

# International Transport Workers' Journal

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Monthly Publication of the International Transport Workers' Federation

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*Monthly Publication of the ITF*

Head Office: Maritime House, Old Town, Clapham, London SW4  
Telephone: Macaulay 5501-2  
Telegraphic Address: INTRANSFE

Branch Offices: ASIAN OFFICE – 143 Orchard Road, Singapore 9  
TOKYO OFFICE – Kokutesu Rodo Kaikan, 1, 2 – chome,  
Marunouchi, Chiyoda-Ku, Tokyo  
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Hamburg      29-30 January 1963  
Fair Practices Committee  
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Railwaymen's Section Committee

## Comment

### How secure?

'EXCEPT for the purposes of court proceedings, the General Law Amendment Act makes it an offence for anyone, without the permission of the Minister of Justice, to record, reproduce by mechanical or other means, or print, publish or disseminate any speech, utterance, writing or statement or any extract from or recording or reproduction of any such speech, utterance, writing or statement made or produced or purporting to have been made or produced anywhere at any time by any person prohibited from attending any gathering.'

The passage is taken from the South African government's 'Sabotage Act'. The message penetrates quite clearly through the formal, careful jargon. The white dictators of that unhappy country are not content with the unbelievably intricate steps they have already taken to keep the greater portion of their fellow countrymen in virtual slavery. Even for them, the spurious doctrine of white supremacy does not carry enough conviction on its own to enable them to rest easy in their white men's houses. Any murmur of dissent, any whisper of hope which might carry among the down-trodden non-white population, or – perhaps even more dangerous – penetrate the walls of prejudice to disturb the consciences of white men, must be obliterated.


By the operation of this law, any criticism of the doctrine of apartheid is punishable as treason; hundreds of South African citizens are forbidden to attend any meetings and it becomes an offence to publish anything they say; and many more are strictly confined to their homes 24 hours a day, with no visitors allowed, for periods of up to five years. Now the UN General Assembly has taken the unprecedented step of recommending sanctions against South Africa and its expulsion from the United Nations by the Security Council.

Do they know what they are doing, these small men who wield power with the arrogance of gods? Do they really think to make themselves secure against the terrible slow anger of men who have been denied rights which go deeper than mere slogans – love, laughter, and above all dignity? And though they have shown themselves careless of the civilized world's disgust and contempt, can they really live comfortably with themselves?

# The educational programme of the I.A.M.



*The Machinists Leadership Schools have become very popular amongst membership. This year nine basic schools and two advanced schools are being held in various United States universities. One of the basic schools was to be conducted at Kingston, Ontario in Canada. The courses have done much to stimulate local educational activity. Requests for assistance from IAM's Education Department in planning programmes have increased considerably*

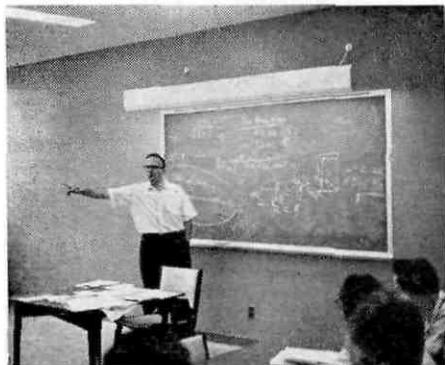
 FINE LEADERSHIP and an active membership are the outstanding characteristics of the International Association of Machinists and account in large measure for the important position which the union occupies in American labour. Good leaders and a well informed membership are the foundation on which the IAM has based its successes and its growth to the position of one of the most important labour organizations in the USA and Canada. The excellent educational facilities which the IAM offers enable members to keep themselves well informed and give officers and stewards the opportunity to learn all there is to know about their job. Members want to know more about their union functions and the reasons behind its policies. Union officers and staff want to find out how they can do their jobs most effectively. The best means – and often the only one – of meeting these needs is the provision of information and education programmes.

In recent years the IAM has stepped up its educational activities. Much more is now done on a local level. Local lodges are currently carrying out projects such as steward training meetings, distribution of leaflets and posters, information mailed to members' homes, week end conferences, discussions of current issues at union meetings. Much of this is co-ordinated at district and state level.

State councils of the unions are or-

ganising programmes designed to inform delegates about issues in their States and in the union as a whole. In many instances State Councils are providing educational services designed to stimulate activity amongst their affiliated lodges. This work is encouraged and assisted in every possible way by the Grand Lodge Education Department.

At the union's Twenty Fifth Convention a report was adopted which recom-



The leadership schools which last a week are planned and conducted by the IAM but with the help of university teachers specialising in Labour subjects and of representatives of the AFL-CIO and other organizations active in the field of labour education. In addition other members of the Grand Lodge staff frequently cooperate in the programme as speakers and instructors in the field of their special competence

mended that the whole organisation at every level should share in the responsibility for the programme of education. The Workers' Education Committee which prepared the report urged that every local and district lodge and State Council should set up a committee to promote educational activities, that in each territory an educational representative should be appointed, and that the Grand Lodge Education Department should co-ordinate and publicize IAM educational activities and should also be a source of service and assistance to local and district lodges and State Councils.

The educational representatives of the various territories, who amongst other things help in planning and conducting conferences and classes for the lodges and state councils, meet annually for the purpose of exchanging ideas and making recommendations concerning services and materials required from the Grand Lodge Education Department. Their efforts have resulted in a more effective use of the facilities offered by the Department. Following the resolution adopted by the Twenty Fifth Convention, 800 Lodges in Canada and the United States have appointed Education Committees, whose activities have resulted in an increasing number of local education programmes, special classes and conferences. Conferences have been held at local and district level on collective bargaining issues such as pensions and health insurance and on crucial economic problems such as automa-



tion, and price relationships, foreign trade and full employment. Federal and state labour legislation are included in many of the programmes. To reach the membership on these subjects, Lodges are using a variety of methods: speakers at meetings, mimeographed newspapers, film shows, mailed information and leaflet distribution, discussions at stewards' meetings, displays, posters, one-day conferences and evening classes. To aid lodge officers in getting their educational activities started the IAM issues a monthly educational bulletin which reports on the educational activities promoted by lodges and councils throughout the or-

Enthusiastic students carry on their discussions outside of class time, although there is no lack of leisure activities at the Machinists Leadership Schools. Free time is set aside for sports and recreation, and a picnic is planned for one evening to bring the participants together more informally

ganisation, gives information about new pamphlets, films and other educational materials put out by the IAM, the AFL-CIO and other agencies, and in addition suggests ideas for programmes.

The success of the IAM Education Department services is witnessed by the fact that during one year requests for assistance came from some 50 per cent of district lodges, from 20 per cent of local lodges and from about 30 per cent of state councils. The demand for the services is continually increasing.

The services most in demand during that year were assistance in steward training, help in getting a programme started, film suggestions, officer training aids, advice on conference programmes, time study and job evaluation classes and material on a variety of other union matters, including general labour and IAM history.

Twenty five lodges in six Canadian provinces sent students to the Canadian leadership school at Kingston, Ontario. The basic schools are open to any member, but lodges are urged to send active members who will return from their school to put their new knowledge to work in lodge activities. The advanced schools are open only to those who have already attended a basic school or to business representatives of the union



One of the most important items in the IAM's educational activities is the Machinists Leadership School programme, which every summer offers courses in trade union subjects. By sending interested members to these courses lodges can stimulate amongst their membership a better understanding of the IAM and its work and of the labour movement in general. Participants in the courses are encouraged to plan or improve local education programmes when they return home. But an important function of the schools is to help members increase their competence in all aspects of local union activity – in legislative and political work, collective bargaining, community relations, grievance handling etc.

The courses last a week and are held at number of universities in the United States. They are planned and conducted by the IAM but with the help of university teachers specialising in labour subjects and of representatives of the AFL-CIO and other organisations active in the field of labour education. Apart from the IAM's education staff, other members of the Grand Lodge staff frequently cooperate in the programmes as speakers and instructors in the field of their special competence. These courses are open to any member of the organization; lodges are urged to send active members who will return from the school to put their new knowledge to work in lodge activities. The courses fall into two groups: basic and advanced schools. Basic schools are set up primarily for the benefit of officers, stewards and members of lodge committees – education, legislative, negotiating and publicity committees, for instance. They acquaint the participants with all phases of the union's activities and help them to improve their skills as officers, stewards and active members. The 1962 courses will include such items as structure and operation of the IAM, legislative issues of 1962, collective bargaining, the steward system, public speaking, and similar subjects.

Advanced schools are open to two groups: members who have already attended a basic Machinists Leadership School and to business representatives. They provide intensive study in two subjects chosen by the student himself from a selection offered at each school. Students at the advanced schools specialise in a field – such as collective bargaining or political education – in which they have particular union responsibili-



*Practical work in learning how to prepare local lodge publications. Reading material is as important as film shows, displays and posters and does the work which they do not. Information is passed on to the membership by means of mimeographed newspapers, mailed bulletins and distributed leaflets, and one-day conferences and evening classes help to keep union officers up to date*

ties. One university is this year offering classes on matters of special interest to members of the IAM's civil aviation section.

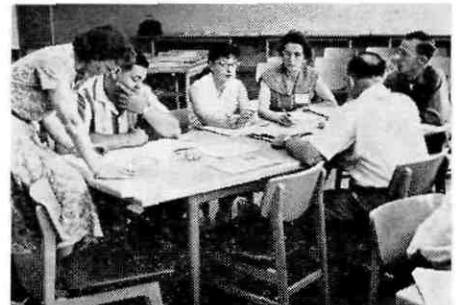
The Education Department of the IAM works in close cooperation with outside educational organizations, such as the AFL-CIO Standing Committee on Education, of which the IAM Education Director is a member, and the American Labour Educative Service. Recently a new national organization was formed in America, known as the National Institute of Labour Education and which will help American labour to develop its education work along many new lines. International President Hayes of the IAM is a member of this organization's executive board. For some time the IAM has been represented in the Joint Council on Economic Education, the scope of which also covers labour-management relations and union history and organization.

Changing conditions in American industry and society are having their effects on the lives and thinking of trade union members. These changes are representing a challenge to the adaptability and competence of America's labour organisations. They must equip themselves for a period of renewed struggle, if the changes in the social, economic and industrial spheres are not going to be all at the expense of the American working man. The way to meet the challenge is through education. The unions are now facing a period of renewed struggle in which members must learn what their organization stands for and how it may reach its objectives. The IAM has taken a leading rôle in this vital work; having

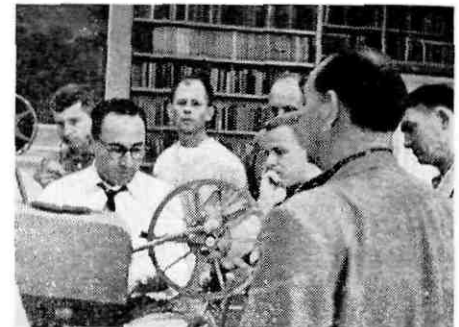
*(Continued on page 273)*



*A mock bargaining session is in progress at an IAM leadership school at Indiana University. Instruction in trade union machinery and procedure does not consist merely of lectures; the participants are given the opportunity of putting what they learn into practice on the spot. In this way they may increase their competence in all aspects of union activity at the level of the local branch*



*Education Committees have been formed at 800 IAM lodges in Canada and the United States. Their activities have resulted in an increasing number of local education programmes, special classes and conferences. Subjects popular for discussion are pensions and health insurance, collective bargaining issues and crucial economic problems such as automation vitally affecting their work*




*Extensive use is made of films in leadership classes. Great stress is laid on the importance of visual aids, such as films, displays and posters, which are effective ways of drawing members' attention to the issues under discussion. The IAM issues a monthly bulletin which reports on the educational activities promoted by lodges and councils throughout the organisation, giving information about films and pamphlets and other materials available from the IAM's educational services for the benefit of members*

# Freedom, peace and progress



View of the platform at the Austrian Railwaymen's Union's sixth (postwar) Congress held in October this year. Brother de Vries, on the rostrum, brings fraternal greetings on behalf of all the transport workers affiliated to the ITF to one of our earliest affiliates

 THE 6TH CONGRESS of the Austrian Railwaymen's Union, held in October this year, was also the occasion for celebrating the seventieth anniversary of railwaymen's organization in Austria. The numbering of the Congress may at first sight appear somewhat incongruous, but it is explained by the fact that the Railwaymen's Union which resumed legal activities after the end of the Second World War is not in fact the direct continuation of the pre-war movement, so the Congresses started at one to mark the fresh beginning.

