways carry about 50% of the country's goods traffic and about 20% of the passenger traffic. In spite of severe competition from road transport, the railways play an important role in the transport of goods, especially heavy and bulky goods. The wood-processing industry sends most of its products (paper, cellulose, timber) by rail.

Freight handling is continually being rationalized by the use of various technical devices and new equipment. Part-load transport has also been rationalized in recent years by using fork-lift trucks and various types of loading pallets.

The staff of the Finnish State Railways numbers 34,000 people. In the field of social activity, the Finnish State Railways have followed the same lines as the Scandinavian railways. After one year's ser-



A diesel main-line locomotive of the Hrl2 series. Some thirty of these are now in service with the Finnish State railways, the first of the series having been completed in 1959. They develop 1900 hp and have a maximum speed of 120 km. per hour



Passengers boarding a train in Helsinki. The train itself consists of the new all-steel passenger coaches which were introduced by the State Railways last year. It is anticipated that the construction of Finnish-built coaches of this type will begin this year at the State Railway workshop in Pasila

vice established staff and those in comparable grades get one month's vacation rising to 42 days after 15 years' service.

The State Railway employ their own medical officers and run clinics in some districts. Health checks include compulsory X-raying. Established staff get full salary for 30 days' illness, two-thirds salary for the next 150 days of illness and half salary thereafter.

From the very outset, the Finnish State Railways have built official residences at moderate rents for their employees. Since the war a number of big stone buildings with all modern conveniences have been



Typical of the new installations being built for the State Railways is the new railway station in Toijala — a model of which is shown here. The group of buildings which are shown in the picture will also include the local post office and the bus station



As is to be expected in a country of Finland's vast size and sparse population, many of the State Railways' services run through long stretches of unspoiled countryside. This shot of a diesel train was taken in the Puukaharju area (Finnish Tourist Association)



General view of the 1954 conference of the Locomotivemen's union. Brother Gösta Widing is introducing the report of the Executive Committee on the union's activities



As is the case in the other Northern countries, train services are extensively utilized by ski-ers. In this photo a group of winter sports enthusiasts are boarding a State Railways train in Lapland in Finland's Far North



Brother Gösta Widing, President of the Finnish Locomotivemen's Union. Virtually all the engine drivers, firemen and helpers on Finland's railways belong to the union which has been in existence since 1906

built. The railways have also granted housing loans to some of their staff in order to enable them to procure a dwelling of their own. Much attention has also been given to staff recreational facilities. Hobby circles are assisted financially. Railway staff have two excursion and a number of holiday centres where they can stay, and all of these are supported by the railways in various ways.

Although the formal foundation of the Finnish railway workers' union took place some considerable time after the first railways in Finland actually came into operation, efforts were being made to organize for some time before that. In fact the Locomotivemen's Union was founded in 1898 and the Railwaymen's Union some eight years later in 1906. The Railwaymen's Association, as it was then known, was the first attempt to bring together different grades of railway employees, with particular concentration on the lower grades. The railway workshop employees had their own organization, and although the latter felt that their members had more affinity with other engineering workers than with other railway employees, all three unions had by 1917 joined the old Finnish ruc and were thus brought together under the same roof.

The period following 1917, with the civil war and the struggle for national independence, proved to be a trying time for railway trade unionism. During the purges which followed the civil war many union leaders were executed or imprisoned and the Railwaymen's and Locomotivemen's Unions were dissolved. It was not until 1920 that these two unions were able to reconstitute themselves and obtain official recognition once again. Difficulties and dissensions marked the early 1920s, but in 1927 the Railway Workshop Employees' Union merged with the Railwaymen's Union and the revised constitution laid down the basis for the new organization to operate as an industrial union. It was not long before other groups joined the union: the stores and depot employees, the permanent way workers, the station staff, the carriage and wagon staff, the workshop foremen, the switchmen, the signalmen and the linesmen.

With this rapid increase in affiliation the Railwaymen's Union shortly after the end of the Second World War could claim more than 15,000 members. The Locomotivemen's Union has 5,140 members of whom 2,100 are engine drivers,


(Continued on page 171)

The poor relation

by HANS IMHOF,
Assistant General Secretary



Greece is still an under-developed agrarian country, but plans now being realized aim at transforming her within the next few years into an industrial nation with modern agriculture

 NEITHER THE BUSTLING liveliness nor the gracious friendliness which make such a pleasant impression on even the most hurried visitor to present-day Greece can disguise the fact that the overwhelming majority of the people of the Hellenes lead a very impoverished existence. In his description of the kingdom of the Greek god Kronos, the poet Hesiod sang of the 'golden age when men lived like gods without either labour or pain, lacking the infirmities of old age and ever healthy of appetite; where death was but another slumber and fields bore fruit without human artifice', together with many other delights. Unhappily, the Greece of today is far removed from that age. Very much farther, in fact, than any other industrial country of the Western community – a community among which Greece has every right to count herself because of her enormous sacrifices during the Second World War and her long struggle against the Communist bands armed and launched against her by her Northern neighbours. Greece's association with the European Economic Community, which this year will become reality, emphasizes this link still further. Had the economic and social situation of Greece been a better one, one more in line with that of the countries of the Six, then full membership and not mere association would have been in order. Unfortunately, the poor relation in the Eastern Mediterranean must first recover from very serious exertions and strengthen herself with restorative injections before she can feel completely at home in the family as a full-blooded European.

During the past few years, astounding progress has been made in the field of economic recovery. At the same time, however, the social position of the in-

dustrial workers and peasants has improved much less than that of the owning classes. The social deadweight of a high level of unemployment and under-em-

ployment is still present in the same degree despite a marked increase in emigration to other European countries. On the other hand, in the suburbs of the bigger towns and particularly in the Athens area one sees how the villas of rich businessmen are springing up like mushrooms, while the luxury yachts can hardly find room to moor. It is this contrast which shocks the visitor and seemingly encourages the growth of radical political tendencies at a much faster rate than can ever be countered by the banning of extremist parties. In this field, Greece's association with the EEC must produce a rapid and appreciable effect and lead to the redressing of the existing social imbalance. If aid is not given with this aim primarily in mind, there is a real danger that the poor relation could be lost to the European family.

Greece is trying to develop herself within the next two decades from an under-developed agrarian country into an industrial nation with modern agriculture and a well-developed tourist industry. This is a very ambitious aim for a country with only eight and a half million people, who however live in an area which – together with the adjacent islands – is exactly double the size of the three Benelux states together. A country, incidentally, which is strategically very exposed, a fact which in our Cold War age implies an appropriate expenditure on defence. One has, in fact, only to list Greece's immediate neighbours – Albania, Yugoslavia, Bulgaria and Turkey – in order to find a reflection of the conflicting world ideologies of our time. For the three Communist countries, an improvised Greece is a very welcome arena for remote-controlled agitation against the West and everything connected with it, and that includes the free trade union movement. The best way of drawing their teeth would be through a rapid abolition of poverty, unemployment and under-employment. There are no lack of plans for this – in fact they have been heralded with considerable fanfares. Nor is there any lack of good intentions in both the agricultural and industrial spheres. Unfortunately, as has already been pointed out, their effects are not being felt where they are most needed, namely among the working population. Confidence in the future of Greece has consequently hardly extended to that section of the Greek people. Nor can it be said that the – to put it mildly – somewhat dubious manipulation of

political democracy by the ruling majority is exactly calculated to dispel this lack of confidence. The political disturbances and strikes of the recent past have sounded a very clear note of warning. It is to be hoped that this will be properly understood – and in time.

Greece has many positive advantages in its struggle for economic resurgence. At the moment, however, a great deal is lacking – particularly money. It appears that all the tempting offers made by the government in the field of tax advantages have not yet persuaded the shipping or big business tycoons to place their fabulous financial resources at the service of their native country to any worthwhile

degree. To give one example: a decree issued in 1959 provides not only for high and tax-free amortization for investment aimed at modernizing existing industries or starting new ones, but also for tax exemption on up to sixty per cent of the resultant net profits. However, if Greek capital continues to react so sluggishly, then the open door policy which is being practised will certainly result in a far greater influx of foreign capital than is at present the case. This would have both advantages and disadvantages; since not only in Greece, but in all developing countries, such foreign capital is in the first instance designed to provide profits for the



Three typical soldiers of the Evzone regiment, representing the proudest traditions of the Greek Army. Both the Greek Army and people made enormous sacrifices not only in the Second World War but also in the struggle against Communist infiltration which followed it

investor rather than to develop the country or to raise the living standards of its people. In order to safeguard these profits, such investments therefore often go hand in hand with a certain pressure on the economic policies adopted by the government of the recipient nation. In the field of Greek transport policy, this is particularly noticeable, taking the form of a marked and one-sided disadvantaging of the railways.

