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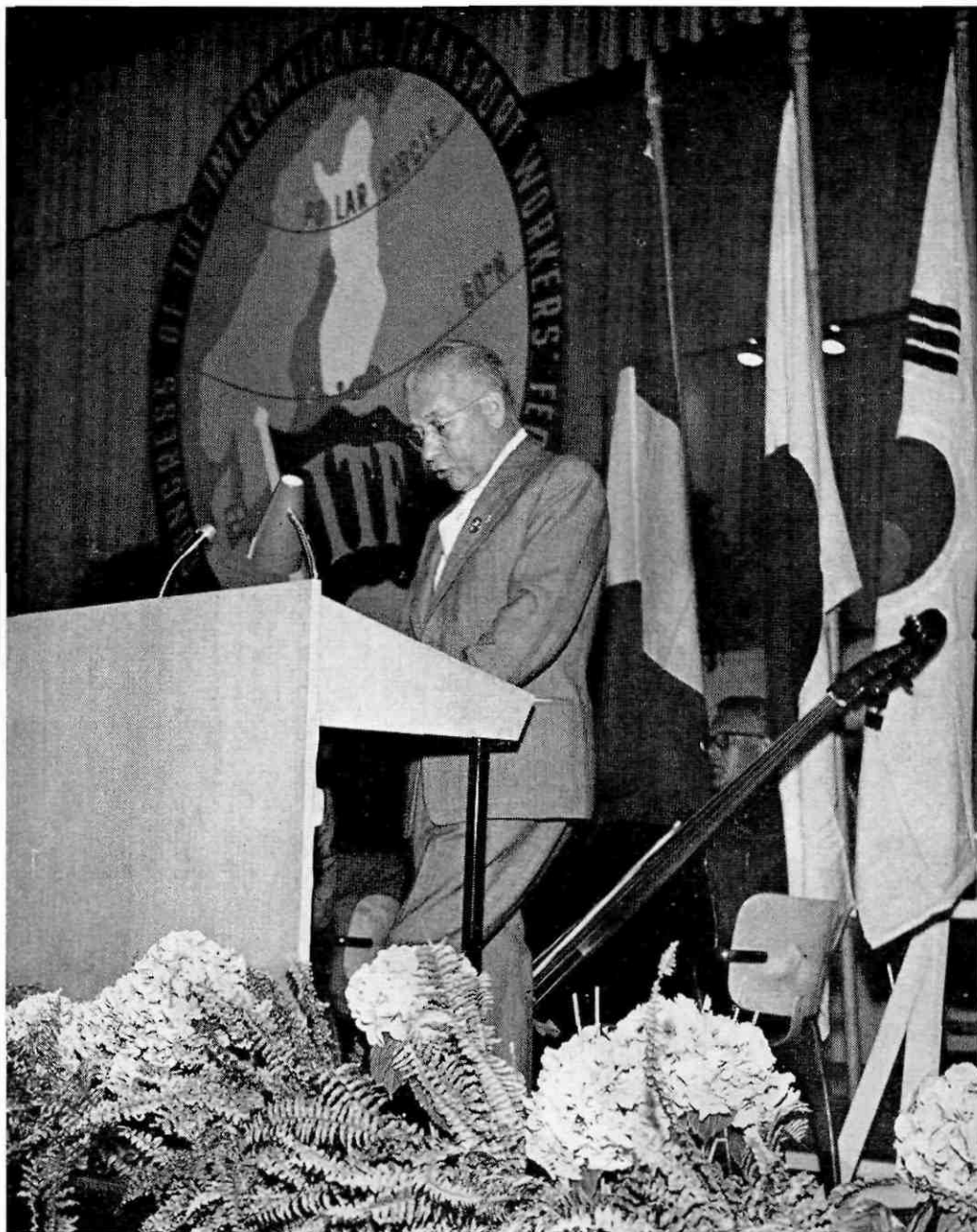
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Monthly Publication of the International Transport Workers' Federation

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Monthly Publication of the ITF

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Forthcoming meetings:

London 3-4 October 1962
Road Transport Working Group
(professional status of drivers)

Comment

The future of British Railways


WIDESPREAD concern about the future of Britain's transport network has been aroused following recent pronouncements by the Chairman of the British Transport Commission, Dr. Richard Beeching, on his plans for reorganizing the railways. Dr. Beeching, as far as one can gather from the presumably deliberate confusion which surrounds the issue, has been given a more or less free hand to make the railways self-supporting by whichever means he sees fit. Faced with this admittedly immense task, he has drawn up a drastic programme of rail service cuts which, together with further modernization, is intended to eliminate all the unprofitable services and put what remains on a paying basis. From this bald statement of aims it is easy to see why the government found it necessary to appoint a leading executive from private industry to do the job. The profit motive is paramount. To anyone who shares the British government's limited field of vision, of course, this way of tackling the problem is perfectly acceptable. But the tragedy is that this myopic approach will only create even greater difficulties in many other spheres.

The railwaymen's unions are of course in the forefront of opinion against the manner in which this reorganization is being planned. But their concern is not limited to the direct effect on their members, although with the prospect of 150,000 railway jobs being abolished this naturally has to take priority, particularly in view of the inadequacy of present redundancy compensation arrangements. The railway unions, and with them the whole of the labour movement, are campaigning for a more responsible attitude to the rôle the railways have to play in the social and economic life of the country. The cost of closing all unprofitable services could be disastrous. The travelling public in a great many areas already has to put up with the inadequacy of other forms of public transport. And the plan becomes plainly ludicrous when one remembers that the government is trying to direct new industry to areas which would be the hardest hit by the proposed closures. Things would be different if there was any evidence that the government had

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Helsinki- a forward- looking Congress

by PIETER DE VRIES, *General Secretary*

 INTERNATIONAL CONFERENCES, as most of us know, can sometimes be rather dull affairs. One does not, of course, expect them to provide either entertainment or high drama, but it must nevertheless be admitted that too often such conferences – particularly in the political sphere – serve as a forum for the exchange of platitudes and the endless repetition of tired slogans. Having had some considerable experience of conferences of this type over the years, I have always looked forward to ITF meetings as providing a very refreshing contrast. Since becoming more closely associated with ITF work I have had ample opportunity to test out my belief and I have found no reason to revise it.

My opinion was, if anything, strengthened by the ITF Congress which has just ended in Helsinki. I found this extremely stimulating because of the attention which was given by it to the real problems facing our International and the down-to-earth attitude displayed by the delegates to the future prospects and activities of the ITF. It is a striking fact, when one examines the resolutions adopted in Helsinki, that the overwhelming majority of them emanated from the Sections and had very direct reference to the industrial and social aspirations

of the seven million transport workers organized with the ITF. It is in fact an excellent sign of the maturity and levelheadedness of our membership and their representatives that when they come together at an ITF Congress – or any other ITF meeting for that matter – they go all out to utilize to the full the potentialities which our organization possesses for tackling realistically the concrete problems which transport workers are currently facing or which are likely to arise in the future. The transport workers of the ITF are very

A general view of the opening session of Congress taken during the musical programme given by the Helsinki Workers' Orchestra. Introducing the orchestra is the President



much aware of the facts of life which affect them and they are not content just to recognize their existence. They want to do something about them: to shape both their own destinies as workers and the future pattern of the industry in which they are employed.

Another very striking characteristic of the ITF's membership is its readiness to see things from an international viewpoint, to understand and sympathise with the problems of others, and again to do something practical about them. This characteristic, too, found ample expression in Helsinki. Within the ITF, the transport workers of Peru or Aden are our next-door neighbours and we are vitally concerned with their fortunes. Solidarity is much more than a slogan for the ITF: it is a way of life which is practised unceasingly in every aspect of our work.

Whenever we stop to take a long, hard look at the possibilities and resources of our Federation, as indeed we do at every ITF Congress, we are forced to the conclusion that – in common with most human institutions – the ITF has certain natural limitations placed upon its capacity. The most important of these is obviously enough a financial one. Our money comes from our members and from them alone. Out of it we have to meet all the demands which are made upon the Federation. We do not receive subsidies or grants from governments, political parties or private foundations. The normal trade union contributions which are our only source of income derive in the first instance from the hard-earned wage pockets of ordinary

(Continued from inside cover page)

in hand a vigorous programme of road building to deal with the serious road traffic congestion problem, but all the indications are that they simply cannot see that the country's transport system needs to be regarded as a single integrated entity.

The railwaymen would be the first to admit that the railways must be efficient, and the pursuit of efficiency must inevitably mean some closures. But at a time when practically every state railway in the world benefits from some form of subsidization, the effect of attempting to turn the railways into a profitmaking enterprise in the manner contemplated will simply be to destroy any possibility of providing the country with a properly coordinated transport network.

transport workers – the men whom you see at work when you travel by any form of transport.

They voluntarily accept this obligation because both they and the unions which organize them know that is so doing they are serving both themselves and a very practical ideal: the conviction that the transport workers' organizations of all free countries are part of an interdependent whole, whose components attain their best results when they combine to achieve the highest possible degree of mutual aid and co-operation.

This dual attitude can be seen throughout the ITF's work particularly at the present time, when our activities and resources are almost equally divided between the older industrial work carried on by our Sections and the comparatively recent job which we have undertaken in the Regions. Here again our approach is an essentially practical one. Our objectives in these twin fields are not mutually exclusive; they are in tandem. In the first instance, we aim at solving the problems – both current and future – of our existing membership; in the second case we try to assist those who, perhaps within a very short period of time, will occupy a vitally important place in the ITF. The transport workers of Latin America, Asia, and Africa are growing in strength from day to day and in the years to come they will be as indispensable to the work of the ITF as the older sections of our membership. It has become our job to assist them in this process, to help them to develop and integrate themselves into the framework of a movement which has proved its worth and viability time and time again during the past sixty years.

Bearing in mind both our limited financial resources and their provenance it is obvious that one must always attempt to strike a proper balance between the various kinds of work undertaken by the ITF. This involves not only maintaining a sensible relationship between the two main types of activity in which we are now engaged, but also considering new projects on their merits and their capacity for future development. As I pointed out during Congress there is no shortage of suggestions on where the ITF could usefully spend more of its time and money. That is the least of our worries. The real difficulty arises when you come to fix your priorities, and try to get the maximum results from the effort and money which you have at your disposal. Not only that, you



The General Secretary, Brother Pieter de Vries, introduces the Federation's Report on Activities for the past two years. In doing so, he stressed the fact that such a report of necessity only dealt with the principal activities on the ITF and consequently gave no more than a partial view of the huge field covered by the Federation

have to be certain that the instrument which you are using to achieve your aims – in this case the ITF itself – is working as effectively as possible and is unhampered by unnecessary restrictions and left-overs from the past.

It was in this mood that the ITF Congress in Helsinki got down to its job. It did in fact subject both the organization and its problems to sober appraisal – neither minimizing nor exaggerating them.

I said at the beginning of this article that most of the resolutions and statements adopted by Congress were concerned with questions emanating from the Sections and I think that it is also worth pointing out that many of them illustrate very vividly the transport-workers' keen awareness of the impact which the introduction of modern techniques and developments in the economic and political fields are bound to have on working conditions in their industry. Automation, the expanding use of pipelines as a form of transport, the rapidly increasing carriage of radio-active materials by transport concerns, the development of nuclear-powered merchant shipping, and moves towards the rationalization of whole sectors of the

transport industry or the merger of the international transport operations – all of these were questions which were subjected to close and reasoned scrutiny by both the Section Conferences and Plenary Sessions.

I have already referred, too, to the realistic spirit which characterizes the discussion of industrial problems within the ITF and I do not think that I can illustrate this better than by taking as a single example the social charter dealing with the effects of modernization and rationalization drawn up by the Railwaymen's Section and approved by Congress.