Delegates representing all grades of railway employees, and guests from the labour movement all over the world, commemorated the courageous attempts of the pioneers of 1892 to create an organization which would be able to fight effectively for the interests of the exploited railway workers of the Austro-Hungarian Empire. The union was originally formed as the result of a resolution adopted by the Austrian Social Democratic Party which decided in 1891 to sponsor the establishment of trade union organizations. However, although the first railwaymen's association came into existence the following year, as the Union's basic unit of organization, it was not until 1896 that these groups got together for a national conference. This meeting, held in the spring of the year, was full of hope and excitement; it agreed to pursue four main objectives – an intensive organization campaign; the eight-hour day; the right to vote; and the recognition of 1st May as a holiday for labour.

A further meeting was held at Christmas in the same year, and this time the delegates represented a membership of 8,353. But three months later their ef-

forts were brought to an abrupt halt by the government. The railwaymen's associations were dissolved 'for pursuing tendencies incompatible with the interests of the state'. However, a change of name was all that was required to keep the organization alive, and the following years saw continued and increasing activity in organizing railway workers. By 1900 the railwaymen's movement, alone among the existing trade unions, was gaining strength, and had a head office in Vienna, with branch offices in Prague, Krakow and Trieste.

The structure of the Austro-Hungarian Empire, with its attempt to bring different peoples into a single unit, also caused difficulties within the union. Language groups were often at loggerheads, and it was the German-speaking railwaymen who acted as trade union pioneers almost throughout the Empire, they were often the ones who came in for the strongest criticism. However, despite these internal difficulties and the constant external pressure to keep down pay and suppress any sign of rebellion, the Railwaymen's Union trebled its strength between 1900 and 1910 to 60,000 members. The great-

Brother Andreas Thaler (centre) seen here in discussion with former ITF General Secretary Omer Becu (left) and Hans Düby of the Swiss Railwaymen's Union at the ITF Vienna Congress in 1956. Brother Thaler was General Secretary of his union from 1946 to 1958, the crucial postwar years



er part of these came from the ranks of the established railway workers, excluding for the most part day-labourers, clerical staff and women workers. This tremendous success in recruitment could be attributed to successful campaigns for better conditions carried out in 1905 and 1907, when the tactics of what they called 'passive resistance' – virtually the same as our present-day 'work-to-rule' – were employed very effectively; the 1905 action also won recognition for the union, and the 1907 action won the right to a free Saturday afternoon – a tremendous step forward for those days.

The breakup of the Austrian-Hungarian Empire and the post-war establishment of the Republic resulted for some years in a substantial improvement in the conditions under which the trade unions operated. The railwaymen were particularly fortunate. First of all they had perhaps the strongest organization of any group of workers; and they achieved a unique position with the creation in 1923 of the Austrian State Railway, with their independent management and the special conditions of service drawn up for railway employees. Thus it was that, at a time when the rest of the Austrian economy was in virtual chaos, the railwaymen attained a truly remarkable status for the period, which in many countries has not been reached even today.

In 1923 legislation came into effect

which could almost be described as revolutionary. This – known as the Staff Representation Order – gave the Austrian railway workers a substantial degree of control over the administration of the railways. The workers elected representatives, who might be fellow workers or (in limited numbers) full-time trade union officials, to a Central Staff Council which the management was obliged to consult on any matters affecting the working conditions – in their broadest interpretation – of railway employees. Similar bodies at regional level had more limited terms of reference and shop stewards were empowered to represent the workers in local grievances. The Central Staff Council was entitled to nominate three members of the Railways Administration Commission, and the Social Democratic railwaymen's union obtained about 75 per cent of the seats of the staff representation bodies.

Staff representatives were granted special leave for the performance of their duties, and permanent union officials were paid by the railway administration, the money being recovered later from the Union. This measure of responsibility, combined with the disciplined unity and militancy of the railwaymen's union, and the generally favourable climate of opinion in the social reform government, meant that by 1925 the following – for the times – exceptional conditions, which the few remaining private railways were



*Brother Josef Matejcek, who became President of the Austrian Railwaymen's Union at their recent Congress. He is a member of the ITF Executive Board, and also served on the old Executive Committee*

obliged to adhere to for their employees.

They had the completely untrammelled right to strike; established employees were afforded a high degree of security of employment and the disciplinary procedure granted them generous rights of appeal. Pay was composed of basic wages, residence allowances and cost-of-living bonuses, all of which were tied to the cost-of-living index. In addition, family allowances were paid to married employees, and the railway management provided quite a substantial amount of service housing with restricted rents. Established employees were eligible to belong to superannuation, provident and accident insurance funds and staff representatives had a decisive voice in the administration of all of these. A sick worker was entitled to full pay for up to a year. Free passes and privilege travel were granted to railwaymen and their families and the railway management attempted to provide at least adequate welfare facilities at the place of work, as well as convalescent homes, hospitals and so on.

By 1927, however, the Austrian fascist movement was beginning to come to the foreground of political activity. Semi-military organizations, known as Associations for the Protection of the Republic, were formed within the unions, among them the Railwaymen. Incidents involving fascist demonstrators and police

*This picture of the top table at the Railwaymen's Congress shows Freund (left) next to Matejcek, the new President. A tremendous job of reconstruction of their trade union and of the railways themselves was carried out by the Austrian railwaymen after the War*





*Brother de Vries, ITF General Secretary, in conversation with Franz Olah, President of the Austrian Trade Union Federation at the Railwaymen's Congress. The Austrian trade union movement, having passed through periods of terrible persecution, is now one of the strongest in the world, thanks to the united structure built up since the end of the war*

brutality, in which a number of workers were killed, sparked off a three-day general transport strike as a manifestation of the labour movement's solidarity and its determination not to suffer the loss of its freedom to totalitarianism. But during succeeding years it became increasingly difficult for the trade union movement to withstand successfully the constant attacks on their rights and the improvements they had fought so hard to achieve.

In the railways, fascists penetrated extensively into the higher echelons of management and did their utmost to take away the benefits the railwaymen had enjoyed. Within the staff representation council fascist pseudo-unions attempted to capture seats, but such was the solidarity and steadfastness of the labour movement that the government had to resort to physical suppression of the trade unions in 1934. The Railwaymen resisted, and when the force of arms drove the trade union movement underground the railwaymen were among the most effective fighters against the regime of Dollfuss and Schuschnigg. They paid with their lives or years of detention behind prison bars. They fought against the Austrian exponents of authoritarianism and they fought against and suffered under the ruthless efficiency of National-Socialist suppression.

The work that went into rebuilding the labour movement after the Second World War was yet another example of the Austrian workers' dogged sense of purpose.

Even before the end of hostilities in Vienna, trade unionists met representatives of all political tendencies and agreed to rebuild the trade union movement in Austria on entirely new lines. Up to 1934 the workers had been organized in political trade unions and in order to eliminate the splits which competition for members created in the movement it was decided to set up a politically neutral trade union structure which would be able to represent workers of all political tendencies.

Sixteen industrial unions, among them the new Railwaymen's Union, replaced the forty-five former 'free' and 'Christian' trade unions. But for the railwaymen the task was not merely that of rehabilitating their union — they had also to take on the responsibility of rebuilding the devastated railway system itself. Many leading railway officials had fled, so that in many areas the old railway

*Brother Richard Freund, who has just retired as President of the Austrian Railwaymen's Union. Brother Freund was Chairman of the ITF Railwaymen's Section from 1958 until the Helsinki Congress this summer*

workers were the only people capable of assuming the task of getting traffic moving again. Action Committees of railwaymen were set up which took charge of operations. A gigantic task was accomplished in an almost miraculous space of time. By the autumn of 1946, more rolling stock was operating than had even existed in 1937.

The burden this effort put upon the workers, already wearied by years of oppression and war, and with the certain prospects of poverty for some time to come, was enormous. But they were equal to it, and trade union reconstruction progressed at the same time. Today the union is stronger than ever before, organizing all grades of railway employees. Its leaders have been impressive figures: Andreas Thaler, whose work for the railwaymen underground attracted the attention of the Nazis, was sentenced to four years forced labour for high treason, along with Richard Freund who had become the Union's President in 1934. They returned from concentration camp in 1945 and immediately took up work in the union again. Thaler became General Secretary in 1946, retiring because of ill health in 1958, and Freund held the Presidency until this year. Josef Matejcek, too, was imprisoned by the fascists for his trade union activities and returned immediately after the war to work in the labour movement. He succeeded Brother Thaler as General Secretary in 1958.

The union's links with the international transport workers' movement go back to the very earliest days. J. Tom-





schik, founder member and first President of the Union, attended an international meeting of railway workers in 1893, and affiliation to the ITF came in the early years of the century. Only periods of war and dictatorship have broken this link, and even during the Second World War it was not completely severed. At the 1935 ITF Congress in Copenhagen, the union's ITF flag, which had been smuggled out of Austria, was handed over to the ITF for safe-keeping until better times should arrive and Andreas Thaler's underground activity was concerned in no small degree with maintaining international contacts. At a moving ceremony at the 1946 Zurich ITF Congress, the then General Secretary of the ITF, Brother Jacob Oldenbroek, handed back the flag to the Austrian railwaymen's delegates. From 1959 until the Helsinki Congress this year Brother Freund was Chairman of the ITF Railwaymen's Section, while Brother Matejcek was on the Executive Committee from 1958 to 1960 and is a member of our new Executive Board.

In his speech to the Congress, Brother Pieter de Vries, representing the ITF, referred to the ties which have linked the Austrian railwaymen with the International through some of the darkest periods in the world's history: 'Our bonds have been tempered in fiery times. Austria's railwaymen and the ITF enjoy an association which is one of the heart as well as the head. We are linked by a vivid memory of a common experience which went far to shape us into what we are today'. Brother de Vries went on to speak of the need to help trade unions in the developing countries: 'Unless the wide gulf between the rich and the poor nations is narrowed and eventually eliminated, and unless this process is carried out with the justice which only a strong and free trade union movement can ensure, we surely risk a disastrous explosion of resentment and frustrated aspirations which would well plunge the world into catastrophe'. In his final tribute to the union and the men who helped shape its destiny, Brother de Vries said: 'We are grateful beyond words for all that men such as Andreas Thaler, Richard Freund and Josef Matejcek have done and are doing for us, for the sacrifices - often of dreadful proportions - which many others, too many to name and others unnamed, members of your union have made in the name of true trade unionism, nationally and internationally.'



*Austrian railwaymen's delegates to the ITF 1946 Congress receive back their flag which had been delivered to the ITF for safe keeping in 1935. Andreas Thaler is on the left, and Jacob Oldenbroek, then ITF General Secretary, right, take part in the ceremony*



*During the Hungarian revolt in October 1956 the Austrian trade union movement organized convoys of food for the relief of the workers of Budapest. Seen here with the driver are (left to right) Josef Steiner, Commercial and Transport Workers, Ernst Ulbrich, Railwaymen's Union (now General Secretary), and Paul Koch, Trade Union Federation*


The motto of this year's Austrian Railwaymen's Congress - 'For Freedom, Peace and Progress' - proved a fitting comment on the seven decades of ceaseless activity which the union has now accomplished. In his report on activities to the delegates, Brother Matejcek mentioned recent achievements - the fourteenth month's pay, and increased pensions and allowances among them - and

dwelt on the future tasks of the union. These include primarily the new pay regulations being discussed with the government, which it is hoped will be put into effect at the beginning of 1963. In addition to this, the railwaymen's union is still vigilant to preserve hard-won rights for its members, particularly the unrestricted right to strike which has

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# Reshaping Tunisia's fishing industry

by MARY R. BULL

 FISHING is one of Tunisia's most important natural resources. With its 800 miles of Mediterranean coast, the large continental shelf and the prolific submarine flora and fauna, conditions are particularly propitious for large catches of good quality fish. The sea has always played an important part in this small country's history and most of its main towns are on the coast. Yet until the French established their protectorate in 1881, fishing was done by individuals using primitive methods.