The association of Greece with the EEC will therefore have great significance for the country's industrial development. The agreement providing for it was signed in July 1961 and becomes effective on ratification by all seven countries. The assistance to Greece provided for under this will be felt relatively soon in the agricultural industry in the shape of an increase in and rationalization of production and an improvement in the quality of agricultural products. Because of the great extent to which Greece has fallen behind, the interim period during which Greek agricultural policy can be brought into line with that of the Community had to be fixed at some 22 years, and it is to be expected that the system of protective tariffs will have to be maintained – at least in partial form – for an even longer term. Greece's backwardness in this field can perhaps best be seen from the fact that while in Germany, Luxembourg and the Netherlands at least one piece of agricultural machinery is employed per 32 acres of arable land, in Greece the same is true of only every 375 acres.

The EEC will provide Greece with financial help for its poverty-stricken areas and also make the country long-term loans from its investment bank. The latter will become available immediately following the entry into force of the agreement, when the first of five instalments amounting to 25 million dollars will be paid out. It would, of course, be unfortunate and perhaps even fatal if the effectiveness of this assistance were to be nullified by a reduction in the aid hitherto given to Greece by other countries, and principally the United States. In such a case, the Greek government would find itself in the position of either having to shelve its comprehensive social programme or to reduce its defence expenditure. Either way, the outlook would not be a very inspiring one.

This, however, is by no means the only dilemma facing the Greek government; there are others which are no less important. They provide the visiting trade



The author of this article, Bro. Imhof (left of picture), is seen here with Bro. S. Dimitracopolous (centre), the General Secretary of the Greek Railwaymen's Federation. It was at the latter organization's request that the ITF mission visited Greece earlier this year

unionist with considerable food for thought, even though he is in the country not to criticize or to accuse, but rather to observe and discuss. To all appearances, Greece has actually a very good system of social legislation and one which would bear favourable comparison with that in the majority of European countries. It was also one of the first countries to join the International Labour Organization over 40 years ago and since then has ratified a large number of the Conventions adopted within this world-wide organization. By November 1920, for example, Greece had already accepted Conventions 1 to 3, 5 & 6. In theory, therefore, one could imagine that everything was fine. Again, shortly before the elections in the Autumn of 1961, the Greek government quickly ratified Conventions 87 and 98, which regulate trade union freedoms and negotiating rights. Both of these demand especially high standards from the democratic institutions and practice of a country.

What, however, is the position in reality? It is a well-known fact that even the finest social legislation is not worth the paper on which it is printed if it is never put into practice. Unfortunately, this is very largely the case in Greece.

It is precisely this discrepancy between theory and practice and its effect on the country's union movement which has led to the sending of numerous trade union missions to Greece during the last dozen years. In this particular instance, the ITF had been requested early this year by the Greek Railwaymen's Federation to despatch such a mission in its support. The

Federation was engaged in fighting off retrograde social measures which were being proposed as a result of the large railway deficit and the new approach to transport policy followed by the government. It was also important for us at the same time to utilize this opportunity for a first appraisal of the transport problems facing Greece in the light of its association with the European Economic Community. With this in mind, the ITF-affiliated German Railwaymen's Union was also requested to allow the Head of its Economic Division, Bro. Werner Mikkelsen, to form a part of the mission. This was thought desirable since Bro. Mikkelsen is especially well acquainted with EEC transport problems by virtue of his position as one of the consultant experts to the Committee of ITF Unions in the European Economic Community, which has its headquarters in Brussels and whose Chairman is Bro. Ph. Seibert, President of the German Railwaymen's Union.

Bro. Mikkelsen and the writer arrived in Greece during the evening of 16 March and stayed until the 24th. It would, however, take too much space to describe in detail the work carried out by our mission, the many interviews and discussions which we had, and the problems facing the Greek democratic trade union movement and our own affiliates in the railway, maritime and port industries. We will therefore confine ourselves to mention of further discrepancies between theory and practice of the type already referred to.

Those of our readers who are familiar

with the resolutions adopted by ITF Congresses and Railwaymen's Conferences during the past few years, will know why we are beginning with ILO Resolution No. 1 on the 40-hour week. As already stated this Convention was ratified by the Greek Parliament as long ago as November 1920. Despite this and although even in the period since 1946 numerous approaches have been made to the Greek Government both by the ILO itself and by trade union organizations, despite the fact also that there have been many strikes by Greek railwaymen in support of the shorter work week, operating staff on the railways still work between nine and twelve hours per day. When 42 years have passed since the formal ratification of an international agreement, it must seem almost an insult to the intelligence of the Greek railwaymen, when the government tries to explain away this delay with the lame excuse that the financial situation of the railways makes it impossible to honour their commitment. The government claims that the introduction of the shorter working week would cost about 40 million drachmae (something over half a million pounds Sterling). This figure seems to have been deliberately pitched too high. But even if one leaves that out of account, it is still true that we are dealing here not with a question of ex-

tra costs, but with unjust pennypinching at the railwaymen's expense which has been going on quite arbitrarily for several decades. In view of the large number of unemployed in Greece, such an attitude is completely incomprehensible. Would it not be more to the point to shorten working hours, to reduce the strain on the staff and thereby increase operational safety, while at the same time providing further opportunities for employment on the railways?

The position with regard to trade union rights is also very bad and as a result the majority of Greek unions are adversely affected by it. Again in theory everything would seem to be fine: there are free trade unions, there is a federation of these unions and, in addition, as is unfortunately the case in other Western countries, there are dissident groups and obviously also an appreciable infiltration by the Communists — although their political party is banned. With the exception of a small number of unions (including the ITF affiliates) whose membership dues system makes them financially independent, the majority of unions have to rely on grants from the Minister of Labour, who is responsible for administering the finances of the Labour Welfare Fund (Ergatiki Estia). This is financed by a compulsory allocation of one daily wage, which is de-

ducted annually from every worker's earnings. As a result, the Minister of Labour is virtually lord and master over such unions, which for the sake of the grants refrain from causing him any difficulties. It is nevertheless perhaps true that this method of financing the activities of most Greek unions is not primarily due to any desire on the part of the government to dominate them. The workers themselves have still scarcely realized that union dues are necessary if genuine trade unions are to be maintained.

A further example of government interference with trade union activity can be seen in the decree which gives it the power to rescind collective agreements either in part or in toto! Under such circumstances, one seriously wonders what purpose there can be in the two sides of industry reaching agreement at all. Interference of this kind, the carrot and stick method of the Ergatiki Estia, the existence of a special trade union branch of the secret police, denunciations, intrigues, banishments have all had a very unfortunate effect on the atmosphere in the trade union world over the years. At the moment, however, there are great hopes that the position will become more settled. The government has already introduced or is preparing to introduce a number of remedial measures and it is to be hoped that these go further than mere promises. It must be admitted, incidentally, that this time our contacts with members of the Greek government indicated a very much greater willingness than had previously been the case to improve the position and thereby to bring conditions more into line with democratic practice in the trade union life of the EEC countries.

A change of this kind is urgently needed if Greece is to become a healthy democratic community. It is also necessary if our West European affiliates are to be enabled to carry on useful discussions with our Greek friends, without the fear that the latter's unions might suddenly become the object of government interference.

After all, no fruitful collaboration can be expected on such an uncertain basis. We therefore, hope very sincerely that the rather sudden ratification of ILO Conventions 87 and 98 was not just an electioneering stunt. We are, of course, very ready to admit that in present circumstances it would be extremely difficult for the Greek government to im-

(Continued on the next page)

Street scene in Athens. During recent years, Greece has made astounding progress in the field of economic recovery. The resultant improvement in living standards has, however, been markedly one-sided. Neither industrial or agricultural workers have benefited to the same extent as the owning and employing classes (Photo: Paul Popper)




Round the world of labour



As reported in an earlier issue of the *ITF Journal*, Histadrut has taken concrete action to encourage Israeli road transport workers to achieve improved standards of driving. In addition to enhanced rates of pay, drivers attaining the higher standards also receive special diplomas. Our photo shows Bro. Pery of the Transport Division presenting such a diploma

Should drivers wear dark glasses at night?

