

# International Transport Workers' Journal

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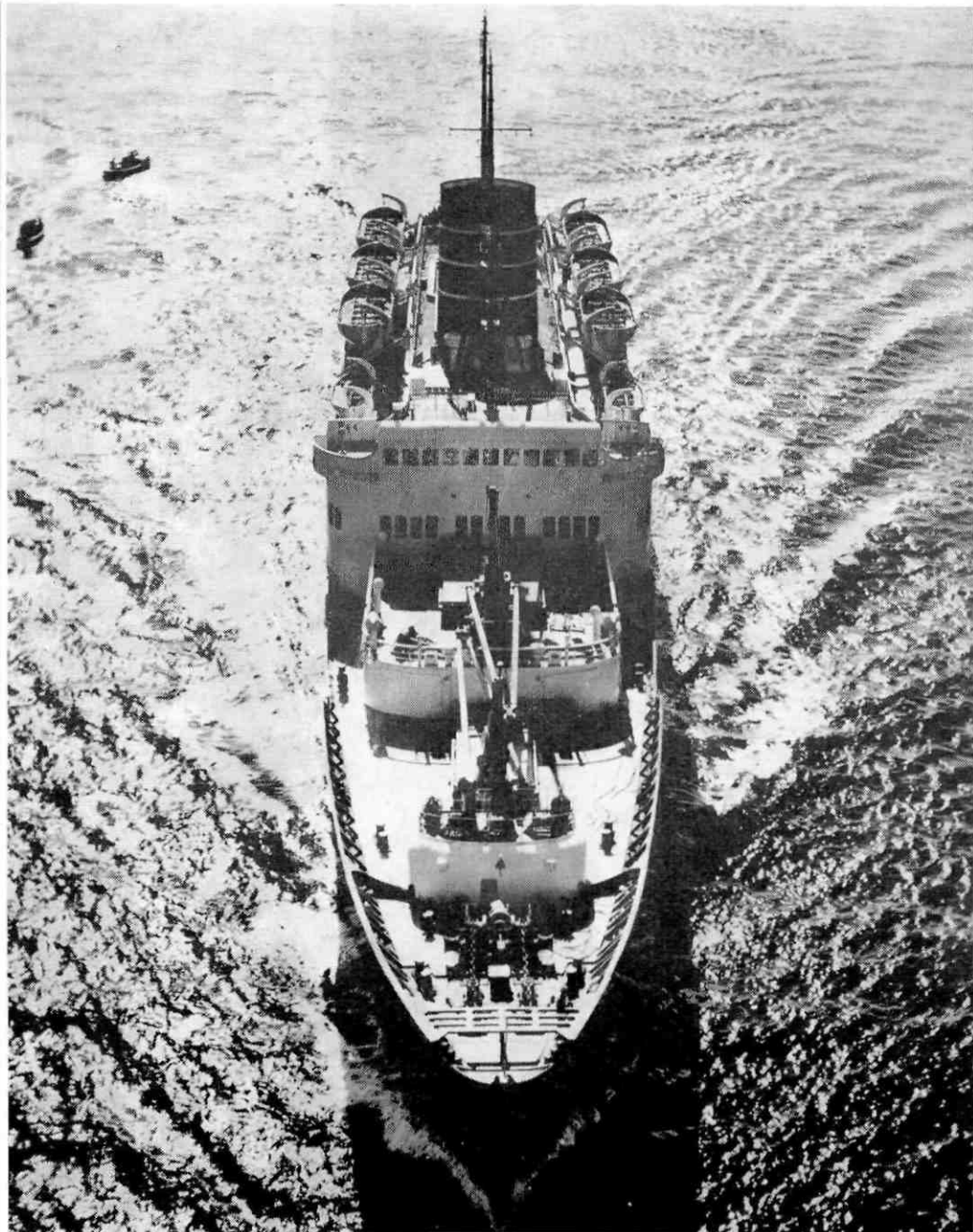
## In this issue:

The Norwegian Railwaymen's Union -  
70 years old  
by Egil Halvorsen

Determining the 'true age' of airline  
pilots  
by Najeeb E. Halaby

The story of the Maritime Union  
of India

British TUC looks ahead



Monthly Publication of the International Transport Workers' Federation

## International Transport Workers' Journal

11

*Monthly Publication of the ITF*

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*Forthcoming meetings:*

|          |  |
|----------|--|
| Paris    | 20 November 1962<br>Flying Staff Group (manning)         |
|          | 21-23 November 1962<br>Civil Aviation Section Conference |
| Hamburg  | 29-30 January 1963<br>Fair Practices Committee           |
| Brussels | 11-13 March 1963<br>Railwaymen's Section Committee       |

### **Bridging the gap**


THE ELECTIONS for the General Secretaryship of the British National Union of Seamen have clearly demonstrated the weakness of that dissident internal faction – arrogantly calling itself the Reform Movement – which caused so much trouble both within the union itself and, indirectly, within our Federation. Bill Hogarth, who had been Acting General Secretary since the death of Jim Scott, was confirmed in office by a majority of more than 20,000 votes over his nearest opponent, the Reform Movement candidate, and a majority over all three other candidates of 16,666.

However, this vote did not merely demonstrate the contempt of most of the union's members for the disruptive activities of the Reform Movement. It was also in a very real sense a positive vote of confidence in the attempts made by Bill Hogarth and his colleagues to meet certain criticisms. Among the most significant steps which have been taken to revitalize the union has been the decision to study the possibility of introducing a system of shipboard representation and the union's Annual General Meeting recently voted approval of the idea in principle. Shipboard representation raises a number of problems, not the least of which will probably concern the NUS's relations with officers' unions. But if some kind of system can be successfully worked out and implemented it will complete the direct lines of communication between the union's officials and its membership.

The structure and rules of the NUS are and have always been unquestionably democratic, affording every member the right to a voice in determining policy and electing the union's leaders. But it has naturally been difficult for members who often are at sea for long periods to preserve a feeling of real identity with the union, and the presence of an authorized union representative on board ship will serve a double purpose: certain types of grievances will be dealt with immediately instead of being allowed to fester until the ship reaches port; and union members will be able to see at close hand the practical work of the union on their behalf. The Reform Movement's campaign to stir up trouble within the NUS is unlikely to have much success in these conditions.

# The Norwegian Railwaymen's Union - 70 years old

by EGIL HALVORSEN

 ON 20 NOVEMBER THIS YEAR the Norwegian Railwaymen's Union celebrates its 70th anniversary. The union is the oldest railwaymen's organization in Scandinavia.

The first railways in Norway were opened to traffic on 1 September 1854, but even before that, when the main railway line was under construction in 1851, there had been an attempt to organize railway workers. It was not a trade union in the modern sense, but a sick benefit society for permanent-way workers. That was on 8 August 1851, and this benefit society set the pattern for other similar funds for railway employees in different parts of the country. On the occasion of the centenary celebrations for the fund in 1951, the Minister for Social Affairs at that time, Aaslaug Aasland said: 'The foundation for the present comprehensive system of social security was laid with the establishment of the railwaymen's sick benefit fund.'

The first recorded meeting of railway workers took place in the 1860s. These were characterised by songs and music, which has always been a feature of life among railway workers, perhaps as an echo of the sound of hammers on the line at work. In 1866 the Railway Song Association was founded, and this body developed into a forum for discussion on the day-to-day problems which the men had to contend with in their work. The idea of forming a more serious kind of group quickly took hold, and in 1869 the Railway Association was founded. Although this was in no way a trade

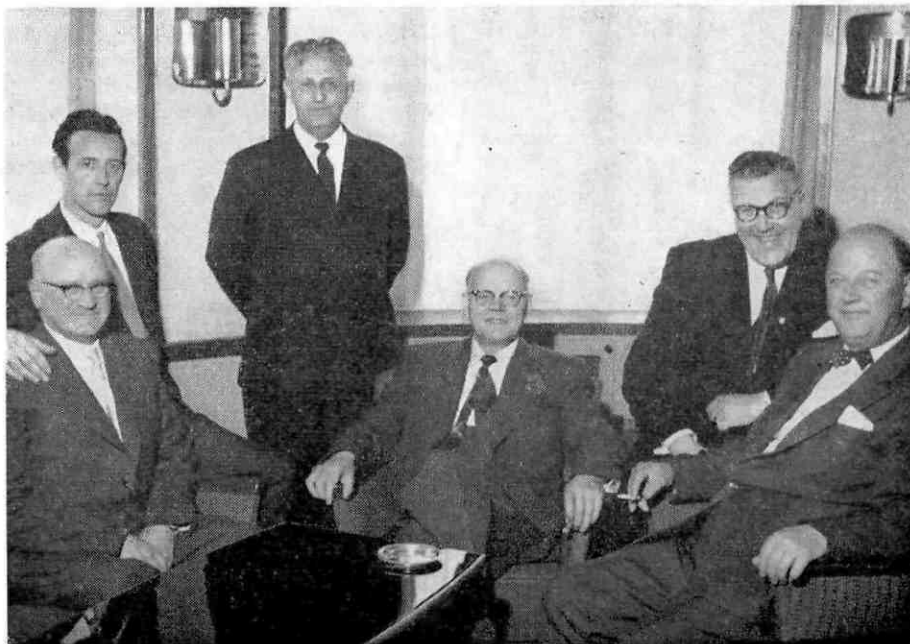
union organization, it played an important part in the establishment of the Norwegian Railwaymen's Union in 1892.

## The first trade unions

The first trade union organization of railway staff was formed on 6 October 1887 in Drammen; a number of other associations were formed towards the end of the 1880s but these were not proper trade unions.

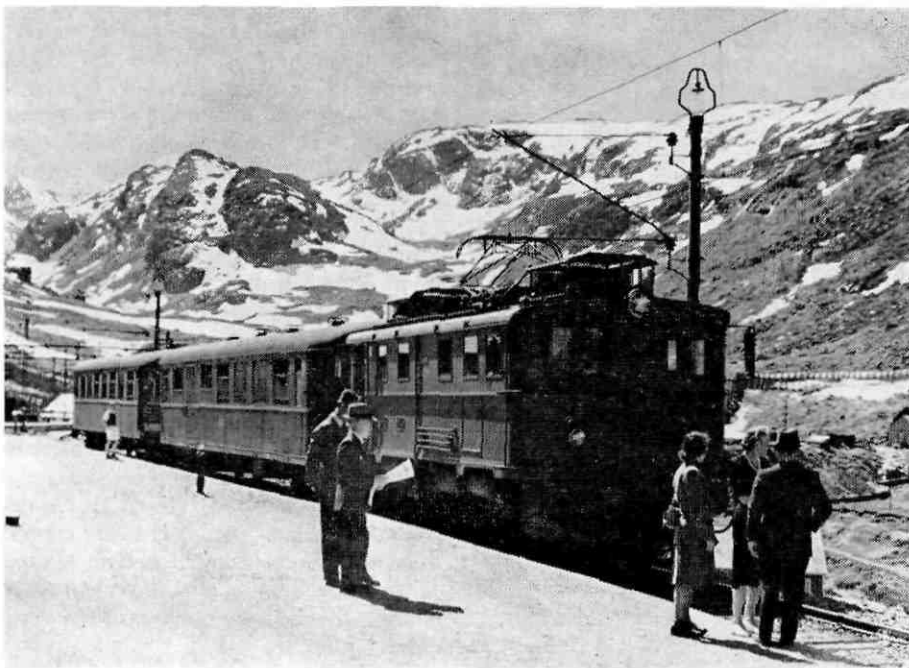
'Railway News' – the first publication for railway employees – first came out in 1887. The following year this journal proposed the establishment of a country-wide organization for railway personnel. In 1889 the editor, Adolf Skramstad, who later became a well-known author, wrote an article in which he set out his proposals for a national railwaymen's union. The method of organization which he proposed was in fact put into effect in the 1920s. Here is an extract from this significant and historic article:

*"The duty of a national trade union association is to look after the interest of its members in an effective manner. It must not limit itself to mere discussion and let it go at that. That is no use to anyone. A national organization must be a mouthpiece through which the ordinary members can speak directly to*



*The union's officers at the time of the 70th anniversary. From the left: Thore Olsen and Odd Wessel Larsen, Secretaries; Trygve Kristiansen, Vice-President; Marius Trana, President; Egil Halvorsen, Editor and Secretary (author of this article) and Emil Edvardsen, Treasurer and Secretary*

their employers about their claims. The basic unit of a national body must be the district branch. Each district should set up its own branch, and act in accordance with the policy of the national body. Such branches already exist in most areas, but they are in the doldrums; not one of them is able to go about things in the right way and do anything effective. We must get rid of the idea that these isolated local branches can be at all useful. This sort of programme accomplishes little or nothing. All over the world the workers are organizing, and it has been found that only with unity and firmness of purpose can they demand their rights of those in power. The railways workers must follow this example, although there are many serious difficulties. We see every day how the ruling classes use their authority in a way which is never to the workers' advantage. Up to now the workers have taken this lying down. Some have secretly clenched their fists and made threatening noises, but seldom or never has anything been said publicly. There was a lack of unity, and therefore of courage. Now the time for passivity and patience is past. Now when our rights are encroached upon we must speak up. We



Train at Myrdal station. Early attempts to organize railway workers with any real effect were hampered by the difficulty of coordinating the work of the individual branches. The branches remain the basic unit of organization today, but they are now united in a strong central organization empowered to speak for them all (Norwegian State Railways photo)



Marius Trana, President of the Norwegian Railwaymen's Union since 1945. Trana is also a member of the governing body (secretariat) of the Norwegian national centre, President of the state employees' central organization, and member of the governing body of the Scandinavian Railwaymen's Union, of which he has also been President. Trana has for many years been an active member of the ITF Railwaymen's Section

must criticize the way things are run. And we must state our grievances plainly and firmly. The national body must be organized in this way - with determined unity and in the firm belief that we have something to contribute - then the management will have to take notice of what we say.'

Understandably this article made a great impression, and the initiative to create a country-wide union thus approached its realization. The Railwaymen's Association set up a committee in May 1892 whose task was to propose a structure for the union, and this committee published its recommendations on 9 October that year.

Among the new union's aims was 'To join the various railwaymen's associations in Norway into one, at the same time preserving their autonomy within the framework of a large organization with the strength which such a body can command'.

#### The union is founded

The constitution conference which formally founded the union was held on 20 November, just as the Railway Association was founded on 20 November 1869, thirty-three years previously, 1,252 members from 11 branches were represented, and the first President was

P. J. Petersen, a station master. Here is a table showing the union's membership from then until the present day:

| Year | No. of Branches | No. of members |
|------|-----------------|----------------|
| 1892 | 11              | 1,252          |
| 1812 | 42              | 3,700          |
| 1932 | 63              | 7,161          |
| 1951 | 105             | 21,452         |
| 1954 | 119             | 22,787         |
| 1961 | 127             | 20,013 *)      |

\*) The drop in membership is due to rationalization measures on the Norwegian State Railways.