Since independence in 1956, the industry is being thoroughly reorganized under the supervision of the State owned Office National des Pêches. In 1954 the total catch was 13,000 tons which gave employment to 12,000, and this year the catch is expected to be around 21,000 tons with a proportionate increase in the number employed. A total of 40,000 tons is hoped for in the coming years under new measures.

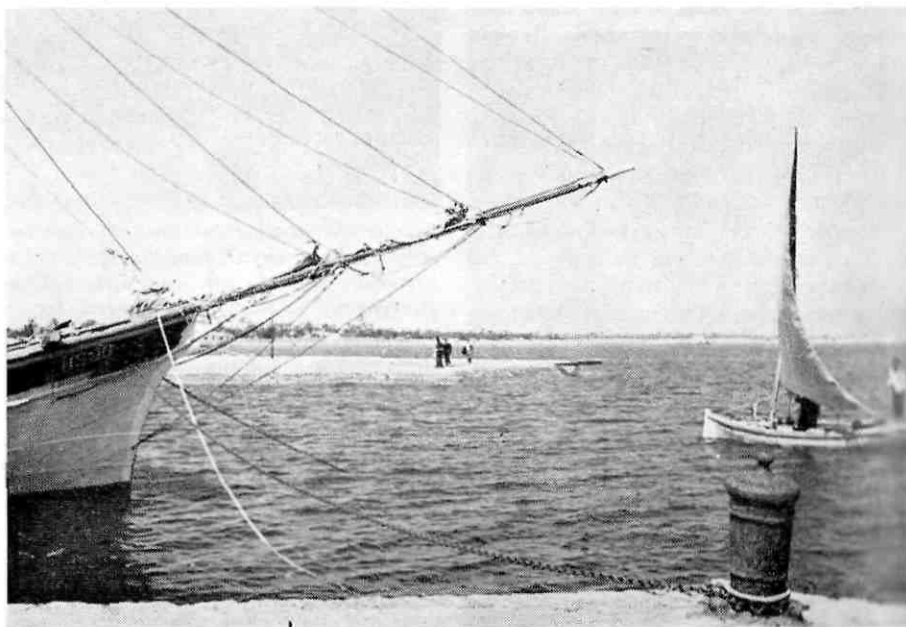
Reorganizing and expanding the industry is necessary. Not only is fish an important food item for the rapidly increasing population who can rarely afford meat, but the industry can also be a means of reducing the high level of unemployment. Increased exports of fresh and canned fish also help Tunisia's economy. Today, as well as canned fish, fresh fish is exported, some of it by air, as follows - eels to Holland, merou and soles to Italy, louns, daurade, shrimps and lobsters to France. In 1958 the Government established the Office National des Pêches which immediately began a five-year programme to re-

organize along modern, more productive lines. Each year a different branch has been made the subject of special study.

In 1958 the ONP turned its attention to cleaning and restocking Tunisia's six large lakes and lagoons. Although their surface varies from 3,000 hectares to 15,000 they are shallow - generally from 3 to 6 ft. deep. Some are fresh water lakes like the large Sebkha Sidi el Hani, near the holy city of Kairouan. Others, near the sea, are salt water. The lake of Tunis, which separates the capital from the open sea, has been divided into two by the shipping canal and the dyke carrying road and tram lines. Thus one half which communicates with the sea is salt water, while the other is fresh. Both are well stocked.

Problem with most Tunisian lakes is to keep them productive despite the fact that in dry years the water disappears until the next rainy season. To overcome this the ONP restocks the lakes when they fill and owing to favourable underwater conditions, fish grow quickly, yielding good catches. I was told that 50 tons

*A Tunisian fishing boat with triangular white sails passing a tunny-catching ship in a small port on the Island of Djerba, south Tunisia, the fable Land of the Lotus Eaters. The Tunisian government is very keen to organize its workers into cooperatives and it is likely that the whole fishing industry will in time be organized in this way*



*(We reproduce this article from Fishing News International by permission of the author).*



*Interior of new fishmonger's shop belonging to the ONP in Tunis. The fish is kept in refrigerated show-cases. On the wall is a mosaic depicting some of the kinds of fish caught off Tunisia's coasts, and it is through distribution of this kind that the ONP hopes to overcome the age-old problems of transporting and selling fish in the interior*

are caught every day in the Sebkhia Sidi el Hani. When the water recedes fishermen use nets to catch the remaining fish, sell the suitable ones and release the rest into other lakes or into the sea.

In 1959 the ONP began reorganizing and modernizing trawling and in 1960 it was the turn of tunny fishing. Canned tunny is very popular in Tunisia where 3,000 tons are consumed every year. However, as only 1,000 to 1,500 tons are caught and canned locally, the difference has to be imported either from Morocco or frozen from Japan. The ONP aims to increase their own catch to cover Tunisia's needs and export any surplus.

Tunny has been caught off the coasts of Tunisia since the time of the Carthaginians. At present large tunny fisheries and factories are at Sidi Daoud in the Cape Bon peninsula, where there is one of the best equipped tunny nets in the Mediterranean, at Cap Zebib, near

*(Continued from page 267)*

demonstrated what can be achieved through education the union is expanding and developing its services in this sphere, according to education its true position of importance in union activities.

Bizerta, and at Monastir, south of the Sousse. There are also several small private tunny factories in the south near the Lybian frontier. The ONP intends equipping two large factory ships to fish for tunny in the Atlantic, but to make this possible the Tunisian Government have to come to some agreement with Morocco or Senegal for these ships to call at Casablanca or Dakar for refuelling, etc.

This year the sardine fishing is being reorganized. The ONP have recently purchased the sardine canning factory at Sidi Daoud belonging to a Franco-Spanish concern. They intend increasing output to treat about one ton of sardines per hour, which will make it the largest canning factory in Tunisia. France is the biggest market for canned sardines.

The hot climate always made transporting and selling fish in the interior a problem. To overcome this the ONP have set up a 'chaîne de froid'. This is a system by which the catch, brought ashore in refrigerated holds, is distributed to shops in refrigerated lorries and stored and sold from refrigerators direct to the public. Ships, lorries and shops belong to the ONP whose aim is to sell direct at as low prices as possible. So far they have set up seven shops in different towns and 25 more are planned, especially in the interior. Fresh fish, once a luxury inland, is now selling in increasing quantities. The ONP shop at

Kairouan sells up to three tons a day at prices ranging from 1/6 to 4/- per lb. Standards of hygiene are high.

Individual fishermen use the open fish markets which still exist in all the towns, where anyone is free to sell their catch for what they can get. If, however, they cannot get a satisfactory price, the ONP will always buy their catch at ONP standard prices. Although fish is cheap for the private buyer, restaurant and exporters must obtain the ONP's permission to purchase and are charged rather more. Thus profits are made from organizations rather than individuals.

The ONP also have a programme for building fishing boats in their own yards and costs will be kept to a minimum by using local wood such as eucalyptus, olive and mulberry whenever possible. They hope to have to import only about one-fifth of the timber needed. Machinery and other equipment not obtainable in Tunisia will be purchased in bulk. They plan to build several thousand vessels for coastal fishing over the next 10 years.

Many will be given, fully equipped, to private owners and catches will have to be sold through the ONP who will return the profit after deducting the ship's - prearranged - share until the cost of the vessel has been covered. No owner will be able to sell his ship without the

*(Continued on page 275)*

*The fishing port at Sfax in the south Tunisia. Most of these small sailing vessels still belong to private owners or groups and fish not far off the coast. The state-owned National Fisheries Office (ONP) plans to build several thousand new vessels for coastal fishing over the next ten years, many of which will be sold on a form of hire-purchase*




# Round the world of labour



*Brother Gunvald Hauge, President of the Norwegian Seamen's Union since 1958, who was re-elected for a further four-year term at the Union's recent national congress. Brother Hauge celebrated his sixtieth birthday in November shortly after the meeting*

## Norwegian seamen's conference

 DELEGATES of the Norwegian Seamen's Union, both from within Norway itself and from countries all over the world where the union maintains offices to look after its members' interests, gathered in Oslo in September for the union's congress, held every four years.

Brother Gunvald Hauge, President, presented the union's report on activities covering the period since the last congress in 1958, and outlined the main problems with which the union would have to concern itself during the next four years. He emphasized that substantial improvements in seafarers' working conditions would have to be made if the shortage of labour in the Norwegian maritime industry was to be overcome.

Nor was it purely and simply a question of more pay. Since 1958 wages in the foreign trades had been increased by twenty-three per cent, and in the home trades by twenty-one per cent, which had more than covered rises in the cost of living. The principal aims, however,

were to attempt to make seafarers' conditions as much as possible like those enjoyed in shore employment, and to compensate seafarers for having to spend so much time away from home.

A step in this direction had been made with the reduction of the working week from forty-eight to forty-five hours. Brother Hauge also stressed the need for better-regulated working hours and a proper observance of overtime provisions, as a further attempt to bring seafarers' conditions into line with those of shore workers. Among the union's immediate aims was also to obtain longer periods of leave for seafarers, together with the opportunity to spend this leave at home. The congress unanimously approved a resolution calling upon the government to amend the seamen's law in order to give seafarers the right to a free trip home after twelve months' service.

One of the most important debates of the congress dealt with safety on board ship and many delegates called for really serious efforts to be made by everybody on board to make sure that all safety regulations were strictly adhered to.

The ITF was represented at the congress by the General Secretary, Pieter de Vries. In his address to the delegates he paid tribute to the Norwegian Seamen's Union as one of the ITF's oldest and most respected affiliates. He referred to the ITF's increasing preoccupation with work on behalf of trade unions in the developing countries, but stressed that this did not mean that old friends in the developed countries would be neglected. He also spoke of two of the problems which were facing seafarers' organizations all over the world: the spread of automation and the menace of flag-of-convenience shipping.


As a result of the elections for the governing bodies, the union's female membership now has a representative on the executive committee, in the person of Ingrid Meyer, from the catering department of the Oslo branch. This is the first time a woman has ever reached



*ITF General Secretary Pieter de Vries seen at the Norwegian Seamen's Union congress with Norwegian Prime Minister Einar Gerhardsen (centre) and Brother Gunvald Hauge, the union's President (Photo NH&ST)*

such a high position in the union's hierarchy.


## Call for better dock safety regulations

 A RESOLUTION was carried at the British Trades Union Congress recently urging the TUC General Council to press the government for a review of the law relating to dock workers' safety with the utmost speed. In moving the resolution, the President of the Watermen, Lightermen, Tugmen and Bargemen's Union said: 'It is nearly thirty years since regulations became law to provide increased safety for dock workers - thirty years in which science has progressed, techniques have developed and accidents increased!' He went on to quote from reports by the Factory Inspector: in 1959 there had been 7,282 accidents in the docks, thirty-one of which were fatal, while in 1960 the figures had increased to 8,158, of which forty-four were fatal. The number of prosecutions by the Factory Inspector for breaches of existing regulations added up to a grand total of six in each year. One figure had decreased - the amount of money spent by the factory department on inspectors and matters relating to safety in the docks. This expenditure fell from £2,648 in 1959 to £2,630 in 1960. This was in an industry which

employed 90,000 workers.

'We think it is time the law relating to the safety of dock workers is changed, and changed speedily', he concluded.

### IFALPA requests reopening of inquiry into Munich air disaster

 THE INTERNATIONAL FEDERATION of Air Line Pilots' Associations has submitted to the West German government a memorandum calling for a review of the findings of the inquiry commission which reported on the take-off accident at Munich to the BEA Elizabethan G-ALZU on 6 February 1958.

The memorandum is based on all relevant evidence available up to the present time, including a report by the US National Aeronautics and Space Administration (NASA). The report of the original inquiry said:

'...there still remains an element of uncertainty in the reconstruction of the course of the accident. This makes it appear not entirely out of the question that towards the end of the take-off there arose, in addition to wing icing, a further circumstance which was a contributory cause of the accident'.