 IN SOME COUNTRIES makers of spectacles have put on to the market special glasses for night driving, which they claim will both protect the wearer's eyes from being dazzled by the headlights of incoming traffic and at

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plement these Conventions fully, but even a very few important steps in this direction would be a great advance in creating a healthy atmosphere in the sphere of industrial relations. The important thing is that this should be done soon and that at the same time measures should be taken to bring about a general raising of living standards among the poorer sections of the population. Only in this way can the poor relation in the Eastern Mediterranean become a full member of the family of free peoples. And that she certainly deserves to be.


the same time enable him to see better in the dark when there is no traffic. The Swiss Federation of Commercial, Transport and Food Workers (VHTL) has looked into these claims and found that, whilst there are excellent spectacles to protect drivers' eyes against the glare of the sun, and these are quite effective in reducing the dazzle from headlights at night, they could not be recommended for night driving. In fact the more effective they are in reducing the intensity of the glare, the more they restrict the driver's visual faculties in twilight and darkness. Wearing them the driver is less dazzled by headlights but in complete darkness his vision is seriously impaired. The only sort of corrective spectacles, states the VHTL, would be those capable of reducing dazzle from headlights whilst not impairing vision in the dark.

A brand of spectacles was recommended recently in Switzerland with lenses tinted yellow like the filters used in photography, which could lessen


dazzle in a driver's field of vision whilst heightening visibility in the darker areas. Our Swiss affiliate tested the glasses by means of an exposure meter and found they slightly reduced the amount of light passing through the lenses but did not increase visibility in darker areas.

For daytime driving (says the VHTL) drivers should wear some sort of protection against glare but, in the interest of road safety, their use at night should not be considered. Tinted glasses of this kind may reflect sources of light from behind or the side, confusing the driver and possibly causing him to make mistakes.

Automatic coupling on German Railways

 THE GERMAN FEDERAL RAILWAYS are ready as soon as possible to equip the whole of their rolling stock with automatic couplings, in order substantially to improve the competitive position of the railways in German inland transport and to raise standards of safety for persons and property. Such a step however would depend on the Federal Government making sufficient funds available. Introducing automatic coupling would cost 1,500 m. DM (about £133 m.), but it was an objective which was to be achieved in the whole of the EEC area within 15 years. Its introduction on the Federal Railways of Germany would mean a considerable reduction in the accident rate among shunting personnel and a 40% saving in time taken up by shunting operations. This would bring about a yearly saving in costs of 110 to 150 million DM (about £9.7 m to £13.3 m.).

US train crews protest over unsafe cabooses


 AMERICAN RAILWAYMEN employed on New York Central Lines East and NYC West have protested about bad conditions and facilities of the cabooses which the company uses and in which the railwaymen have to live and work for part of their day. The caboose, they claim, as a place of work,

should be a home from home and should have a few more comforts than a cattle truck.

The railwaymen, members of the Brotherhood of Railroad Trainmen, threatened a strike in protest against the railway company's continued use of unsafe and uncomfortable cabooses. The matter was referred to mediation, in order that the facts might be investigated and recommendations be made. BRT crew members stated that many of the cabooses were 'rickety antiques with kerosine lights, battered steps and hand-rails, poor springs, draughty windows, and soot-covered furniture. They lacked protection against lurches, jerks and sudden stops of long-train, high-speed equipment pulled by fast diesel locomotives'. Although the railway put some more modern cabooses made of steel into service fifteen years ago they were not adequate and are already out of date.


The BRT men were demanding the introduction of steel cabooses on all freight trains; safety belts, hand grips and shatter proof glass; screens, storm windows, overhead electric lights, and electric refrigerators to keep food fresh.

Pipelines affect European inland waterways

 THE EUROPEAN Conference of Ministers of Transport, Paris, comprising the Minister of Transport of the European member countries of OECD and of Yugoslavia, has recently published its eight annual report covering the progress, policy and problems of European transport in 1961. A slower economic expansion was reflected in the volume of transport, which in general sustained, and in certain cases exceeded, the record levels of 1960. The increase in tonnage handled on inland waterways was less marked, however; a protracted period of low water hampered traffic on the Rhine and Danube in the last quarter of the year. The outstanding feature on the Rhine was the sharp drop in upstream traffic of mineral oils by 1,700,000 tons, which should be correlated with the increase in crude oil transport by pipelines. On the Danube, an 11 per cent drop in tonnage occurred on the Austrian section of the river, and a 1 per cent drop on the Yugoslav section. The report describes the progress accomplished in bringing the inland waterways system up to European standard dimensions. Current large-scale projects are mentioned, including links from the Rhône to the Rhine, and from the Po to Lake Mag-

giore, and development of the upper Rhine between Basle and Lake Constance. The most concrete achievement in the course of 1961 was the removal of the bottleneck at Lanaye, north of Liège, thus enabling large vessels to operate between the Ruhr and the Netherlands seaports, and between the Albert Canal and Belgian Meuse. The new pusher technique for boats was further studied and developed together with the prospects for standardising barges.


ICFTU sends representatives to UN

 AFL-CIO overseas representative, Irving Brown, has been appointed ICFTU representative to the United Nations. He took over his new post on 2 April; his headquarters are the ICFTU office in New York.

Omer Becu, general secretary of the ICFTU, in announcing the appointment said that trade unionists from Asia, Africa and Latin America would be appointed to assist Brown in his work.

Brown has had considerable experience in international labour activities. As early as 1945 he represented the former AFL in the international field and after the AFL-CIO merger he continued as labour representative on the ICFTU executive board. He has been a spokesman at trade union gatherings in many different parts of the world.

US Labour opens office of friendship for UN delegates


 THE AFL-CIO RECENTLY set up a new body for strengthening American labour's relations with the United Nations. The Friendship Office of the AFL-CIO Committee for the United Nations has been set up to introduce UN delegates to the American labour movement, to stimulate their interest in US trade union developments and promote social relations between them and various US labour organisations, the leaders of which have pledged their support for the project. The centre of activities is the strong New York City labour movement, whose leaders are active on the Committee.

The formal opening of the Office of Friendship was attended by a large number of foreign diplomats, high ranking UN officials and national labour leaders. Messages, praising the purpose behind the Committee and wishing it all possible success were received from UN Acting Secretary-General, U Thant and President Kennedy of the United States.

The inaugural luncheon was addressed


by George Meany, Honorary Chairman of the Committee and by Chairman Harry van Arsdale, Jr., who is also President of the Central Labour Council. The luncheon was additionally attended by ICFTU General Secretary, Omer Becu, who brought the congratulations of the world's free trade unions for the AFL-CIO's initiative. Invited to the luncheon were representatives of all countries belonging to the UN, with the exception of those under totalitarian rule.

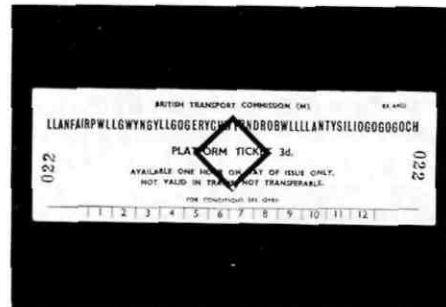
European highway code

 MOTORISTS may soon be able to drive anywhere in Europe without being confused by road regulations varying from country to country. Much work has been done towards formulating a common highway code for Western Europe, but there remain certain differing road habits still to be unified.

The Transport Ministers of the six Common Market countries, together with those of Austria, Denmark, Norway, Sweden and Switzerland, met earlier this year to discuss a code which might be used in all eleven countries. They approved the recommendations of a group of experts who had been studying the subject and had already completed two thirds of a European highway code.


That's the ticket

 THE SMALL WELSH TOWN of Llanfairpwllgwyngyllgogerychwyrndrobwlllantysiliogogoch (are you still with us?), which reputedly has the longest place-name in the world, has recently achieved a new distinction. It can now boast that its railway ticket office issues the longest and most expensive platform ticket in the British Isles. So many people have been asking for platform tickets to take home as souvenir of their visit, that British Railways were forced to issue a special one for the purpose. The old normal-style ticket carried only the short form of the name - Llanfair P.G. The new one has all 58 letters on it and is not




only considerably longer but costs three times as much as an ordinary British platform ticket.

Social security in Israel


 ON THE OCCASION of a seminar on pensions and social security given by Histadrut in Tel Aviv, Yeruham Meshel, Head of Histadrut's Trade Union Department, said that 370,000 Israeli workers were covered by pension schemes – 74 per cent of the country's total employed. 58 per cent of these workers are covered by pensions financed by joint contributions from workers and employers while the remaining 16 per cent are financed by the employers alone. The latter system covers 80,000 workers. Pension rights are secured when a worker changes his job.