Practically 100 per cent of all railway employees are organized in the union.

At the national conference of 1893 it was decided to set up a fire insurance fund for railwaymen, and this came into operation from 1 August 1895. The fund was administered by the union until 1911. In that year a separate board took over, but until 1921 there was still some form of link with the union. Since that time the fund has been administered independently.

#### Activities over 70 years

In 70 years the union has dealt with many important questions, including: the problem of pay for temporary and extra personnel; pensions; holidays; weekly rest days; overtime work; working



hours; uniforms; free travel facilities; the 8-hour day; refreshments; housing; etc. The union has always been ready to take up any question which involved the interests of railway employees.

Before 1933 office workers had no recognized right to bargain, but in that year Parliament passed a law giving them this right. Up to that time the union had had to put forward claims on their behalf with circumspection, so as to avoid giving the impression that it was actually negotiating for them.

### Staff representation

Railway employees have since 1920 been represented on the Board of Management of the Norwegian State Railway. From 1947 this right of representation was enlarged from one to two members. The right of representation also exists on a number of other railway administration bodies, and in 1947 joint works committees were established. From the very first the union has been active in joint committees, both at national and local level.

### First public employees' union to join Norwegian national centre

The railwaymen's union was the first union of public employees to affiliate to the Norwegian national centre (LO). This decision was taken at the national conference in 1918. After a ballot

*Oslo's People's House, where the Railwaymen's Union is holding its 48th national conference, starting on 20 November, exactly seventy years since it was founded. The union joined the ITF in 1919 and, but for the war years when it went underground, has been a staunch affiliate ever since*



*Diesel locomotive. Practically one hundred per cent of all railway employees are organized in the Railway's Union, and membership has risen from 1,252 when the union was first founded to over 20,000 in 1961, although it is now dropping slightly as a result of rationalization measures which have meant a reduction of the labour force (Photo: Aftenbladet)*

among the members – which agreed to the affiliation by a large majority – the union joined with effect from 1 April 1919, and in the same year the union also affiliated to the ITF. The union was represented at the establish-

*Norwegian railwaymen working on electrical installations. Although the Railwaymen's Union was founded in 1892, groups of railway workers had been formed for various social activities as early as 1851 when the main railway line was under construction*



ment of the Nordic Railwaymen's Union in Gothenburg in 1918.

### 'Jernbanemanden'

As already mentioned, the first publication for railwaymen came out in 1887. This continued as the members' organ until 1910, accompanied by other papers also catering for railwaymen. At the national conference of 1910 the union decided to publish its own journal, 'Jernbanemanden' ('The Railwayman'). The first number came out on 11 January 1911. 23 or 24 editions are published each year and 27,000 copies are distributed.

### The union's social benefits

An assistance fund for sick members was set up in 1914. From 1916 to 1961 it paid out 1,258,000 kr. The funeral benefit fund came into being in 1931. This paid out 3,975,657.50 kr. up to the end of 1961. The union has also a benevolent fund and a scholarship fund.

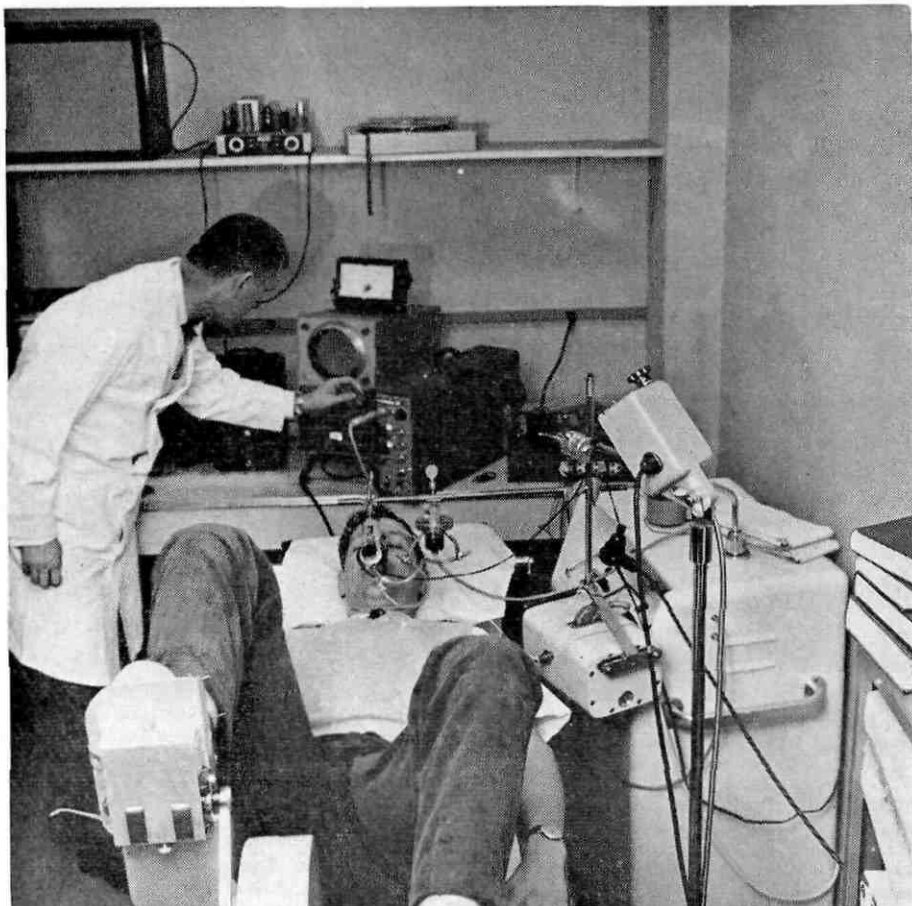
### 1940-45

Up until 1940 the union had made steady progress. But when the war came to Norway the organization's work was brought to a standstill. The underground executive committee of the union remained active, however, and maintained


*(Continued on page 247)*

# Determining the 'true age' of airline pilots

by NAJEEB E. HALABY —  
Administrator,  
US Federal Aviation Agency



*Ergostat in the name of apparatus in the foreground, used to test the pulmonary function of a subject. The physicist adjusts the pedal-like device to build a precise amount of 'work' into it. Lung function is evaluated by the velocity and percentage of carbon dioxide the subject exhales, and can provide information on the processes of aging*

 A UNIQUE MEDICAL RESEARCH PROGRAM is being pioneered by the US Federal Aviation Agency which should have major impact on flight safety and the current air line pilot retirement rule.

This program is specially designed to study man's aging process and develop individual standards based on each pilot's physical condition. When these criteria are established, the Agency will be able to tailor a retirement standard for each pilot instead of requiring all to quit flying at the age of 60 when present medical statistics indicate it is generally prudent.

The current rule calling for mandatory retirement at 60 was based on medical evidence which showed that after this age, chances of man being suddenly incapacitated rise sharply, regardless of his medical history.

I have thoroughly reviewed this retirement rule since taking office last year and found it quite sound, based on current medical knowledge. But now the Agency is doing special research that

should make a new rule possible. Advanced techniques are being devised to ascertain a pilot's susceptibility to sudden illness that could endanger a flight — and at the same time, permit the physically sound pilot to fly throughout his full career potential.

This research effort is a product of the age. With the big, fast turbine-powered transports now in wide-spread use with supersonic transport already in the planning stage, there is an urgent need to find out how well older pilots can handle these high speed aircraft. We no longer can afford to rely on a man's medical history and the results of the usual periodic examinations.

At the present time, there is no reliable way of measuring a man's physical age (as opposed to his chronological age) and the rate at which he is aging.

When such standards are developed, the Agency will be better able to predict and treat any accelerated aging processes. This will make it possible to extend a pilot's productive period through early treatment as well as determine when decreasing capabilities will cancel the benefits of long flying experience.

A prime benefit to the pilot will be the establishment of retirement standards tailored to his individual situation, rather than determined by an arbitrary age limit for everybody. Every man ages in a different way and at a different rate. Conceivably, a 75-year-old man could be physically younger than a man of 40. The agency, through its new program, expects to develop standards that will allow for these differences.

Now underway at Georgetown University Medical Center in Washington, studies are being conducted by the FAA Aviation Medicine Service's Clinical Research Branch, headed by Dr. Arthur E. Wentz. The FAA staff, which numbers 24, has the added benefit of the university's facilities and personnel when needed.

Studies of this branch started early in 1961 with pilots and air traffic controllers. FAA and university personnel are serving as control group to compare with aviation subjects, referred to the research group by medical examiners. They decide, after a routine examination, that the individual could make a contribution to the program because of his condition. Some 500 subjects, all volunteers, will be tested during the course with constant records maintained over an extended period.

To achieve FAA objectives, the branch has organized its work into six major area sections - behavioral sciences, pul-

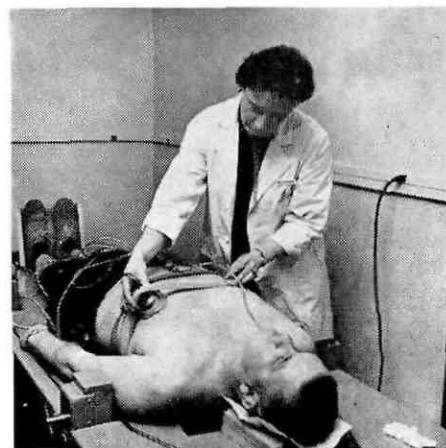
monary functions, cardiovascular, neurological, visual and auditory and biophysics and electronics. In addition to providing a variety of instrumentation and supporting gear for the study, the researchers are still developing more specialized electronic equipment for the precise measurements and extensive data processing involved. Here is a brief review of what is being done in each of these major areas at the University's Medical Center.

In the area of behavioral sciences, performance tests indicate there is a definite correlation between performance and chronological age for individuals with no special physiological problems. But for men with impaired vision for example, performance is related to the intensity and progress of that difficulty, rather than to chronological age.

A unique machine called a Psychomet, one of two in existence, is used to measure the speed and accuracy of a subject's reaction to visual signals. This involves the eye, brain and hand. With refinement, these tests will produce a closer correlation with age and physiological changes. Beginning next summer, this laboratory data will be compared with information taken from airborne observations of flight crews at work.

In the area of pulmonary functions, research includes study of the breathing rate, absorption of oxygen and production of carbon dioxide.

An Ergostat is used in this work - an apparatus which looks something like a bicycle designed by a committee. Researchers adjust this machine for a subject to do a precise amount of 'work'. After the work period, they evaluate his



*Sensitive microphones are placed over a subject's heart and carotid artery in preparation to taking a ballistocardiograph. This vibrationless 'bed' suspended to minimize gravitational pull, indicates any abnormal heart condition which might affect his work*

lung function by measuring the velocity and percentage carbon dioxide he exhales. Such factors could provide valuable clues to measurement of the aging process.

Also in the pulmonary area, an all-electronic measuring system was developed to screen data involving departures from normal standards. This section is now in the final stages of testing this equipment which will be used in the regular battery of studies. Data will be compared with studies demonstrating individual performance capability.

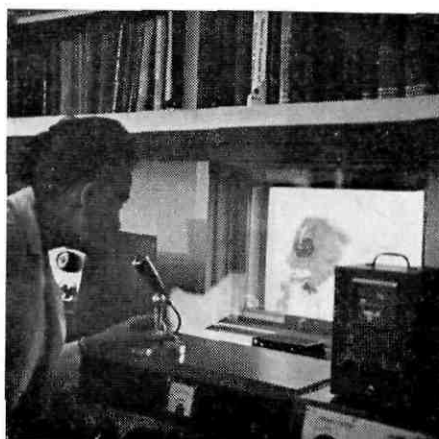
For study of the circulatory function, equipment has been purchased and procedures instituted for researchers to identify several aspects of this function. In addition to the conventional electrocardiogram, multi-channel tape recorders are used to collect information simultaneously on a variety of factors for subsequent analysis by computer techniques.

An intriguing device used in these studies is the ballistocardiograph. This is a vibrationless 'bed' suspended in such a way as to minimize gravitational pull. So sensitive is this machine that it can detect abnormal heart conditions by a change in vibration. The normal heart vibrates about 5/1000 of an inch every time it beats.

Telemetered electrocardiographic recordings are also being made to pinpoint changes in a subject while he is doing physical work similar to the activity he encounters in his normal routine. Telemetering permits this data to be transmitted to recorders without connecting



*Auditory study — one of the six major areas in FAA's new Medical Research programme — is conducted in soundproof rooms at Georgetown University. Subject here is listening to instructions from an adjoining room where his reactions are examined and evaluated*





wires so as not to impede any physical activity.

Looking a year ahead, the Agency hopes to develop an index which will summarize different aspects of circulatory performance and correlate them with general performance capability. This capability will be measured in the laboratory as well as in actual work environments.

Because, blood vessels and arteries show the first symptoms of aging, examination of these areas is revealing. In fact, the inside of the eyeball is the only place in the body where scientists can examine blood vessels under natural environment. To study the conditions of these blood vessels, FAA researchers take color slides of the inside back of the eyeball. A series of them taken over the years, will indicate the rate of aging as reflected in circulatory system changes.

To enhance our research, techniques of electro-encephalographic recordings of brain waves have been established. Researchers are analyzing these records by a scanning procedure to classify wave forms not currently considered significant by arbitrary conventional classifications. This is an effort to correlate consistent occurrences of these patterns with below par performance.

A new procedure — the potentials of which have been relatively unexplored as far as significant correlations are concerned — is being undertaken with the theo-encephalograph. This instrument is designed to identify the relationship of brain blood volume to neurological performance as well as to the mechanical aspects of cerebral arterials performance, and, in turn, to other peripheral circu-

latory performance. During 1963, this research section will try to summarize these findings and establish an index to correlate performance scores with other physiological findings.

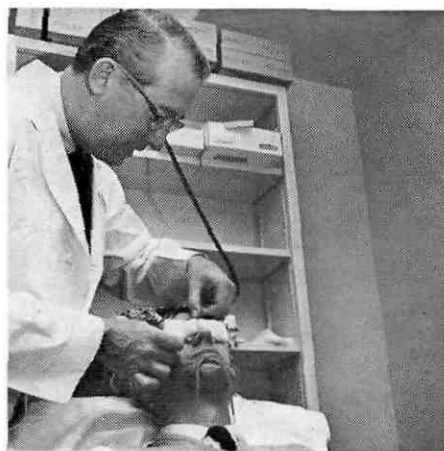
A miniaturizer, transistorized electro-encephalographic system and recorder is being developed to facilitate a comparison of findings in laboratories with those recorded in occupational environments.

In the visual and auditory area, a battery of studies has been established to identify altered physiological pathological or anomalous conditions that might go undetected by conventional visual testing methods. Photographing the rear surface of the eye on an annual basis is one phase of this research.