IFALPA memorandum comments: 'A careful study of the NASA report will show that the 'further circumstance' referred to in this paragraph is now quite well known: namely a drag effect of slush which is much greater than was known previously and which, in the conditions prevailing at the time of the accident, was more than enough to preclude the acceleration of the aircraft to the take-off speed.'

In its conclusions the memorandum says: 'It has been shown that the evidence of slush is conclusive and that it existed in an amount and density which would preclude the take-off of an Elizabethan aircraft. It has been shown that the evidence of wing-ice is inconclusive and that, even if some ice existed, the thickness must have been negligible and could not have prevented the safe take-off of the aircraft.'

'If the above is accepted, then it is clear that the whole balance of the official inquiry is in error. This is not to say that the inquiry was not as searching as the information then available made possible. At the time of the original investigations the effect of one inch of slush would have been considered negligible by almost all aerodrome authorities, certification authorities and accident investigators. It was only after the NASA trials that the effect could be determined

with any degree of precision.


'This new knowledge does, indeed, amount to new evidence of a substantial nature and in our view, therefore, fully justifies an entire re-assessment of the Munich accident.'

'On this basis we would request a reopening of the inquiry'.

Meanwhile, the British Air Line Pilots' Association has commented on a recent Ministry of Aviation circular on slush and snow drag. This circular recommends a minimum of three slush/snow depth measurements per runway, whereas the US Federal Aviation Agency/NASA authorities recommend not fewer than 36 depth measurements per 1,000 feet of runway.


BALPA says it appreciates the difficulties involved in taking adequate measurements, but has told its members that it will support any pilot who refuses to operate from a runway the slush-depth of which has not, in his opinion, been adequately measured.

### No jobs for pilots in Great Britain

 GREAT BRITAIN'S commercial air transport is not developing fast enough to absorb all the newly qualified pilots available for employment. This fact has been pinpointed by the recently established Bedfordshire Air Centre through which many trained pilots attempt to obtain employment. The Centre was opened in June 1961, its object being to help improve standards of flying tuition. It has a fleet of modern dual control aircraft, six instructors and all up to date flying aids. Its specialises in the training of commercial pilots and instructors.


The Centre is in favour of a selection committee which should be set up by the Ministry of Aviation with the purpose of selecting those candidates most suitable for pilot training. In this way the situation prevailing at present, with qualified pilots working only three months of the year in the profession they were trained for and making themselves a living in other jobs during the rest of the time, would in the future be avoided.

### Training of shop stewards

 TALKS BETWEEN the British Employers' Confederation and the Trades Union Congress have produced a good deal of agreement about the training of shop stewards. This subject was first raised by the Ministry of Labour, and general agreement has been expressed on the need to increase the amount of training, so that more stew-

ards can obtain a broader understanding of their functions and responsibilities. The most effective way of inducing more shop stewards to take up training of this kind would be to give courses during working hours. Naturally such training would be the responsibility of the trade union side, but where questions of release with pay arise, employers would require to be consulted about the syllabuses. Further meetings between the BEC and the TUC are to be held to discuss this and other questions including dismissal procedures and sick pay.

### Traffic survey of Swiss road haulage

 FOLLOWING A RECOMMENDATION by the United Nations Economic Commission for Europe the Swiss government is carrying out a test survey of road haulage traffic. The object of the survey is to establish details concerning the density of traffic in the various regions of Switzerland, the directions of traffic and the distribution of merchandise.

The survey began last May and will be continuing into the first quarter of 1963. A week each of the 2nd, 3rd and 4th quarter of 1962 and of the first quarter of 1963 is being set aside for the accumulation of statistical data.

About 9,500 vehicles will be included in each of the four parts of the survey. The Swiss authorities are hoping for the full co-operation of vehicle owners since a survey of this nature may have an important influence on government decisions taken with regard to transport economy.

Similar surveys have already been conducted in Western Germany, France, Great Britain, Italy, the Netherlands and Denmark. The Common Market nations are this year co-ordinating their research into questions relating to road haulage traffic. The ever increasing interchange of commerce between these countries necessitates to an increasing extent the synchronisation of surveys and free exchange of statistical information collected.

*(Continued from page 273)*


ONP's consent and will probably have to fish where he is told.

To have enough competent men, the Government has already three schools for training new crews. There is also a fleet of coastguard ships to prevent the incursion of foreign vessels, notably from Italy and Libya.

The Tunisian Government is very keen on organizing its workers into co-operatives. Already there are over 20 maritime co-operatives and it is likely that the whole fishing industry will in time be organized in this way. As the ONP expands and takes over and reorganizes the various branches, private owners will find it increasingly difficult not to join it.

At present sponge fishing in the south is still carried on in the same primitive way as for centuries past, but the ONP intends modernizing it also. In fact, even the primitive little sailing boats with their white triangular sails will in time have to install engines - to increase their scope and catches.

### Grim outlook for railways in Sierra Leone

 THE GOVERNMENT of Sierra Leone has announced its intention to make the country's transport system as far as possible a self-financing operation. A survey is to be conducted and a master plan prepared under which Sierra Leone's system will be expanded and improved.

It has been suggested that the roads should be placed under a Highway authority which would finance the construction and maintenance of the roads out of the import duties on fuels, licence fees and sales taxes. The roads would thus be independent of public funds.


The future of the railways in Sierra Leone looks grim. Road competition has aggravated considerably their financial position. The government is questioning the wisdom of continuing subsidies for their benefit. The ports and railways, once under the same administration, have been separated and the government has already sold 40 per cent of its interest in the latter. If the railways of Sierra Leone cannot be made to pay, they look like being abandoned altogether.

*We extend to all affiliates of the IFT our best wishes for the coming year, and hope that 1963 will bring further victories in the continuing struggle to improve the conditions of the world's transport workers.*

*W. P. Kennedy, President of the US Brotherhood of Railroad Trainmen.*



## Profile of the month

 AT A BANQUET held recently in the Hotel Leamington, Minneapolis, some eight hundred people gathered to honour a man whose service to the American labour movement extends over more than fifty years: William Parker Kennedy, President of the US Brotherhood of Railroad Trainmen, who is due to retire at the end of this year at the age of seventy.

Among the guests were the presidents of four railway companies, as well as distinguished representatives of many walks of life - the church, management, the press, other trade union organizations, local, state and federal government and state Supreme Court judges, and the many speakers paid tribute to Brother Kennedy's qualities of statesmanship, honesty and dedication which have been employed throughout his long career in the labour movement in the service of others.

Kennedy was born in Canada, but his family moved to Chicago when he was ten years old. Seven years later he went to work as a freight brakeman on the Great Northern Railway, joining the union in 1910. The following year he worked for a short period as a switchman on the Canadian Pacific Railway at Calgary, Alberta, but returned to the United States to work as a switchman on the Chicago, Milwaukee and St. Paul Railway at Minneapolis at the beginning of 1912. His active trade union career really began here, and it was only right and proper that the testimonial dinner in his honour should have been held in the city which holds many memories of early struggle for him.

He served as president and local chairman of Lodge 625 in Minneapolis, and in 1921 became chairman of the grievance committee of the Chicago, Milwaukee and St. Paul Railway, a post he held until 1935. In that year he was appointed a full-time official of the union, carrying responsibility for the north-west territory of the United States and all of Canada west of Port Arthur on Lake Superior. From 1944 to 1946 he

handled representation disputes, and could claim responsibility for more than a hundred successful battles for recognition of the Brotherhood as a bargaining agent during that period.


He assumed the office of General Secretary and Treasurer at the start of 1947, and two years later was elected President. By the time he had reached the highest office in the union he had gained wide experience in every field of its activities. He had played a leading role in the battles to improve pay and conditions, but his interests were by no means confined to bread-and-butter issues. His 'History of Banking in Canada' received wide publication and his concern with the technical problems of the railway industry made him a leading figure in the moves to introduce the system of 'piggybacking', which has contributed greatly to the prosperity of the industry.

Brother Kennedy has never had an easy time of it; work in the railway labour movement has constantly presented new and challenging problems to those who have chosen to serve it. But by reason of his foresight, determination and ability 'WPK', as the Brotherhood's newspaper headlines call him, has managed to surmount crises which might have broken a weaker man.

Perhaps the best illustration of his quality as a fighter has come out during these last weeks before his retirement. After the magnificent tributes paid to him at the testimonial dinner it would have been understandable if he had been content to rest on his laurels for the short time remaining to him as President. But in fact this

*(Continued on page 278)*

# Pipelines spread rapidly in America

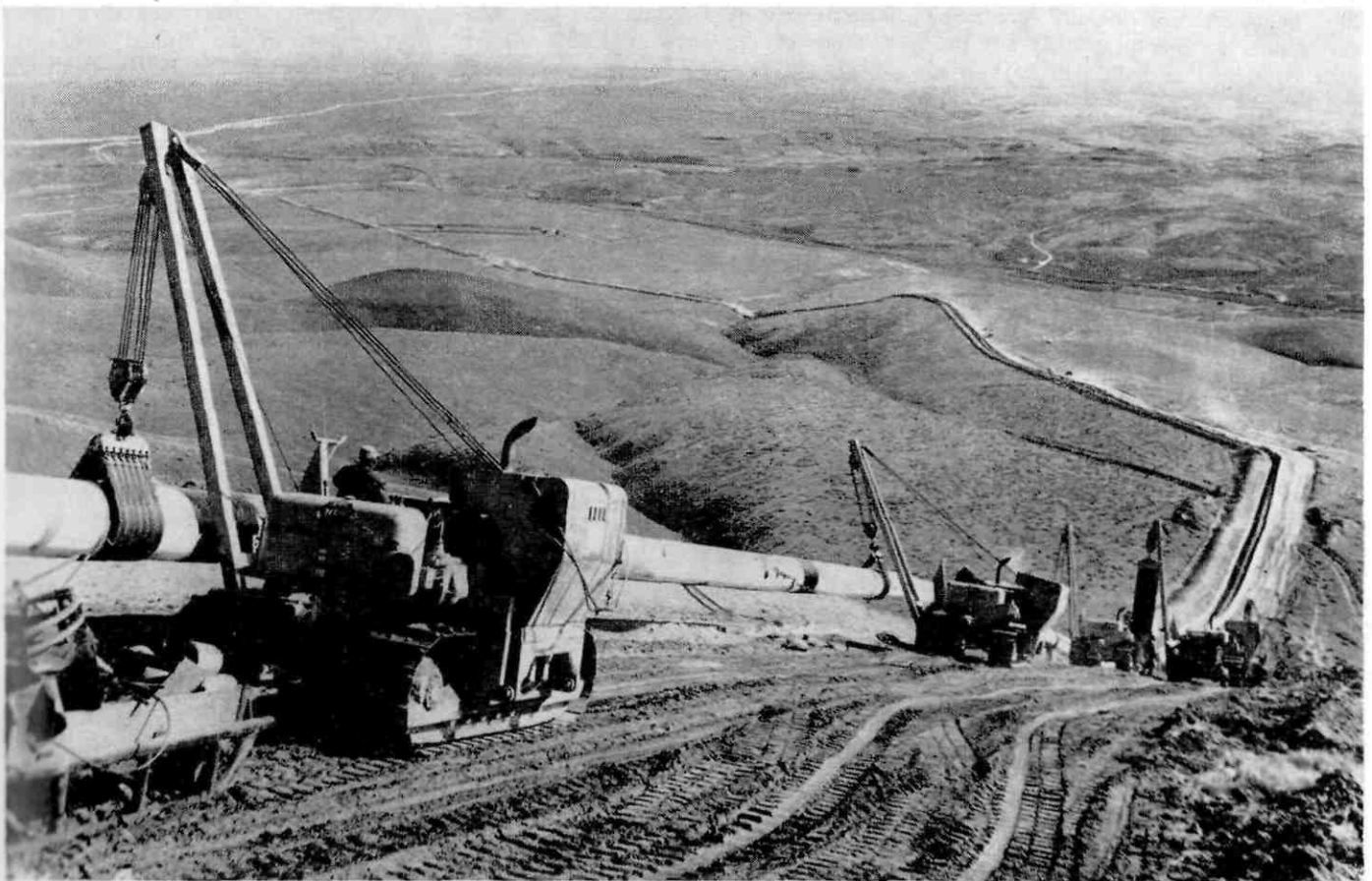
 DELEGATES to the recent ITF Congress in Helsinki will remember the prominent place taken by discussions on the increasing use of pipelines as a means of transport both in the Section Conferences and on the floor of Congress. Brother George Harrison, representing the US Railway Labor Executive's Association, made a telling speech in the Joint Inland Transport Section Conference when a resolution on pipelines was under discussion, pointing out that the original draft which referred only to oil pipelines was no longer adequate since they were now being used for the transport of all kinds of goods, both liquid and solid.