Histadrut is now concerned with the 130,000 workers not covered by pension schemes. These represent 26 per cent of Israel's labour force. Most of them are employed in small concerns and are still largely unorganised.

Membership of Norwegian TUC

 THE NORWEGIAN FEDERATION of Trade Unions has reached a total membership of more than 560,000, according to latest statistics. This means an increase in membership of 3-4% during 1961. The number of women affiliated is somewhat less than one-fifth of the total. The largest union is the Iron and Metal Workers Union with 72,600 members. There was a marked increase in the membership of the white collar unions.

1961 fish catch near record for US


 THE US FISH CATCH for 1961 totalled 5,200 m. pounds, 1 per cent below the record breaking catch of 1956, which came to 5,300 m. pounds. The 1961 catch was 260 m. pounds over that of 1960 and its value is estimated at \$364 m. – \$10 m. more than in 1960. The gain is mainly because of larger catches of menhaden, tuna and salmon and higher prices received for them. In December 1961 prices fetched were 7.8 per cent higher than in the same month of 1960.

America's fisheries provide a livelihood for 300,000 men and constitute one of the nation's major industries. In some respects there were losses on the previous year. Catches in the Maine herring and shrimp fisheries declined alarmingly last year, and in fact amounted to less than a third of 1960's total, a

\$1,467,000 loss. In the South Atlantic and Gulf of Mexico less shrimp was taken – 35 per cent less than the previous year – and in Louisiana shrimp landings were 50 per cent down.

Last year Russian trawlers began fishing off Cape Cod, traditionally an American preserve, but although local fishermen may protest about Russian exploitation of their fishing grounds, the Russians are free to fish there since the area is in international waters. They operate from large mother ships which both act as fuel carriers and transport the catches back to the Soviet Union.


Italian Government aids fishermen

 A CONFERENCE of the Sea, the first national one of its kind to be held in Italy, has been called for by the Italian Government to help to define the nation's fishing and maritime policies.

The Government is endeavouring to attract the fishermen away from the coastal shelf, which is largely exhausted, and to encourage them to engage in deep-sea fishing. To this end it is willing to help the fishermen to equip themselves with deep-sea craft. Unhappily, however, there is a reluctance to accept these proposals.

In an effort to gain access to new fishing grounds, the Government has signed a protocol with the United Arab Republic for the setting up of a joint company to fish in the Egyptian waters of the Mediterranean and the Red Sea, and another agreement, with France, involves the study and exploration of new fishing grounds in the lower and middle reaches of the Tyrrhenian Sea.

Finland in brief

 THE POPULATION of Finland is 4.4 million, of which over 90% is Finnish-speaking.

In area (337,000 sq.km.) Finland is one of the largest countries of Europe although in population it is among the smallest.

The density of population is relatively small, being an average of 12.5 inhabitants per sq.km.

Finland is situated on the same latitude as Iceland, the southern tip of Greenland, Alaska and Kamchatka.

February is the coldest month in Finland. During that month the temperature in southern Finland may reach -30° C while in Lapland (in the northern part of the country) it may be as much as 40 to 50° C below zero.


In the summer time the sun does not

set for 73 days in the most northern parts of Finland.

At the approach from the Baltic Sea there is the world's largest archipelago comprising 30,000 islands.

The railway network covers 5300 km.

Pilots record radio-activity

 IFALPA has published details of some of the geiger counter readings made by airline pilots on jet flights across the North Pole shortly after the Russians' resumption of nuclear tests. The tests took place in Northern Russia on 23 and 30 October. The former is thought to have been an explosion of the order of 30 megatons and the latter of 50 megatons. The pilots took their readings between 27 October and 8 November on flights on the Polar route from Northern Europe to Tokyo.

Statistically no reliable conclusions can be drawn, since altitudes and intervals at which readings were taken were too irregular, but the readings do give a valuable indication of what radiation levels may be encountered. The amounts of radiation to which pilots were exposed were considerably greater at a high altitude than on the ground. Measured in milliroentgen per hour they varied from 0.3 to 0.6 at height and 0.04 to 0.05 on the ground. On 5 November a single exceptional reading of 1.1 mr/hour was recorded at 35,000 ft over a period of 10 minutes.

IFALPA first started its radiation monitoring on civil air routes in 1960 after the first French nuclear explosion. Two sets of geiger counter readings were made on an aircraft flying between Tripoli and Kano five hours and 20 hours after peak intensity was expected. Levels recorded 3.0 mr/hour for the first reading over less than five minutes and 2.0 mr/hour over less than ten minutes for the second. It was not felt, however, that these readings indicated that a danger level had been reached by crew or passengers. The captain underwent a medical check after the flight and was found to be unaffected.


Although the Sahara readings were higher than those taken over the Pole, it must be remembered that the former were taken much sooner after the explosion. The highest level recorded over the Pole (1.1 mr/hour) was read five days after the 50 megaton and 11 days after the 30 megaton explosions, thus the aircraft did not necessarily pass through the most heavily contaminated air mass.

Trade unionists look at the Common Market

Bro. Konrad Nordahl, President of the Norwegian Trade Union Federation. Reference is made in this article to his recent vigorous advocacy in the Norwegian Parliament of his country's decision to apply for membership of the Common Market



With a new group of countries seeking membership or association with the European Economic Community, more and more of the continent's workers will be affected by the labour provisions of the Treaty of Rome. The accompanying article examines some recent trade union attitudes towards the Common Market (ILO photograph)

 WE HAVE BECOME so used to referring to the Common Market countries by the convenient tag of "The Six" that it comes almost as a shock to realize that we have now reached the stage where the number of those seeking to join the Community is actually larger than the original membership. All but one (Portugal) of the EFTA countries, for example, are currently engaged in negotiations to this end. In the case of the United Kingdom, Norway, Denmark – all three of which are Western-orientated by alliance as well as by outlook and sympathies – full membership is being sought. Sweden, Switzerland and Austria on the other hand, which belong naturally to the Western democratic world but are neutral by either tradition or circumstance, believe that in the present reality of a divided world the binding provisions of the Treaty of Rome might prove incompatible with their political neutrality and are, therefore, considering only association with the Common Market.

In view of this trend it is worthwhile taking a look at some recent statements on the Common Market which have been made by trade unionists in four of the countries referred to, namely, the United

Kingdom and the three Scandinavian lands.

Although political considerations have necessarily played a not unimportant rôle in trade union attitudes towards the

Common Market, the doubts which have been most openly expressed are concerned rather with the possibility of adverse effects in the industrial sphere. Two of the main fears which have emerged are (a) that the standards which have been achieved by trade union action in a particular country could be undermined or even destroyed by membership of an European community composed of countries at different states of social development; and (b) that the free movement of labour within the Community, which is one of the essential provisions of the Treaty of Rome, could lead to an influx of foreign workers accustomed to lower wages and conditions, and perhaps also with very different trade union traditions from those of the host-country.

It is precisely these two points which were dealt with at some length by Konrad Nordahl, President of the Norwegian Trade Union Federation, in a recent parliamentary debate on Norway's application for EEC membership. Brother Nordahl made it very clear that he did not believe that there was any real substance in such fears; one gathers in fact that he considers them rather as a kind of trade union bogeyman. He was particularly scathing about those in Norway who had attempted to brand the countries belonging to the Community as socially backward states and implied that statements of this kind usually derived from a considerable ignorance of social conditions abroad. The NFTU President said that he had nothing against underlining Norway's own high living standards, but pointed out that those who used this as an argument against the EEC did not hesitate in other circumstances to tell how poor wages and conditions were in Norway. 'As an old trade unionist', he said, 'I have followed social developments in a number of countries for many years, and I have arrived at the conclusion that there are good and not so good things in most countries.'

He was equally critical of those who alleged that a free labour market could lead to an invasion of foreign labour and characterized some of the attacks which had been made on Italian workers as shameful and unworthy of the Norwegian people. Apart from the fact that there was very little truth in the fearsome tales of social backwardness which had been spread around, the idea of labour mobility was in any case hardly a novel one. Generally speaking, Europe had had a free labour market throughout the greater part of the 18th century and right up to

the First World War, and this had not resulted in any great problems. The undercutting of wages and conditions in the employment of foreign labour was expressly prohibited by the Treaty of Rome, but in any case Bro. Nordahl considered that it was one of the international obligations of trade unionists to accept workers from socially and economically less developed countries if jobs were available for them.