Such studies correlate favorably with direct observation evaluation, and thus eliminate dependence on the same human evaluator for consistent classification over the years. At the same time, dependence on verbal description and recall of previous findings for comparison with present findings is unnecessary.

To measure conventional distance and near acuities in a subject, the standard Snellen Charts and Landolt Ring Slides are used. Intermediate-distance acuity measurements are made to correspond with cockpit requirements, already determined by an FAA project last year.

*Pupillography*, another diagnostic procedure previously not available, has been instituted and the equipment calibrated. This study involves both neurological and ocular information from the pattern of pupillary dilation and contraction under controlled stimulus. The



*The head of the Federal Aviation Agency's Clinical Research Branch attaches electrodes to a subject's head for an electroencephalogram. Record of the brain wave is then made in an adjoining room, giving FAA researchers data on coordination, alertness and reflexes which are carefully analyzed*

findings correlate significantly with age.

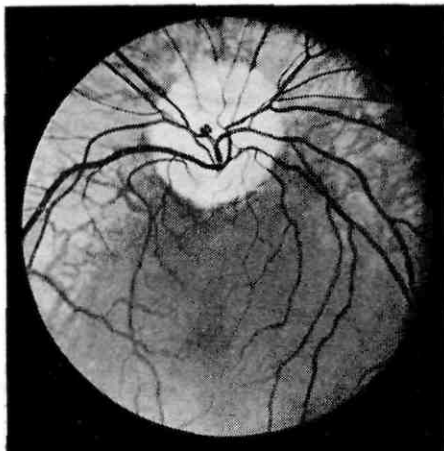
The significance of correlation of visual factors with other physiological findings and with performance will be determined next year. Then, the test battery will be altered to get the most significant information from the eye, which represents probably one of the most accessible systems for early observation of aging factors.

Hearing research is enhanced by the use of selected words against various noise backgrounds, in addition to the conventional standard measurements of *monaural thresholds of hearing*.

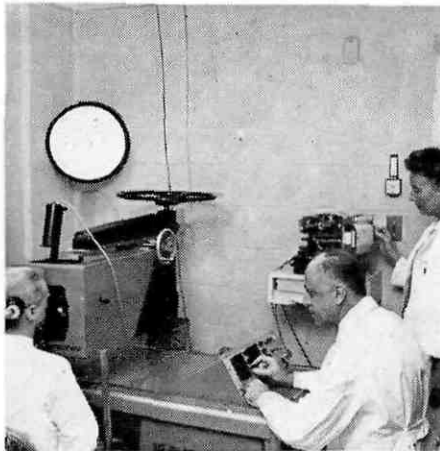
This year, FAA Researchers are establishing a biochemical and pharmacological laboratory. Coordination of this area with the other areas of physiological investigation is producing a program for the biochemical values which, prompted by the results of findings from the other areas, appear to be significant in relation to aging.

During the coming year, these biochemical studies can be verified after they have been correlated with established physiological aging changes.

And finally, in the area of biophysics and electronics, the primary objective of this section is to expedite acquisition of electrical-medical systems for other sections of the branch. For example, to activate a project of the Pulmonary Function Station it was necessary to design an all-electronic measuring and magnetic tape recording system as well as a *analog computer* for the reduction of this data. This same technical knowl-



*Reflex action of the pupils of the eye is measured on a Pupillograph, one of five such instruments in the world. Inside back of the eyeball reveals blood vessels and arteries in a natural environment. Because vessels and arteries show the first symptoms of aging, examination of these areas is extremely useful in helping to measure a pilot's 'true age'*





edge was used to design systems for recording data in other sections. This year, the B&E Section will continue to develop instrumentation to facilitate computer analysis of physiological data.

Adding up the total contributions from each of these sections, the FAA should be well on its way toward achieving its objectives by the end of 1963. The end result will mean greater air safety and elimination of individual inequities from the pilots' retirement rule.

*(With acknowledgments to the US 'Air Line Pilot' and the Federal Aviation Agency).*

*(Continued from page 243)*

contact with officers and members throughout the country.

The union's President from 1930, Ludvik Buland, was arrested during the state of emergency in Oslo in September 1941. He was sentenced to death, but this was later commuted to life imprisonment. After a spell in the Akershus fortress Buland was sent to Germany where he died on 5 February 1945. Many of the union's members lost their lives in the struggle for freedom and many were put in concentration camps in both Norway and Germany.

On 8 May 1945 the work of reorganizing the union began, and was carried on at full speed. The national conference of November 1945 laid down policy outlines for the following year and Marius Trana was elected as the new President.

#### **A strong union today**

When the union was founded 70 years ago it was weak both organizationally and financially. Today the railwaymen's union is a strong organization. Its income in 1893 was 122.30 kr. At the end of 1961 it was 1.7 million kr, and its assets are worth 13 million kr.

The present officers are: Marius Trana, President; Trygve Kristiansen, Vice-President; Emil Edvardsen, Secretary and Treasurer; Egil Halvorsen, Editor and Secretary; Thore Olsen and Odd Wessel Larsen, Secretaries.

The union will celebrate its 70th anniversary at its 48th national conference which begins in Oslo's new People's House on 20 November.

In addition to the English Journal, we also publish editions in German, Swedish and Spanish. ITF Secretariat

*William Hogarth,  
General Secretary of the British  
National Union of Seamen*



## Profile of the month

WILLIAM HOGARTH, who had been carrying out the functions of General Secretary of the National Union of Seamen since the tragic death of Jim Scott, was officially elected to the post in September. Some 68 per cent of the votes were cast for Hogarth giving him an overall majority of 16,611. The members of NUS knew what they were doing when they voted him their leader, for over eight months that he had been acting General Secretary they had had the opportunity to appreciate his outstanding competence in dealing with difficult problems. A notable example of the way in which he has earned their confidence is his handling of the recent wage negotiations which resulted in a four per cent rise in seafarers' pay and a six per cent increase in overtime rates. Hogarth also took the lead in the question of reversing the union's policy on 'shop stewards at sea'. At this suggestion the Executive Council appointed a special committee to devise a sound scheme of shipboard representation.

Hogarth shared the late General Secretary's views on democracy in the union. It is his declared intention to improve to the greatest extent possible its democratic operation and, to judge by his success over the candidates put forward at the recent elections by the dissident reform movement, these are views which are shared by the vast majority of NUS members. The election result proved that the members of NUS are prepared to consider reform only if it is tackled through the union's proper democratic machinery and not by outside interference.

Hogarth was also elected by 7,867,000 votes to the TUC General Council when the Congress met recently in Blackpool. This merely confirmed him in the position which he had been occupying provisionally since the death of Jim Scott.

An examination of Hogarth's career proves fully consistent with the impression one has of him, if one sees him at his job. He is an active and capable man besides being an excellent trade unionist.

Born in Glasgow in 1911, he was the son of a boiler maker — also an ardent trade unionist. He went to sea at the age of sixteen as a deck boy. The conditions under which he and his shipmates were expected to work on his first ship were far from satisfactory. He himself was

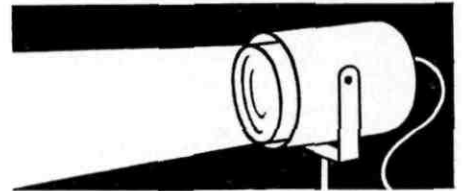
earning £2.10s. per week. The ship was a non-union vessel, and young Hogarth soon realized that this was largely where the trouble lay. He began to tell his shipmates what he knew about trade unionism and to persuade them that by sticking together and standing up for their rights they could improve their pay and conditions.

Before long he was branded as an agitator and was discharged from the ship. After sailing aboard tramps and tankers for five years he returned to the company with whom he had first been employed. Things had changed by then, however, for the company had been unionised, a process in which he had no doubt played a considerable rôle.

In 1942, his last year at sea, while serving aboard the troopship *Nea Hellas*, he was appointed an official of the Glasgow branch of the National Union of Seamen. Two years later he became branch secretary at the Victoria and Albert Docks in London and branch secretary of the London District in 1947. In June 1955 he was appointed London District Organiser and three months later became Humber District Secretary. He returned to London in 1957 to become joint District Secretary. He is a member of our General Council and also of our Fair Practices


*(Continued on page 249)*

# Spotlight on Economic Integration



## The work of European institutions concerned with transport

### Central Commission for the Navigation of the Rhine

 THIS WAS SET UP IN 1815. The Rhine Convention contains the following main principles: freedom of navigation and equality of treatment for vessels and crews of all countries; equality of treatment for all flags; free transit; abolition of charges levied solely for navigation. The Convention cannot be denounced except by consent of all the contracting parties.

The Central Commission for the Navigation of the Rhine (CCR) is at present composed of the four riparian states – France, Germany, the Netherlands and Switzerland – and Belgium, Great Britain and the United States. It is essentially a standing conference of the Member States, consultative in character and without any executive power to carry out its decisions. The decisions are taken by majority vote but do not bind the minority.

The functions of the CCR are to watch over the observance of the principles laid down in the Convention and to serve as a joint institution in which the governments consult to harmonize their Rhine policies. It studies plans for hydro-technical projects, bridge construction, customs formalities, etc. in the light of navigation requirements. The CCR draws up common regulations on the safety rules of navigation, whilst their implementation is a matter for the governments concerned; it watches over the wellbeing of navigation and receives any complaints based on the application of the Convention. It has the functions of a Court of Appeal in matters of Rhine navigation, both civil and criminal. In cooperation with the International Labour Office it has worked out a convention for the settlement of conflicts of law concerning the social security of Rhine boat crews. This was signed in Paris in 1950 and came into effect three

years later. Another convention concerning the working conditions for Rhine boat crews was also signed in 1950, and came into effect in 1959 in revised version.

The CCR has also studied economic problems connected with Rhine navigation. In 1952 and 1959 it proposed that the governments call economic conferences on Rhine navigation, under its auspices, in which representatives of the fleets and of the crew members took part. These conferences studied the underlying and long-standing causes of difficulties in Rhine navigation and means to mitigate them.

The economic conference of 1959 concluded that a trade organization which would guarantee the equal spread of transport activities would effectively solve the outstanding problems. It adopted a majority recommendation that a new international body be set up in which the national elements would be represented according to the principles of federalism and in which all the Rhine fleets should also be represented. The Conference therefore asked the CCR whether it would recommend, without losing sight of the principles of the Convention, measures enabling the industry to set up an organization maintained by the Central Commission itself, and covering navigation on the Rhine as a whole.

### Inland Transport Committee of the ECE

The Inland Transport Committee was set up in 1947 within the Economic Commission for Europe of the United Nations. It has three subcommittees, one for each form of transport, and a large number of working parties. The Committee has covered most of the fundamental problems in transport policy and its work has led to the conclusion of several international conventions and agreements, to the adoption of recommendations and resolutions and to the submission of studies which have proved of great value to other international bodies engaged in the same sort of work.

One task which the Committee has set

itself is the coordination of transport. A comprehensive inquiry has been made into the main problems of coordination, both from the point of view of investment and from that of the utilization of means of transport. These are: conditions of competition and the removal of inequalities likely to distort it; public service obligations and measures restricting competition; rates and the social aspect of coordination.

A number of general agreements on road transport have been concluded under the auspices of the Inland Transport Committee, including the European Agreement concerning the Work of Crews engaged in the International Road Transport (AETR), which was welcomed in a resolution from the ITF Road Transport Section in Helsinki this year.

### The European Conference of Ministers of Transport

This body (generally known by its French initials, CEMT) replaced the Inland Transport Committee of the Organization for European Economic Cooperation in 1953. Its main functions are: to take all measures calculated to realize the best utilization and the most rational development of European inland transport of international importance; and to coordinate and promote the work of international organizations interested in European inland transport.

The CEMT has adopted several resolutions and examined various questions which, whilst neither aiming at nor resulting in the elaboration of a common transport policy for Europe, nevertheless contribute to the drawing up of such a policy. The resolution of 1957 on the financial situation of the railways is one of the most important resolutions of this kind. It recommends that railway accounts be 'normalized', the public service obligations of the railway made more flexible, and that they should be run on commercial lines; that the State should assume the burden of expenses which are not inherent in industrial or commercial operations, and that the railways should

be put on a footing of equality with their competitors.

With regard to improving road transport the CEMT has studied questions relating to weights and measurements of vehicles in an attempt to reach a uniform system. It has also given attention to other problems closely linked with transport policy, such as the harmonization of domestic and international inland waterways freight rates, the organization and development of pipelines.

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In our next issue we shall give an outline of the plans for transport coordination drawn up by the Commission of the European Economic Community.


### The communist line has a kink

 THE ORTHODOX COMMUNIST LINE on the European Economic Community as a hopeless attempt to correct the inherent contradictions of the capitalist economies of Western Europe took something of a beating in Moscow at a meeting of more than a hundred communist economists from twenty-three countries. Contrary to the official view that the Common Market is a 'united front of monopolists against the west European working class', the Italian delegation is understood to have tabled a paper which held that the EEC was benefiting not only the industrialists but also the workers. The Italians thought the Common Market was working, and that some new thinking among the communists was needed.

The meeting was private, but it appears that a lively discussion took place on the Common Market and the delegates were by no means prepared to accept the suggestion that it presents no threat to the Eastern bloc, nor were they happy about the emphasis in stock communist propaganda on the military and political implications of the EEC.

The view was expressed that instead of just maintaining blank opposition to the EEC, the strategy of Western European communists should be to attempt to penetrate its governing bodies in order to influence its decisions. A further sign that the communists now recognize the success of the Common Market was the suggestion that communist countries could cooperate with 'imperialist' associations such as the EEC.

### Fishery economics seminar

 A FOUR-WEEK INTERNATIONAL RESEARCH Seminar for advanced

students of fishery economics is being held in Bergen, Norway, from 5 to 30 November this year. There will be fifteen participants, and the official language will be English. Norwegian and foreign experts are invited to read papers and deliver lectures to the seminar, whose main purposes are: to provide post-graduate training for advanced students, preferably for those who have already worked for some time either in research, in business or in administration; to review and describe fishery economics as a field of study with a view to arranging at a later date post-graduate studies for students who may wish to work for a special degree in fishery economics; and to promote international cooperation in research into fishery economics.

The draft prospectus for the seminar is as follows:

#### First week

##### Role of Economics in Fisheries

Lectures on the general approach; marine biological sciences; natural setting of sea fisheries; food technology in relation to fish processing; fishing techniques and their inter-relationship with economic aspects; economic aspects; economic theory of fishing operations; economics in relation to legal aspects.

#### Second week

##### Economy of the Fishing Boat

Review of developments in the construction, propulsion and equipment of fishing boats; multi-purpose or specialized boats?; factory ships; employer policy on finance, insurance, maintenance, labour etc.; investigations into cost and earnings in fishing operations; the impact of Government policies on the fishing fleet.