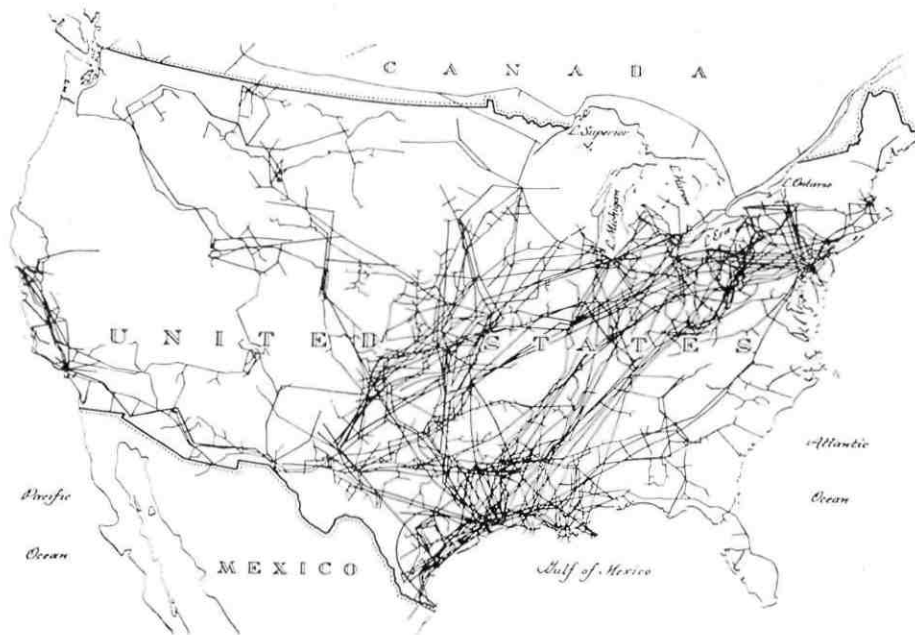
The threat which pipelines present to the 'traditional' bulk carriers – overland as well as by sea and inland waterways – is naturally one with which the ITF and its affiliates are very much concerned. We have not perhaps always appreciated just how serious this threat is, but the following account of the rate at which pipelines are spreading in the United States, and their increasing versatility, demonstrates forcibly the need for the controls and safeguards advocated in the ITF Helsinki resolution if transport workers are to be protected against the sharp cut in employment which pipelines inevitably bring in their wake.

In recent years pipelines have become a major part of America's transport system. A spectacular burst in growth during the Second World War sent construction soaring, and there are now more than 450,000 miles of pipelines in the national network. This network is used chiefly to carry oil and natural gas, but pipelines also move a growing range of liquid, gas and solid products, including pulverized coal mixed with water, liquefied pulpwood, latex, brine, alcohol, ethylene, oxygen, nitrogen, molasses and sugar cane stalks.

As the list of materials which can be transported by pipeline grows, so does the demand for additional lines. At

*This is a typical example of the rugged terrain often encountered by pipeline engineers. Improved machinery has helped to reduce the cost of laying long-distance pipelines, and it is already being predicted that some day pipelines will carry almost any product*





This map shows the network of principal pipelines in the United States. Most of these are used in the transport of oil and gas, although pipelines are now used to an ever-increasing extent to carry a wide variety of liquid, gas and solid products to all parts



The tractor ditcher shown here can dig up 3,000 feet of clean ditch a day for a pipeline. The ITF has recently adopted a statement of principles concerning the construction and operation of pipelines designed to safeguard workers in the 'traditional' transport industries from unnecessary hardship

present millions of dollars are being spent on new construction and this year 18,000 more miles will be added - 1,730 miles more than last year. Pipeline engineers are already predicting that sooner or later practically any product consigned in bulk will be carried by pipeline. Their advantages in the eyes of goods transport users lie mainly in the continuous flow of the product, which ensure deliveries at a steady rate and cuts warehousing and storage costs, and in the ease with which automatic techniques can be used in pipeline operation, which reduces labour costs. ('Reduces labour costs' is of course a euphemistic way of saying that pipelines put men out of work). With the ap-

plication of automation to pipelines and the technological advances in communications, one man sitting at the control panel of a microwave radio communications network can direct the flow over a route of as much as 2,000 miles. Simply by pressing buttons, dispatchers can operate pump and valves hundreds of miles away, and electric computers can analyse information about rate of

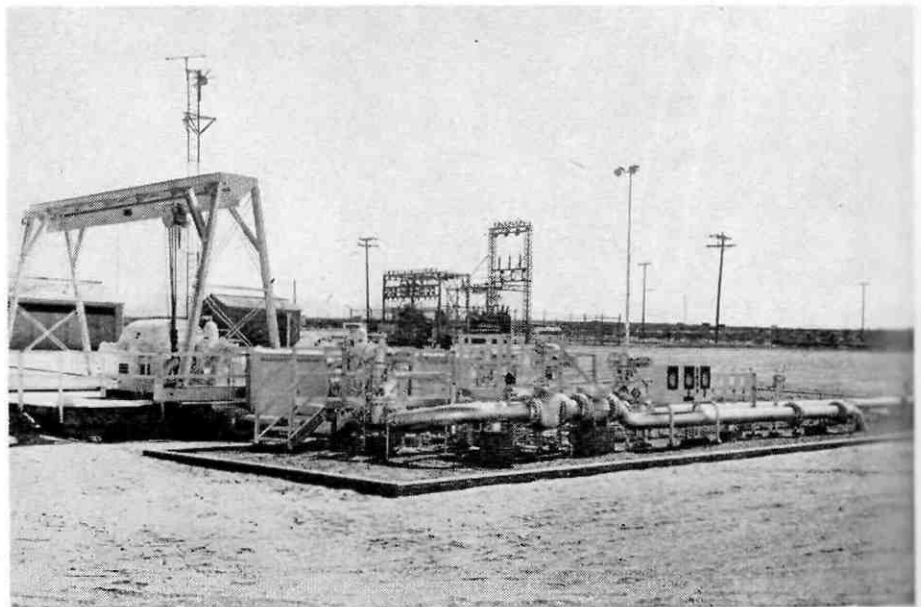
flow, pressure etc. transmitted over vast distances by microwave communications.

Pipelines have been used as a means of transport in the United States for nearly 140 years. The first gas pipeline was tried out at Fredonia, in upper New York State, in 1825, and the first oil pipeline was built following the drilling

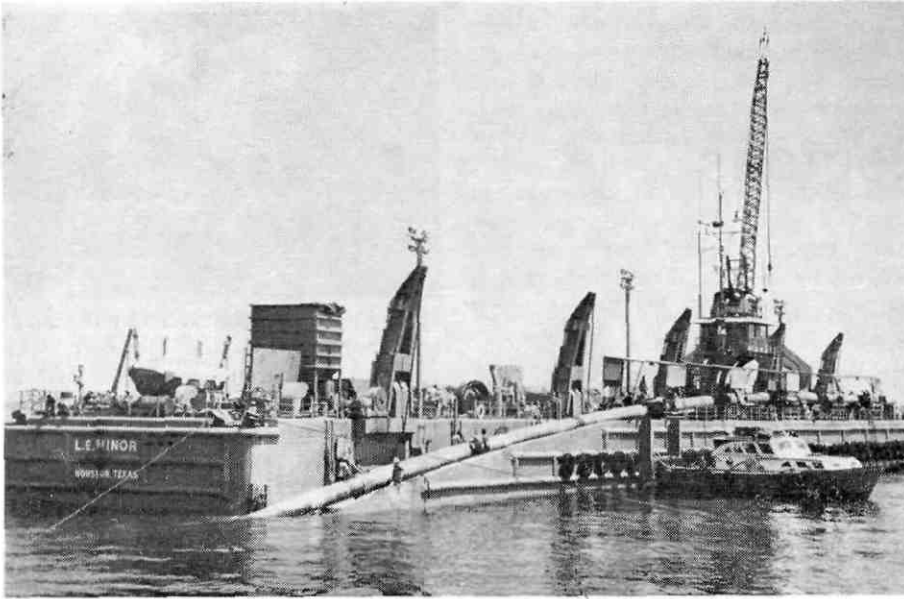
*A remotely-controlled pipeline pumping station. The microwave and VHF radio receiving and transmitting tower show on the left, just above the electric motor which drives the pumps. The ease with which pipeline operations can be automated is one of their great advantages over the conventional forms of transportation in the eyes of transport users*

(Continued from page 276)

trade union veteran - who looks far younger than his seventy years - has been energetically continuing to press railway labour's campaign to preserve the livelihood of those who work in the industry in the face of attempts by managements to cut back employment and lower social conditions. We echo the words of his namesake, the United States President, in his message sent to the testimonial banquet: Congratulations for your splendid record as President of the Brotherhood of Railroad Trainmen; and good wishes for many years of enjoyable retirement.







This is one of the largest marine pipe-laying barges operating in the United States. It is shown here laying 30-inch pipes in open water. US pipelines carry products from off-shore fields and across rivers and lakes; workers in road and rail transport and in inland navigation are all seriously affected

of the first commercially successful oil well at Titusville, Pennsylvania, in 1859. Continuous improvements in construction methods and materials have all helped to reduce the time and cost of building long-distance pipelines, and new techniques not only allow different products to be sent along the same line one after the other but also simultaneously. In Hawaii, for example, sugar

The junctions of five widely separated pumping stations of a pipeline are remotely controlled from this dispatcher's office with the aid of digital computers and microwave radio communications. This centre handles all the services connected with the section of pipeline controlled by the pumpstations



cane stalks mixed with water are piped to a refining plant and on the way the water causes partial dissolution of the stalks, which speeds the processing of cane and sugar. In a similar way, wood fibres can be processed to their way to paper plants.

Some American railways now have pipeline interests. The Southern Pacific Railroad, for example, operates more than 1,300 miles of oil pipeline, much of which is laid along the railway's right of way. (It will be recalled that the last section of the ITF's resolution on pipelines advocates that wherever possible pipelines should be laid along existing transport routes).

### Book received

#### South African trade unionism

by MURIEL HORRELL



MURIEL HORRELL'S BOOK 'South African Trade Unionism', is a study on the development and present-day state of the South African labour movement. As a factual account it also gives us a vivid picture of how a well developed racial society works in the particular field of labour relations. In South Africa one does not speak of unions solely and simply, but of 'white', 'coloured', 'Indian', 'mixed' and 'African' unions. In 1956 legislation was enacted enforcing the division of white and non-white workers into separate unions.

This law, the Industrial Conciliation Act, provides for the registration of trade unions as 'white' or 'coloured' organisations. Any unions which at the time the

Act was passed by the South African parliament had a mixed racial composition were given the option of either expelling their coloured members or grouping them into a separate union or wing of the union. 'Coloured' unions also group Asian workers, but Africans come into a different category altogether. Their organisations are not officially recognised and thus have little or no bargaining powers: strikes of African workers are in almost all cases illegal. The complex system of pass laws, designed to keep the African population under control, seriously inhibits any sort of trade union activity amongst African workers. The various regulations governing the movement of Africans make it extremely difficult for an African to enter and remain in a town. If he is dismissed from his job he is liable to be ordered to leave the town. This fear often prevents African workers from joining in trade union activity lest they should be branded as agitators and lose their jobs. Legislation effectively prevents Africans from finding convenient sites for their union headquarters. Meeting places are hard to find and the curfew regulations make attendance difficult for large numbers of workers. The casual nature of African labour and the lack of co-operation and even hostility on the part of employers make the task of the African union organiser difficult in the extreme and often impossible.