One often hears jibes that the workers and their unions are too obsessed with the past, too anxious to maintain old habits and customs at the expense of efficiency and progress. The reality, however, has nothing in common with this distorted caricature of trade union attitudes. The railwaymen of the ITF, like all transport workers, are proud of their industry and want to see it developed still further as an up-to-date, efficient enterprise. For that reason, they welcome the measures which are now being taken to modernize and rationalize railway operations.

At the same time, however, they are very conscious of the fact that, as workers, they are partners in the industry and have a very real stake in its future. That is why they say 'yes' to rationalization when it is properly planned and accompanied by consultation with their

representatives, but are unalterably opposed to uncontrolled measures of re-organization which take no account of the social consequences which are an inseparable concomitant of any large-scale industrial change. Their acceptance of such change is therefore not unconditional. They reject any programme which is dominated exclusively by considerations of profit or which does not consider the human being as the most important factor in planning.

The social charter which they have drawn up is a clear expression of their views on the manifold problems facing railwaymen in such a situation and makes equally concrete proposals on how maximum efficiency can be combined with an absolute minimum of social dislocation and human suffering. It is a guide which will not only serve as a blueprint for railwaymen throughout the world but will also give many useful pointers to workers in other sectors of our industry. It also represents a further addition to the series of Industrial Charters which have been drawn up by the various ITF sections.

Transport workers are also very conscious of their professional status and standards, and this too has been markedly reflected in the recent work of the ITF, as it was also at Helsinki. The road transport workers, for instance, are strongly aware of their Cinderella position in this respect. Not only does their job require a great skill, but they have

Responsible for the preparation and distribution of Congress documents in the five official ITF languages was Bro. V. Klatil, who is here seen checking credentials cards with his assistant, Brian Laughton



to bear a tremendous responsibility towards both the public and their employers throughout every phase of their working lives. That is why they are so concerned to ensure that their work is properly recognized as a profession, in which the standards accepted as a minimum for entry are designed for maximum efficiency, safety and the well-being of those employed in road haulage.

In civil aviation, too, the ITF is pressing for international standards which guarantee the best possible working conditions for individual categories of airline workers and at the same time provide a real basis for the recognition as a skilled craft or profession. Examples of this are the steps currently being taken to improve the licensing regulations applying to flight engineers and to obtain similar standards for the cabin staff – a group of flying personnel which have been completely neglected by the licensing authorities despite the very rigorous and responsible job which they do. These efforts are being paralleled by a concerted international drive to improve the actual working conditions of cabin staff – a campaign in which the recommendations approved by our Helsinki Congress will prove an extremely valuable instrument.

The examples which I have quoted – and I emphasize that they are no more than examples – typify the thoughtful approach of the ITF's transport workers to both their own individual problems



A group of ITF officers who attended the Congress. From left to right: Brother Laurie White (Assistant General Secretary); R. Laan (Director of Regional Affairs); Joe Soares (ITF Asian Representative); Emile Laflamme (ITF African Representative); and Bro. Hans Imhof (Asst. Gen. Secretary)



Some delegates arrived in Helsinki after the opening sessions. Here two delegates from the Mexican Airline Pilots' Association are checking in with Bro. Keitele of the Finnish Reception Committee (extreme right). In centre is Captain Armando Victoria, General Secretary of the Pilots' Association



The scene in the main entrance hall shortly before Congress was officially opened. Delegates from many countries and organizations have their credentials checked

and the changing pattern of development within their industry.

The same level-headedness characterized the very lively debate which took place at Congress on economic integration and its effects on the transport workers. As an organization, the ITF has always been something of a pace-setter in the field of economic unification, but that fact has not been allowed to cloud its judgment now that its goal is being approached. On the contrary, there is rather a realization that the battle may only just be beginning.

In his Presidential Address, for instance, Bro. Roger Dekeyzer emphasized that the task of progressive organizations like the ITF is to face up squarely to the hazards which may be involved in economic or political unions and play its part in producing a reality which aimed at the highest possible social standards and not the lowest common denominator. The point was taken up in more detail by Bro. Seibert, one of the two rapporteurs, on this subject. Trade unions, he stressed, should realize that economic integration was not necessarily synonymous with social progress. If corresponding social measures were not taken, it could actually aggravate existing social and economic inequalities. Harmonization in the social field should not be treated as shibboleth and should in no circumstances be allowed to act as brake on social progress. Even in conditions of economic integra-

tion those countries with a healthy economy and strong trade unions should always remain the pace-setters.

To ensure that is actually done, however, means that the transport workers must not only remain on the alert to any threat to existing conditions but must also initiate positive action to safeguard and improve them. Equally, we have to devote very close attention to questions of transport policy, since the way in which these are tackled inevitably has a very real influence on the long-term security of those employed in all sectors of transport. In this field, however, as Brother Seibert underlined, the transport workers have an excellent base in the concrete proposals drawn up by the ITF for solving the problems involved in the co-ordination and integration of transport.

As can be seen from these brief reflections on some of the topics discussed at Congress, there is certainly no shortage of work to be tackled by our ITF during the next few years. We are, in fact, entering upon a very challenging period in which the working lives of transport workers and their trade union activity will be inextricably bound up with the great economic, political and technological developments which are changing the face of our once-familiar world.

Our work in the Regions will also have to be stepped up and the positive

results which we can confidently expect from this will also have far-reaching effects on the future character of the ITF and the composition of its membership. By the time that our next Congress is held, we anticipate for example that our membership in Latin America will already have doubled and will continue to grow to the point where the transport workers of that great continent may eventually form one of the largest single groups within our Federation. There is a huge potential in the Regions and it is our job to make certain that it is realized to the full in order that the workers of Latin America, Asia and Africa can participate actively in shaping both their own destinies and those of the world's transport workers as a whole. In that task, however, we will need the unstinted co-operation of every sector of the international free trade union movement if rally worthwhile results are to be achieved.

Finally, a word about the future of the ITF as an organization. At our Berne Congress, the incoming Executive was entrusted with the very exacting job of revising the ITF's Constitution - something which had not been attempted for many years. The result of the Executive's labours - an extremely radical rethinking of the ITF's structure - was finally approved, with some minor amendments, in Helsinki.

The new Constitution provides us with an ITF which is specifically designed not only to meet present-day needs but also to cater for future development and ex-

As is customary at ITF Congresses, a daily record of the proceedings was issued for the benefit of delegates. The team responsible for its production is seen in this photo. From right to left: Jane Bailey, Mary Anderson and Bill Spilbury, taking notes



pansion. Perhaps even more to the point, it aims at maximum efficiency in the operation and government of the Federation. It is further intended to ensure that the period between Congress is utilized to the fullest possible extent in getting on with the real work of the ITF.

The latter aim will be mainly achieved by the holding of our Congress at three-yearly instead of two-yearly intervals. In this way the Secretariat will no longer have to spend something like half of the period between Congresses in following up the previous Congress and the other half in preparing for the next one, as has too often been the case in the past. However, in order to compensate for this longer inter-Congress period, the Executive (which will henceforth be known as the Executive Board) has been considerably enlarged and will meet at intervals of six months. The Board now consists of 22 members (plus the General Secretary) and includes elected members from all the Regions. The former system of co-opting such members has been abolished, since it was in fact a survival from a period in which the ITF's membership in Latin America, Asia and Africa was still negligible.

The present composition of the Executive Board is thus intended to provide a real reflection of the ITF's world-wide membership and to enable all sections of it to play a direct rôle in the management of the ITF's affairs. As was previously the case, the members of the Board are chosen from among the membership of the General Council – which has been maintained more or less in its existing form. There is, however, one important difference. Nominations for the Board are now made exclusively by the various regional electoral groups at Congress, so that the final membership is the choice made by these groups themselves through the normal democratic process, including where necessary a card vote.

The remaining ITF governing body – the Management Committee – has also undergone transformation. Up to present, it has consisted entirely of representatives from the country in which the ITF headquarters is situated. It had long been felt, however, that the original reason for having such a uni-national committee – namely its easy availability – no longer held water in an era of rapid communications, and that the Management Committee too should be as international as possible in character. It now consists of four members drawn from



Attending their first ITF Congress were these two delegates from the Republic of Ireland. Representing the ITF-affiliated Irish Transport & General Workers' Union were (right) Bro. Eamon Wall and Pat Dooley, district officers in Ireland who both took a keen interest in the proceedings of Congress and Section meetings



The smallest country to send a delegate to the Congress was the Faroe Islands, lying half-way between Scotland and Iceland. Their representative was Bro. Jákub í Jákubstovu of the Faroese Fishermen's Union, here seen in left foreground. Next to him is Bro. Suurna of the exiled Estonian Seamen's Union (ITF affiliated)

countries which are relatively close to the Headquarters, together with the President, Vice-President and General Secretary. The members are elected by the Executive Board from among its own number and will meet between sessions of the Board.


It can thus be seen that the new Constitution creates a direct line of responsibility which begins at Congress and runs right through all the ITF governing bodies without exception. The new system is confidently expected to enhance the smooth functioning of the ITF's administration in all its phases and provide a greater degree of membership participation in ITF government than has ever been the case before. We believe that the world's transport workers now have a more flexible and effective instrument at their command. For this, we must thank all those who put so much work and thought into the framing of the new Constitution.

I would not like to conclude this short review of the Helsinki Congress without also paying a very heartfelt tribute to all those who helped to make it such a success. I would particularly like to thank our outgoing President, Bro. Dekeyzer, for the excellent manner in which he conducted the affairs of Congress and

for all his work during the past two years. I would couple that with a very sincere 'thank-you' to our Vice-President, Hans Düby, who performed the extremely complicated task of introducing the Executive's proposals for a new constitution in a way which made it seem a lot easier than it really was. I would like also to take this opportunity of paying a warm tribute to our rapporteurs, and especially to Bro. Seibert and Buiter who introduced the discussion on economic integration, to my colleagues, the officers and staff of the ITF, and to all those who were busy behind the scenes at Helsinki. Our special thanks are also due to our Finnish friends who worked so hard both before and during Congress, and whose ready help and generous hospitality made our visit to their country a truly memorable one.

If I may end on a more personal note, I would like to repeat the pledge which I gave at the conclusion of Congress that, during what will be my last period of office with the ITF, both I and my colleagues – working, as always, as a united team – will do everything within our power to make our great ITF even stronger and more effective, to expand its activities and extend its influence for the benefit of all the transport workers of the world.

The work of our sections in Helsinki

 OUR INDUSTRIAL SECTIONS provide a solid foundation for the ITF's activities in the wider sphere. It is they who give detailed attention to the huge variety of problems, both social and technical, which directly affect millions of transport workers in their everyday work and life; who work out ITF policies on matters concerning individual branches of the transport industry; and finally play the major part in carrying the policies into effect. Some idea of the vast range of topics which are dealt with by the ITF's Sections can be gained from the following very brief accounts of their discussions and decisions in Helsinki.

Railwaymen's section

An important item for discussion in the Railwaymen's Section Conference was the ITF Railwaymen's Social Charter, hailed by delegates as a welcome document in the face of the ever-increasing rate of technological change on the railways. The Charter, the preparation of which became the task of the ITF owing to the failure of the ILO Inland Transport Committee to draw up any satisfactory document for the protection of railwaymen's interests, is designed to assist railwaymen in defending themselves against the grave consequences arising from the modernisation and rationalisation of railways. The Railwaymen's Social Charter was adopted unanimously by the Conference and was subsequently approved by Congress.