#### Third week

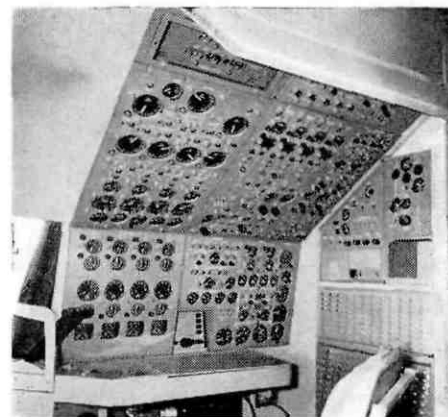
##### Fish-marketing Economics

Various commodity forms in fisheries; general description of demand for fish; fish and fish products in relation to agricultural products; costs in fish marketing; consumer education; sales promotion; market news service.


#### Fourth week

##### Overall Aspects, Research Projects


Policy-making in fisheries (a) national aspects and (b) international aspects; production economics at various stages in fishery industries; social aspects of fishing communities; review of potential research projects.



### Flight engineer's station in the VC10

 THIS PHOTOGRAPH shows a model of the flight engineer's station in the VC10 the lay-out of which has finally been settled. While the two pilots fly and control the aircraft, the flight engineer monitors all aircraft systems which are indicated on his panels in line diagram form. In addition he has four engine throttles for monitoring power plant conditions.

### Traffic lanes proposed for English Channel

 A PLAN HAS BEEN DRAWN UP by an international team of experts which suggests a traffic lane system to prevent collision in the Straits of Dover. The plan is being submitted in the form of a questionnaire to more than 700 ships' captains who use the Straits, and the final report will be laid before the Inter-governmental Maritime Consultative Organization (IMCO). The proposal is for two traffic lanes, one on the English side of the strait and the other on the continental side. At present about ninety per cent of the 750 ships which on average pass daily through the Straits use a passage barely five miles wide between the Varne sandbank and the English coast, irrespective of their destination.

*(Continued from page 247)*

Committee. We are confident that, with a man of such outstanding characteristics as Hogarth in leadership of Great Britain's most important seamen's organization, the links which bind together our international and the NUS will grow even stronger and serve as the basis of much fruitful co-operation in the years to come.



# The story of the Maritime Union of India



THE MARITIME UNION OF INDIA (MUI) has been in existence for over twenty-one years, having been registered under the Indian Trade Unions Act on 30 March 1941. Its actual foundation date, however, is 3 December 1939. It was then known as the Indian Merchant Navy Officers' Association, changing its name to its present title on 31 March, 1944. From modest beginnings – among which may be mentioned a membership of seven and total funds of Rs.30 – it has grown into a powerful organization recognized by all Indian shipping companies and the Indian government as the bargaining agent for Indian merchant navy officers. It holds collective agreements with fifteen shipping companies and is represented on all government boards and committees dealing with maritime matters. Its present membership is in the region of 1,450. Below, from the pages of the 'Oceanite', the official organ of the MUI, we tell the story of how, through the unity and determination of a composite membership of ship masters, navigating and engineering officers, radio officers, pursers, doctors and others, the merchant navy officers of India attained the status they now enjoy.

Before Independence, the Indian merchant fleet was considered to be composed of all Indian-owned ships and all the British-owned ships that operated from India, both classes of vessels flying the red ensign of the British merchant navy. Trade with foreign countries was carried on exclusively by British ships, and until the Coastal Reservations Bill was passed well after Independence, the British held a virtual monopoly in the carriage of Indian-coastal trade as well. A handful of Indian ships did give opportunities to Indian deck and engineer officers, but the British ships normally recruited only clerks, doctors and a few junior deck officers, and in most cases the wages offered to Indian officers were

less than those paid to their British counterparts. Indian officers were members of the UK union, having no union of their own.

It was evident that until sufficiently large numbers of technically qualified Indian deck and engineer officers, cadres that were not so easy to replace, came on the scene and took the lead, not only for their own benefit but using their position of strength to ameliorate the service conditions of the Indian officers as a class, no lasting improvement could come about. And this is what happened around the year 1938, eleven years after the training ship *Dufferin* was started, and about four years after it started the



*Officers of the m.v. 'Jalapati' with Prime Minister Nehru and the managing director of the Scindia Steam Navigation Co. Ltd. Indian merchant navy officers at first joined the British Navigators and Engineer Officers Union, but then formed an independent Indian union better able to represent them which later became the Maritime Union of India*

scheme for training engineer cadets in addition to deck cadets.

### Background to the movement

Since there was no union for officers in India, Indian officers, after becoming qualified, joined the Navigators and Engineer Officers Union (NEOU) in the UK. As their numbers increased they started pressing for a branch office in India, arguing that a foreign union 5,000 miles away could not do anything either to improve their conditions or to protect their interest specially at a time when, because of the slump in shipping after the depression of the '30s, qualified officers were a dime a dozen.

The then General Secretary of the NEOU, Capt. William E. Coombs, came to India in early 1938 to investigate, but his organisation was not prepared to open a branch in India. The Indian Officers then went ahead on their own and established an independent union in India.

One of the major initial handicaps was that many of the officers were reluctant to associate with a trade union and it was to satisfy such persons that the union formed in 1939 was named the INDIAN MERCHANT NAVY OFFICERS' ASSOCIATION.

### Formation of the union

The Union (for the sake of convenience we will refer to the Indian Merchant Navy Officers' Association as a union) was as yet unregistered and had no office premises. Since the small group of officers behind the movement for the formation of the union was not acquainted with the rules and regulations relating to trade unions, they sought the help of a Bombay lawyer and well known trade unionist V. B. Karnik. A part-time organiser was also engaged but the main work obviously was still to be done at sea in trying to persuade the officers to accept the idea of a union.

As time passed more and more officers, both British and Indian, gradually began to feel that there was something in this attempt after all. Just about this time the Second World War broke out and seamen and officers in the UK pressed for and obtained a War Risk Allowance. The British companies on the Indian coast immediately fell in line with the decision taken in the UK. But the Scindia Steam Navigation Company decided to have its own interpretation of the War Risk Allowance. They announced a War Risk Bonus of 20% for seamen and 15% for officers. This dis-

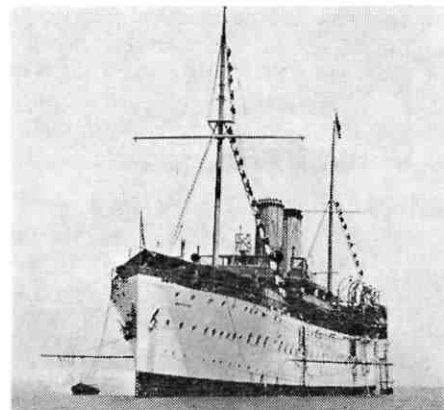
crimination sent a wave of resentment among the officers in the Scindia fleet and persuaded even the most reluctant among them that they must get together if they wanted something to be done to protect their interests. Feeling ran so high that at a meeting of officers held on two ships of Scindia's in Rangoon, they decided not to renew their articles when they were due to be changed within a few days. A third ship came into port a few days later and the master of that ship rendered signal service in consolidating the solidarity when he refused to sail until the officers' grievances were redressed.

On 5 and 6 October 1939, meetings were held of officers of seven ships of the fleet, the *Jadamani*, *Jalapadma*, *Jaladuta*, *Jalagopal*, *Jaladurga*, *El Hind* and *El Madina*. The last four were all passenger ships. With so many ships ready for action, the management became panicky.

The manager of the Scindia Company in Rangoon did his best to break the spirit of the officers and tried every trick known to him to divide them. But the officers stuck to their point and eventually the company had to accept negotiation with a committee of the union headed by V. B. Karnik, in Bombay.

Soon afterwards, officers of the *Jalabala*, *Jalamohan*, *Jalarashmi* and *Jalamani* met in Bombay on 20 October 1939 on board the *El Madina* and discussed and supported the demands put up by the ships in Rangoon. Some of them also had free and frank discussions with the management. Under such pressure, the company could not resist the demands of the officers. Thus was laid the foundation for the union to be formed by the end of the year.

On 25 October 1939 an agreement was reached with the company, resulting in improvement in many conditions. Among these, mention may be made of an increase of 20% in wages retroactive to 1 September 1939. Other conditions obtained were, a Good Service Allowance of one month's pay per year depending on the dividend that the company declared, a Special Allowance for officers on passenger ships, formulation of leave rules, local allotments, advance against wages, staff wages, and accommodation for officers, etc. This achievement far from creating complacency gave a fillip to the movement to establish a union and on 3 December 1939 a meeting of officers in Bombay was held. The Union on that day came officially into



*The training ship 'Dufferin'. Schemes for training deck and engineer officer cadets aboard this ship were started in 1927 and 1934 respectively, and it was not until these schemes had been in operation for some years that an appreciable body of Indian officers could be brought together into a strong, determined trade union organization*

existence under the name of the INDIAN MERCHANT NAVY OFFICERS' ASSOCIATION.

N. M. Joshi, the veteran trade union leader, was elected the first President and V. B. Karnik the Secretary.

In course of time it was found that some-one with sea-going experience was needed both to contact the ships as well as to make representations on behalf of the officers. The union then could not afford to pay a full-time organising secretary. Fortunately, R. Balakrishna, agreed to do this work. Sea-going officers ashore continued to assist the union and a vigorous drive for enrolling members was carried on by those afloat. It was clear that the work had expanded and the Bombay Post Box number would not serve the purpose for contacting the ships. Therefore, a part of a room was hired at Rs. 30 per month in a lane in Girgaum and a telephone installed, and this place served as an office for nearly two years.

In 1941, E. Sagar became Organising Secretary. He soon found that, unless the Union had an office of its own in a place conveniently near the docks, it would not progress much. Fortunately, accommodation was not such a serious problem at that time and in 1942 office space was acquired in the Fort area which the union continues to occupy to this day. For quite a considerable period after that time, part of the office premises were sublet, as the union could not afford to pay the full rent.

It soon became clear that the problems of the officers could not be tackled by

anyone who had no practical experience of life at sea. It was therefore decided in 1942 that a sea-going officer ought to take over the work. D. Mungat accepted this position and was formally installed as Secretary in February 1943.

### Recognition and change of name

1943 was an extremely busy year for the union. By the end of the year the British owners of the Indian merchant fleet had also recognised the union. The initial handicap that the union faced, namely, the reluctance of the officers to associate themselves with a trade union, had also been overcome. It was felt that the cumbersome title 'INDIAN MERCHANT NAVY ASSOCIATION' could now be altered to something more suitable and effective. Several names were suggested, but consideration had to be given to three points: firstly, it had to be now called a union; secondly, the word Indian suggested nationality, whereas the union was open to all nationals irrespective of colour, creed or community; and lastly, a number of senior officers had by now begun to take up shore employment and they did not belong to the Indian Merchant Navy any longer but were still definitely in the marine services and needed the strength of the union behind them for the redress of their grievances. The name 'MARITIME UNION OF INDIA' seemed to satisfy all three criteria and so at the Annual General Body meeting on 23 December 1943 the new name was adopted. The union was registered under this name in March 1944.

### International affiliation

Because of the war the union had been more or less completely cut off from the seafarers' trade union organisations in other parts of the world. Nevertheless, this did not prevent it from applying for affiliation to the International Transport Workers' Federation (ITF) which had moved to London just before the commencement of hostilities in 1939. The ground-work of the affiliation was done by the MUI Vice-President, Miss Maniben Kara, who had personally contacted J. H. Oldenbroek, the General Secretary of the ITF in London, in April 1944. There was immediate response from this great organisation, and on 1 October 1944 the Union became an affiliate of the ITF. At the same time, attempts were made to seek affiliation with the International Mercantile Marine Officers' Association (IMMOA) and the Officers' (Merchant Navy) Federation, which had all the

maritime officers' organisations in the British Commonwealth associated with it.

In keeping with its interest in the welfare of all seafarers, the officers of the Maritime Union of India (MUI) started taking interest in the welfare of the seamen. This was further enhanced by the preparation of the International Seafarers Charter by the ITF and the IMMOA. At about this time the International Labour Office conducted a survey for social security of seafarers and sent Dr. Laura Bodmer to prepare the material for a scheme of Social Security. The MUI, in spite of being shorthanded, took great pains in supplying information to all these organisations and the conditions of service prevailing in India, and the union gradually came to be accepted as a responsible organisation. This resulted in increasing demands on the officials of the organisation, but they took it cheerfully as part of their work.

In 1944, negotiations were conducted once again with the Scindia Company on the demand that there should be parity in wages and other conditions for seafarers on the Indian coast. Negotiations dragged on for a long period and eventually the union had to accept rates equal to 90% of the wages of the British officers in the Mogul Line. This compromise had to be accepted because it was just not possible to take any industrial action during the war and the shipowners knowing this position did not concede all union demands. But these negotiations convinced the officers of the union that their task would really begin on termination of hostilities when it would be seen whether the union was worth the name or not. So a small sub-committee started drafting out a first agreement.

### The first all-India seafarers' federation

In 1944, the MUI took yet another step in the direction of seagoing officers taking full charge of the organisation and at the end of that year, Capt. R. R. Memeery, the Commodore Captain of the Scindia fleet, was elected President, and Capt. W. L. Atkinson was elected Vice-President; K. D. Pradhan who had also to forego his career at sea on account of poor eyesight, was elected Organising Secretary.

In 1945, preparations started for the ILO's Preparatory Technical Conference to be held in Copenhagen at the end of that year. The basis of this conference was the International Seafarers' Charter prepared by the ITF and the IMMOA.

The Conference fixed May 1946 as

the date for the special maritime conference to be held in Seattle in the USA. The Indian delegation on its return from Copenhagen made a concerted move among the seamen's unions in India to unite under a Federation to make India's voice heard effectively in matters that were to have a direct bearing on seafarers' conditions on an international scale.

As a result of the discussions in Copenhagen, the ratings union of the UK – the National Union of Seamen – sent George Reed to help Indian seamen in organizing themselves. As a result of his discussions with the General Secretary of the MUI, it was decided that the officers should also join the Federation, thus giving a helping hand to the seamen. And so, on 7 April 1946 at Calcutta, the first All-India Seafarers' Federation came into existence. This Federation had four unions in it and represented 67,000 officers and men. And for the first time one single organisation could claim to represent everyone on the ship from master to lowest rating.

The Federation elected Aftab Ali as delegate to the Seattle Maritime Conference with Dinker Desai, D. Mungat and George Reed as advisers. The Government while accepting the nominees of the Federation, added a representative from Bombay who was not in the Federation. He was, however, unable to participate in the deliberations in Seattle, as he was not allowed to sit in the Workers' Group.