In 1954 a regrouping of unions occurred with the formation of the South African Trade Union Council (TUC), which accepted affiliation from registered unions only. Shortly afterwards a new co-ordinating body was formed, the South African Congress of Trade Unions (SACTU), which afforded equal rights to registered and African unions alike. In 1955 there were 5 main federative bodies on the South African trade union scene. The left wing SACTU represented 30,000 workers, many African, coloured or Indian, but including some whites. The South African TUC, a centre body accepting affiliations from any registered unions, counted a membership of 150,000. The South African Federation of Trade Unions, tending more towards the right but accepting affiliates from registered unions, white and mixed, had a membership of some 50,000. The Co-ordinating Council of S.A. Trade Unions, further to the right and with a membership of 13,000 workers did not accept affiliations from unions where

*(Continued on page 281)*

# News from the Regions




## More training opportunities for Ghanaian seamen

 GHANA HAS A FAST expanding merchant fleet. As a consequence seamen are in ever greater demand. Four years ago there were virtually no training facilities for men wishing to enter the merchant navy in Ghana. In 1958 the Ghana Nautical College was started and courses were held during the two years following for the benefit of ordinary ratings or sailors. No less than 80 men qualified in these courses. The facilities have now been extended and in 1960 thirty school leavers between the ages of 18 and 20 were recruited for a three-year training course as officers.

Courses at the College cover navigation and marine engineering. The course for navigators includes electronics, signalling, practical seamanship and ship construction, while the marine engineering syllabus concentrates on such subjects as naval architecture, mechanics, marine engines, laws of marine transportation, technology and thermodynamics. In addition to these two specialised courses, instruction is also given in general subjects such as fire fighting, hydrostatics, geography and mathematics.

Cadets go to sea as part of their courses. There are vessels which are specially equipped to take them for short periods so that they can gain some experience at sea.

## Peruvian bus workers' courageous enterprise

 AS IN OTHER COUNTRIES, road passenger transport in Peru is at present facing some very serious difficulties. The old controversy about whether passenger transport ought to be operated as a public service or for profit is raging there too, with the added complication that most services are privately owned, and the usual unfortunate consequences for the employees. However, the employers have not only put up an extremely stiff resistance to all claims for improved wages and conditions. They


have also refused to pay wage increases which have either been agreed in joint negotiation with the unions, or been the subject of an independent award. Their reason for this flagrant violation of all recognized codes of fair labour practice has always been inability to pay, and they have used pay awards as excuses to attempt to raise fares and demand subsidies of the government. Even when these have been forthcoming, however, the bus workers have had the greatest difficulty in actually obtaining the extra money due to them.

The government has given financial assistance on the explicit understanding that it is to be used to pay the employees, but the men have had to stage repeated strikes simply to get their rights. It is difficult to believe that the undertakings can have been losing money to such an extent, when the effect of these strikes particularly in Lima itself, has been to show that the public transport system is indispensable. But management has been so bad that in some cases they have just refused to undertake any of their responsibilities and operations have been taken over by the workers. Unfortunately, however, the government has been extremely reluctant to afford the same assistance to employee-run enterprises, and they have been running into serious financial problems. The Lima office of the ITF has been keeping a close watch on developments, and a plan is now being discussed to transform these services into cooperatives in order to overcome the discriminatory practices to which they are subjected by private sub-contractors. This proposed solution was discussed thoroughly by the ITF Regional Director in Peru, Bro. Fernando Azaña, at the ITF Congress in Helsinki, and he has been conducting preliminary negotiations for the acquisition of new stock.

In the face of continued government hostility to the idea of continuing to grant subsidies even to such an essential form of public transport now that it is under workers' control, it is clear that the latter have a hard time ahead, which

will no doubt be aggravated by the country's political troubles. However, with continued determination on the part of the workers and the firm support of the ITF, we hope that the cooperative will be successfully established to the benefit both of the workers and of the travelling public of Lima.

## Progress in the Dominican Republic

 THE DEMOCRATIC national centre in the Dominican Republic, FOUPSA LIBRE, has asked the government to revise the labour code. The existing code was drawn up under Trujillo's dictatorship, and now merely serves as an instrument in the hands of reactionary employers. In addition to this request, the transportworkers have asked that precise regulations governing dispute procedure should be laid down.

Bro. Humberto Hernandez, President of the ITF-affiliated Venezuelan Transport Workers Union, who has been acting as a representative of ORIT (ICFTU) in the Dominican Republic, reports encouraging developments in the fields of organization and education. Several unions have recently been granted legal status, and a number of others have applied for registration, which is expected to be granted. Pressure is being brought to bear on the government by the inter-

*A team of international trade unionists who went to the Dominican Republic earlier this year to help establish the free trade union movement there. Fourth from left is Brother Jack Otero, ITF representative based in Brazil under the authority of the ITF Regional Director for Latin America, Bro. Fernando Azana who works from Lima, Peru*






Headquarters of the democratic trade union centre in the Dominican Republic, known as FOUPSA LIBRE. The building also contains the Institute of Trade Union Education. The Dominican trade unions are making substantial progress in organization and collective bargaining since Trujillo

national movement to obtain legal recognition for unions of public service workers, which are at present the subject of discrimination. Bro. Hernandez also reports that an increasing number of collective agreements have been signed, and that well-supported trade union courses are being held in various parts of the country.

### Railways in the developing countries

 THE INSTITUTE of Civil Engineers heard an interesting paper given by Sir James Farquharson, Managing Director of the East African Railways and Harbours Administration, at their conference earlier this year on Civil Engineering Problems Overseas. The paper was entitled 'The Role of Railways in Developing Countries.'

Amongst the many other points he made, Sir James stressed the importance of making full use of the railway system within the basic transport structure and to ensure that merchandise was correctly routed and not hampered by high tariffs, legislation and government policies.

The administrations of railway networks in the developing countries should be model employers and the whole transport industry should benefit from wage increases when the national economy could support them.

The investment needed to increase rail capacity would normally be higher than that for other methods of transport, but such expenditure was justified if a large enough increase in traffic, with a resulting reduction in transport costs, were to be anticipated within the ensuing ten to fifteen years.

With regard to the extension of a network four factors were relevant: Firstly, could the new line carry traffic at lower

rates without affecting the income of the system as a whole? Secondly, would it afford a direct wagon flow, or would it cause congestion or necessitate transshipment? Could it offer longer wagon hauls? Thirdly, did it fit into long-term plans for the expansion of transport? And lastly, was international traffic likely to benefit? Newly developed countries were placing their goods first of all on the world market but would later wish to develop their trade with their expanding neighbours.

The optimum position of the railway in the transport system must be correctly judged without influence from political, social or economic issues. Gross waste of capital must be avoided in the developing countries which are engaging in the struggle to raise their standards of living. No investment decision should be permitted which might harm the interrelation of all modes of transport.

*(Continued from page 279)*

non-whites had voting powers. In addition to these there was the Federal Consultative Council of S.A. Railways and Harbours Staff Associations, which remained an independent body. Numerous unions, however, were in existence in 1955 which were not affiliated to any of these co-ordinating bodies.

Of the white trade unionists 48.2 per cent are grouped in the right wing S.A. Confederation of Labour, 32.2 per cent in the TUC, 0.1 per cent in the left wing SACTU and the remaining 19.5 per cent belong to unions unaffiliated to any of the co-ordinating bodies. Considering the resentment engendered by the Apartheid laws it is a little surprising that the majority of coloured and Indian workers should belong to organizations composing the centre of the road federations. Of the coloured workers 0.2 per cent are grouped in the S.A. Federation of Trade Unions, 58.6 per cent in the TUC, 15.9 per cent in Sactu and 25.2 per cent belong to unaffiliated bodies. As for the Indians 67.4 per cent are in the TUC, 9.1 per cent in SACTU and 23.5 per cent in unaffiliated unions.

Before the Nationalists came to power in 1948 they made trade union policies known. In their scheme for labour, the trade unions would not be the workers' instrument for achieving better pay and conditions, but merely organisations to regulate 'domestic matters as between the employers and employees'.


The State would take full responsibility

for the regulation of wages and conditions. The Nationalists are still in power but these policies have not yet been fully implemented in respect of white and coloured unions. Pay and conditions of African workers are in fact fixed unilaterally by a government Wage Board, although in the interests of industrial peace a system of Native Labour Officers has been provided for. Their duties are to act as intermediaries between employees and employers and to assist in the settlement of disputes.

The majority of the Native Labour Officers are conscientious men sympathetic towards the workers whose interests they are serving, but the fact remains that the system is a paternal one. Africans are not allowed to act for themselves. Yet in spite of this, and the many difficulties which the elaborate system of racial repression in South Africa places in their path, the African unions are expanding.

For an interesting, concise and frank presentation of the facts about the South African labour movement Muriel Horrell's 'South Africa Trade Unionism' (published by the South African Institute of Race Relations) is to be recommended.

### Korean affiliate holds its 1st congress

 THE FIRST ANNUAL CONGRESS of the Korean Railway Workers' Union opened in Seoul on 29 September last. Forty one delegates were present representing 20,000 railway workers and eleven local unions. Several hundred observers in addition to the local union delegates listened to the opening speech of the President, Brother Kyu Chull Lee, and to a message from the ITF, which was read out afterwards, wishing a successful outcome to the congress. Decisions taken at the congress concerned, amongst other matters, the introduction of a training scheme for local union leaders and union pressure for the restoration of the right to strike and for the adaptation of the union shop system.



## Collective Bargaining in Norway and Sweden



THE SYSTEM of collective bargaining practised in Norway and Sweden are basically similar. They have long attracted the admiration of labour and management alike the world over, because of the ordered and responsible way in which negotiations are carried out and the degree of industrial peace which results. The cooperative attitude manifested on both sides plays an important part in the success of collective bargaining procedure in the two countries.

Norway has only one national trade union centre, the Norwegian Federation of Trade Union (LO), to which most unions of manual and non-manual workers are affiliated. The Norwegian LO has 44 affiliated national unions, the membership of which total 544,000. The eleven largest unions have 75 per cent of LO's membership. There are some 10,000 collective agreements in existence in Norway, 42 of them covering over half of LO's total membership.

The Swedish LO, the most important national trade union centre in the country, has 42 affiliates, including virtually all the manual workers' organisations, which together make up a total membership of 1.5 million. The unions grouping white collar workers, 70 per cent of whom in Sweden are organised, are affiliated to other centres besides LO, the main one being the Central Organisation of Salaried Employees (TCO), which has 36 affiliates with 420,000 members.

The outstanding feature of collective bargaining in both countries is the emphasis which is laid on central co-ordination. The respective LOs approach the national employers' federations — NAF for Norway and SAF for Sweden — before negotiations begin between individual unions and employers' federations.

National frame agreements are then negotiated which serve to guide the individual unions and employers' federations in working out their own agreements. In neither country does the government intervene in bargaining-process.

In Norway all collective agreements incorporate a Basic Agreement which was concluded between LO and NAF in 1935. This establishes certain basic rules and provisions affecting relations between employer and employees. It establishes mutual recognition of freedom to associate, specifies grievance procedure, sets out the duties and qualifications of

shop stewards, and prohibits work stoppages arising from disputes over the interpretation of a contract while that contract is in force.

Although the particular industries bargain for their own terms and conditions they do this within the current policy of the central organisations, LO and NAF. The bargaining policy of the trade union side is worked out in the first place by the Secretariat of LO, who after full consultation with the leaders of the national unions, draw up an overall proposal giving the guiding lines for all contract demands. The LO General Council then meets at the beginning of the year when most of the contracts are due to expire and gives formal ratification to the Secretariat's proposals. These are not binding on the affiliates, but in actual practice they are followed throughout in their contract negotiations with the employers. Preparations for bargaining are less elaborate on the employers' side. When NAF receives a union's demands it sends word to the appropriate employers' association to set up a negotiating committee. Although the NAF does not issue its members with such formal proposals as LO, it does review the economic situation prevailing in Norway and lays down general lines to be followed by its affiliates during wage negotiations. A representative of NAF sits at the head of the employers' negotiating committee.