The Conference was gratified to learn of the considerable improvements in basic wages and pensions for Spanish railwaymen obtained as a result of the recent wave of social unrest. In reporting

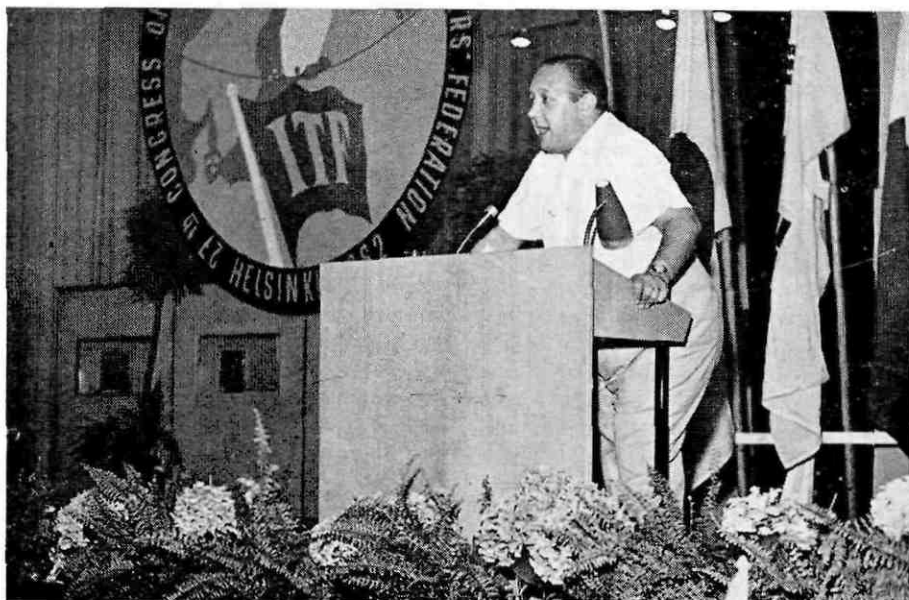
this, Bro. Vizcaino, representing underground and exiled transport trade unionists, expressed gratitude to the ITF for its solidarity action.

The German delegation suggested that an investigation should be carried out into the repercussions on railwaymen of technological developments where they have occurred, so that unions in other countries might know what to expect. Such an investigation would form a groundwork for discussions on the training of new recruits with regard to railway modernisation.

The Austrian delegation desired that unions in countries outside the EEC should be kept better informed on the work of ITF affiliates in member countries, and that opportunities for participation should be afforded them in the discussions on social harmonisation.

The proposal to prepare a report on the trade union rights which railwaymen enjoy in different countries was welcomed, particularly by the Canadian del-

Bro. Fernando Azaña, Director of the ITF Latin American Regional Office in Lima, Peru, spoke repeatedly on the problems facing the free trade unionists of Latin America in their struggles against the repressive measures and relentless hostility of governments and against the subversive activities of totalitarian groups. Bro. Azaña was forceful in bringing home the reality of these problems to listening delegates from other countries



egation, who reported that their government, whilst recognising on paper the workers' right to strike, habitually intervened with emergency legislation to prevent industrial action by Canadian railwaymen. In the same connection the Argentinian delegation urged the ITF to support Argentinian railwaymen in their fight against their government's plans to make radical cuts in railway services, which were vital to the nation's economy as well as being a source of employment to thousands.

Bro. R. Degris of France was unanimously elected *Chairman* of the Section, on Bro. Freund's announcement of his intention to retire and Bro. S. Greene of Great Britain was elected *Vice-Chairman*.

Road transport workers' section

During the period since the last Congress a number of important developments have taken place in the road transport industry, and perhaps the most significant of these has been the conclusions of the European Agreement on the Working Conditions of Crews Engaged in International Road Transport (AETR). A great deal of hard work was put in by the Section in attempting to have trade union demands incorporated in this Agreement, and it is an important achievement that the Agreement has finally been signed by eight European countries, even though certain of its provisions fall short of what the unions consider desirable. Some speakers at the Road Transport Section Conference regretted the failure of the agreement to make any provision for maximum working hours for workers engaged in international road transport, but it was felt that as national agreements varied so widely it would be extremely difficult to work out a common trade union viewpoint on this aspect. A resolution on the conclusion of the AETR was adopted unanimously and subsequently endorsed by Congress.

Another topic which the Section is especially concerned with is the professional status of drivers, and of long-distance drivers in particular. The refusal to grant recognition of their status as highly qualified workers put them at a serious disadvantage in negotiating pay and conditions suitable for their extremely exacting job. The Conference therefore agreed on the appointment of a small working party to make recommendations, and the following were elected; Brothers Brosch (Austria); Kugoth



One of the two women delegates at Helsinki was Lina Raupp of the German Railwaymen's Union. In her speech on women's problems, she pointed out that with the progress of rationalization and automation more and more jobs in the transport field were becoming open to women workers

(Germany); Petterson (Sweden); and Beck (United Kingdom), and Brothers Imhof and Koppens ex officio.

The construction of road transport vehicles presents important issues of safety and comfort to professional drivers, and the Section Secretary reported that recommendations on these questions had been sent to the Transport Division of the Economic Commission for Europe at the request of the ICFU. On road safety, the Section Committee has asked affiliates to provide the Secretariat with information about what is being done by the trade union movement to obtain satisfactory traffic regulations, as well as improved highways.

The transport of radio-active materials, problems connected with the installation of pipelines as an alternative form of transport, and the question of a Channel link are all subjects which concern workers in other sections of the transport industry, and discussions have been or are being held by the Sections concerned to try to formulate a common ITF policy. Brother Imhof also reported on the Road Transport Section's relations with other international organisations. He was particularly pleased that the ITF's co-operation with the Public Services International on matters of mutual



Another delegate from the Asian Region who addressed the Congress was Bro. Roberto Oca of the Philippines Transport Workers' Organization. He particularly welcomed the establishment of the ITF Asian Advisory Committee, set up this year to deal specifically with Asian problems

interest, affecting urban passenger transport workers in particular, was very promising.

The Conference also adopted a resolution, remitted to the Executive Committee for action, which requested that an ITF delegation should be sent to Malaya in order to study working conditions in the road transport industry of that country.

Brother Koppens was re-elected as *Chairman* of the Section.

Seafarers' section

Among subjects discussed at the Conference were the relations of the ITF with certain United States Maritime Organisations. Bro. J. Curran of the United States National Maritime Union urged the Section to recommend the Executive Board to approve without delay the application for affiliation of the Canadian Maritime Union.

Bro. B. Majumder of India spoke on the question of Asian seamen employed in European ships. Shipowners succeeded in evading union action by going elsewhere for their crews. He urged the ITF to put pressure on Asian governments to implement the ILO recommendations on employment of seamen. Bro. Laan pointed out that all countries



Reflecting the growing strength of the ITF in that continent was the sizeable contingent of delegates from the Latin American Republics, some of which — like Bolivia and Venezuela — were represented for the first time at an ITF Congress. In right foreground is Bro. Jack Otero, ITF representative in Brazil under the authority of Bro F. Azaña

in Asia, excepting Hong Kong and Indonesia, had implemented the recommendations, but talks were being held with regard to the position of Hong Kong in this matter.

Seafarers in Argentina were faced with special problems, according to accounts given by Bro. F. Azaña, ITF Latin American Regional Director, and Bro. J. Arranz of Argentina, since their hiring hall had been taken over by the government and their General Secretary threatened with arrest. The Conference agreed that all affiliated organisations should be urged to give their wholehearted support to the Argentinian seafarers in their struggle.

The Section adopted a resolution, sponsored by the British Merchant Navy and Airline Officer's Association, recommending affiliated organisations to make sure that their national social security schemes, in conformity with the Brussels Convention on Liability of Nuclear Ship Operators, allow for full compensation for seafarers in the event of nuclear accident. Resolutions were also adopted by the Section requesting the ILO to keep under review the question of air conditioning of crew accommodation; urging affiliates to use their influence with their governments in furthering the development on an international level of seafarers' welfare projects; and calling upon governments to ensure seafarers

the opportunity of exercising their right to vote in national elections.

Bro. D. S. Tennant of Great Britain was elected *Chairman* and *Rapporteur* of the Section and Bro. J. Curran of the United States of America *Vice-Chairman*.

Dockers' section

The Conference of the ITF Dockers' Section discussed the Report on Activities for 1960-1961 and early 1962. In discussion of the 7th Inland Transport Committee meeting of the ILO, Geneva, March 1961, disappointment was expressed at the results — from the workers' point of view — of the discussions on the social consequences of technological developments and also the hope that future sessions of the ILO Committee would be attended by more dockers' representatives.

The Section agreed to pursue through the ILO its support for measures aimed at the greater efficiency of the port industry, provided the dockers received a fair share of the benefits of mechanization, in the form of shorter hours, longer holidays and earlier retirement on adequate pensions. Information received on recent developments in the sphere of mechanization in different countries would be circulated by the Secretariat to affiliated organizations. The Conference further expressed the hope that the ILO Code on the Safety and Health of

Dock Work would be kept up to date with technical developments, especially in respect of unhealthy and unpleasant cargoes.

It was agreed that representations should be made to the Committee of the European Economic Commission on the harmonisation of social conditions in the EEC port industries.

Special attention was drawn, during a discussion on time and piece work, to the ILO Recommendation on productivity in dock work, and the Conference pledged all possible support to the Argentinian port workers' organization in its struggle for a union-controlled hiring hall for the port industry.

The Section further noted with approval the steps taken to ensure the maximum efficiency in international trade union actions undertaken under ITF auspices and stressed the need for full and timely consultation and co-ordination between affiliated unions and the ITF in connection with such actions.

Attention was drawn to the ILO technical aid facilities in connection with vocational training. The Pakistani delegate requested that the ITF consider the possibility of arranging for an adviser to be sent to help with organizational and technological problems in his country.

On the question of radio-active materials the Conference adopted a resolution endorsing the principles formulated by the Railwaymen's, Road Transport Workers' and Civil Aviation (Ground Staff) Sections and appointed a deputation to attend the discussions on this subject in the Joint Inland Transport Conference — this deputation also to follow discussions in the same committee on pipelines from the dockers' point of view.

The Conference further associated itself with a resolution discussed by the Seafarers' Conference to ensure that application of the Convention on the Limitation of the Liability of Nuclear Ship Operators did not prejudice damage claims under national social security schemes.

T. O'Leary (Great Britain) was elected as Section *Chairman* and W. Hulsker as *Vice-Chairman*.

Fishermen's section

The Conference of the ITF Fishermen's Section discussed the Report on Activities for 1960-61 and early 1962, and considered in particular the following points: Territorial waters and fishing

zones, fishermen's questions at the ILO, and recent developments in the fishing industry.

The Secretary informed the Conference of the latest developments in connection with the proposed third UN Law of the Sea Conference which would consider the question of territorial waters and fishing zones. The ITF request for this meeting having been rejected by the United Nations, there being no UN organization able to consider the problem, the Secretariat had circulated a request to affiliated fishermen's organizations to urge on the governments of their respective countries the need for holding such a conference. In connection with the six-plus-six limit proposal adopted by the Section Conference in Esbjerg, Denmark, in March 1962, the Faroese and Italian delegates pointed out that they had intended not to abstain, as recorded, but to vote against the resolution on this subject. The Conference reaffirmed, as emphasised at the Fishermen's Conference in Bergen in 1957 and at other meetings, that special account must be taken of countries whose national economies were particularly dependent on their fishing industries.

A second ILO Committee on fishermen's questions had been arranged for December 1962 to discuss accommodation, safety on board, accident insurance, vocational training and competency certificates. There might also be a preliminary discussion on the question of the manning of fishing vessels.