The Seattle Conference adopted nine Conventions and four Recommendations. It was expected that these Recommendations would bring in a new era in the lives of Indian seamen, but their expectations were belied by subsequent Government inaction.

### India's first nautical magazine

In 1944 the Union received sanction from the Central Government to publish a Bulletin. That is how the *Oceanite*, which was not originally contemplated as a trade union journal, came into existence.

William Cook, E. Sagar and Lokesh Ghatak had started the promotive work for the *Oceanite* from the premises of the MUI as early as 1942; but by an ordinance the Government had banned the publication of any new journal during the war as from 7 November 1942; all the printed literature, stationery, etc., collected earlier was, therefore, lying in cold storage, and when the union was given permission to publish a Bulletin, it



seemed a good idea to call it *Oceanite*, and so was established the first nautical magazine of India. The first issue, edited by Lokesh Ghatak, came out in August 1945.

#### **Affiliation to the Officers' (Merchant Navy) Federation**

After leaving Seattle, the General Secretary proceeded to London where he attended the International Seafarers' Conference convened by the ITF. Forty-six organisations of officers and seamen were represented at this conference. The main business was to discover ways and means of achieving ratification of the Seattle Conventions. The seafarers of the world represented at the conference pledged their full support to the cause of Indian seamen.

As a result of discussions between the new General Secretary Douglas Tennant of the NEOU of the UK and the MUI General Secretary, cordial relations between the two organizations were established. Further, application for affiliation with the Officers' (Merchant Navy) Federation, made as far back as 1944, was accepted and the MUI became an affiliate of this organisation in December 1946, thus building up fraternal relations with all the commonwealth organizations of merchant navy officers. The Federation is a 32,000-member organisation embracing merchant navy officers of the Commonwealth. It has affiliates in Canada, New Zealand, Malaya, Hongkong, Australia, Pakistan and India. The cordial relations established with the UK officers' union (the NEOU) have since been strengthened to the mutual advantage of both the organisations.

#### **The 1947 Scindia agreement**

Preparations started after the 1944 negotiations for a collective agreement with the shipowners were carried on during the next two years or so. Since the Union did not have any reference literature available the work necessarily was slow.

Negotiations were again started with the Scindia Company ending in a agreement effective from 1 April 1947, in which, practically every item stipulated in the union proposals was agreed to by the Company. The agreement consisted of 18 items, starting with Recognition and ending with Procedure for Revision or Termination of the Agreement, and for the first time the lives of the officers at sea as well as ashore on leave were adequately covered.

This was, indeed, the first Collective

Agreement of its kind in India and was held as a landmark not only by the seafarers, but also by other organizations in the country. The importance of the agreement can be gauged by the fact that the ILO published a summary of the agreement in its quarterly review. This agreement laid down a sound foundation, not only for conditions of service of officers in the merchant navy but indirectly for those employed in allied services such as the Merchant Marine Department and the port services. Its repercussions were felt even in the Indian Navy. It is largely due to the terms of this agreement that pay in the Mercantile Marine Department was raised from Rs.600-Rs.1,150 to Rs.800-Rs.1,300 as recommended by the First Pay Commission. The other services also had to follow suit. So the MUI can justly feel proud of not only having protected the interests of its own members but also of having helped officers in other similar services to obtain substantial increase in wages.

Within a few days after this agreement was signed, the British India Steam Navigation Company announced a new scale of wages almost identical to the one negotiated by the union with the Scindia Company.

This was a very hectic and crowded period for the union. While it was carrying on negotiations with the Scindia Company for this important agreement, it was the same time preparing a draft for the home trade officers who had never got any increase in wages or improvement in conditions, in spite of the war and the rising cost of living. The plight of pilots and harbour masters was also the same. The union was largely successful in obtaining improvements, but in order to prevent officers in the pilot services from coming under the influence of the union, increases were given directly rather than as a result of the agreement with the union. Activities on all these fronts were only possible because of some very devoted officers-members who volunteered to work in the union office. Mention among these may be made of Captain Sayeed and Captain Rozario, both of whom had recently obtained their Foreign-Going Master's Certificates. They started working in the MUI on a full-time basis. The union could not pay them even one-third of what they could have obtained at sea, but they cheerfully accepted this sacrifice and carried on their work with courage and determination. In the meantime, E. Sagar

had left the Navy at the termination of hostilities and had re-joined the union. In addition to helping in other work, Sagar took over charge of *Oceanite*.

#### **Maritime Union nautical school**

While these activities were in progress, the Shipping Policy Committee recommended a dynamic policy for the expansion of Indian shipping, laying down a target of two million tons of shipping to be achieved in five to seven years. Considering that the trade carried on by Indian ships even on the coast at that time was pretty meagre, all sections of people connected with the sea – the shipowners as well as the Merchant Navy Officers – naturally welcomed the move. Taking the Government's target at its face value and considering it to be free India's sincere bid for maritime rehabilitation, the MUI as a responsible organisation became concerned about problems of manning such a large merchant navy in such a short period. It was naturally apprehensive that a large number of trained officers would be imported from abroad and urged a review of the training facilities available in India. As a result of the union's interest in this work the syllabus on the *Dufferin* was completely revised.

The target of two million tons provided the shipowners with a handle for demanding an increase in training of the number of officers. The MUI realised much earlier than many other people that, even with the best will in the world, the target of two million tons was impossible of achievement in the period specified and carried out a successful fight for controlling the intake. The union did not want to see trained and qualified men looking for jobs as in the days of slump of the '30s. Subsequent events justified the stand taken by the union at that time because even till today the target of two million tons has remained a dream.

The union, however, was conscious of the fact that as large a number of trained officers as possible should be made ready to man the ships. It found that the officers had to spend a considerable amount of time preparing for their examination because there were no post-sea establishments in India as in other maritime countries. When representations made by the MUI to the Government for establishing such institutions were ignored, the union decided to start a school on its own in order to focus attention on this vital problem.

The MUI, depending entirely upon its own resources, opened the first coaching

school for candidates appearing for the MOT Certificates and pioneered facilities for post-sea training in India. With the co-operation of the Scindias, regular classes were started for deck officers in October 1949. The name of the school was the MARITIME UNION NAUTICAL SCHOOL (MUNS). Soon following suit, the 'Dufferin Old Cadets Association' also sponsored a school under the name of Premier School of Navigation. But they could not start functioning as they were unable to obtain an instructor and their effort did not go very far. They had many advantages as compared with the MUI, the chief one being the premises at the Merchant Navy Officers' Club Building, at Azad Maidan, which was given to them by the Government. Since the MUNS, out of necessity, operated after office hours, it was not possible to expand its activities. So as a result of negotiations with DOCA, MUNS and the Premier School of Navigation were amalgamated. Soon after this, the Government which had come to realise the need for a post-sea training establishment started their own scheme, resulting in the establishment of the NAUTICAL and ENGINEERING COLLEGE. Since the reason for which the MUNS was started, was fulfilled, the MUI decided to close down its school and handed over its assets to the Government establishment. Cpt. Sayeed's place as Organising Secretary of the MUI was taken over by J. F. Soares, who had been a Radio Officer at sea for 20 years.

#### **Shipping and technical library and insurance of certificates**

In accord with its tradition of concerning itself with all extracurricular activities which tend to the welfare of its members, the union, in establishing the school, had become conscious of the need for a technical library. A start in this direction had already been made by the collection of technical books from sea-going officers so that officers appearing for their certificates could have the books for reference and consultation. This library was further expanded and the Union started subscribing to a number of trade and technical magazines dealing with ships and shipping.

Expansion of shipping also entailed more hazardous navigation in various seas of the world. It was necessary that the professional interests of the officers should be protected in case of any accidents at sea. With the help of the UK Officers' Union (NEOU), the MUI negotiated with the Navigators and General In-

urance Company in the UK for insuring certificates of the members of the Union. The scheme commenced in September 1947, and a large number of officers still take advantage of it.

#### **Branch office at Calcutta**

With the membership on the increase and due to the growing need to visit ships at Calcutta to look after the interests of members based at that port, it was found necessary to open a Branch Office at Calcutta.

Capt. T. E. M. Rozario (presently a senior captain in the Scindia Company and Vice-President of the Union) undertook this arduous task. In October 1947, he opened the branch office in Calcutta. He had to carry on the work at great personal and physical sacrifice. In spite of this, he did commendable work in getting the office established and made known to the officers visiting Calcutta. After about a year, when it began to function to the satisfaction of the members, Capt. Rozario returned to sea in 1948. He was relieved by K. Banerji and later on in his place Anil Banerji was appointed as Branch Secretary.

#### **Partition of India and its effects on seamen**

In August 1947, with the partition of the country and the establishment of India and Pakistan, a very serious problem arose for the seamen in Calcutta. A majority of seamen posted at that port had now become aliens and because of the disturbed conditions prevailing at that time, leaders of the seamen's organizations in Calcutta left for Pakistan on the plea that with the changed conditions they were unable to carry on their activities without interference. So practically overnight, with the funds and the leaders both disappearing, some of the solid unions which had been built up over a period of years became defunct.

The ITF being concerned over this state of affairs cabled the MUI to try and help its affiliate, the Indian Seamen's Union in Calcutta, to continue to function. This was an added responsibility and the MUI spent many months trying to keep the Indian Seamen's Union working. Their efforts, however, were not successful.

The ITF realized the great work that the MUI had done and being conscious of the fact that a more direct link with transport workers' organizations in India was necessary, invited the General Secretary to London in December 1948 to consult on the establishment of a Re-

gional Information Office of the ITF in India. As a result of the discussion, the General Secretary took charge of the ITF Information and Advisory Centre with its office in the premises of the MUI in Bombay. The work carried out by this office was greatly appreciated, both by the transport workers' organizations in India and Pakistan, as well as by the ITF, so much that in 1954, the ITF decided to open a separate office with J. F. Soares, ex-General Secretary of the MUI in charge on a full-time basis.

#### **Home trade agreement**

The draft Agreement prepared for home trade officers had been almost completed in 1947. In order to discuss this matter with practical knowledge of conditions on home trade ships, the General Secretary and other officials of the union made a round voyage on one of these ships as passengers. Some changes in the draft were made as a result of their investigations and the official draft was eventually sent to the Bombay Steam Navigation Company. Negotiations dragged on for some months but were eventually successfully concluded. This agreement was based largely on the 1947 Foreign-Going Agreement with some changes on account of the peculiar conditions of the home trade ships. For the first time the home trade officers got a regular scale of wages with yearly increments, regular leave, allowance for food and medical facilities. This agreement which became effective from 1 July 1947 was perhaps more spectacular than even the first one, but did not get as much attention because it was modelled on the previous one and also due to the fact that by tradition foreign-going ships always got better consideration.

#### **Affiliation to Hind Mazdoor Sabha**

In December 1948, the Indian Federation of Labour, the Hind Mazdoor Panchayat and other trade unions which had seceded from the Communist controlled All-India Trade Union Congress, decided to join hands and form the HIND MAZDOOR SABHA. The Maritime Union of India became one of the affiliates of this central organisation of labour from its very inception, in April 1949.

#### **The years of consolidation**

Membership in 1949 was low in the smaller companies. The union, however, continued to pursue its work with determination and had to hold up individual ships of Bharat Lines and Malabars

on two occasions with the help of younger officers. When these shipowners realised that the MUI meant business, they made interim agreements with the assurance to negotiate proper agreements later. These promises remained on paper until years later when all ships of the Bharat Line were held up at various ports.

During this period the union devoted considerable amount of its time and resources to the conditions of officers in port services. In order to learn about their conditions, the Secretary visited various ports and held meetings of these officers. It was followed up with representations to the authorities in the various ports as well as the Government of India for which purpose numerous visits had to be made to Delhi. The work done by the union had the desired effect, inasmuch as the officers in port services got substantial increases in wages for the first time after decades.

#### Merchant navy co-operative stores

From their own experience, as well as from complaints of members, the officials of the MUI noticed that advantage of the good nature of sailors was being taken by the merchants ashore by selling them third quality goods at exorbitant prices. In keeping with its policy of looking after the welfare of sailors and catering to all their needs, it was decided that a Co-operative Stores should be started. So early in 1950, an appeal was made for buying of shares in the Stores. There was a generous response from the members and in December 1950, the Merchant Navy Co-operative Stores was formed with an authorised capital of Rs. 100,000 (rupees one hundred thousand) and a subscribed capital of Rs. 20,000 (rupees twenty thousand) comprising of 400 shares of Rs. 25 each. The old Merchant Navy Canteen, Bombay, was secured by the union for housing the Stores at a nominal rent. In 1951, the Co-operative Stores opened a section for laundering and dry cleaning of clothes, tailoring, general stores and a photography department. In 1954 the Stores was about to be closed because of financial crisis, but under a new management, were run effectively and on a self-paying basis until the middle of 1960 when its affairs had to be suspended because the temporary structure in which it was housed had to be demolished to make room for central government offices. As soon as suitable premises are again available, the MUI hopes to reopen.

In 1950, Bro. Mungat, General Secretary, obtained leave from the union in order to put in the required sea service for his master's ticket. In November of that year, the working committee of the union converted his leave of absence for sea service to that of leave for work in the ICFTU to enable him to join that organisation. In May of 1951, he officially handed over the charge of the Union to J. F. Soares, who assumed the position of Acting General Secretary, and in his place, as Organising Secretary, C. S. Raju was appointed.

#### The doldrums from 1950 to 1951

The expansion of Indian shipping went through a passive period akin to the doldrums during the post-war period, and the Union was naturally alarmed at this because the training of officers to man the non-existent ships went on unabated. Fortunately, the Coastal Reservation Bill came through on 15th August 1951 and two Indian Shipping Companies were admitted to the powerful Karmahon (Overseas Liners) Conference, thus paving the way to further expansion and to better employment prospects for the officers. But while this was going on the Union passed through a pretty lean time.