Very similar conclusions on the question of labour mobility are reached in a new pamphlet entitled 'Trade Unions and the Common Market' Political and Economic Planning; (price 4 shillings) written by R. Colin Beever, Assistant Research Officer of the British Amalgamated Engineering Union. In Brother Beever's opinion, the indications are that if workers from other European countries go to Britain under the Community free labour movement provisions, 'they will not deprive British workers of jobs, any more than the fairly high influx of Commonwealth and Irish citizens in recent years. The continental unions have been surprised that the free movement provisions for skilled workers in European Coal and Steel Community have met with almost negligible response from the workers.'

Beever does, however, feel that there are certain psychological difficulties involved in Britain's participation in the Common Market. 'The British worker', he says, 'often tends to be suspicious of continental workers, and this attitude is sometimes reflected in the trade unions as well.' The exact reasons for this are not easy to establish and 'are probably largely subjective.' The most usual reason given, writes Beever, is that immigrants will tend to undermine wages and conditions and imaginary streams of unemployed Italians inundating the British labour market are cited in proof.

It will, therefore, probably take British trade unionists a little while to accustom themselves to the idea of thinking in terms of 'other Community workers' rather than 'foreigners'. In addition 'the idea that a British worker should need or want to work on the continent has probably not made any impact and the immediate reaction is to wonder why continental workers should come here and immediately be entitled to the hard-won wages and rights of British trade unionists.' This is probably a correct assessment of the position, but, as is clear from Bro. Nordahl's strictures on some of his fellow-countrymen, this type of attitude is



Under the labour mobility provisions of the Rome Treaty some workers will probably be utilizing their acquired skills outside their home countries. This process will certainly involve some adjustment by both the immigrant workers and those of the host countries
(ILO photograph)

by no means confined to Britain. It is worth mentioning too that recently skilled British workers affected by local pockets of unemployment have in fact been finding jobs in other European countries, notably in Sweden and the Netherlands.

Turning to some of the possible advantages of Common Market membership to European workers in general and British workers in particular, Beever believes first of all that the free movement of workers may help to relieve labour shortages in the Community countries and make it possible to transform the reduced working hours which already exist on paper into a reality rather than 'a baseline for the calculation of . . . premium-paid hours'. In any case, he considers it likely that the forty-four week will be the first major target for the unions of the Community countries since this particular claim is well fitted for co-operative action by national union organizations, and preliminary steps have already been taken to achieve co-ordination of union effort. Britain's membership of the Common Market could also assist in finally achieving the principle of equal pay for women. In addition, upward social harmonization may have beneficial effects in the field of annual holidays with pay.

Beever also makes an interesting point on the question of fringe benefits in general. Britain's trade union movement, he writes, has managed during the past decade to maintain wages at a higher

level than in most other European countries (Scandinavia excepted). It has, however, expended most of its time and energy on this and fringe benefits have consequently been relegated to the sidelines. In other European countries, by contrast, such benefits have been largely achieved through legislation rather than by the collective bargaining process.

'Britain has made little recent progress, in most industries, in such things as equal pay, length of holidays and holiday pay, industrial pensions and sickness schemes, and so on. The Common Market might well provide opportunities for improvements, albeit by Regulation, in those fields where collective bargaining has proved ineffective'.

Summing up, Beever is of the opinion that although the psychological adjustments involved for British trade unionists will not be easy and will take time to overcome, in the final analysis they will discover 'that there are advantages on each side of the Channel, and that the movement will grow to be two-way.'

The attitude of the Danish Trade Union Federation is not as clear-cut as that of its Norwegian counterpart. A statement recently issued concerning the Government's negotiations on entry into the Common Market emphasizes that no final position can be adopted by the Federation until these negotiations have been concluded and more is known concerning the implications of Danish membership. At the same time, however, the statement also gives a pointer to the Federation's possible future attitude by underlining the fact that, if Denmark remained outside a community in which its two main export markets are represented, this would be bound to have extremely serious consequences for her production, level of employment, and living standards. The rate of industrial expansion on which future living standards are based would be slowed down and the agricultural industry would undoubtedly be hard hit. In such a situation, unemployment would be the inevitable result.

In view of the fears which have been expressed by some representatives of the British trade union movement – Europe's oldest and largest – it is of great interest to consider finally the conclusions reached by a writer from a country which probably has not only Europe's highest living and social standards but also one of its most nationally influential and powerful trade union movements. The Swedish Trade Union Federation (LO) and the Co-operative Movement have just pub-

lished a joint study* of Sweden's possibilities in the Common Market written by Clas-Erik Odhner, an economist employed by the LO, and it is obvious from this that some of the misgivings of British trade unionists in both the industrial and political spheres are shared by their Swedish colleagues.

Sweden is a country which has very clean hands in the political sense. It has been involved in no recent wars or even international disputes; it has no colonial past or present; and for the greater part of this century its affairs have been in the hands of an unusually enlightened and progressive government. As a result of this non-involvement, Sweden has a very real distrust of other West European government which it considers as following reactionary policies, e.g. France in Algeria, Belgium in the Congo, and the perhaps more obvious examples of Spain and Portugal. The Swedish labour movement itself also has considerable doubts about the social organization of some European countries. It sees in them trade union movements which are often split on political and religious lines, and a co-operative movement which appears abysmally weak by Swedish standards. An even more important factor in moulding Swedish attitudes towards the Common Market, however, is the country's traditional policy of neutrality, which is strongly supported by all sections of opinion, not least of all by the labour movement itself. Neutrality is in fact the cornerstone of Sweden's foreign policy, the one aspect of political life on which there is virtually no debate.

In the face of so many doubts, one could reasonably expect Odhner to have reached the conclusion that there were few grounds for Swedish support of the EEC. In fact, this findings are quite different and his book is a vigorous plea for Swedes, and in particular the Swedish labour movement, to face up to the realities of their position in the modern world and to opt for at least far-reaching association with the Common Market. It is clear that, but for the neutrality question, the recommendation would be for full membership.

Brother Odhner admits that in general Swedes are not over-enthusiastic when they look at a present-day Europe which is almost completely dominated by conservative governments and they feel too that the counterweight provided by the labour and co-operative movements is

far too weak to ensure progressive political, economic and social development. In view of this, it would of course be possible for the Swedes to associate themselves with the Common Market on a purely business basis, at the same time making it clear that they have no interest in the political aspects of the Community's activities. Against this, however, must be set the fact that there is necessarily an intimate relationship between economic circumstances and political developments. Sweden's political outlook would thus inevitably be coloured by its economic relations with the EEC member-countries. A decade of close economic association might well result in Sweden looking at political problems in completely different fashion from what it does today.

Nevertheless, says Brother Odhner, there remains the undeniable fact that Sweden is part of Europe. 'Economically, politically and socially we are, despite all our differences, inextricably linked with the European cultural tradition. That is something we just cannot alter. We cannot contract out of our European associations however much we may dislike the forms of government or conditions which exist in other countries. A situation might of course arise which we would be forced to do just that but in the meantime we have to go a very long way in demonstrating our desire to co-operate.'

Like the Danish national centre, Odhner stresses that Sweden's isolation from the Common Market would undoubtedly have adverse effects on her economy. These would not be catastrophic but there would nevertheless be a slower rate of improvement in living standards, not merely compared with what has already been achieved in Sweden but also in relation to the position within the Common Market countries. There would thus be definite risks involved in remaining outside the dynamic process of development within the Common Market.

As regards the political aspects of West European co-operation, Odhner feels that Sweden's attitude must sometimes appear a little smug and sectarian to the outsider. Understanding for her policy of neutrality is not too difficult to achieve. But her criticism of others for failing to solve problems which she herself has never had to face does not find such a sympathetic echo. Thanks to particularly favourable circumstances, the labour and co-operative movements have evolved more successfully in Sweden and her Scandinavian neighbours than perhaps in any other country. 'But we do

* *Sverige i Europa* (Sweden in Europe)


not know how we might have behaved if we had inherited a great colonial empire, if we had experienced great social and racial tensions within our country, or if we had suffered from a lack of natural resources and an unfavourable economic development. Our successes do not imply that we can cut ourselves off from the dynamic developments taking place in the rest of Europe. We cannot sit in our ivory tower, concerning ourselves only with our own problems and telling ourselves how impossible other people are because they can't solve their own properly. Above all, we do not want to become a sort of social and political folk museum visited by tourists who want to take a peep at the idyll.