According to LO's constitution the approval of the Executive Board must be obtained before a collective agreement may be terminated, a wage demand raised or a strike notice served. All collective agreements are signed by LO as well as by the unions concerned. If negotiations at union-employer level become difficult, the leaders of LO and NAF intervene to attempt a settlement. In the event of a strike LO pays benefits to the union involved.

In Sweden wage negotiations were formerly conducted by unions on the basis of general recommendations made by the Swedish LO, but during the 1951 wage rounds LO and the Employers' Federation (SAF) became concerned over the difficulties being experienced at the bargaining table. Thus in 1952 they decided upon a centrally negotiated wage increase, upon which affiliates were to follow closely but allowing themselves scope for bargaining over the division of the increases in their individual contracts. This procedure was not intended as a permanent measure, but it was repeated in the wage rounds for

1957—8, 1959, and 1960—61, and has proved successful. Although the SAF-LO agreements cover only one third of the total working force, they are now setting the bargaining pattern for the whole of the Swedish economy.

Like its Norwegian counterpart, the Swedish LO bases its demands to the SAF on consultations with the unions. When LO and SAF have finally come to terms on a national frame agreement the bargaining passes on to union-employer level. The LO-SAF centrally negotiated agreements have so far taken the form of recommendations to the unions and employers' federations to increase average hourly earnings by specific percentages or cash sums. This is no directive to award all workers the same increases. The LO-SAF recommendations merely provide the cost framework of the increases. It is left to the parties concerned to work out the precise division of these overall increases. A distinction is, nevertheless, made between hourly paid workers and those paid on results systems. Payment by results systems, which is widely practised in Swedish industry, for a variety of reasons gives rise to increase in earnings over and above those specified in the agreements. Thus workers paid on results systems have invariably improved their position with regard to earnings when bargaining begins for a new agreement. For this reason and because of LO's policy of favouring the lower paid and underprivileged workers the increases specified for workers on time rates are greater than those set down for employees paid on results systems.

While the central agreements, providing for a cost framework for union-employer agreements rather than for specific terms, give the unions considerable scope in their negotiations, a form of control is nevertheless exercised by LO. Cases calling for special treatment — those problems presenting particular difficulties — which arise at union level are dealt with before negotiations begin between LO and SAF. Any issues which after the conclusion of the central agreement remain in dispute at union level for a certain period of time are settled by LO-SAF delegations. These provisions are a form of safeguard against the undermining of the elaborate system of framework bargaining evolved in Sweden which would inevitably occur in the event of substantial deviations by any individual union from the central recom-

(Continued on page 285)

# Reshaping Britain's railways



1. How the railways would look if freight services were withdrawn from lines carrying less than 10,000 tons freight per week

2. How the railways looked about a year ago. This is how they were when they following showed a profit rationalisation

The first map shows how many lines would be left in operation if passenger services were withdrawn from those carrying less than 10,000 passengers per week. Most of Scotland, Wales, East Anglia and the West Country would be deprived of the transport facilities which they have enjoyed for over half a century. If freight services were withdrawn from lines carrying less than 10,000 tons per week, Britain's railways would be reduced to the extent shown in map 3. Compare these sadly reduced transport facilities with the extensive network shown in map 2, which gives an idea of the railway services at the disposal of the British public about the middle of last year – even after 400 closures had been effected. The amputations shown in the other two maps may well show more lines than will actually be in existence, if British Transport Commission goes ahead with its plans. These are not yet known; the early stages of them should be announced towards the end

of the year. The British Transport Commission is merely responsible for formulating plans to run the railways of Great Britain on an entirely commercial basis. How far these will be implemented and what alternative transport will be offered the public will depend on a decision of the Government. All Dr. Beeching, BTC Chairman, has to worry about is making a profit. Profit therefore comes first and the needs of the public second.

Our affiliate, the National Union of Railwaymen, has criticized the British Government for allowing the country's railways to get into the state in which they are now. The working deficit of British Railways was £42 million in 1959 and became £87 million in 1961. Thirty years ago a Royal Commission urged that transport should be properly planned, but this advice and that of many experts was ignored, so that today the British travelling public and tax payers are suffering the consequences.

*This article is based on a publicity leaflet issued by the British National Union of Railwaymen in their campaign against the closures. The article on the next page – Railways have a social role – is taken from the Journal of the Transport Salaried Staffs Association.*

If Dr. Beeching's plans to 'reshape' Britain's railway system result in anything like the skeleton networks illustrated in maps 1 and 3, not only will thousands of railwaymen lose their livelihood, but the interest of the travelling public will be done a serious disservice. We believe that the public interest should come before the need to make a profit.

## Railways have a social role

No one can blame railwaymen for feeling fed-up, frustrated – and apprehensive at the future. The speeches made by the Chairman of the British Transport Commission prophesying 'drastic pruning' of railway services, and the large number of newspaper articles over the past few months on the same theme, were bound to take their toll on morale. If parallel statements had been made in respect of many industrial concerns in which a large body of workers were employed, they would have been sufficient to cause serious labour troubles. On this score, the railways – and the country – are particularly fortunate: a large proportion of railwaymen have not, in the past, joined the industry for 'the money' (that goes almost without saying!), but rather because they had a deep interest in railways. Some of them came from 'railway families': the industry was in their blood. They would be the last to term it 'a calling': but it's the next best thing to that. And their spirit of loyalty is something which has stood the industry in good stead now for years and years. It is hardly surprising, therefore, that they have a deep concern at what is being said and written about the future role and size of the railways. Those who are making the decisions of this issue should not, however, mistake responsibility for weakness, nor loyalty for something which could be 'cashed in on' as and when they think fit. And perhaps, before going any further, we ought to follow up our remark that many railwaymen did not join the service for 'the money' by saying that all railwaymen consider they should be paid the rate for the job – a rate at least comparable to those in outside industry!

One thing railwaymen feel certain of is that there is just as great a use for an efficient and widespread network of rail services as ever there was. And they're right! Despite the publicity given to the road programme it is hardly touching the fringe of the traffic problem. Towns and cities are clogged, there is inadequate car parking space in most of them, and

to enable a free and unhindered passage of road vehicles at the present time, there would have to be a ruthless demolition of buildings – and road widening and road building on scale not yet thought of. This would cost millions of pounds of taxpayers' and ratepayers' money – and all the time, the private vehicular traffic would be increasing, so that the problem would never be contained anyway.

Against this background, the Chairman of the BTC flourishes his scalpel over the railways – and the general public fail to realise what a near relative of theirs it is that is lying on the operating table.

With the increase in private motoring, it was inevitable that there would be a cutting down of the railway system, but the question which is now posed is whether this operation is being carried out irrationally and solely in the context of the Commissions' present deficit, which has been allowed to develop because of the Government's policy. Surely the social aspect of the railways ought to weigh heavily in all this. Back in January the Financial Times said: '... the transport system of this country needs to be regarded as a single, integrated entity. The social costs of closing all unprofitable railway services would be very considerable. Certain regions to which the Government has been trying hard to direct new industry – Scotland and parts of Wales are obvious examples – would be particularly hard hit. The problem of road congestion would obviously be exacerbated.'

We firmly believe that with the road problem as it is today – and is likely to be in the future – it is necessary to maintain a large proportion of the existing network. What's more, at the risk of being called dictators, we would advocate that there should be a direction that most bulky traffic must be conveyed by rail, instead of being trundled along congested roads and through town centres in motor vehicles, causing inconvenience and indirectly damaging the



3. How the railways would look if passenger services were withdrawn from lines carrying less than 10,000 passengers per week

country's economy. This would present a challenge to the railways to provide tip-top services – a challenge which we are confident they would eagerly accept and in which they would prove themselves. More than ever is there a need for integration – with rail undertaking the long haul, and the motorised vehicles coming in for the delivery into and the collection from the railhead.

What is alarming is that there is no indication to what will be the Government's attitude towards the social implications of rail services, and the danger is that many irrevocable decisions in regard to closure may be made before it comes out with a clear ruling on the matter.

Under the old set-up the Commission used to accept some responsibility for determining the social value of services. But now the idea is to make the railways viable without any regard to social consequences. Certainly the Transport Bill makes no provision for consideration of the social side, and the urgent point arises as to whether in fact there is any liaison between the Chairman of the Commission and the Minister, to ensure that proper account is taken of this wider aspect of rail services.

Closures of branch lines have, of course, to be referred to the Transport Users' Consultative Committee, which in almost every case up to now has given the impression of acting as a rubber stamp to the Commission's proposals. Under the terms of the new Bill, this Committee has the somewhat hazy duty of determining the extent of 'hardships' which would result in any closures. If things go as the prophets say they will, closures will take on a more drastic appearance. Now is the time for industry and the general public in the areas likely to be affected to wake up and realise what is going on under their noses. Before it is too late. If large rural areas are to be deprived of services, there is bound to be hardship to the travelling public and to industry, and individually or through their appropriate organizations, industry and the public should be making their protests to their Members of Parliament.

The social side and subsidy are issues which go hand in hand. We have said before, and we reiterate, that we believe a permanent subsidy for the railways is inevitable – just as it has proved to be in most other European countries. The Government should discard its outdated prejudices and face up to the position

now. Failure to do so will clearly result in complete and utter chaos in transport communications and a consequent weakening of the country's economic power.

*(Continued from page 282)*  
mendations.

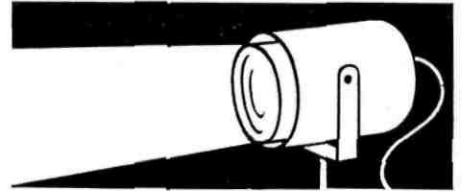
In both Sweden and Norway legislation affecting labour-management relations has been kept to a minimum. It has been found that labour under the LOs and the employers under NAF and SAF working in co-operation have together evolved sound ways of maintaining industrial peace. Certain legislation has however been found necessary. In Norway for example there is the Labour Disputes Act of 1915 which provides for an efficient mediation system and an impartial Labour Court for the settlement of contract disputes. Work stoppages are banned during the life of a contract if the dispute concerns its interpretation. Sympathy strikes are however permitted. Any dispute concerning contract interpretation is referred to the Labour Court if negotiations between the parties in dispute fail. There is no ban on work stoppages regarding the renewal of an agreement, provided the contract previously in force has expired. Before a strike or lock out can be declared the State Mediator must be given four days notice of this intention. He may ban the action if it threatens the public interest, but the parties may demand the end of mediation after ten days. The stoppage may take place four days after the negotiations have closed. Thus, in theory, he has 18 days to work out a settlement, but in practice he has longer, since the parties in dispute usually do not insist on the minimum ten days mediation period being observed.

Compulsory arbitration existed in Norway during the immediate post war years with a Wage Board which was empowered to settle disputes if negotiations and mediation failed. Open conflict was banned until 1949 and after 1952 the compulsory Wage Board was replaced by a voluntary Wage Committee to which any dispute might freely be referred if negotiations and mediation did not succeed. The Norwegian government might still order compulsory arbitration, if an impending stoppage is considered to be seriously against the public interest, but such action would be strictly an emergency measure. Compulsory arbitration has only been ordered 14 times since the introduction of the voluntary wage committees in 1952.