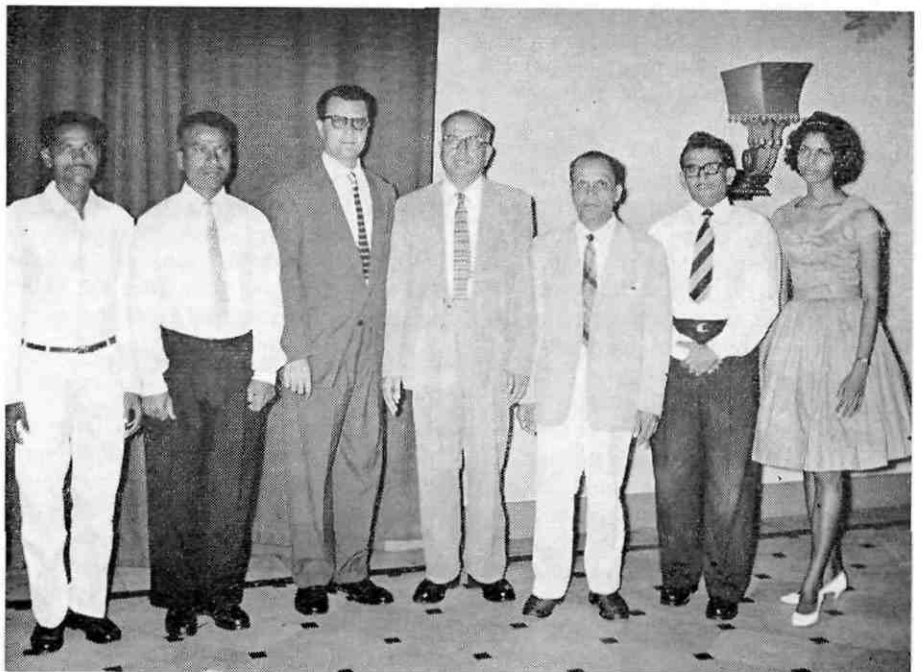
Bro. Soares put in some commendable work in negotiating an agreement with

the Indian Steamship Company which had been in the office since June 1950. In 1951, the ILO investigated the conditions of recruitment of Asiatic seamen and as a result of deliberations held since, it was decided to rebuild once again an All-India Seafarers' Federation. The new General Secretary, J. F. Soares, and the Union Executive busied themselves with this, and the matter finally came up for discussion at the Annual General Meeting of the MUI on 5 August 1953.

#### Union and the second Indian seafarers' federation

At this Annual General Meeting, a resolution supporting the formation of the Indian Seafarers' Federation and the Union's affiliation to it with certain strict reservations, was accepted; next the Government was urged to set up a tripartite National Maritime Board; and lastly, support was lent to the officers' determination to see the outmoded Indian Merchant Shipping Act suitably amended. It was also at this meeting that J. D. Randeri, of the first batch (1927-1929) turned out by the training ship *Dufferin*, was elected General Secretary.

Bro. Randeri certainly did not inherit a bed of roses, but his 23 years' experience at sea came in handy in pulling the Union out of the doldrums. Since



*Staff of the Maritime Union of India. Since its formation in 1939 the union has achieved great progress for its members in the face of strenuous opposition from the shipowners who have never liked the idea of their officers belonging to a trade union and who for a long time refused even to recognize MUI until organizational solidarity triumphed*



his taking over the helm of affairs of the organisation, the MUI has been making sustained progress in all directions – finance, status, recognition – and has now attained such a measure of consolidation and strength that Government, ship-owners and the international world of seafarers and labour have accepted it as a powerful force to conjure with.

#### Shipowners at their old game

The Maritime Union of India, from a position of strength, had reached a position of weakness owing to a variety of circumstances with the result that ship-owners had again begun to take full advantage of the apparent disunity among seafarers. A few examples will suffice to show the state of affairs that had been reached.

It was as though we were back at the beginning. The July 1954 issue of the *Oceanite* listed the following sample grievances of officers – all true:

- 1) a Chief Engineer was sacked because he refused to sail in a ship declared to be unseaworthy by the surveyors unless the recommended repairs were carried out;
- 2) a Master was practically reduced to begging on his knees to get some cargoes loaded in a certain way so as not to render the ship unseaworthy;
- 3) a Radio Officer, suffering from acute appendicitis, though recommended hospitalisation by the company's own doctor, was denied treatment until it was convenient for the company to relieve him.
- 4) an Engineer Officer who was recommended by the Company's doctor at two ports for hospitalisation, was told to go on privilege leave; he had to get the Shipping Master's help to get the necessary medical treatment, but was sacked soon thereafter;
- 5) An officer requested leave on compassionate grounds because his mother and sister were ill; he was told to get a relief which when he did was not acceptable to the company. So they told him that he could resign if he wished; the officer had no alternative but to do so and the company, in accepting his resignation, informed him that since he had voluntarily resigned, he forfeited all his privilege leave and other benefits;
- 6) an officer, after he had transferred his service from a foreign-going vessel to a Home Trade vessel asked the Master for his account of wages

which he was always accustomed to receive. The company refused; the officer claimed this perfectly legitimate right from the shipping master and was given his account of wages.

He was not allowed to sign on again.

We have quoted the above examples to show how eternal vigilance must be the price that a good trade union has to pay for the continued well-being of its members. The officers had failed to remain solidly united, and promptly the shipowners were back at their old game of ruthless and inhuman exploitation.

A vigorous drive for membership and renewed negotiations for bilateral agreements with the companies and for revisions of the agreements with some were again initiated by the new General Secretary. His hands were strengthened in August 1954 when K. P. Kolah, an active purser member from the Scindia Steam Navigation Company joined as the Joint Secretary.

By the middle of 1955, the Union was able to conclude its first agreement with the Great Eastern Shipping Company, and also draw up fresh agreements with the Scindias and the Bombay Steam.

While it was busy in negotiations for revising the agreement with the India Steamship Company of Calcutta, a critical stage was reached with the Bharat Line, who were the only major Shipping Company that refused to revise their agreement in the light of the altered conditions. The shipowners, even those who were considered progressive and were prepared to revise the old agreements, were not all fully convinced that the union had the backing of all officers behind it. In fact, it was necessary at this stage to hold up the s.s. *West Bengal* in Bombay for three days on account of unsatisfactory catering of officers, and she was allowed to sail only after the butler concerned was removed from the ship.

#### Re-assertion of union solidarity — Bharat Line strike

But the Maritime Union of India, as behoves a responsible trade union representing a body of responsible technical personnel, was still hopeful of coming to an amicable settlement with the Bharat Line as with the other major companies. The Company, however, took this attitude to be one of weakness and refused even to reply to any of the numerous letters sent; finally, they refused to have anything to do with union demands. Thus, it is indeed a pity that a major shipping company took upon its

shoulders the onus of responsibility for the first large-scale industrial action by merchant navy officers in any Commonwealth country.

The *Bharat Deepak* was due to change her Articles on 7 March 1956. The officers duly signed off the Articles but courteously refused to sign on again when requested to do so. All other ships at Bombay and Calcutta followed suit, refusing to sail or sign on as the cases were, unless union demands were conceded. The strike was on.

It is needless to mention that all the usual threats in the armoury of the shipowner and the Government were made regarding the illegality of the strike, but the MUI stood firm and was quite prepared for the consequences. A shadow group of office-bearers had already been appointed and, to prove their solidarity with the Maritime Union of India, the officers' organisations in the UK and all the other Commonwealth countries had cabled their respective organisations everywhere not to supply any officers to the Bharat Line.

Members in other companies also proved their solid backing of the MUI by holding several unofficial meetings at union premises and resolving to go on *indefinite strike if any action were taken against the office-bearers and the officers of the Bharat Line.*

It must be noted here that in order not to embarrass the Government over its commitments to foreign countries and not to hamper the foreign exchange position, the MUI had sent out a directive to ships due for arrival at foreign ports not to resort to strike action there. Even to the vessels on strike in Indian ports directives were issued to the effect that, the strike being strictly against the owners, all safety precautions must be duly observed on the ships, including normal shipkeeping duties and shifting from berth if necessary to make way for other vessels, provided the union authorised the shifting.

#### Solidarity pays early dividends

This display of international and total national solidarity of maritime labour, of officers as well as seamen (whose unions had flooded the MUI with cables, letters and telegrams supporting the strike), and the dignified and restrained manner in which the strike was conducted soon persuaded the authorities to institute arbitration proceedings on terms of reference submitted by the MUI.

This in itself was a victory for the

union for it had been agitating for a revision of the old agreement since March 1952, and had finally submitted draft proposals on 6 January 1956 asking the company to consider them as terms of reference, which the company flatly refused to do. It was this very document that eventually formed the official terms of reference.

The Bharat Line strike and the resultant situation did create for some time the usual problem of morale, nervousness, suspense, etc., among members, which every trade union in such a situation has to face. It had to go through the normal trials and tribulations during the period. But it is gratifying to note that the union did come out unscathed and also triumphant.

Arbitration proceedings commenced on 22 March 1956, the MUI having agreed to lift the strike ban as from 21 March 1956. C. P. Srivastava, the then Deputy Director-General of Shipping, being acceptable to the Maritime Union of India as a thoroughly impartial and just person, was appointed arbitrator, and both his report and award will go down in the annals of maritime labour disputes as historic documents.

The union case was very ably presented before the arbitrator by J. D. Randeri, the General Secretary, assisted by his colleagues Bros. Kolah and Pradhan. No lawyers were engaged by the MUI to fight its case.

Its case was so strong that practically all the demands of the officers were met; the award conferred upon officers benefits to the extent of two lakhs and sixty-four thousand rupees, as against two lakhs eight thousand finally proposed by the Union for settlement against the ridiculous figure of fifty thousand rupees offered by the Company before the strike action was resorted to.

The contention of the owners that they should be free to seek labour in the cheapest possible market was thrown out by the arbitrator with these words: 'I am very clearly of the view that no shipowner can or should be permitted to engage merchant navy officers on this principle which became out of date at least a quarter of a century ago.'

To the union's contention that standard wages must be the first charge on the finances of a company, the arbitrator conceded that expenditure involved in giving ship's officers reasonable terms and conditions of employment was a primary charge on the earnings of the ship and ought to be met regardless of

the financial position of the shipping company.

The arbitrator further ruled that wages must be related to the tonnage of a vessel, and that allowances must be related to the type of trade in which she is employed and the kind of cargoes she carried.

In addition to laying down certain fundamental principles, certain other broad principles, for which the union had been agitating ever since its inception, were now given recognition, for instance, the formation of a bipartite National Maritime Board for the settlement of all disputes.

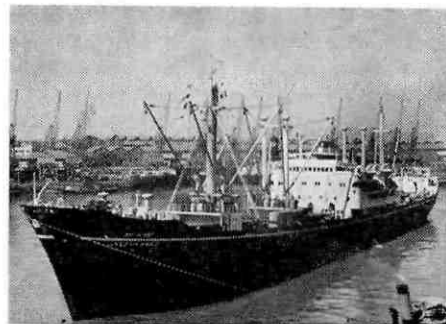
This was no mean achievement for the union; with this vindication of the just demands of the officers, the Maritime Union of India had truly come of age.

#### Status of responsibility accorded to union

Such a magnificent victory of the union over the Bharat Line focused the attention of the Government as well as of official and non-official labour organisations upon the systematic and sincere manner in which the Indian merchant navy officers were striving to conduct their affairs. The union was already recognised as the sole bargaining agent on behalf of the officers by all the existing shipping companies at the time. By the end of 1958, the union was accorded representation on the following bodies:

- 1) National Welfare Board for Seafarers;
- 2) Indian Sailors' Home Society, Bombay;
- 3) The Navik Griha, Calcutta;
- 4) The Technical Non-official Advisory Board of the Union Public Service Commission;
- 5) Joint Maritime Commission of the ILO;
- 6) The ILO JMC Tripartite Sub-Committee on Seafarers Welfare;
- 7) The ITF Executive Council;
- 8) Governing Body of the T. S. Dufferin.

Since then, however, further recognition has been given to the union by making its General Secretary a member of the Merchant Navy Training Board, which incorporates the committees and selection boards of the training ship *Dufferin* and the Directorate of Marine Engineering Training, and the newly-formed National Shipping Board which formulates shipping policy of the country under the revised Indian Merchant Shipping Act of 1958.



#### The Maritime Union and Merchant Shipping Act of 1958

In February 1957, the Government of M.v. 'Jaijawahar' of the Scindia Steam Navigation Co. Ltd., which was the first shipping company in India to sign an agreement with the officers on pay and conditions. This first agreement, which came into effect in October 1939, shortly preceded the official formation of the Indian Merchant Navy Officers' Association, later the MUI, in December of the same year

India at last published a draft Bill of the proposed Merchant Shipping Act to elicit public opinion and soon thereafter appointed a Joint Select Committee of both Houses to invite memoranda and oral evidence from shipowners, seafarers and other organisations connected with the maritime industry before submitting their report to Parliament. The report was to be debated in the Parliament in the monsoon session of 1958 before being enacted.

The Maritime Union of India felt that, as the premier trade union of seafarers in the country, it was its duty to educate and mobilise: (i) public opinion in the country with a view to bringing pressure upon Parliament to enact or amend various clauses in the Bill affecting the lives of thousands of seafarers including the officers; (ii) to present before the intelligent section of the public who were already interested in maritime affairs various schemes of expansion, etc., including the view-points of shipowners, the public sector in shipping and the seafaring personnel; and (iii) to submit to the Joint Select Committee of Parliament the precise views of the union on each and every clause of the Bill which in its opinion needed amendment, alteration, omission or enlargement.

The first of these tasks was undertaken by publishing in purely laymen's language a booklet entitled A FIVE-POINT PROGRAMME FOR PROGRESS. In this booklet the union advocated:

- 1) Amendment of the new Merchant Shipping Act itself;

- 2) formation of the National Maritime Board;
- 3) a social security scheme for seamen;
- 4) decasualisation of maritime labour for Indian companies; and
- 5) acceptance of collective bargaining through mutual discussion as the only means of settlement of terms of employment.

The second of these efforts was the publication of a number of authentic articles relevant to the sea and its problems as applicable to India.

The third requirement was really the most important of all. The maritime world was still being ruled by legislation, albeit with many amendments and improvements, which had been passed in 1923. It was vitally important to introduce a Merchant Shipping Act which would take into consideration the various factors of the reality of today. The MUI prepared an exhaustive memorandum and submitted it to the Joint Select Committee. This memorandum contained an examination of all the 476 clauses of the monumental Merchant Shipping Bill.

Practically all the amendments moved through the agency of the union as also other organisations of seafarers as well as the shipowners were rejected on the floor with the promise that the NATIONAL SHIPPING BOARD would be examining each clause in actual operation, and if it suggested any amendments, they would again be placed before Parliament. Fortunately the MUI General Secretary has been nominated a member of the National Shipping Board, and the voice of the Maritime Union of India in shaping the destiny of Indian seafarers has not been stilled.

#### **Progress of the Union in other fields**

The years 1957 and 1958 were indeed good years for the union. For the first time comprehensive home trade agreements were concluded with a number of companies. During this time it was able to renew the agreement with the Malabar Steamship Company to the great advantage of the members. A standard agreement was at last reached with the South East Asia Shipping Company. The Merchant Steam Navigation Company, which had persistently refused to recognise the Union for over seventeen years, fell into line and an agreement was signed. Agreements were also accepted by the Meridian and the Ambika Steamship Companies.

These achievements were not accidents or a result of benevolence on the part

of the shipowners. Union solidarity and its recognition by all who matter were responsible for these achievements. The membership, the fundamental structure on which the strength of a trade union always depends, reached in 1957 the record figure of 1,266.