Further points discussed included cooperative development and subsidies to fishing concerns. The Section Conference agreed that the establishment of co-operatives should be encouraged in countries such as Pakistan and also that the request for an adviser on organizational and technological matters made by the Pakistani representative should be considered by the Secretariat. The Italian fishermen's representative was advised that a number of documents and publications on subsidy methods, technological developments and co-operative systems had been published by the Food and Agricultural Organization in Rome and were available in a number of languages including Italian.

Einar Haugen (Norway) was re-elected as *Chairman* of the Section, and R. Dekeyzer (Belgium) *Vice-Chairman*.

Civil aviation section

Once again the dominant theme for the civil aviation workers was that of crew



The Asian countries were also well represented at the Helsinki Congress. Three delegates from the continent shown here are (from left to right) Bikas Majumder (Indian seamen); Mohamed S. Hoda (Indian railwaymen); and M. A. Khatib (Pakistan transport workers)

complement. Bro. Pettersson of the Swedish Transport Workers' raised the subject by reporting on the agreement covering flight engineers which had been negotiated between his union and Scandinavian Airlines System. Under the terms of this, the specialist flight engineer would be replaced by a third pilot holding a flight engineers' licence on all SAS routes except that between Lisbon and Rio de Janeiro. Flight engineers displaced would be guaranteed alternative employment with SAS and would continue to receive their full pay as flight engineers up to normal retirement age.

In the ensuing debate most of the delegates present expressed the view that although this agreement provided excellent safeguards in respect of job security and pay, such developments nevertheless ran counter to the ITF's specialist crew policy and were not in the best interests of the Civil Aviation Section. Bro. Tennant of the United Kingdom, for example, stated that his organization would fight all the way to retain the specialist crew concept and he appealed to all categories of civil aviation personnel to work together as they had done at the ILO Civil Aviation Conference instead of becoming more and more divided; particularly on this subject.

Dissenting opinions were, however,

expressed by Bro. Sirac of the French Radio Officers' Union and Bros. Old and Victoria of the Mexican Airline Pilots' Association. Bro. Sirac suggested that the crew complement question could be solved by the creation of a new flight category embracing communications, engineering and possibly some navigation. He also submitted a resolution on these lines, but later agreed that this could better be considered at a further Section Conference, to be held in the Autumn. The Mexican representatives also put forward a resolution with the object of accepting the principle that specialist crew members were no longer needed and that the third crew member should be pilot trained. He was decided that this too should be submitted to the next Section meeting. It further approved a draft resolution reiterating support for the ITF's present crew complement policy.

Turning to cabin staff problems, Bro. White reported that a document laying down basic employment requirements had been drawn up and he suggested that this should be attached to the Section Report for presentation to Congress. This was agreed (*The text of this statement, which was accepted by Congress, is published elsewhere in this issue.*)

Bro. Smeal of the Canadian Flight Attendants' Association also drew at-



Our new President, Bro. Frank Cousins of the British Transport & General Workers' Union, in discussion with Bro. Hassan Ali of British Guiana during a plenary session

attention to the work of the same Sub-Committee on the licensing of cabin attendants and reported on the progress made to date in processing within ICAO the conclusions reached on this subject by the Sub-Committee.

The Conference then went on to adopt a resolution calling on ground staff organizations to ensure that all ICAO maintenance regulations are properly complied with and to keep the Secretariat informed of their activity in this field. The Chairman also appealed to ground staff organizations to ensure that they are fully represented at future ITF ground staff meetings. He further requested affiliates to maintain a regular supply on information to the Secretariat in order to facilitate the preparation of documents.

Finally, Bro. Tennant stated that he intended, at the next Section meeting to raise the question of having civil aviation matters of a technical nature dealt with by the ITF, suggesting the possibility of technical assistance being provided within the Secretariat through the payment of supplementary contributions by affiliates.

Bro. Post (Netherlands) was elected *Chairman* of the Section and Bro. Tennant as *Vice-Chairman*. It was decided not to appoint a separate Vice-Chairman representing ground staff since the Chairman himself came from a ground staff organisation.

Inland navigation section

The Section Secretary reported that the ITF had submitted two requests to the Central Administration of the Central Rhine Commission, which is responsible for the implementation of the ILO agreement on social security. The first was that the members of individual delegations should vote separately instead of in national groups as at present. The second was that the ITF should be granted observer status at meetings. Both had been accepted.

Brother T. Smeding (Netherlands) spoke on the working party on manning and wage rates on push boats which had been set up by a tripartite conference held under the auspices of the Central Rhine Commission and proposed that representatives of ITF unions attending the next conference should hold a preliminary meeting to work out a common attitude on this matter. His proposal was accepted.

Other subjects discussed at the Conference of the Inland Navigation Section were the problems facing inland waterway workers in Argentina and in Pakistan. In the former country wages and conditions were fifty years behind those prevailing in European countries, though the problems confronting the industry were similar to those facing European inland navigation. The Pakistani delegation made a request that a trade unionist from one of the more advanced countries should be sent to Pakistan to study the appalling working conditions in force in inland navigation there and to help with organisational difficulties.

The Conference adopted a resolution requesting the Inland Navigation Section to work closely with the other sections on the question of transport of radio-active materials, since this was also of particular concern to inland navigation workers.

Bro. H. Hildebrand of Germany was re-elected *Chairman* of the Section.

Inland transport section conference

Discussion centred mainly on the two resolutions under consideration: trade union principles with regard to pipelines and the transport of radio-active materials. The Conference was also attended by representatives of the Seafarers' and Dockers' Sections. The Railwaymen's and Road Transport Workers' Sections had already reached agreement on a common resolution dealing with the question of pipelines, but the Inland

Navigation Section had one or two amendments to propose, subsequent to which a compromise draft was prepared. It was this draft which was finally adopted by the Conference after certain amendments had been made. The text was altered to apply to the transport by pipeline not only of oil but also of other materials. A good case for the alteration was made by Bro. Harrison of the US Railway Labour Executives' Association who pointed out that a pipeline had already begun operating in the United States for the purpose of pumping coal, pulverised and mixed with water, over long distances. The construction of a similar pipeline is under consideration which, if built, would involve the loss of 3,000 railwaymen's jobs.

The resolution under discussion on the transport of radio-active materials was that adopted by the Railwaymen's and Road Transport Workers' Section at their respective Conferences in the Autumn of 1961, and with which the Civil Aviation Section had subsequently associated itself. The resolution, which calls for trade union participation in the preparation of regulations relating to the transport of radio-active materials, was adopted by the conference. The Seafarers' Section, with Bro. Van Driel as its spokesman, associated itself with the principles contained in the resolution, but reserved the right to submit further proposals, since the problem arose in a different way in shipping and was already being dealt with by the Inter-

A photograph taken during the excursion. Delegates made the long journey to Tampere by train and boat. The m.s. Tampere is here seen on its way through a lock



These delegates, snapped during the Congress excursion to Tampere, seem to agree with the statement that 'all work and no play makes trade union Jack a dull boy'

governmental Maritime Consultative Organisation (IMCO).

Bro. S. Greene of Great Britain was appointed *Chairman* and *Rapporteur* of the Conference.

Joint conference of the dockers and seafarers

The main topics for discussion at the Conference were the nominations for the Fair Practices Committee and the two resolutions concerning ITF policy with regard to 'Panlibhon' ships. Both resolutions were adopted by the Conference. The first announces the ITF's determination to continue its campaign against flag-of-convenience shipping, at the same time taking account of the fact that some five million gross tons of such shipping have already been placed under traditional flags and that a further 300 vessels have acceptable collective agreements for their crews. The second resolution calls for a more precise legal and economic definition of what is meant by the principle, contained in the United Nations Convention of the High Seas, that there should be a "genuine link" between a ship and the state of registry.

The Fair Practices Committee was elected as follows:

Seafarers:

W. Hogarth, U.K. Seamen
D. S. Tennant, U.K. Officers
W. Cassiers, Belgium
C. W. van Driel, Netherlands
H. Wiemers, Germany
T. Sønsteby, Norway
M. Petroulis, Greece
F. Giorgi, Italy
W. J. Smith, Canada


Dockers:

T. O'Leary, U.K.
G. de Crom, Belgium
H. Hildebrand, Germany
E. Larsson, Sweden
W. Hulsker, Netherlands
Nominee I.L.A., U.S.A.

The suggestion of Brother Curran that the place reserved for a nominee from the International Longshoremen's Association should remain in reservation was accepted.



Workers of the US may press for 35 hour week


 GEORGE MEANY, President of the AFL-CIO, speaking at an American workers' convention recently, said that the AFL-CIO would launch a campaign for a universal 35 hour week if the rate of economic growth in the United States did not pick up in the near future. Many expressed the view that an overall reduction of the working week would do a lot to further the economic health of the nation. Economic health and prosperity for the people were items in the struggle for survival. Unless the US stepped up her economic growth beyond the rate of 2.5 per cent, then she would slowly relegate herself to the status of a second class nation. Unless this rate of progress was increased soon then the AFL-CIO would start a campaign for the introduction of a 35 hour week with no loss of take home pay in American industry.

'There is something wrong,' said Meany, 'with the system that provides payment for those who manage, provides interest on risk capital to the stock-holders and cannot provide jobs on a year-round basis for its workers,' he said.

'We of labour don't claim to have all the answers. We have made some suggestions. I have made the point that it is not our responsibility to find all the answers. Jobless workers are not the concern of trade unions alone. And in this world situation, jobless workers should be the concern of the entire na-

tion because they affect the standing of the entire nation'.

Automation in Norwegian shipping

 NORWAY IS STUDYING a programme of automation for her merchant shipping fleet, which could lead to a reduction in crew requirements of 40 per cent. Part of the programme has already been put to the test. The 33,000 ton Norwegian tanker, "Fernrose", recently converted to automated running, made the trip from Great Britain to Tunisia with a crew of 26 instead of the usual 40. This crew reduction of 35 per cent could, according to the commission for rationalisation of the Norwegian merchant fleet, be reduced still further to 40 per cent.

Norway with her large merchant fleet experiences considerable difficulty in finding crews for her ships. It is claimed that automation will help in relieving this difficulty and will create an important saving in costs. The commission for rationalisation, in assessing these advantages, has at the same time allowed for an average rise in pay of 20 per cent for crews of automated ships, as a compensation for the greater demands to be made on their competence.

The entire system is based on a re-organization of the work on board. Under the present system the crew is divided strictly into deck and engine room personnel, but in the automated vessels work will be organized on the industrial

(Continued on page 205)

Resolutions and Statements adopted by the 27th ITF Congress



The Finnish affiliates took the opportunity during the Congress of paying tribute to the work performed by Bro. Klátil as Congress organizer during the past thirty years. Bro. Klátil and his wife are here seen thanking their Finnish colleagues following the presentation

RAILWAYMEN

ITF social charter on the rationalization and modernization of railways

The railways in most countries are one of the essential foundations of economic development and social progress. They can, however, only accomplish their tasks if they are placed in a position to undertake constant modernization of their operations and thus increase their carrying capacity and the quality of the service rendered.

Quite apart from the regulations prevailing in various countries and regulating the relations between the railways and the state authorities, railways have the character of enterprises serving the collectivity. They form an essential part of the economic infrastructure of the nation.

For this reason the authorities have a great influence on the railways since they are entrusted with maintaining the general interests of the country and its population. These authorities are also responsible for making it possible, within the framework of a far-sighted and dynamic transport investment policy, for the railways to develop into efficient modern enterprises.