For all these reasons, Odhner believes that while Sweden should continue to maintain what she has and finds worthwhile, she must also make her contribution to the developments taking place in Europe. As economic and political integration progresses, so will the collaboration between the various branches of the national labour and co-operative movements be extended. In this field, writes Odhner, we will have opportunities of working for the things we have found to be right in Sweden, while at the same time being ready to amend our own views on many matters where this can be done without surrendering our basic principles.

An eminently practical attitude which would seem to have a great deal to commend itself to all the trade unions of the Common Market countries, both present and future.

KAG.

Safety on US railways

 IN THE LATTER HALF of the last century, when the railways of the United States were expanding, operating railway employees were being killed and injured so frequently that no insurance company would sell them insurance policies. It was common practice for these railwaymen to band together in societies in order to provide enough money to bury fellow workers killed on the job, and perhaps a few dollars for the widow and her orphaned children.

These facts of railway history were recently given by A. H. Chesser, chairman of the Committee on Safety set up by the Railway Labor Executives' Association. Chesser was speaking on present-day conditions of safety on the railways of the United States and what could be done to improve them and to bring down the

accident rate which had risen in recent years. Conditions of safety have vastly improved since those early days, he said. Since the 30's however, the accident rate on us railways has been gradually increasing. This increase has continued along with the introduction of diesel traction and a variety of new mechanical and automatic devices. The accident rate for the last decade of steam power on us railways was 5.6 per million miles, a rate which rose in 1956, the first full year of the diesel era, to 7.71 per million miles, an increase of 33.9 per cent.

American railwaymen have recently been seeking to get outmoded and unsafe equipment replaced, particularly cabooses of the old wooden type, designed for use on slower and shorter trains of the 1920's but which are still being used on the fast 200 wagon freight trains of today. Alarm is also felt at the accident rate at level crossings and the RLEA is anxious that a programme of safety should be worked out to get at their causes. The RLEA recently called for the elimination of level crossings wherever possible and for full protection to be provided where it is not. It asked the Inter-State Commerce Commission to recommend this to Congress, to the states and to other relevant government agencies.


The RLEA spokesman pointed out that accidents of this type involve others besides railway employees and that it was only fair that some of the railway companies' expenses incurred in guarding against them should be borne by the general public.

The RLEA have been seeking for some time to establish a joint labour-management committee on safety for the railways. The Association of American Railroads recently agreed to put the reporting of accidents to railwaymen on the same basis as that prevailing in industry generally. These changes in reporting rules are a step towards greater co-operation between labour and management; American railwaymen are convinced that through this sincere government interest and participation by the public the accident rate can be curbed and held in check.

Some conditions of safety, such as the positioning of tracks at specified distances apart, come under legal control in certain states, but there is one area of safety which does not: that is the construction and design of new equipment. Many failings in design could be avoided by prior consultation with the men who have to use the equipment. A labour

management committee would have powers to study the industry with the purpose of establishing uniform safety practices and investigating accidents, aiding the Inter-State Commerce Commission, which would be empowered to study accidents, classify them and make recommendations (enforcing them where necessary) as to how the causes of such accidents may be eliminated.

West Indies Unions to continue in close association

 THE BELIEF that the ultimate good of the people in the Caribbean would be best served by a closer association of all the widely scattered units was expressed in a statement published by the Administrative Committee of the Caribbean Congress of Labour which met in Trinidad.

Reviewing the situation created by the referendum in which the Jamaican people had voted for the withdrawal of their island from the West Indies Federation the committee declared that the unions of the Caribbean would continue to associate with each other in the CCL and that organized labour must lead the way to closer unity in the area.

This statement is in line with the traditions of unions in the West Indies which formed links with each other before the governments took the first constitutional steps towards a West Indies Federation at the Montego Bay conference of 1947.

Africanisation on the Tanganyika railways

THE EXTENSION of Tanganyika's policy of Africanisation to the railways will only be possible when all the East African countries are independent, according to the Prime Minister of Tanganyika.

The Prime Minister, speaking recently at the annual conference of the Tanganyika Railway African Union in Dar-es-Salaam, said that in Tanganyika Africans formed the majority race and should be in the majority in all classes of employment. But an effective Africanisation policy could not be introduced for the Common Services Organization, under which the railways of the three East African countries were operated, until Kenya and Uganda also attained independence.

He hoped that those non-Africans, of whatever race they might be, who stayed to help Tanganyika build up efficient public services, would remain as friends but would understand and bear no grudges when the time came for them to leave.

Ecuadorian port workers start their own school - a project worth supporting



The picture shows a group of pupils outside their school which is run for them by a port workers' union in Guayaquil, Ecuador. The General Ricardo Astudillo School, promoted and supported by trade unions means, consists of seven primary classes, is mixed and attended by the children of port workers. The standard of teaching is particularly high



DURING HIS RECENT VISIT to Ecuador, Fernando Azaña, Director of the ITF's Latin American Regional Office, had occasion to see the outstanding results of an interesting social experiment sponsored by workers of the Guayaquil Port Authority. The experiment in question is a school for primary education entirely supported by members of the Guayaquil dockers' and warehousemen's union (Sindicato de Muelle y Depósitos de la Autoridad Portuaria de Guayaquil).

Difficulties overcome

The school, which is mixed, has been housed in an annexe to the union building and has been named after General Ricardo Astudillo. The teaching is free and extends through seven classes, including a preparatory class. The school is attended by 350 pupils, all of them the children of port workers.

Lack of space has represented a problem which has in fact been solved by alternating the timetable, so that some classes attend in the morning and the remainder in the afternoon. But in spite of these difficulties the teaching is, from an educational point of view, every bit as good as in any other teaching establishment in Ecuador.

What interests us most as trade unionists in an enterprise such as this is the spirit which brought it into being. The school is entirely free, its costs being supported by donations and subscriptions from union members.

Sound Education

It is worth noting that in spite of the difficulty, already referred to, in housing the 350 children, the General Astudillo School in Guayaquil has arranged its

teaching programme in complete conformity with the educational regulations in Ecuador. The children taught at the school are brought up to a standard of proficiency which qualifies them for entry into any establishment for secondary education. It is of particular significance that for three successive years the examining board appointed by the Ministry of Education conferred on the school the distinction of 'Optima Educación' (Highest educational standard).

The school is characterized by the modern methods in use and by the close



At present the school is housed in makeshift accommodation annexed to the union building, but plans have been prepared for a bigger and better school, as shown above

attention which is given to each pupil's educational development. Apart from the purely educational aspects of the pupil's well-being every effort is made for his general welfare. Every one of the 350 children remains in good health.

New Home for the School

Plans have been made to put up a building especially to house the school and which would be far better suited to its needs in space and functional design. The site has already been chosen. It is on land which belongs to the union. The cost of the undertaking has been estimated at about £13,100, not counting installations, fittings and furniture.

The school at the moment has seven teachers who, inspired by true altruism, work for salaries well below the normal rate for their work. The school's annual budget is in the region of £2,400 which as has been said, is covered entirely by gifts and contributions from union members.

An example to follow

Brother Azaña, when he visited the school, made a full appreciation of what this trade union achievement meant for the children and for the community as a whole. He expressed his profound admiration for the effort which the Ecuador port workers had put into starting the school and making it a success. The General Astudillo School, he said, was an example of what could be achieved by true trade union solidarity and was one which all the democratic unions of Latin America would do well to follow. Bro.

Azaña described it as a direct response to the urgent necessity to change in a social sense the label 'under-developed country'.


Assistance needed

The union-sponsored school is in dire need of material help. The port workers themselves manage to keep it going as regards the provisions of funds for everyday needs, but the demands on their resources are forever increasing, and when work is started on the new school building they will need to turn more than ever to outside sources of aid. The ITF considers the school to be a venture well worth supporting and has taken due note of its needs for financial and material assistance. Any help given, which does need to be in the form of money – school materials, such as exercise books, pens, pencils, etc. are equally acceptable – would be a great encouragement to the school, the success of which will play a large part in the starting of similar projects in other parts of the continent. Any gifts or donations may be sent through the ITF's Latin American Regional Office (Apartado 1250, Lima Perú) or direct to the office of the union concerned, the address of which is: Sindicato de Trabajadores de Muelle y De-
Brother Azaña is here seen addressing some of the leaders of the Guayaquil dockers' and warehousemen's union during his visit to Ecuador. His address was given at a meeting between the leaders of the union and representatives of the Guayaquil port authority. He was congratulating the two parties on behalf of the ITF on their conclusion of a second collective agreement



pósitos de Autoridad Portuaria, Piedrahita 824 y Machala – Guayaquil, Ecuador. All such gifts should be marked 'PARA LA ESCUELA PRIMARIA DEL SINDICATO' (for the union's primary school).