The Special 41st (Maritime) Session of the Intern. Labour Conference was held in 1958. Its Preparatory Technical Conference had been held on 19 Oct. 1956 at London, and at this the MUI was represented by its General Secretary. The Preparatory Conference examined several items on the agenda for the proposed Conference. The General Secretary was elected Chairman of the Seafarers' Group of the Sub-Committee on 'Medicine Chest', an important item of revision for international recognition to be carried out with the help of the World Health Organisation, and was also elected on the Sub-Committee on 'Certificates of Competency', which unanimously adopted that the authorities of the State which had issued a certificate could alone cancel or suspend it.

The MUI was not granted representation on the Special Maritime Conference of the ILO held two years later (in 1958) in Geneva. This it seems happened in spite of the strong recommendations of the Transport Ministry.

But when nominations for the Joint Maritime Commission of the ILO were called for, the Maritime Workers' Group led by the ITF sponsored J. D. Randeri, the present General Secretary of the MUI, and unanimously elected him to the JMC and also to the JMC Tripartite Sub-Committee on Seafarers' Welfare. Thus was accepted the responsible and representative character of the Union by the International Trade Union movement. Truly had the Maritime Union of India come of age.

#### **Attempts to decasualise officers' employment at INSOA level**

During 1958, negotiations were going on with the Scindias for a revision of the union agreement with them. It was felt at this time that, since almost all the shipping companies who were members of the Indian National Steamship Owners' Association (INSOA) had individual bipartite agreements with the MUI, it might be possible to have a standard agreement with the INSOA. By having such an agreement, two benefits would accrue to the membership — new and the smaller shipping companies which did not have any agreement with the Union

would have to apply automatically union wages and conditions, and employment of officers in the Indian Merchant Navy would be completely decasualised. Article to Article agreement, as far as officers are concerned, would then only become a matter of formality.

A proposal was accordingly sent to the President of the India National Steamship Owners' Association, but for ten months no reply was received. When the negotiations with the Scindias came almost to a stage of maturity, the Company suddenly realised that such an agreement with the INSOA would probably be of benefit to the shipowners as well, and asked the Union to proceed with the proposals. But the Union insisted on completing the agreement with the Scindias first, which was duly done in May 1959, the benefits being backdated to July 1958.

Now the MUI took up the question of a Standard Agreement with INSOA. The Eastern and Western Shipping Corporations are not members of the INSOA, but the authorities agreed to abide by all the terms and conditions to which the INSOA agreed. The union at first submitted a draft agreement for foreign-going personnel; the existing agreements with the top Indian concerns — the Scindia Steam Navigation Company, the India Steamship Company — formed the model for this draft.

The reaction from the owners was that they submitted the 1952 SCINDIA-MUI Agreement as the basis for negotiations.

On this issue, the position of the Union remains firm to this day; a Standard Agreement, whether home trade or foreign-going, with the INSOA can only be concluded on the basis of the best terms the MUI has obtained so far from the major steamship companies. In the meanwhile, the MUI continues to rope in company after company under individual bipartite collective agreements.

#### **MUI aids Maritime Union of Pakistan to achieve standardisation**

It must be noted here that many Pakistani shipowners were offering extremely high wages to their certificated officers, because Pakistani nationals in these categories were still very few; it was obvious that when a sufficient number of Pakistani nationals had been trained and become qualified, the Maritime Union of Pakistan would have a tough time to retain the benefits which these officers enjoyed in company with their foreign counterparts serving on Pakistan flag



ships. Secondly, the junior uncertificated officers were being throughly exploited. It was necessary for the MUP to have collective bargaining with the shipowners the same way MUI had in India and the MUP requested the Asian Regional Office of the ITF for help. The ITF referred the matter to the MUI and the latter in its turn worked out a model agreement based on its best agreements with Indian shipowners and sent it to the MUP along with other useful literature. The MUI can now proudly say that its agreement submitted to MUP has been accepted almost *in toto*. The Government of Pakistan simply made these recommendations into law by a notification of the Ministry of Health, Labour and Social Welfare Division on 23 January 1961, thus doing away with collective agreements altogether and making the model agreement (almost in line with the MUI Scindia agreement) a part of the Articles of Agreement which an officer has to sign. With one stroke, it established a National Maritime Board Scale of Wages and Service Conditions for Officers in Pakistan.

Like the MUI, the Maritime Union of Pakistan is run by people from the industry and it is also affiliated to the Officers' (Merchant Navy) Federation in the UK, and hence a sister organisation within the Commonwealth. Similarly, being affiliated to the ITF, the MUP also belongs to the ITF Asian family of maritime unions. It can be modestly claimed, therefore, that, by actively extending guidance and co-operation to the MUP in securing for its members wages and service conditions on the same line as that of the Indian Merchant Navy Officers, the MUI has given a lead and virtually established an Asian standard of service conditions.

#### **ITF Asian conference**

This Conference was held at Kuala Lumpur, Malaya, from November 7 to 11 1960, and the General Secretary of the MUI was elected Vice-Chairman of the Conference and Chairman of the Dockers' and Seafarers' Section. This monumental meeting of representative trade union opinion from all over Asia was attended by no less than three well-wishers of the Maritime Union of India: ex-General Secretary D. Mungat as the Indian representative of the International Confederation of Free Trade Unions; ex-General Secretary J. F. Soares, as the Asian Director of the International Transport Workers' Federation, and J. D. Randeri, the present General Secretary.

#### **Launching of a new era**

The MUI is unique in that, of all the unions in the country, the Executive of the MUI is made up – with one single exception – of persons and members from the industry itself, all serving Merchant Marine officers, a factor possibly directly responsible for the excellence of the organisation.

As behoves an officers' organisation, it has down the years since its inception abided by certain basic principles – principles so sound that today they remain unchanged – discipline, knowledge of the job, peaceful methods of settlement of disputes, direction of the union by experienced men from the industry itself, and active and enlightened interest in all things maritime.

As a result of this, the MUI can count many 'firsts' to its credit. Besides what has been stated earlier about the permanency of service for its members and other achievements, it is the first union in the maritime field to secure a unique scheme, at least in the maritime industry – its Gratuity Scheme for members (1958) – the first to bring about a Provident Fund Scheme on the basis of 8.1/3rd contribution by the members and the employers (1939). It is the first union in this part of the world to introduce dangerous cargo compensation and death and disability benefit incorporated in the bilateral agreements with shipowners. This in itself is no mean achievement, for the Workmen's Compensation Act covers only seamen with monthly gross earnings of up to Rs. 400, and the maximum compensation allowed under the Act is Rs. 4,600 for death, whereas MUI agreements provide death benefits up to Rs. 72,000. Conditions of service under MUI agreements are well ahead of ILO Conventions: indeed, there are very few comprehensive agreements comparable with those the union has with the major Indian shipping companies even in some of the advanced maritime countries.

It has been possible to achieve all this because the MUI is a unique union, a composite endeavour jointly shared by masters, mates and engineers, pursers and radio officers, home trade and foreign-going personnel. Tremendous sacrifices have been made to bring it to a stage where it is strong, united, powerful and respected, within and without the country.

Indeed, the MUI is today in that position which a trade union anywhere in the world would like to be – in complete

harmonious industrial relationship with the employers. Further, it has achieved a position of dignity and responsibility so that the important aspects of development in maritime matters in this country and outside are aided by the active participation of the union. This much has been achieved because members have stood by the union. Individual efforts will always be there, but collective strength of the rank and file is the only power and sanction that secures gains and maintains progress.

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#### **Hope for labour unity in the Philippines**



A MOVE WHICH MAY LEAD TO the reunification of the trade movement in the Philippines was taken in August when the executive committees of the Philippine Trade Union Council (ICFTU-affiliated) and the other main trade union centre KMP agreed to form a labour party, the officers of which are drawn from both bodies. The party is to contest next year's elections in Manila. It is hoped that in the not too distant future this unity in the political field will find its counterpart in the trade union field.

#### **Labour paper launched in South Africa**



THE FIRST ISSUE of a new South African labour and trade union monthly journal, *Forward*, came out in July, following in the footsteps of a former labour paper of that name.

An editorial in the first issue underlines the difficult circumstances in which the paper will be appearing: 'We are not deterred by the thought that we may not be able to say all the things which ought to be said to all the little Caesars and the despots, in government and other places, who want to regiment us all within the narrow enclave of their own limited horizons.'

The address of the journal is P.O.Box 10476, Johannesburg, South Africa.

#### **Shortage of seamen in Japan**




THE JAPANESE MINISTRY OF TRANSPORT, in response to complaints about the shortage of seamen, has decided to increase the intake of students to the Mercantile Marine Academies and Schools. Marine technical schools will also extend their enrolment lists.

# Round the world of labour



## ICFTU plans world youth assembly for 1963

by HERBERT TULATZ, ICFTU Assistant General Secretary

 MANY TRADE UNIONISTS, and particularly those who attended the ITF Congress in Helsinki in July, will know or have read about the World Youth Festival held there at the same time. These communist-dominated affairs, which rely for their effect on empty shouts of 'peace' and 'friendship', and carefully regimented demonstrations of international fellowship, have little value in terms of fostering a genuinely international feeling among young people. There is a place for occasions of this kind which provide the opportunity for like-minded young people to get together in a free and easy atmosphere and exchange their views on specific problems, and this article by Brother Tulatz describes what the international trade union movement is attempting to do in this direction.

The realization of the material aims of the trade union movement demands a healthy, informed and energetic youth.

Youth must be prepared to take responsibility for the creation of a peaceful and democratic world order.

Although the chief responsibility for caring for youth must lie with the family and the state, the trade unions must also make their contribution. National centres go about this problem in different ways, but the protection of young workers and the development of vocational training are included in every trade union action programme. In many countries trade union interest is limited to the solution of these problems. In Europe, however, there is a tradition of bringing young people into closer contact with the movement through the formation of trade union youth groups. These tackle as a rule not only purely trade union questions, but also try to concern themselves with young people in their leisure time. These European trade unions want to help young people to develop their en-

tire personalities. In many countries of Europe it is true to say that recruitment to full-time trade union posts comes mainly from these youth groups.


The ICFTU cannot compel its member organizations to adopt these or any other forms of youth activity. But it undoubtedly has a duty to awaken trade union interest in young people and to coordinate activities in this field. In the last two years interest in youth activities has grown appreciably. New trade union youth committees have appeared in Asia, Africa and Latin America. In Europe the Youth Committee of the ICFTU's European Regional Organization has intensified its work.

The Department of the central ICFTU Secretariat which deals with education, and questions affecting women and young workers, has therefore taken on this year an experienced youth secretary from Austria. The ICFTU's first national youth seminar was held in Copenhagen from 8 to 18 July this year, at which 86 participants from 28 countries came together. All continents were represented. The seminar studied the problem of youth in industrial countries and in the developing countries. This historic seminar asked the ICFTU to increase its efforts on behalf of young workers, and to help promote the exchange of views between European and non-European trade unions in the field of youth activities.


The Executive Board of the ICFTU has decided to hold another seminar — this time in Vienna — in 1963. At the same time, also in Vienna, it plans to hold its first World Youth Assembly. In this the ICFTU will attempt to tighten its connexions with other international youth bodies in which many young trade unionists are active.

Our future depends on the productive strength of the workers and the potential of our youth. More and more young people are being drawn into the labour process and they must also be drawn into the labour movement, so that the aims of that movement can be realized.

## French course for Africans

 SOME FORTY TRADE UNION LEADERS from ten African countries and Madagascar attended a trade union course in Paris in September. The course was organized by the French General Confederation of Labour (Force Ouvrière) and was held at its headquarters. The syllabus included trade union structure, social security, the problems of public service workers, collective agreements, workers' rights, trade union organization and education, information media, the international trade union movement and African problems. Lectures were given by leading officials in Force Ouvrière, and ICFTU assistant General Secretary Stefan Nedzynski lectured on the work of the International.

## Correction - rationalization in Norwegian ships

 WE HAVE RECEIVED A LETTER from the Norwegian Seamens' Union drawing our attention to the misleading nature of a report we published in our September issue on rationalization and modernization experiments being conducted in certain Norwegian ships.


In referring specifically to a trial voyage by the tanker 'Fernrose', we stated that she had made the trip from Great Britain to Tunisia with a crew of twenty-six instead of the usual forty. The Norwegian Seamen's Union points out that, since manning scales in Norway are tied to gross tonnage and engine horse power, a ship, even if fitted with the most modern technical equipment, is still obliged to carry the same number of crew as a conventionally equipped vessel of the same size and horse power. The 'Fernrose' therefore carried a full crew on this trial trip — in fact she was overmanned, with forty-eight instead of the statutory forty-four.

The purpose of the test was to discover the minimum number of men necessary to operate the ship safely between ports, by means of reorganizing the crew on an industrial pattern, i.e. dividing them into 'running' and 'maintenance' instead of

'deck' and 'engineroom'. It was found that a minimum of twenty-six men, including the captain and all deck and engineroom officers, was required to operate the ship safely.

Other tests of a similar nature have been carried out, and more are planned. The joint Rationalization Committee, on which all four seafarers' organizations are represented, will study the findings and make proposals for alterations in the manning scales to be placed before Parliament. Until that time, however, Norwegian ships will have to abide by the manning scale now in force.

### DGB aid to Algerian unions

 NOW THAT THE INDEPENDENT STATE OF ALGERIA is beginning to turn its back on the years of bitter struggle and to look forward to a future of united progress towards prosperity, the Algerian trade unions are already starting to receive the support and assistance of the international movement in building themselves up to a position where they are able to play an effective part in their country's rehabilitation.


As a practical expression of international solidarity and of the friendly relations between German trade unionists and their Algerian counterparts, the Executive Committee of the German Trade Union Federation (DGB) has decided to issue a special stamp. Proceeds from the sale of this stamp will go towards consolidating the strength of the UGTA (Algerian national centre), and towards relieving the distress caused to the Algerian workers and their families by the years of war.

The Algerian trade unionists have thanked their German colleagues for this action, and are also pleased that the sale of the solidarity stamps will help to bring home to German workers the problems which the Algerians are having to face.

The stamps will be sold at 20 Pf. (just over 4d.) each, and the DGB has called upon all trade unionists to take part in this effort.

The DGB has also given twenty motor vehicles (cars and scooters) to UGTA, some of which have been shipped to Algiers and some bought locally. DGB President Willi Richter presented these at a ceremony in Algiers in September.


### 8,000 maritime students in Norway

 THERE ARE 3,133 NEW ENTRANTS to Norway's maritime schools this autumn. Nearly 1,800 attend navigation


schools, including 268 would-be radio operators, and well over 1,300 have joined the engineering branches.

A recent survey shows that of the various categories of employees on board Norwegian ships, the radio operators have the longest average continuous service on any one ship with 11.6 months. Next come mates with 11.4 months, stewards with 10.7 months and engineers with 10.4 months.