The immediate responsibility for the efficiency, safety and modernization of railway operations lies with the management of the undertaking concerned. The management must be ready and able,

with the support of the authorities, to make use of modern methods and techniques for a constant improvement of their operation. The management, however, must also be conscious of its material and moral responsibility towards employees who are entitled to be treated not just as the labour factor, but primarily as human beings and also to participate in the fruits of increased productivity. The practical efficiency of all efforts to modernize and rationalize railways will, therefore, depend to a large extent on the sincerity and determination of railway managements to keep trade unions and, where applicable, their established representatives on joint consultation councils closely informed on all proposed measures and to come to an agreement with these on measures to be taken in the interests of the employees. The railwaymen's trade unions are, in principle, ready and willing to support the efforts of management to modernize and rationalize railway operations. This readiness is, however, not unconditional. A necessary condition for any cooperation is that planning should not be limited to technical and economic aspects but that the social consequences of these for employees should also receive thorough preliminary consideration and, further, that the trade unions' demands should receive due consideration.

The railwaymen's trade unions af-

filiated to the International Transport Workers' Federation note that, according to the view of railway management in certain countries, rationalization and modernization efforts have as their sole purpose an improvement in the profitability of railways. Such an attitude must lead to acute industrial dispute because it demands ever greater efforts from the personnel concerned without giving them in return a share of the results of increased productivity to which they are entitled as a result of their increased efforts. The ITF affiliated railwaymen's unions reject such an attitude and declare their solidarity with brother organizations which find themselves obliged to take up the fight against it. In all questions relating to the modernization and rationalization of the railways, they declare their allegiance to the principles containing in the following

SOCIAL CHARTER:

1. The modernization of railways must be planned within the framework of a comprehensive investment programme which takes account of the total economic requirements, and, when necessary, any existing need for increased employment possibilities. The human being must be regarded as the most important factor in any such planning. Employment security, the avoidance of loss of earnings and the social security of the employee must, therefore, be in the foreground of all considerations.
2. Any reduction in the labour force resulting from the introduction of new methods and techniques must be the object of careful planning. Notice of dismissal or other measures entailing suspension or termination of employment should not occur. Reductions in the labour force, insofar as these must be regarded as unavoidable, should take place through:
 - normal wastage;
 - changes in recruitment;
 - voluntary resignation;
 - premature retirement on pension;

(Continued from page 173)

pattern into running and maintenance. This means that one section of the crew will be engaged in navigating and at the same time operation of engines while the other will be employed on maintenance work.

transfers, when they are unavoidable. In the case of voluntary resignation and premature retirement and transfers, compensation and guarantees must be given to the employee. These must have been previously agreed in good time with the trade union and accepted by the employee in question.

3. In the case of transfers to other types of employment, the employee should suffer no loss of income or acquired seniority rights if temporarily placed in lower rated duties. If the transfer involves a change of domicile the employee should not have to bear any expenses or losses arising from this.
4. Special agreements should be worked out between management and the unions on re-training programmes which afford employees affected by reductions in staff an opportunity of free re-training for other occupations. During retraining the employee should suffer no loss of earnings.
5. The classification and evaluation of duties must take account of the increased demands made on the employee as a result of new methods and techniques. In the classification of duties particular consideration is to be given to such factors as continuous mental strain, fatigue and the consequences of increased responsibility in all duties involving safety of operations.
6. The fair participation of employees in the results of increased productivity is of decisive importance for railwaymen and their trade unions. Participation in the product of rationalization measures serves the purpose of stimulating a positive interest among the employees and promoting their co-operation. The participation of employees in the results of increased productivity must be afforded by:

The reduction of the working week without loss of earnings. This should be adapted to increases in productivity. In countries where the economic situation gives rise to a shortage of employment opportunities, the reduction of working hours should be implemented as a measure for creating opportunities of employment, the resulting increases in costs to be compensated from public funds. In no case should

the working week exceed 40 hours where rationalization measures have been introduced.

Increases in real wages.

Improvements in social benefits afforded to employees of the undertaking, particularly improved pension rights and social security benefits to which surviving dependents are entitled.

Better compensation for overtime, nightwork and work done on Sundays and Public Holidays.

Improved promotion possibilities and the organization of courses for additional vocational training.

7. As long as rationalization measures give rise to reductions in staff no work previously done by railway employees should be contracted to outside firms. Existing contracts with outside firms should be revised with a view to extending the railway undertaking's own productions particularly in regard to equipment and components.
8. The use of auxiliary personnel should be limited to the extent that a sufficient number of qualified workers employed on a permanent basis should be available at any time. Continuous employment at a fixed annual income must not be jeopardized by fluctuations in the volume of transport. This represents that part of the fixed costs of railway operations to be attributed to the employee. As such, it is at least as important as the capital charges attributable to installations and rolling stock which also remain unaffected by fluctuations in the volume of transport.
9. Rationalization leads to a steady intensification of the pressure of work and to increased responsibilities. This gives rise to additional risk of accident and sickness.

Accident and sickness benefits for railway employees must, therefore, be brought up to a high standard. Employees who, as a result of accident or sickness, can no longer be employed in their previous occupation are, as far as their health allows, to be retained at the expense of the undertaking and to be re-employed in an appropriate capacity without loss of earnings or any other acquired rights. In addition, regular medical examinations should be conducted in order to protect employees.

This SOCIAL CHARTER is to remain

as the statement of policy of the ITF-affiliated unions until such time as it is possible to work out with employers and government representatives, within the framework of the International Labour Organization, a progressive international instrument dealing with the social and occupational consequences of the use of new methods and techniques in railways. The ITF-affiliated unions undertake to fight for the implementation of this Charter and in doing this to afford one another every possible assistance.

ROAD TRANSPORT WORKERS

European agreement concerning work in international road transport

THIS 27th Congress of the International Transport Workers' Federation meeting in Helsinki, from 25 July to 3 August 1962,

TAKES NOTE OF the conclusion of the "European Agreement concerning The Work of Crews of Vehicles Engaged in International Road Transport" (AETR), which, on 30 June 1962, at the end of the period during which it had been open for signature, had been signed by eight governments;

RECOGNIZES that this Agreement, when it comes into force after ratification by the authorities of the member states of the United Nations Economic Commission for Europe (ECE), creates the necessary conditions for the establishment of uniform provisions on driving time, rest periods, as well as numerous further aspects, including particularly the use of uniform control documents in international road transport.

THANKS the participating governments as well as the Transport Division of the ECE for their many years of efforts to work out provisions regulating road transport, efforts which have now taken an essential step forward with the conclusion of this Agreement;

REGRETS however that certain provisions of the Agreement fall short of the demands which the ITF-affiliated unions must expect a socially progressive regulatory instrument to meet and that the Agreement therefore lags behind the regulations prevailing in a number of countries.

THE CONGRESS CALLS UPON THE PARTICIPATING GOVERNMENTS:

1. to promote ratification of the Agreement so that it will enter into force not later than 1964;
2. to reject all tendencies from the employers' side which could entail



The South Korean delegation reported that conditions in their country were now much more favourable for the trade unions than when the new government first assumed power. Some 50,000 transport workers were now organized and further progress was expected

- worsening of existing better national provisions (particularly with regard to driving time and rest periods) in order to bring these into line with those laid down in the Agreement;
3. to take immediate steps so as to finalize, by such time as the Agreement shall have come into effect, the necessary measures for securing the observance and effective implementation of its provisions.

PORT WORKERS

Liability in case of incidents with nuclear ships

Having regard to the provisions of Article VI of the Convention on the Liability of Operators of Nuclear Ships, adopted at Brussels on 25 May 1962,

This 27th Congress of the International Transport Workers' Federation, meeting in Helsinki from 25 July to 3 August 1962,

Recommends that affiliated organizations take steps to have their national social security schemes examined in order to ensure that they contain no provisions which might prevent dockworkers from recovering in full for all nuclear injuries that they may suffer in the course of their employment; and
 Invites the organizations to report their findings to the ITF in order that, if necessary, coordinated action may be taken, preferably through the ILO, to

safeguard the interests of dock and other workers in this connection.

Grievances of Greek dockers

This 27th Congress of the International Transport Workers' Federation, meeting in Helsinki from 25 July to 3 August 1962,

Having received a report from Greek dockers' representatives concerning unsatisfactory working conditions prevailing in the greater part of the port industry of their country;

Noting that the conditions complained of fall short in important respects of standards which exist in the ports of socially advanced countries and which have been formulated in the ITF Social Programme for Dockers and in various recommendations and resolutions adopted by the Inland Transport Committee of the ILO;

Expresses its strong support for the proposals which have been put forward by the Greek Dockers' Federation in recent negotiations concerning;

- 1) Reduction of the loads – at present amounting to as much as 100-200 kilogrammes – which dockers are still required to man-handle in ports outside Piraeus;
- 2) The need for washing and dressing rooms for dockers;
- 3) One month's annual leave with pay as enjoyed by other categories of Greek workers;

- 4) Steps to prevent hardship to dockers resulting from technological development.

SEAFARERS

Liability of nuclear ship operators

HAVING regard to the provisions of Article VI of the Convention on the Liability of Operators of Nuclear Ships, adopted at Brussels on 25 May 1962,

This 27th Congress of the International Transport Workers' Federation, meeting in Helsinki from 25 July to 3 August 1962,

RECOMMENDS that affiliated organizations take steps to have their national social security schemes examined in order to ensure that they contain no provisions which prevent seafarers, including those employed in nuclear ships and those in conventional ships, from recovering in full for all nuclear injuries that they may suffer in the course of their employment; and

INVITES the organizations to report their findings to the ITF in order that co-ordinated action, if required, may be taken at international level, and preferably through the ILO, to ensure that seafarers and dockers may, without legal hindrance, recover full compensation in conformity with the provisions of the Convention should they suffer nuclear damage in the course of their employment.

Air conditioning of crew quarters

CONSIDERING that the installation of air conditioning in crew quarters, especially in hot and humid zones, increases the efficiency and well-being of the crew members,

CONSIDERING further that air conditioning should be installed in the crew accommodation of all new ships and, where not deemed impracticable by the appropriate authority, in existing ships and in ships undergoing substantial repairs or structural alterations, and

NOTING the attention already given to the question by national seafarers organizations and by the September 1961 session of the Joint Maritime Commission of the ILO,

REQUESTS the Governing Body of the ILO to collect further information on the question of air conditioning in ships and to place the question once more on the agenda of the next meeting of the JMC, and

FURTHER CALLS upon affiliated seafarers organizations to keep this question under constant observation and to

inform the Secretariat of the ITF of any progress made.

Seafarers welfare

This 27th Congress of the International Transport Workers' Federation, meeting in Helsinki from 25 July to 3 August 1962,

HAVING noted with great satisfaction the resolution on international co-operation in seafarers welfare, adopted unanimously by the Welfare Subcommittee of the Joint Maritime Commission of the ILO and subsequently endorsed by the Commission itself and the Governing Body of the ILO;

REQUESTS seafarers unions to use their influence with their respective countries, by urging that action be taken on the line of the JMC Subcommittee's resolution and submitting proposals for such joint international welfare projects for consideration;

EXPRESSES the hope that the next meeting of JMC Welfare Subcommittee will be held as soon as possible in 1964 and given reports on the implementation of previous decisions; and

DIRECTS the ITF Secretariat to bring this resolution to the notice of the ILO.

Seafarers' right to vote

This 27th Congress of the International Transport Workers' Federation, meeting in Helsinki from 25 July to 3 August

REALIZING it is apparent that many seafarers, because of the nature of their employment and because of the arrangements which are often used for actual polling, are deprived of their democratic right to vote in national, state or local government elections, therefore

CALLS UPON governments to take all the necessary steps to ensure that seafarers have every opportunity of exercising their democratic right to vote as citizens of the free world by means of personal, postal or proxy votes or other appropriate methods; and

PLEDGES full support to affiliated organizations in their endeavours to ensure that the rights of seafarers as citizens are fully implemented.