Sudan enters merchant shipping

 CELEBRATIONS were held in Port Sudan last April to mark the entry into service of the Sudan's first commercial ship, the SS 'Sennar'. The event was of great importance for the Sudan, since it marked her appearance as a seafaring nation. The building of this vessel was the enterprise of the Sudan-Yugoslav Marine Line, Ltd. Another ship is to be delivered from Yugoslavia later in the year, the SS 'Erkoweit', and it is hoped that a third will be built by next year.

Speeches were made at the inauguration of the SS 'Sennar' by the Sudanese Minister for Communications and the Yugoslav ambassador to the Sudan. After paying tribute to the effort made by both Sudanese and Yugoslav officials the Minister went on to stress the importance to the Sudanese economy of a national shipping undertaking which would ensure prompt marine transport facilities for exports and imports and which would create a saving in foreign currency. It was welcome also that the new shipping company included in its policy the provision of rapid training facilities to enable Sudanese to learn about all aspects of shipping so that they may achieve a high degree of efficiency and competence in this field.

The Sudan may now look forward to a rapid development of its shipping. A team of experts has already begun preliminary investigations for the re-building of Suakin Port. In a short time the other ships ordered will have arrived to strengthen the new Sudanese merchant navy.

Revolution in Ecuador fishing

 IN 1958 THE FOOD and Agriculture Organisation of the United Nations at the request of the Ecuadorian government sent an American fisheries expert to the town of Manta on the coast. His mission was to show the fishermen of those coasts what vast improvements could be brought about in their yields through the use of mechanised boats and more modern fishing equipment. The FAO expert, an American master fisherman named Erling Oswald, took with him a small diesel engine to-

gether with nylon nets and lines, hand and mechanical winches and other gear and was provided by the Ecuador government with a 23 ft sailing boat, in which to install the engine.

Oswald's catches soon convinced the Manta fishermen of what was to be gained by their employing similar methods. But they had to be content with the high initial outlay for the purchase of such equipment. High down payments, short term credits and high import duties all worked against them. In view of these difficulties the International Co-operation Administration of the US (ICA), through a South American industrial assistance body and the Ecuador government, agreed to provide \$6,000 for the purchase of small diesel engines. The Danish government sent an expert to aid in the installation of the engines and to train the fishermen in their operation and maintenance. Since that time an additional \$10,00 plus a further 2,000 lb. of nylon webbing and twine have been made available to the fishermen.

All this however is only a beginning, for there are still some 10,000 fishermen along the coast of Ecuador who are using primitive fishing methods. But it is a step in the right direction and it has produced such encouraging results that the government of Ecuador has decided to make a \$633,000 grant for the extension of the scheme. The whole project will cover another four year period.

Highway across two continents


 A HIGHWAY from the English Channel to the China Sea may well become a reality in the not too distant future. The project for an Asian Highway was brought to our attention once more by the eighteenth session of the UN Economic Commission for Asia and the Far East earlier this year. Fourteen Asian countries, in a resolution unanimously accepted by the ECAFE session, requested assistance from the UN Special Fund and other sources in carrying out the project. The resolution also called on governments to co-operate in planning their national road networks so as to co-ordinate with the Asian Highway.

The ECAFE inland transport committee reports that all but 500 miles of roadway already exist along the Asian Highway's 50,000 mile route, which crosses 11 countries between Teheran, Singapore and Saigon. The countries through which the road passes are Iran, Afghanistan, East and West Pakistan, India, Nepal,

Burma, Siam, Malaya, Laos, Cambodia and Vietnam. There are ferry connections to Ceylon and Indonesia.

The first job will be filling in the missing links and bringing some 400 miles of sub-standard road up to the minimum standard agreed upon, although this will be lower than that of similar arterial roads in Europe and America owing to the expense involved.


Malayan fishermen mechanise their craft

 MECHANISATION has come to the Malayan fishing industry. Out of an estimated 25,000 registered fishing boats in the Federation of Malaya and Singapore, already 9,000 or so have been equipped with either outboard or inboard engines. The fishermen show a preference for the latter, being aware of their economic advantages. Many of the fishermen show an astonishing technical knowledge of engines and an eagerness to learn more about how different technical features can best be applied to their needs.


Fishermen and fleet owners using outboard engines on their craft are gradually changing over to the inboard type. The process of mechanisation is going ahead here with gathering speed. In some areas boats have been equipped with diesel engines of 150 to 180 horsepower. Some of the fishermen have already made enquiries about engines developing up to 200 horsepower.

The changeover from traditional sailing craft to powered vessels has been made necessary by increased consumer demand on the one hand and by availability of off shore fishing grounds on the other.

ICFTU Mission to Borneo

 THE ICFTU's Asian Regional Organization has sent a mission to North Borneo, Sarawak and Brunei to make contacts with trade unions there. On the mission were J. Soares, Singapore representative of both the ITF and the ICFTU, and P. P. Narayanan, General Secretary of National Union of Plantation Workers of Malaya. The three territories which were visited are included in the plans for Greater Malaysia.

Forced labour on the increase


 ILO EXPERTS have reported that forced labour is on the increase in some countries, though these countries were not named.

A committee of experts on the ap-

plication of conventions and ratifications recently conducted a world survey of forced labour, a report of which has been published. The information available shows that forced labour still exists in some countries and is even appearing for the first time in others.


The ILO committee has based its report on conditions prevailing in 168 countries and territories.

Greater productivity on Luxemburg's railways

 FEWER PEOPLE are doing more work. This is a trend which is becoming more and more in evidence in the industrialised world. Modern developments in technology are enabling enterprises to increase their efficiency at the same time cutting down on labour costs. This has been happening on Luxemburg's railway system. At the beginning of 1945, 6,510 people were employed on the railways of Luxemburg. Since then this working force has been progressively reduced: at the end of 1948 there were 5,746 employees — slightly more than at the beginning of the year. The number decreased again to 5,211 in 1951, rising subsequently and then decreasing once more to 5,268 in 1955. Although the number of employees went up once more in 1960 it was down to 5,200. Yet side by side with these figures productivity has been on the increase. Measured in ton/kilometres per working hour productivity was 93 in 1948, 120 in 1951, 129.8 in 1955 and 159.7 in 1960.

In 1951 a Luxemburg railwayman's average monthly wage was 7,043 Luxemburg Francs or about £50. In 1960 this was 10,250 Luxemburg Francs or about £73. The cost of living in Luxemburg increased by 44.6 per cent during the ten years between 1950 and 1960.


First Malayan shipping company

 MALAYAN TONNAGE will soon be operating in international waters, following the recent establishment of the first Malayan Shipping Company — Negara Lines — with a fleet of 32 vessels comprising freighters, tankers and passenger liners.

Registered in the Federation of Malaya, but with headquarters in Singapore, the company will provide a world-wide shipping service with emphasis on Asian ports.

Passenger services will operate on Asian, Middle Eastern, European and Continental routes.

The Dominican Trade Union Scene

 THE LABOUR movement in the Dominican Republic has been the battlefield of a political conflict since the death of the dictator Trujillo. The struggle has been working up to a climax which may well decide the future of the country itself. If the forces of left wing totalitarianism should gain control of the unions democracy might disappear altogether so that the Dominican people would be no better off than they were under Trujillo. It seems likely now that the Dominican government will in fact recognise FOUPSA Libre, the free labour organization which after many difficulties has recently been formed with the help of the free trade unions of the world.

The establishment of a democratic labour movement in the Dominican Republic had been an impossibility until recently. Up to the assassination of Trujillo, Dominican labour was largely organised in the Confederation of Dominican Workers (CTD) which was entirely under governmental control. More than 70% of Dominican salary and wages earners, working in government undertakings or for interests controlled by Trujillo himself, had to belong to this organisation. The government party – Partido Dominicano (PD) – controlled the CTD through handpicked men appointed to the leadership of the unions affiliated to the CTD, the only trade union centre allowed under the Trujillo régime. But as soon as Trujillo was out of the way the forces of free and democratic trade unionism began to make themselves felt once again. With the help of representatives of the ICFTU, the Inter-American Regional Organization (ORIT), the AFL-CIO and the international trade secretariats an organisation was formed on 21 September 1961 – the Frente Obrero Unido Pro-Sindicatos Autonomos (FOUPSA) – which was to be the beginning of the first free and democratic labour movement to be able to function in the Dominican Republic since Trujillo and his men took over. All the members of FOUPSA's first executive committee were members of the two main political parties in the Republic, the Union Civica Nacional (UCN) or the Partido Revolucionaria Dominicana (PRD), and all except one were believed to be anti-communist. Augusto Rodriguez, first president of FOUPSA, was considered to be fully aware of the dangers of extremist infiltration in the infant movement.