### Machine for gutting being developed

 AT A TIME when controversy over the introduction of automated techniques dwell all too frequently on the adverse effects on the workers affected, it is refreshing to learn of at least one industry where a machine can be of positive benefit. This is in the Britain fishing industry, where after five years of research work by the country's largest trawling company and a Hull firm, a new gutting machine is going through a series of seagoing trials. This machine is designed to eliminate the trawlerman's worst job - gutting the thousands of fish just emptied on to deck from the nets. If the experiments are successful, this could mean an immense improvement in conditions for fishermen, particularly in the Arctic, where the cold makes the job of gutting more than usually unpleasant, and will also bring about increased efficiency to the benefit of trawler-owners and fishermen alike.


### Trade union drive to recruit more women

 PERSUADING WOMEN to join trade unions has always presented organizers with a thorny problem. Very often women in industry regard their jobs as a temporary expedient, either as something to do until they get married or, after the age of forty and their children are old enough to be independent, as something to provide for extra home comforts. A trade union survey in Great Britain, however, has discovered that a woman's average working life adds up to twenty-five years - hardly 'temporary'. This feeling of being only a temporary worker, although scarcely logical, is one of the reasons why the average woman is not particularly interested in trade unionism. But the unions, aware that women form almost a third of the total work force, are extremely concerned that their membership among women workers should be stepped up.

The British National Union of

General and Municipal Workers, which organizes unskilled and semi-skilled workers in practically every industry, and has a very large potential female membership, has recently launched a national campaign to recruit more women. The campaign will feature six finalists in the union's Personality Girl contest, and a large number of talks and courses on trade unionism for women's organizations. The union also hopes that fathers, husbands and boy-friends will help in the task of persuading their womenfolk that trade unionism is worthwhile.

### Noise abatement and safety

 ASSOCIATED WITH THE MIRACLES of modern civilization, which are perhaps not always sufficiently appreciated, are certain disadvantages which we could well do without. Of these, noise is possibly at once the most insidious and the most harmful. Noise, according to the medical profession, is responsible for a variety of ills ranging from frayed tempers to neuroses and nervous disorders of varying extent and severity. Noise may arise from a variety of sources, but common to nearly all great cities is the noise - ever increasing - of the modern airport.

The greatest irritant is of course the maddening whine and shriek of the jet engine. When jet airliners first began to operate, many airports refused to handle those whose engines exceeded a certain volume of sound. Now that jets have practically replaced all other types, however, some of these bans seem to have lifted or modified. Several airports restrict the night operation of jets to certain specified hours, but that seems to be the sole limitation.


But public opinion is becoming increasingly belligerent and a number of actions for damages have been brought against airports, both in North America and in Europe, many of which have succeeded. The manufacturers of aircraft and engines have designed and produced noise suppressors, but the main drawback has been the considerable additional weight which they entail. Extra weight means loss of revenue to the airlines, a penalty they are reluctant to incur.

Faced with these problems, airport authorities have introduced regulations which restrict jets to a certain specified take-off path. But pilots have always considered these regulations of marginal

*(Continued on page 263)*



# British TUC looks ahead

 THIS YEAR TRADES UNION CONGRESS – the top-policy-making body of the British trade union movement – has been described almost universally, even by those who can usually find nothing good in anything to do with organized labour, as sober, constructive and forward-looking. And this is not by any means just another way of saying that it was dull. In fact some of the decisions which were taken in Blackpool in September, after debates of the highest quality, could lead to some very far-reaching changes both in the structure of the British trade union movement and in its methods of working, and this could cause a great deal of excitement.

The main debate centred around the question of national economic planning. The call for a 'planned economy' has been heard up and down the country at trade union conferences for many years, but there has seldom been any real attempt on the part of the unions to say precisely what they want. Recent attempts by the British government to impose economic controls from above, in the form of the so-called 'pay pause' early this year, followed by the 'guiding light' policy which attempted to restrict pay increases to about 2½ per cent, have been consistently condemned by the unions as both unfair and ineffective. The government's latest proposal to set up what it calls the National Incomes Commission – a supposedly independent committee which will say what it thinks the economy can stand in the way of pay increases – has received no support from the trade union movement, although the TUC did agree, rather doubtfully at first, to be represented on another government-inspired body, the National Economic Development Council.

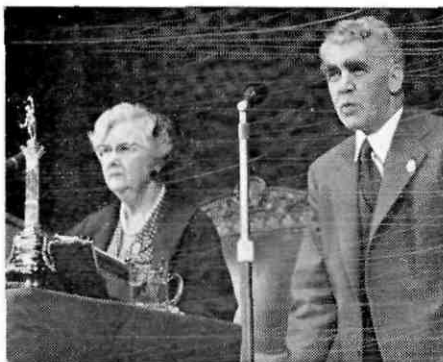
The total lack of any constructive approach to the problem of planning by the government prompted this year's Congress to instruct the TUC General Council to work out a positive statement of its objectives in economic planning.

It was made clear by the TUC General Secretary, Bro. George Woodcock, that they would be quite prepared to bring wages and salaries into the scope of a comprehensive economic plan, but only if other aspects of the economic life of the country – investment, imports and exports, financial policy, control of industrial development, profits and dividends – were brought into the picture too.

Allied with this decision to formulate their own economic plan was the subject of the structure of the trade union movement. Trade unionists in Britain are aware that their movement is neither as efficient nor as up-to-date as it ought to be if it is to come to grips successfully with its changing tasks in modern industry. The General Council has therefore been authorized to undertake a thorough investigation of trade union structure and organization, and collective bargaining procedure. It is worthwhile mentioning here that a TUC delegation is visiting Sweden to study trade unionism and collective bargaining there. The Swedish model has been the subject of considerable interest recently, both in Great Britain and in other countries – a Swedish team of trade unionists and government employers' representatives visited the United States and Canada in September to give information about their labour system.

This question of trade union structure will almost certainly provoke a good deal of controversy. The forecasts are at the moment that two main ideas will come out of the study; first that present duplication and dissipation of effort should be avoided by means of amalgamation into fewer and larger unions; and secondly that the national centre should be given greater authority to act on behalf of its constituent unions. The magic word 'sovereignty' will no doubt be heard many times, but if the TUC is to gain anything worthwhile from its visit to Sweden a few time-honoured traditions of the British movement will have to be looked at somewhat critically.

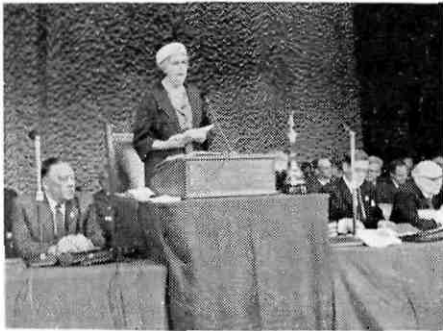
Finally, Congress adopted by an overwhelming majority a resolution pro-



Brother George Woodcock, General Secretary of the Trades Union Congress, was the main speaker in this year's Congress debate on economic planning. The TUC General Council is now pledged to produce its own statement of objectives in the development of a planned economy (Daily Herald photo)



Brother Frank Cousins, General Secretary of the ITF-affiliated transport and General Workers' Union and member of the TUC General Council, introduced a resolution which sought to bring 'fringe benefits' into the centre of trade union activity (Daily Herald photo)



*Ann Godwin, President of the TUC for the period 1961-1962, giving her Presidential address. With her on the platform are members of the General Council representing all the groups of workers affiliated to the TUC (Photo by courtesy of Daily Herald)*

posed by the ITF-affiliated Transport and General Workers' Union, in the person of Bro. Frank Cousins, which called for an inquiry, again by the TUC General Council, into ways in which further progress could be made in securing improved fringe benefits. The purpose of this was to try to ensure that such subjects as redundancy compensation agreements, industrial pensions, industrial health, job security, sick pay and dismissal procedure should be gathered in from the 'fringes' of trade union activity to occupy a more central position.

In moving the resolution on fringe benefits Bro. Cousins referred to the decisions on economic planning and the structure of the trade union movement and summed up the feeling of Congress: 'All three projects are part of a continuous approach to the problems of the future which now face the movement.'

*(Continued from page 261)*

safety, not without good reason. For instance, there is plenty to suggest that the tragic crash of a Boeing 707 in March this year when taking off from New York, with the loss of 95 lives, was due at least in part to noise abatement regulations which require the pilot to make three distinct changes of heading whilst on initial climb, at a time when most pilots would far prefer to climb at maximum speed and maintain a straight course. The US Air Line Pilots' Association made it quite clear at the inquiry that it considered these regulations were certainly a contributory factor in the accident. Other airports make similar regulations; in some cases climb power has to be reduced, and in others turns have to be made on initial climb.

ALPA discussed these issues at its national conference and adopted a resolution calling for safety limits to be imposed on noise-reducing take-off procedures. The association's pilots will no longer accept flight procedures which call for turns below 600 feet, any power reduction earlier to a greater degree than during a normal take-off, or a rate of climb which reduces speed below the manoeuvring speed for flap configuration. The resolution also proposed that all noise-abatement procedures should be abandoned when visibility was under three miles and the cloud base less than 1000 feet. 'Aircraft noise', the resolution says, 'Should be reduced by engineering and design, and not by marginally safe flying techniques'.

It is hard not to feel that the pilots are completely justified. A great deal of lip-service is paid by airline managements to the cause of safety, but their sincerity is sometimes questionable. If the use of noise suppressors in the design and manufacture of aircraft means additional weight, then the airlines ought

to be prepared to accept that penalty as the price of safety.

*(Continued from page 264)*

minimum of five years' imprisonment to sentence of death. South African trade unionists say that such wide and far-reaching provisions are written into it that the result is likely to be a drastic curtailment of civil liberties, whatever the Government's ostensible aims may be.

There are, they claim, three serious departures from South Africa's established legal code. Firstly the onus will be on the accused to prove his innocence. Secondly, even after he is found not guilty by one court, he can be tried again. Thirdly, an accused can be denied the right to a preparatory examination. On this basis there is every possibility that many innocent persons may find themselves facing the death penalty. They may have broken a lesser law but can be charged with sabotage and convicted accordingly.




#### **Brother Alonso visits United States**

*This photo was taken on the occasion of a visit by Brother Herminio H. Alonso, President of the ITF-affiliated Argentine Locomotivemen's Union 'La Fraternidad', to the offices of the US Railway Labor Executives' Association in Washington. He is seen here (second from right) with (l. to r.) Brothers Donald Beattie, executive secretary of the RLEA, George Leighty RLEA chairman, and Bob Coutts, President of the Train Dispatchers' Association, who knew Alonso well during his period of service as the ITF's Latin American representative. Brother Alonso's visit was part of a tour of the United States during which he studied railway trade unionism and union-management relations*

# News from the Regions



## ICFTU'S Asian College ten years old

 THE ICFTU'S ASIAN TRADE UNION COLLEGE in Calcutta is ten years old this year. One of the ICFTU's earliest enterprises in the field of trade union education, it was opened on the 5 November 1952 by the then general secretary, J. H. Oldenbroek. The college, the first of its kind to be founded by the international free labour movement, helps to meet a very pressing need in Asia, that of trained and competent trade union leaders.

The courses offered are varied and carefully designed to meet the large variety of educational needs among Asian labour. Every year two international courses, each lasting twelve weeks, are arranged; two international seminars each of two or three weeks duration; two international seminars for the Asian region; three courses lasting four weeks each for India and Pakistan; and a number of specialised courses for workers of particular industries.


Subjects included in the syllabus of the twelve week course are: the aims and objectives of a trade union, the meaning of democracy, industrial relations law, labour economics, collective bargaining and workers' education. Several teaching methods are used in the courses, such as lectures, forum and panel discussions and visits to trade union offices and factories, but the method which has been found most profitable, and of which most use is made, is the seminar method. Participants derive much greater benefit from

lectures or discussion if the subject has already been covered in a seminar.

At the end of March 1962 the College had completed 19 international courses attended by 505 trade unionists from 14 Asian countries; 6 international seminars with a total of 177 participants from 20 different countries all over the world; two regional seminars had been arranged with 8 trade unionists from 8 Asian countries taking part; the fourteen four week courses offered in Hindi, Urdu and Bengali were attended by 327 students altogether.

In addition to its own courses the College makes arrangements for short courses to be held in the various Asian countries themselves, at the invitation of the national trade union centres. Altogether 1,952 students have benefited from such courses during the College's ten years of existence. The ultimate objective of the Asian College is not merely to turn out competent trade union leaders, but to establish in each country a nucleus of teachers who will pass on what they have learnt at Calcutta to future leaders of their own countries' unions. It is in this way that Asia's acute shortage of trade union leaders will most successfully be remedied.

## Trade union persecution in Haiti


 WHILST THE PEOPLE of the Dominican Republic work to make a nation out of what was little more than the private property of Dictator Trujillo until he was assassinated, their neighbours in Haiti labour under the barbarous tyranny of Francois Duvalier, the gangster-dictator and his force of armed but ununiformed terrorists, the Ton Ton Macoutes. Duvalier's terror has such a firm grip on the country that no one is safe from victimisation — not even cabinet ministers, police officials and church leaders, let alone journalists, university professors and students.

Particularly ruthless is the régime's systematic repression of free trade unionism. The case of Lyderic Bonaventure, General Secretary of the National

Union of Haitian Workers in Exile, is a vivid illustration of what the free labour movement has had to endure in Haiti. Bonaventure was arrested in December 1957 as soon as Duvalier came to power. He was freed three months later, but had to go into hiding for fear of being shot on sight by the police. In February 1959 the police, thinking they had caught Bonaventure, shot a colleague who resembled him. Bonaventure, lucky to be alive, fled in the boot of a car to the Venezuelan embassy where he was granted asylum until he could go into exile two months later.

Less fortunate was Dacius Benoit, President of the Haitian Stevedores' Union, who was also forced to go into hiding. He was caught, however, before he could flee the country. He was then tortured by the Ton Ton Macoutes and finally sprayed with petrol and burned alive.

## South African trade unionists criticize Sabotage Bill

 WIDESPREAD FEARS have been expressed by South Africa's trade unions that the Government's new Sabotage Bill will drastically affect the free exercise of normal union activities, particularly in the field of industrial disputes. Symptomatic of these fears was the recent visit of a high-level deputation from the Trade Union Council of South Africa to have talks with the Union Minister of Labour in Cape Town.

The Council is opposed to the Sabotage Bill in its entirety. It believes that under the terms of the definition given in the Bill it is likely that workers in any occupation connected with any of the services covered by it could be charged with 'sabotage' if they went on strike.

The Government's purpose in bringing forward this Bill is said to be the protection of public safety and health, law and order, property, food and water supplies, communications and traffic. Penalties under the Bill range from a

*(Continued on page 263)*





# 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