CIVIL AVIATION WORKERS

Crew complement

THIS 27th Congress of the International Transport Workers' Federation, meeting in Helsinki from 25 July to 3 August 1962,

HAVING taken note of developments in certain countries adversely affecting the concept of specialist crew complement on modern aircraft;

RECALLING that the ITF has since its twentyfourth Congress in Vienna in 1956 consistently called for aircraft to be manned by specialist crew members;

NOTING that the vast majority of the

One of the largest delegations at Helsinki was that of the German Railwaysmen's Union, part of which can be seen here. In the right foreground are Bro. Philipp Seibert, First President, and Bro. Franz Eichinger, Second President of this strong ITF affiliate



world's airline operators apparently share this conception;

RECOGNIZING the duty to the travelling public in the matters of safety and regularity;

REITERATES that maximum safety and operational efficiency can be assured for the travelling public only by employing specialist crew members;

DECIDES to draw the attention of Civil Aviation Authorities and other responsible bodies to this unanimous view of civil aviation workers of all categories, flight and ground, and to work towards the full implementation of this policy; and

PLEDGES full support to affiliated organizations in their activities directed towards the operation of this fundamental principle.

ICAO regulations

THIS 27th Congress of the International Transport Workers' Federation, meeting in Helsinki from 25 July to 3 August 1962,

RECOGNIZING that in the interests of maximum safety and efficiency the need for crew members of all categories to be in possession of qualifications of a standard sufficient to provide the fullest competency in the performance of their specialist functions;

RECOGNIZING also that the regulations promulgated by the International Civil Aviation Organization form valuable bases from which licensing requirements are drawn;

NOTING that present International Civil Aviation Organization regulations do not include licensing requirements for cabin attendants;

CONSIDERING that the important role played by cabin attendants in safety procedures and general passenger welfare requires the adoption of internationally recognized minimum standards of qualifications;

DECLARES that:-

1. The ICAO regulations in relation to the qualifications required for a flight engineer's licence should include provisions requiring basic civil aviation engineering training;
2. ICAO regulations should provide for the licensing of cabin attendants and include minimum standards of qualifications and training;

SUPPORTS the proposals on these two matters already put before the International Civil Aviation Organization by the International Transport Workers' Federation;

URGES the International Civil Aviation Organization to give early and favourable consideration to the proposals with a view to their inclusion in the Personnel Licensing Regulations contained in Annex 1 to the Civil Aviation Convention.

Ground staff

THIS 27th Congress of the International Transport Workers' Federation, meeting in Helsinki from 25 July to 3 August 1962,

RECOGNIZING that the ICAO maintenance licensing regulations require certain levels of qualifications for maintenance personnel either by way of individual licensing or by the State ensuring that any approved organization maintains the appropriate levels of competence;

NOTING that in modern aircraft technological changes are constantly taking place;

AFFIRMING that ground maintenance is a vital factor in promoting maximum safety in the operation of aircraft;

CALLS upon all affiliated ground staff organizations concerned with aircraft maintenance to ensure that in their countries the ICAO maintenance regulations contained in Annex 1 and Annex 6 to the Convention on Civil Aviation are fully operated in accordance with the needs of the constant technological changes; and

REQUESTS the affiliated organizations concerned to notify ITF Headquarters of any activity they undertake in this connection.

Mergers

THIS 27th Congress of the International Transport Workers' Federation, meeting in Helsinki from 25 July to 3 August 1962,

NOTING the increasing tendency in various parts of the world for airlines to merge one with the other;

RECOGNIZING that such mergers often give rise to the reorganisation of labour employed in the affected airlines;

AFFIRMING that the personnel concerned should have maximum protection against possible adversity arising as a consequence of mergers;

STIPULATES that here must be negotiations with the workers' representatives at the appropriate stage in any contemplated merger to ensure that the interests of labour are adequately safeguarded.

TRANSPORT WORKERS (General)

Transport of radioactive materials

THIS 27th Congress of the International Transport Workers' Federation, meeting in Helsinki from 25 July to 3 August 1962,

CONSIDERING that the expected development of the medical, industrial and scientific uses of radioactive materials will give rise as from now to problems of transporting such materials;

JUDGING that in addition to the hazards inherent in the substances themselves (irradiation, contamination, criticality), there are risks for the untrained personnel engaged during loading and unloading or in the event of breakages during transit.

CONSIDERING that transport workers are most immediately concerned with the measures necessary to afford them protection;

DEMANDS that trade union organizations should be invited to participate at all national and international levels to study, discuss and prepare any draft regulations relating to the transport or handling of radioactive materials;

INSTRUCTS the Secretariat of the ITF to follow the development of this problem while keeping close contact with affiliated organizations and the competent international organizations and to pay particular attention to: special training for the handling of such transports;

formal guarantees in respect of packing and safety measures;

regular medical inspection of the personnel in question;

the provision and maintenance of special protective equipment;

the safe transport of such consignments, coupled with the provision of special compensation and social guarantees where this ultimate aim has not yet been achieved.

Guiding principles concerning the construction and operation of pipelines

Before permission is granted for the construction of a pipeline, it must be clearly demonstrated that such construction

- a) is in the general economic interest;
- b) affords a guarantee that transport may be effected under more favourable economic conditions for the country than by the existing means of transport;
- c) takes place within the framework of a social programme affording guarantees that the social consequences

resulting for staff employed in transport undertakings hitherto engaged in handling the traffic will be countered by prompt and satisfactory adaptive measures.

All existing pipelines of importance as well as those to be constructed in the future are to be the subject of government regulation based on a system of concessions. The purpose of such a system is to ensure nondiscriminatory treatment of users and to avoid surplus capacity. In addition, pipelines are to be integrated in a plan aiming at the co-ordination of the means of transport in order to ensure a harmonization of obligations and duties with those of other carriers. The view of the companies that the construction and operation of a pipeline is no more than a measure of internal rationalization of operations is to be rejected.

Representatives of all forms of transport should be given the right of consultation, through the establishment of the appropriate machinery, when pipeline concessions are sought. In order to spare agricultural land and to reduce costs of construction, a special investigation should be carried out in every case before a concession is granted in order to ascertain whether pipelines could not be laid in part or completely along existing transport routes.

Panlibhon shipping (1)

THIS 27th Congress of the International Transport Workers' Federation, meeting in Helsinki from 25 July to 3 August 1962,

CONSIDERING flag-of-convenience shipping; and

HAVING NOTED with satisfaction that because of ITF activities some five million gross tons of such shipping had been placed under traditional maritime flags with the consequent benefits to the crew members;

HAVING NOTED in addition that some three hundred flag-of-convenience ships have acceptable collective agreements covering the wages and working conditions of crew members;

AFFIRMS that the still large amount of merchant tonnage registered in flag-of-convenience countries continues to adversely affect legitimate world shipping and seafarers' conditions;

EXPRESSES determination to continue its campaign against this shipping;

CONSIDERS that national control of ships to meet an emergency can be fully effective only when it is exercised by the country of the ship's flag; and

CALLS again on maritime governments, especially the United States Government, to create the conditions which will facilitate the registration in their countries of those flag-of-convenience ships which are owned and/or controlled by their nationals.

Panlibhon shipping (2)

THIS 27th Congress of the International Transport Workers' Federation, meeting in Helsinki from 25 July to 3 August 1962,

RECALLING that the United Nations Law of the Sea Conference, held in Geneva, 1958, embodied in Article 5 of the Convention of the High Seas the principle that there should be a "genuine link" between a ship and the state of registry;

NOTING that since the adoption of this important principle consideration of a definition of what the "genuine link" should be has been given only as far as certain social and safety conditions of seafarers are concerned through the International Labour Organization Recommendation 108;

CONSIDERS that a definition on economic and legal grounds is long overdue;

CALLS upon the United Nations either through the International Maritime Consultative Organization or by arranging another Law of the Sea Conference to give early attention to this matter; and

PROPOSES that as a minimum and in order to provide the "genuine link" for the recognition of the ships' nationality the countries should, in addition to the acceptance of the ILO Recommendation 108, have, among other things:

1. Ratified in a manner acceptable under the requirements of the particular United Nations agency, a minimum number of specified maritime conventions,
2. Provided the necessary machinery for the implementation of the Conventions and the ILO Recommendation 108,
3. Required those registering the ships to have their principal place of business in the registering territory,
4. Ensured that the effective control of the ship(s) be exercised from the registering territory,
5. Required that at least fifty per cent of each company's board of directors shall be nationals of the registering country.

GENERAL AND POLITICAL

The situation in Peru

This 27th Congress of the International Transport Workers' Federation, meeting in Helsinki from 25 July to 3 August 1962,

HAVING NOTED with deep disquiet reports on recent developments in Peru, where the democratic will of the people, as expressed in the elections of June last, has been flouted by a military Junta which has seized power and imposed a dictatorial regime on the country; and

HAVING HEARD that the new regime has already taken repressive action against the free trade union movement, including the arrest of trade union leaders as well as the shooting of a number of workers, and that the Peruvian trade unions are now engaged in a general strike in protest against both these measures and the forcible overthrow of the legitimate government;

RECALLING further that one of the basic objectives of the ITF is the promotion and defence of trade union organization by transport workers throughout the world, which objective can only be achieved under a democratic system of government; and that in three Latin American countries, namely, Argentina, Venezuela and Peru, military circles and reactionary civilian forces have recently made attempts - in two cases successfully - to establish authoritarian regimes, with inevitable repercussions for the continued existence of free trade unions there;

URGES the whole free trade union movement to give immediate attention to the threat to democratic freedoms now existing in Latin America, and to its implications for the cause of democracy throughout the world; and

INVITES the ICFTU to recommend its affiliated organizations to use their influence with their respective governments with a view to the severing of diplomatic relations with all dictatorial governments in Latin America, as has already been done by Venezuela and other countries of that continent.

THE ITF CONGRESS FURTHER EMPHASIZES that the events in Peru, following so closely upon a similar military coup in Argentina, demonstrate once again how precarious a hold democracy still has in some areas of Latin America and how quickly the virus of totalitarianism can spread, if swift and energetic preventive action is not taken; and

PLEDGES the complete support of the ITF to its fourteen Peruvian affiliates and the whole Peruvian labour movement in their life and death struggle for the survival of free institutions and the parliamentary-democratic form of government, and

CALLS upon each Section of the ITF to render what assistance it can to bring about the defeat of the military Junta which has so flagrantly betrayed its trust to defend the people of Peru, including taking into consideration the possibility of positive industrial action to this end, and to be ready to do the same on any similar occasion in the future.

PROPOSALS

Restrictive legislation in Aden

This 27th Congress of the International Transport Workers' Federation, meeting in Helsinki from 25 July to 3 August 1962,

HAVING NOTED the circumstances which led in 1960 to the enactment of the Industrial Relations Ordinance banning strikes in Aden, and being convinced that the provisions of this Ordinance violate ILO Conventions 87 (Freedom of Association and Protection of the Right to Organize) and 98 (Right to Organize and Collective Bargaining);

DECLARES its full support to Aden workers in their struggle against the Ordinance and similar repressive legislation;

CONDEMNS the Ordinance which frustrates the principle of collective bargaining and restricts the freedom of the trade union movement by depriving it of the right to strike; and

CALLS UPON the Aden Government to revoke the Ordinance immediately and release or pardon all trade unionists imprisoned, deported, exiled or bound over for action contrary to the provisions of this undemocratic measure.