Although at the outset FOUPSA received financial assistance from the UCN, its leaders were determined that it should not become attached to any one political party. They were workers themselves and had undergone hardships for many years because of their open opposition to the Trujillo régime. FOUPSA stood as a labour movement led by the workers themselves and properly geared to defend their interests, to promote fruitful co-operation between workers and employers and to form links with the international free trade union movement.

Workers not dependent for their livelihood on the government or on Trujillo interests gave the new movement an enthusiastic reception but it was some time before the rest began to show their sympathies. Yet in the month following its establishment it already had organisational groups in 17 provinces and had a membership of 10,000 which by December had grown to 70,000. There were at the beginning many difficulties to be overcome. The leaders were handicapped by their lack of experience in union affairs and lack of previous contact with the world of labour. They had to contend with the opposition of the CTD which denounced FOUPSA from the start as led by 'persons unknown to the Dominican workers and as opportunists who sought to exploit them.' The new trade union centre soon took the place of the CTD, however, in the Dominican labour world.

When FOUPSA applied for affiliation to ORIT the latter sent representatives to examine the situation. It came to light that behind the sound leadership of Augusto Rodriguez three political groups – the UCN, the PRD and the *fourteenth of June Movement* – were competing for control of the organisation. At a secret executive meeting in December 1961 Rodriguez was expelled from the presidency, a move which had been engineered by an official considered to be pro-communist. Subsequently Rodriguez set up another organisation called the Council of Dominican Democratic Unions (CSDD) which investigated the situation and came to the conclusions that all leaders of FOUPSA at that time were political appointees, did not have the support of the workers and should for this reason be replaced, and that individual unions should be formed or existing ones strengthened, invested with new leadership, and, with the help of ORIT representatives and of officials of the international trade secretariats active in Latin


America, should be developed according to true trade union principles.

A breakaway movement to FOUPSA was eventually formed as a successor to the CSDD. It was called the Bloque de FOUPSA Libre (BFL) and held its first national assembly on 11 February. The assembly, attended by 100 delegates from all the main provincial centres, prepared charges against FOUPSA and adopted a statement of democratic principles and a proposal for elections to be supervised by ORIT. FOUPSA later refused to accept this, and instituted a series of attacks on the Bloque maintaining that foreign intervention in the affairs of Dominican labour had brought it into being.

The Bloque held its second national assembly on 25 February. It was decided at this meeting to try to obtain from the Dominican Minister of Labour official approval and recognition of the BFL as the National Confederation of Workers. The executive committee for the coming year was elected by delegates of 40 national unions. Robinson Ruiz Lopez was elected Secretary General and Manuel Emilio Checo Organisational Secretary.

The Bloque has dedicated itself to achieving the objectives which the original FOUPSA was set up to work for. It is a workers' organisation, managed by the workers themselves, the task of which is to serve their interests and champion their rights in a proper democratic fashion. One of the first jobs which the Bloque undertook was that of establishing a workers' educational institute. This has been done with the help of ORIT and the ICFTU for the benefit of workers whose unions are affiliated to the Bloque. The Dominican Worker now has the opportunity, hitherto denied him, of learning what free trade unionism is and what it can mean for his country, and in fact begin to help his people to bring to reality their aspirations for a more rapid and more satisfactory economic development.

No pilfering

 A PASSENGER transport company in the State of Perak (19 workers) pays an incentive bonus of \$3 per working day to each of its workers and conductors as a safeguard against temptations to pilfer daily takings.


The only female conductor employed by this company does not receive this payment. She is employed on the school bus and, as the school children travel with season tickets, she does not handle any cash.

What they're saying



Fringe Benefits for executives

From: *In Transit*

 EMPLOYERS, almost without exception, can weep copious tears over the 'costs of fringe benefits' in union agreements. But they seldom talk about 'fringe benefits' for executives. Oh, yes, they have them. And how!

Now, you've all heard about 'stock options'. A stock option gives company executives the right to buy company stock at a below-the-market price and to sell it at the current market price for a big profit. In a recent year, for example, Vice-President David Skinner of Poloroid bought 3,040 shares of Poloroid stock from his firm at \$17.63 a share when the market price was \$218.


That meant an almost immediate profit of \$609,124.80, although his actual salary was only \$55,717.

And take the case of General Electric President Ralph Cordiner, who was given the privilege of buying 31,500 shares of GE stock for \$748,125. The shares are now worth \$2,390,625. So Cordiner, whose take-home pay amounts to 'only' \$100,156, made a tidy little profit of \$1,219,500.

Class dismissed.

Railwaymen are Human Beings

From: *New Zealand Railway Review*.

 AT FIRST glance the heading above looks pointless, unnecessary, even silly. Everyone knows that railwaymen are human beings.

But they are not always treated like people. Sometimes they are treated more like animals. Sometimes they seem to be regarded as ciphers, insensible working units which can be manoeuvred, shifted, arranged, re-arranged, ordered around, disordered, re-ordered, or even forgotten.

As individuals they don't matter. But there is the rub. They do matter.


And they are a lot more important, even as individuals, than they seem. They do not need to kick up a fuss every time they are given a senseless instruction.

They do not need to go on strike over every injustice. (Not much work would ever be done if they did).

Superficially, their failure to act or protest at every single opportunity may be taken as lack of guts, agreement, or simply lack of interest. It might be any of these things, or none of them. What is really important is that even if it should not be noticed at the time, if the powers-that-be think they have got away with it once again, there is a cumulative effect. It is an effect which does lasting harm to the railways.

South African workers still banned from joining unions

From: *The Garment Worker (Sth Africa)*.

 FOR ALMOST a quarter of a century, the Trade Union Council and its predecessor, the SA Trades and Labour Council, have been urging the Government to recognise Africans as 'employees' in the definition contained in the Industrial Conciliation Act. The exclusion of Africans has the effect of denying (them) the right to participate in collective bargaining. It also makes it illegal for them to belong to registered trade unions.


This discrimination against African workers is the main cause of South Africa's unpopularity among workers' organisations throughout the world.

Delegates to the International Labour Conference are met with severe criticism and suffer acute embarrassment, year after year, because African workers are not allowed to belong to registered trade unions or to share in collective bargaining.

Unless the Government changes its attitude on this question, attacks on South Africa at the ILO and at international trade union conferences are sure to continue. It is likely that these attacks will even increase.

The right to free association

From "*Boletín de Noticias*" of the ITF Regional Office for Latin America.

 EACH YEAR MANY LATIN AMERICAN governments by their presence at the United Nations ratify the Declaration of Human Rights. This document, dealing with the rights of association for all workers, without reference to class and without restriction, states quite plainly that any man or woman has the right to associate or not to associate.

And yet how many governments follow the dictates of this Declaration? In Latin America – not one! For in one way or another certain sections of the working class are prevented from the free use of the right to associate into industrial organizations for their own defence.

Those who suffer most as a result of this retrogressive intransigence are the public servants. They have made some progress in certain countries, but not enough. The right to strike which is derived from the right of association is a right with which every human being is born and which does not depend on the function he performs. No government calling itself democratic can impose restraint upon the exercise of these two rights.

We cannot wonder at the fact that in the Soviet Union and in other countries ruled by dictatorships neither the right of free association nor – much less – the right to strike are in existence. What else are we to expect from them! But it is our duty energetically to demand that those nations which call themselves democratic behave accordingly, respecting agreements and declarations such as the United Nations Declaration of Human Rights.

It is high time that all the citizens of our continent were able to organize themselves industrially without any hindrances; this must include the public employees who until now have not only been prevented from associating freely but in some cases have been severely repressed by absurd legal devices. It is a right, we reiterate, that the free and democratic world has granted to all human beings and to respect it is to respect democracy.

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
- 274 affiliated organizations in 79 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 * Great Britain * Greece * Grenada
Honduras * Hong Kong * Iceland * India * Indonesia * Israel
Italy * Jamaica * Japan * Kenya * Lebanon * Liberia * 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