Furthermore, having examined the situation in Aden in close consultation with the ICFTU, the Congress

DEPLORES the hostile and discouraging attitude taken by the British Government in its relations with the free trade union movement in Aden Colony;

DEMANDS that the Government at once observes a proper neutrality in such matters;

CONDEMNS the Government's efforts to breach the solidarity of Aden's workers by creating splinter unions so as to weaken Adens national centre, the Aden tuc; and

ENDORSES the demand by the workers of Aden that the ITF's, particularly the ITF, and the ICFTU should oppose the Ordinance energetically and use all ways and means to obligate the British Government to revoke the Ordinance and guarantee full civil liberties by lifting all restrictions on freedom of expression, of the press, and of assembly and on trade union freedoms, including particularly the right to strike.

The situation in Spain

This 27th Congress of the International Transport Workers' Federation, meeting in Helsinki from 25 July to 3 August 1962,

SALUTES the courageous workers of Spain who, despite the long years of oppression which they have suffered under Franco, have recently given the entire world new proof of their fighting spirit, their trade union solidarity and their determination to resist tyranny, and

REAFFIRMS the complete opposition of the ITF both to the continued existence of totalitarian rule in Spain and the brutal repressive measures which the Franco regime has taken against Spanish workers who went on strike to improve their present miserable conditions;

THE CONGRESS also re-emphasises the unalterable determination of all free transport workers to resist any attempt to admit Spain into the European Economic Community or any similar organization so long as the people of that country do not enjoy full democratic rights and freedoms;

CALLS UPON all governments of free countries to refrain from any action which could give aid or comfort to the Franco government; and

LOOKS FORWARD with confidence to the day when the transport workers of Spain, together with the whole Spanish people, will have thrown off the yoke of Fascism and the transport workers can once again resume their rightful place as members of the ITF.

The Columbian earthquake disaster

This 27th Congress of the International Transport Workers' Federation, meeting in Helsinki from 25 July to 3 August 1962, has heard with profound dismay the news of the recent earthquake disaster which has devastated several areas of Colombia causing great loss of life among the workers of that country;

CONGRESS takes his early opportunity of expressing its heartfelt sympathy

with the families of the victims of this terrible disaster and of conveying to the workers of Colombia the solidarity and deepest fellow-feeling of all transport workers organized within the ITF.

The accompanying text sets out the minimum standards covering cabin staff working conditions which were drawn up by the special Cabin Staff Sub-Committee established by the ITF Civil Aviation Session. These standards received the approval of both the Civil Aviation Section Conference held in Helsinki and the 27th ITF Congress. A special pamphlet dealing in greater detail with the Sub-Committee's recommendations will shortly be issued for worldwide distribution to cabin staff.

ITF sub-committee recommendations on cabin attendants' working conditions

MINIMUM NUMBER

The minimum number of cabin attendants shall be related to the total seating capacity of the aircraft. One cabin attendant should be carried for every 20 seats available or the major portion of 20 seats.

SEASONAL STAFF

Careful organization of airline operations should make unnecessary the employment of seasonal cabin staff for peak periods while retaining the permanent cabin staff on schedule within the accepted flight time limitations. Where however it is felt necessary to engage seasonal cabin staff for peak periods, such staff should be fully trained cabin attendants and be engaged on the terms of the national collective agreement after consultations with the representative organization concerned.

FOREIGN NATIONALS

The increasing tendency for airlines to engage foreign nationals as cabin staff in place of the nationals of the home country SHOULD CEASE. It is recognized, however, that specialized cabin services may be required in various areas of the world. Such services should not be supplied at the expense of the employment of home nationals. Where the services are to be provided, the personnel engaged to perform the services should

- a) be engaged under the terms of the national collective agreement in the home country, and
- b) be engaged in a supernumerary capacity only.

SEATING FACILITIES

Separate seating facilities for cabin attendants should be provided as to one reclining type passenger seat for each 40 available seats in the aircraft or major portion thereof. Such seating facilities should allow for the maximum amount of privacy.

The personal needs of crew members require special consideration and should be given particular attention when building all new aircraft. These needs can only be met completely by the provision of a separate crew compartment. Such a crew compartment should contain, as a minimum:—

- a) The above mentioned seating facilities,
- b) On services where horizontal rest is required sufficient bunks for the use of crew members,
- c) Separate lavatory accommodation with toilet facilities.

AISLE WIDTH

For efficient, safe and comfortable working conditions for cabin attendants the fore and aft aisle should have a minimum width of 24 inches.

Attention should be given to the design of galleys and galley equipment to ensure safe working for cabin attendants. Particularly the design of movable heating utensils to prevent overspilling of hot liquids. The siting of galley equipment and stores should be such as to ensure easy handling.

(The standard requirements adopted by the ITF Civil Aviation Section were approved)

**FLIGHT AND DUTY TIMES
SICK PAY**

1. In cases of sickness or accidents which occur during a tour of duty, **WHETHER ARISING OUT OF OR DURING THE COURSE OF THE EMPLOYMENT, OR NOT**, the airline should provide the cabin attendant with appropriate maintenance and medical care and when necessary, hospitalization, until the cabin attendant is cured or repatriated to his home. The airline should be responsible for transportation and other costs connected with the sickness or injury.



Proper attention should be given to the design of galleys and galley equipments to ensure safe working conditions for cabin attendants (BOAC photograph)

The cabin attendant should receive his full pay during this period. The responsibility for repatriating the cabin attendant to his home rests with the airline.

2. In cases of sickness or accidents, which have arisen out of or during the course of the employment of a cabin attendant, medical care, hospitalization, and costs in connection with the sickness or injury incurred in the home country of the cabin attendant should be borne by the airline. **FULL PAY SHOULD CONTINUE UNTIL EITHER THE CABIN ATTENDANT IS CURED**

OR A COMPENSATION SETTLEMENT IS REACHED.

3. In the case of sickness or accidents not mentioned in paragraphs 1 and 2, the cabin attendant should receive his full salary for a minimum period of six months.

Thereafter the cabin attendant should receive at least half pay for a minimum period of six months.

After the termination of these two periods, further payments to be made to the cabin attendant shall be subject to discussion between the airline and the appropriate representative organizations.



For efficient, safe and comfortable working conditions the fore and aft aisle should have a minimum width of 24 inches (BOAC photograph)

Payments received by the cabin attendant from any national sickness scheme, could be taken into consideration when making these payments.

LAY-OVERS

Cabin attendants should be provided with hotel accommodation at lay-over stations in accordance with the status of all aircraft crew.

The choice of hotel should be made in consultation with the appropriate representative organization, taking into consideration such matters as quality of food, availability of private bathrooms, air-conditioning, central heating.

LEAVE

There should be provided annual leave of at least thirty days. The main leave period should be at least 21 days and should be scheduled, at the cabin attendants' option, during the normal holiday season.

Statutory holidays should be in addition to annual leave and as far as possible be arranged in conjunction with annual leave. All leave arrangements should be made in consultation with the appropriate representative organization.

RETRAINING

When flying is no longer possible for a cabin attendant who has not reached normal retiring age, the cabin attendant should be retrained by the airline and

given ground employment of a comparable status within the airline.

RETIREMENT SCHEMES

Pension schemes or superannuation schemes should be provided for all cabin personnel in all airlines.

The exigencies of flying as cabin personnel cause deterioration in capacity quicker than in most other industries. Taking these circumstances into consideration, the entitlement to an adequate pension or superannuation payment should be at an age earlier than what is the accepted pensionable age in the country concerned, both in the case of female cabin attendants and male cabin attendants.

At the time such schemes are introduced appropriate provisions should be made for cabin attendants already in the employ of the airline to ensure their receiving adequate benefits at the age of retirement.

All arrangements in connection with such schemes should be made in consultation with the appropriate representative organisation.

* see Annex 1.

FEMALE CABIN STAFF

Female cabin staff should never have their employment terminated solely on account of marriage.

Female cabin attendants shall have

security of employment with the airlines.

Individual limited-term employment contracts, written or verbal, for female cabin attendants should be abolished.

SEVERANCE PAY

If the employment of a cabin attendant is terminated through no fault of his own, the cabin attendant should be paid severance pay on a basis which should be negotiated between the airline and the appropriate representative organization.

SAFEGUARDING CLAUSE

All the provisions in this document shall be considered as minima. Conditions already in existence more favourable to cabin attendants shall not be prejudiced by any of these provisions.

ANNEX 1.

In cases where the recognition of the flying service of cabin attendants is afforded by means of a contributory superannuation scheme, there should be contributions to such a scheme from the airline and from the cabin attendant. The capital sum of the joint contributions, plus appropriate interest should be available to the cabin attendant on reaching retiring age.

The rate of contributions to the superannuation scheme should be sufficient for the cabin attendant to use the capital sum accruing, at the cabin attendant's choice, for purposes such as:-

- a. Re-establishment in some other remunerative walk of life, or,
- b. Purchasing an appropriate annuity to commence on reaching the age OF RETIREMENT, OR
- c. Purchasing an appropriate annuity to commence at any other age AFTER the age of retirement from flying, ACCORDING TO THE CABIN ATTENDANT'S CIRCUMSTANCES.

Should the cabin attendant leave the service of the airline before reaching retiring age, the contributions to the superannuation scheme shall be paid to the cabin attendant as follows:-

- a) Up to 5 years service the cabin attendant's contributions plus appropriate interest;
- b) From 5 to 10 years service the cabin attendant's contributions plus 33 1/3 % of the airline's contributions, plus appropriate interest;

(Continued on page 216)

Personalities retiring



General Secretary, Bro. de Vries, was unfortunately unable to present the ITF Gold Badge to Art Lyon in person. This great veteran of transport workers' trade unionism unfortunately had to miss Congress this time. Bro. George Harrison accepted the badge on his behalf. Bros. Klinga and Kanne are seen on the stage, also recipients of the ITF Gold Badge, and Bro. Kamisawa, who accepted the presentation on behalf of Bro. Nishimaki



AT ITS TWENTY-SEVENTH CONGRESS IN HELSINKI the ITF bade farewell by reason of their retirement to Executive Committee members H. J. Kanne, A. E. Lyon, S. Klinga and T. Nishimaki, and to Management Committee Chairman Sir Thomas Yates.

H. J. Kanne retired from membership of the ITF Executive Committee at the Federation's twenty-seventh Congress held in Helsinki during July-Augus. H. J. Kanne laid down the presidency of the Netherlands Transport Workers' Union at the end of May last year. His colleagues of the ITF will remember him with affection



Brother H. J. Kanne, who had retired from his office of President of the Netherlands Transport Workers' Union (NBV) at the end of May last year, had served for more than nine years as member of the ITF Executive Committee and held the office of Vice-President of our Federation from 1958 to 1960. He will be remembered with particular esteem and gratitude for his valuable contribution over the years to the work of the ITF Railwaymen's and Road Transport Workers' Sections. H. J. Kanne's retirement from active participation in ITF councils marks the end of a trade union career going back to 1918 when at the age of twenty-two he became a member of the staff of the Netherlands Railwaymen's and Tramwaymen's Union (later to be known as the Transport Workers' Union) of which he became General Secretary in 1940 and President in 1951. Until his retirement in May last year, H. J. Kanne held a number of posts of distinction in the Netherlands trade union movement including the chairmanship of the Staff Council of the Netherlands State Railways and a seat on the Executive Committee of the

Netherlands Trade Union Federation (NVV).

Brother Sigurd Klinga had been a member of the ITF Executive Committee since 1958. He had also served since 1954 as a member of the ITF Road Transport Workers' Section Committee. It was with feelings of regret that the ITF realized that it would soon be losing the valued services of this good friend when in April last year it learned that he would be relinquishing his office of President of the Swedish Transport Workers' Union on medical grounds. At the same time Sigurd Klinga resigned his seat as member of the Central Council (Sekretariat) of the Swedish TUC (LO). His services to the Swedish and international trade union cause had been long and distinguished going back to the year 1937 with his election to the full-time office of Branch Secretary to the Sundvall branch of the Swedish Transport Workers' Union. The year 1951 saw his election to a union secretaryship. Two years later he became Union President. He had been a member of the National Motor Transport Board since 1954 and of the Swedish TUC Central Council since 1956. Sigurd Klinga in retiring from office with the ITF carries with him the well-earned esteem of his many friends and colleagues in the internati-

Sigurd Klinga was also among those whose services to the transport workers' cause, given in such unstinted fashion over the years, made it so hard for his colleagues on the Executive Committee and all those who had come into contact with him in the trade-union movement to say good-bye



onal transport workers' movement.

Brother Tom Yates (for his services to the trade union movement he received a knighthood in 1959 conferring the title Sir Thomas Yates) retires from office with the ITF as Chairman of the Management Committee. He had also for many years been a member of the General Council and was repeatedly elected to the office of Chairman of the ITF Seafarers' Section. At the end of 1960 Sir Tom retired from office as General Secretary of the British National Union of Seamen thus ending a distinguished trade union career going back to 1929 when he left the sea to take up full-time duties as an official of the NUS - a step which was to lead to positions of increasing trust and authority culminating in his election to the office of General Secretary of the Union in 1948.

Sir Tom worked assiduously on behalf of seafarers on a number of bodies besides the ITF and the NUS such as the ILO Joint Maritime Commission and the WHO Hygiene Committee. In 1957 the British TUC elected him Chairman for the year. His premature retirement from the office of General Secretary of the NUS had been due to reasons of health and all his many friends have been gratified to note his return to health and vigour.

Sir Thomas Yates, Chairman of the Management Committee and member of the General Council, retired from these offices when he said good-bye to friends and former colleagues at the ITF Helsinki Congress. With him, and with other former office-bearers in the ITF, go our best wishes for good health and fortune in retirement



Brother A. E. Lyon was elected a member of the ITF Executive Committee at the Oslo Congress in 1948. Ever since that time he has shown a keen interest in the work of the ITF. It was with understanding but with keen regret that we accepted his resignation in order that he might devote all his time to his new duties as Labor Member of the US Railroad Retirement Board, a post to which he was recently appointed by President Kennedy.

Art Lyon started out in life as a signal helper on the Southern Pacific Railway in 1919. Later he occupied a number of posts in the Brotherhood of Railroad Signalmen and was elected its President in 1934. He became Vice-Chairman of the Railway Labor Executives Association in 1940 and Executive Secretary of the Association in 1945, a post which he held until his appointment to the Labor Railroad Retirement Board. His work in the field of labour affairs has been varied and extensive; he has served as labour adviser under three United States Presidents and has held an impressive number of other labour advisory posts.

Brother T. Nishimaki first became ITF Executive Committee member for Asia in 1959, having served for several years as a member of the General Council. He has also been a member of the Executive Boards of the ICFTU, and the ILO Joint Maritime Commission. Brother Nishimaki has long been an active fighter in seafarers' causes. He worked with the Japanese Seamen's Union from 1927 until it was dissolved by the Japanese Government in 1940. He then served on a gov-

ernment body concerned with seamen's affairs until 1945. When the war had ended he played a leading rôle in the formation of the All-Japan Seamen's Union after which he served as its Director of International Affairs.


A delegate to the ILO Seattle Conference on Seafarers' Conditions in 1936 Brother Nishimaki has always shown an active interest in furthering international contacts in the field of seafarers' trade unionism. His valuable work in the ITF will be missed.

The ITF did not wish to say good-bye to Brothers Kanne, Klinga, Lyon, Nishimaki and Yates without demonstrating in practical fashion its very deep appreciation of the great services which they have rendered to our Federation over the years. ITF Gold Badges were therefore presented at the Helsinki Congress to each of these veterans of the transport workers' trade union movement. Brothers Lyon, Yates and Nishimaki were unfortunately unable to receive their awards in person owing to illness or other commitments and their badges were therefore accepted by colleagues on their behalf. The ITF takes this further opportunity of expressing the sincere thanks of all affiliates for the long years of effort which these old friends devoted to the cause of the transport workers and of extending them our very best wishes for a long and happy retirement.

Brother T. Nishimaki, former Executive Committee member for Asia and Director of International Affairs of the All-Japan Seamen's Union, retired at Congress this year



A change of president

 OUR NEW PRESIDENT is by no means a newcomer to the ITF. Frank Cousins first became member of the ITF Executive Committee in 1956, just before he was elected General Secretary of his organisation, the Transport and General Workers' Union of Great Britain. At the Amsterdam Congress of 1958 he was elected President of the ITF, to be succeeded by Brother Dekeyzer two years later. After two years of absence from the Executive Committee and the Presidency we are glad to see him back in office.

Bro. Cousins, a former long-distance haulage driver, has long been a familiar figure to the ITF through his work in the Sections - he was National Secretary of the T & GWU's Commercial Services Group for many years. He is well known to the British public and respected by employers as a man who is capable of being utterly uncompromising whenever the rights and interests of the workers, who have chosen him as their leader, are in question. The many victories scored by workers under his leadership soon marked out this great militant as a man whose opinions and ideas should be taken account of. Besides his work for the ITF and his duties as General Secretary of the T & GWU, Frank Cousins serves the labour movement of Great Britain in many capacities. He is among those representing the British Trade Union Congress on the National Economic Development Council, formed recently by the British Government.

The 1,300,000 strong Transport and General Workers' Union has always been a source of strength to the ITF. Its leaders, notably Ernest Bevin and Arthur Deakin, have played an important rôle in the history of our International, and we know by past experience that Frank Cousins will equal these great trade unionists in endeavour.

We do not need to say good-bye to our outgoing President, Roger Dekeyzer, since we still have him in our Executive Board. We could not however see him depart from office as President without a sincere word of thanks for the splendid way in which he has done his job during the two years since his appointment at the Berne Congress. He took on this post in addition to the many other important functions which have fallen to his lot to carry out. Member of the Belgian Parliament, city councillor of Antwerp, member of numerous joint trade councils and national economic boards and since 1946 the chief executive officer of his union, the Belgian Transport Workers' Union, he has plenty to do and to

think about. Yet he finds the time and energy to participate actively in and make a valuable contribution to the work of the ITF. We were particularly impressed by the excellent way in which he carried out his task as Chairman at Congress, on occasions a difficult job, bringing the sessions to a successful close with all business attended to. We hope that the ITF will continue to benefit from his services for many years to come.

We are fortunate in not having to take leave of our Vice-President, Hans Düby, who has been with us in that capacity since his election at the Berne Congress and who continues in office. A member of the Executive Committee

(Continued on the next page)

We congratulate our outgoing President, Roger Dekeyzer, on the expert way in which he guided Congress through the many matters which had to be attended to, and brought the proceedings to a successful close. Our thanks are due him for two years of good work as President, and we trust that he will continue his efforts as a member of the ITF Executive Board



**The new members
of the Executive Board**

Europe & Middle East (12)

Ph. Seibert (Germany)
A. Kummernuss (Germany)
G. Alink (Netherlands)
H. Düby (Switzerland)
J. Matejcek (Austria)
S. F. Greene (Great Britain)
F. Cousins (Great Britain)
R. Dekeyzer (Belgium)
F. Laurent (France)
H. Pettersson (Sweden)
G. Hauge (Norway)
Z. Barash (Israel)

North America (4)

F. Hall (Canada)
W. J. Smith (Canada)
D. Beatty (United States)
J. Elliott (United States)

Latin America (2)

H. Alonso (Argentina)
H. Hernandez (Venezuela)

Africa (2)

M. Hellal (Tunisia)
A. E. Okon (Nigeria)

Asia & Australia (2)

R. Kamisawa (Japan)
D. U'Ren (Malaya)

**The new members
of the Management Committee**

S. F. Greene (Great Britain)
F. Laurent (France)
R. Dekeyzer (Belgium)
H. Pettersson (Sweden)
F. Cousins (Great Britain - President)
H. Düby
(Switzerland - Vice-President)
Pieter de Vries (General Secretary)

(Continued from page 212)

since 1956 and of the Railwaymen's Section Committee since 1950, Brother Düby, whose union, the Swiss Railwaymen's Federation, is one of the ITF's most loyal affiliates, has rendered services to our International which have been deeply appreciated. Not the least of them is the job which he undertook of preparing and introducing for discussion at Congress the revised version of the Constitution. That the various amendments were received with such satisfaction by the delegates is a mark of the good work which Brother Düby has put in on the Revision of the Constitution. We wish to express our gratitude to him for this.

**A shorter working week
to offset job loss**



AN AFFILIATE OF THE ITF IN GERMANY, the German Railwaymen's Union (gdED), has recently drawn criticism from the press for the foundation on which it bases its claim for a shorter working week with no loss of pay or benefits. The aim of the gdED is to achieve the 40 hour, five day per week for all railwaymen in Germany by 1965. This, it contends, is necessary not only for the sake of the workers themselves but for the sake of the railways and for the economy as a whole. Automation is forcing its way into all industries, including the railways and is going to cause a steady reduction in jobs available. This process, already well under way in the United States, has begun in Germany as well, said a spokesman of the union.

He went on to say that this trend could create a serious problem in Europe, although in Germany the policy of the unions to achieve an overall reduction of the working week has so far preserved security of employment. One German newspaper, however, questioned the standpoint of the gdED spokesman that automation was responsible for increased unemployment in Britain and the

(Continued from page 212)

- c) From 10 to 15 years service the cabin attendant's contributions plus 66 2/3 % of the airline's contributions, plus appropriate interest;
- d) After 20 years' service the joint contributions of the airline and the cabin attendant plus appropriate interest.

At retiring age the joint contributions of the airline and the cabin attendant, plus appropriate interest plus an evaluated share of accrued funds.

The accrued funds shall consist of airline contributions not returned under a), b), and c) above and shall be allotted quinquennially as bonuses to be applied at the retiring age.

The introduction of any such scheme cannot completely safeguard the interests of presently employed staff nearing the retiring age. Such cases should be considered in consultation with the appropriate representative organization, so that adequate payments can be made to those persons on reaching retiring age. The accrued funds could be used for this purpose.

United States. This our affiliate countered by an article in its newspaper giving one or two facts about the employment situation in the United States. President Kennedy has said that one of the most important tasks for US government over the next ten years will be to create 25,000 new jobs per week to replace those eliminated by automation. It is a fact, for example, that in the US the same amount of coal is being produced today as in 1949 with only a third of the working force then employed. The same trend is in evidence in the steel industry where 600,000 workers now produce 100 m. tons of steel per year, whereas in 1947 655,000 workers produced 85 m. tons.

The gdED has published figures to show the changes undergone by the staff structure of the German Federal Railways between 1958 and 1961. The present working force of 477,475 employees was 38,370 or 7.4 per cent less than in 1958, a considerable reduction for three years. Automation will create problems which will only be solved by serious cooperation between workers' organisations and employers, if the worker is not to be threatened by these developments and if the economy as a whole is not going to suffer.

The German Railwaymen's Union is pressing ahead with a campaign to obtain the 40-hour working week for its members as quickly as possible. One of the union's reasons for this campaign is to preserve security of employment for workers threatened by automation. Although this trend has not so far been particularly dangerous in Germany, the union's leaders are sufficiently farsighted to attempt to cushion German railwaymen against probable job shortage in the future



International Transport Workers' Federation

General Secretary: P. DE VRIES

President: FRANK COUSINS

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
- 293 affiliated organizations in 80 countries
- Total membership: 6,500,000

The aims of the ITF are

to support national and international action of workers in the struggle against economic exploitation and political oppression and to make international trade union 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
Bolivia * 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