The only government legislation directly affecting labour in Sweden consists of the Collective Contracts Act and the Labour Court Act of 1928 and the Mediation Act of 1920. The latter provides for mediation machinery similar to the Norwegian system. District mediators are appointed by the Government and are empowered to watch developments in labour relations in their district and to intervene when any major dispute threatens. As in Norway the mediators concern themselves with disputes over the terms of new agreements. A dispute arising over the terms of an agreement which has already entered into force is referred to the Labour Court. In Sweden the mediator cannot prohibit work stoppages although he can ask the parties to refrain from direct action. The Warning Act of 1935 however requires seven days notice of any work stoppage to be given both to the opposing party and to the mediator. The latter's job is to work towards a solution which both sides are likely to accept and to exert pressure but not to dictate a settlement. He may, of course, recommend the parties to submit their dispute voluntarily to binding arbitration. There is no legislation in Sweden for minimum wages or compulsory arbitration. These are matters which the government prefers to leave to the bargaining parties to work out for themselves, although the State mediation service is provided to aid them in their difficulties. The Labour Court exists to adjudicate in disputes over the terms of current contracts. The Court is a tripartite body, the judges representing the government, management and labour. Its verdict is final and strikes or lockouts in connection with disputes which fall under its jurisdiction are prohibited. As in Norway industrial action is permitted in disputes over the terms of new contracts or during the life of an agreement when it is merely a case of solidarity action.

Central co-ordination is thus the pivot on which the Swedish and Norwegian systems of collective bargaining revolve. Contacts between labour and the employers first occur at national level where the from which the various industrial agreements will take is worked out. The national agreement thus concluded is taken as the prototype according to which the individual unions and employers' federations bargain for their own special requirements. In both Sweden and Norway workers are less often forced to use their right to strike than in other countries of the free world.

# Spotlight on Economic Integration



## The common transport policy of the EEC

 THE GENERAL OBJECTIVES of the Common Transport Policy are: to remove any obstacles to the establishment of the economic community; to organize and integrate transport throughout the Community; and to harmonize (upwards) social conditions in the transport industry. In pursuing these objectives, the following principles were laid down in the Commission's Memorandum on the general lines of a common transport policy (published April 1961):

### Equality of treatment for all transport enterprises

- (a) The abolition of state intervention as far as possible to ensure equal competitive conditions, particularly with regard to the imposition of public service obligations and charges extraneous to normal commercial operation;
- (b) The equalization of taxation which at present has the effect of distorting competitive conditions;
- (c) The upward harmonization of social conditions;
- (d) The abolition of aids, except those necessary to compensate an enterprise for taking on unrewarding public services;
- (e) The abolition of discriminatory practices between users and carriers, and the control of understandings and monopolies;

### Financial independence and freedom of action for carriers

After the conditions for equal competition are secured, all transport undertakings are to be fully responsible for the management of their own affairs, and free to pursue any commercial policy they see fit.

### Free choice for users

Transport users should be at liberty to select the form of transport which they consider to be most suitable and economic, including transport on own account. (The latter, however, should not be permitted to act as a cover for transport for hire or reward).

### Harmonization of investments

Public authorities, which are in general responsible, directly or indirectly, for infrastructure, and enterprises, which are responsible for vehicles, should cooperate to ensure the best use of investment resources in both sectors.

An Action Programme based on the above principles was presented to the Council of Ministers in May 1962. It is divided into seven chapters, of which the most important measures – concerning access to the market, rates, and the harmonization of competitive conditions – are contained in the first three:

- 1) Access to the market;
- 2) Transport rates;
- 3) Harmonization in the tax, social and technical fields;
- 4) Coordination of investments;
- 5) Approximation of operating conditions and structures as between the different types of transport;
- 6) The application of special provisions of the Treaty, particularly on discrimination, aids and ententes;
- 7) Studies on transport costs.

### Access to the Market

The Programme proposes a number of measures which aim at early elimination of discrimination against carriers on grounds of nationality; easing of quantitative restrictions now imposed on carriers; and supervision of transport capacity. Eventually, laws and regulations governing admission to the market in the countries of the Community would be aligned.

In international road transport, the Commission proposes that bilateral quotas under the present system should be increased in 1963, and from 1964 to 1968 be reduced annually by 20 per cent, being replaced at the same time by community licences valid throughout the Community. These first stage community licences would be issued by the machinery of the Community itself.

The size of the international road transport market and access to it would be controlled by the Commission after 1971; however, the sizes of the national

markets and access to them would remain in the hands of the member states and be operated under as similar rules as possible.

Non-resident carriers will gradually be admitted to domestic transport services. The Programme proposes that, for road transport, carriers holding an authorization under the Community quota would be able to participate in the domestic traffic of Member States from 1964 onwards.

### Transport rate policy

Maximum and minimum traffic brackets according to type of goods and branch of transport would be established by Member States, subject to advance publication, from 1 July 1964. From 1966, the national systems would be brought into line so as to complete the establishment of a common tariff system throughout the Community in 1969. Within the upper and lower limits so established, carriers would be free to lay down their own rates.

### Harmonization of competitive conditions

In the tax field this would necessitate a number of measures which would particularly influence international road transport. Double taxation would be eliminated, the rules governing duty-free entry of fuel in the tanks of motor vehicles would be harmonized, and the basis of assessment for vehicle tax aligned.

Harmonization of taxes on fuel is also proposed. Before the end of 1969, equal fiscal treatment of the three types of transport would have to be ensured, particularly by the fair distribution of infrastructure costs.

In the social field, the proposed measures aim at harmonizing social conditions of work and social security by the end of 1969, both within a given form of transport and between the three forms. These measures would also fall in line with the general objectives of the Rome Treaty, and would affect such questions as vocational training, health, safety and working hours and conditions. The introduction of new methods and



rationalization measures should not mean unfavourable consequences for the workers, and where necessary the European Social Fund should provide relief in cases of distress.

Finally, certain technical points concerning especially vehicles weights and dimensions, compulsory insurance and traffic regulations will need to be made uniform.

#### Coordination of investments

The Action Programme proposes a system of Community notification and consultation, applying to vital international community routes, to be introduced as early as 1964. This procedure should make possible the harmonious development of a genuine Community transport network, which will pay due regard to the needs of less-developed regions and other special interests.

#### Approximation of operating conditions

The chief proposal here is that the railways of the Community should be given greater freedom to pursue purely commercial policies, i.e. freed from obligations laid upon them at present which make it impossible for them to compete on equal terms with other forms of transport. The Programme also aims at encouraging the rational organization and modernization of firms engaged in transport by road and inland waterways.


#### Discrimination, aids and ententes

The Programme reviews the measures required to abolish discriminatory treatment in respect of rates and conditions, support tariffs and aids incompatible with the Treaty, as well as measures to eliminate the disabilities borne by traffic crossing frontiers. It also deals with the application to transport of the EEC Treaty's rules on ententes and 'dominant positions'.

#### Study of transport costs

The Programme gives details of an approach to the study of transport costs, on which to base the implementation of the Programme.

#### Union opens driving school

 THE NIGERIAN UNION of Motor Drivers and Allied Transport Workers (an affiliate of the ITF) has sent us a prospectus for its Driving School in Lagos which was opened during last year. In its statement of aims, the prospectus says: 'There appears to be a limitless demand for the expansion of Trade and Transportation in the young and energetic Federation of Nigeria; and there is very obviously then a con-



Students at the recently-opened Nigerian Driving School in Lagos run by the ITF-affiliated Union of Motor Drivers and Allied Transport Workers. With the group is the union's General Secretary, Brothers E.O.A. Odeyemi (seated, third from left)



At present the School is operating with a limited amount of equipment, but hopes to expand this as the Union gains in strength. The main object of the courses offered is to raise the standards of safety and courtesy among Nigeria's professional drivers

tinuous demand for efficient Driving in Transportation and Commercial concerns with recognized qualifications. The main purpose of the College's instruction is to improve standards of safety and courtesy on the roads and to instil in professional drivers a proper recognition of the responsibilities they assume when they take a motor vehicle out on the highway.

There are two courses, for students with different educational qualifications: the first is for those who can read, write and speak simple English, and lasts four months; the second is for those who can-

not read, write or speak English, and lasts six months. For the latter group the first two months of the course are devoted to intensive instruction in the English language with the aim of equipping a student with sufficient knowledge to be able to proceed to the next four months of the course. During these four months instruction is given in:

- English: reading and simple composition, so that students can read and understand road signs and write out simple statements;
- Geography: students should know the

main towns and the routes which lead into them, and they are instructed in map-reading;

- Arithmetic: weights and measures, to enable students to calculate distances;
- Driving: this is of course the main subject, and involves periods of practical instruction;
- Motor Mechanism and Minor Repairs: the student is instructed on how an engine works and how to repair faults and damage;
- Road Signs and Traffic Regulations;
- Public Relations: the importance of courtesy and good temper on the roads is given great stress.

The School is a non-profit-making institution run for the benefit of the union's members. At the moment it is accommodated in rented quarters, but hopes to move into its own building as the union becomes stronger financially. For practical training it is using a re-conditioned jeep.

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*(Continued from page 271)*

come under attack recently, and is grappling with the problems which arise out of the changeover from steam to electric and diesel traction, the introduction of automatic couplings and other modernization measures.

The union has a fine record in educational and youth activities and has built a magnificent new Railwaymen's Hostel - where the Congress was held - with impressive facilities both for recreation and for the conduct of union business. Brother Freund has now retired from the Presidency and his place is taken by Josef Matejcek. The new General Secretary is Ernst Ulbrich.

A celebration of the anniversary was held in the Vienna Concert Hall, and attended by the Austrian President, Prime Minister and members of the government, as well as by the entire Congress. The guests heard music played by the Vienna Symphony Orchestra, and passages by famous authors and poets on freedom and dignity of man were recited.


To conclude we cannot do better than quote a text from the Union's report to its 6th Congress:

'Exploitation, trickery and despotism reigned long over the railwaymen, but now, when we look at the present, we can truly say that things are different. We have achieved recognition in Austria's greatest undertaking. With the staff representation ordinance the way was

opened to consultation and co-determination; but this naturally brings with it a burden of responsibility. The Austrian State Railways grew out of the private companies of the Austrian Empire. All of us who belong to the Railwaymen's Union know that we carry responsibility towards the management of the railways as well as towards the general public. However, it does not mean that we do not pay due regard to the interests of our members. Our duty to them is our first concern. The spirit of the past lives in us and we are proud to call that tradition ours. We shall therefore go forward in the spirit of 1892: 'On the free road to the future'.

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### Towards a shorter working week

 AS RATIONALISED METHODS of production gain ground in industry we shall see labour pressing for further reductions in working hours. Unions in the United States have already announced their intention to press for a 35 hour week. In Great Britain the 40 hour week has not yet been universally achieved and in some European countries a considerable struggle is still to be waged before it is realised.

A paper was published recently by the British Institute for Management entitled 'Implications of the Shorting Working Week for Management' which looks at the question of reductions in working hours from an employer's point of view. Constructive suggestions are made in the paper as to how production may be maintained at a high level in spite of the shorter hours without substantial concessions being demanded of the workers. When working hours are substantially reduced in one plant or for one particular group of workers, writes the author, Hugh Clegg, the latter may be prepared to make certain concessions. But once other employers have followed the lead and signed agreements providing for comparable cuts, the employees tend to feel that the reduction is their due and they are not prepared to yield so much in the way of concessions. In return to the 40 hour week, for example, employers might demand tighter discipline in starting and finishing times or reductions in tea break time, which although nominally part of working hours is not used for production.

The writer advocates as a means of offsetting detrimental effects on production of the shorter working week the more widespread use of shift working.

This, from the employers' point of view, is preferable to the system of overtime, but certain objections might be expected from employees. For on the one hand production is benefited by the uninterrupted operations of machines from one shift to the next but on the other the workers would be adversely affected as regards their leisure time and social activities.

Overtime has grown in Great Britain to considerable proportions since the war. The BIM paper suggests that wartime austerity and severe wage restraint in the years immediately following the war are reasons for this. The Government at that time was anxious to increase production but at the same time in the interests of the economy to keep the level of earnings low. Consequently overtime and the practice of payment by results systems were encouraged as means of stepping up production. In fact despite a progressive reduction in the standard working week the average of hours worked per week in 1938 for all industries covered by the Ministry of Labour's census was 48. The figure for 1961 was 47.9 for the same industries. One would expect from this that the average hourly earnings would be highest in those industries which worked the longest hours. Yet this is not the case. According to the Ministry of Labour's census in 1961 workers employed by the nine manufacturing industries for which the average of hours worked per week exceeded 50 took home less than the average weekly earnings for the British manufacturing industry as a whole.

Hugh Clegg puts forward the view that overtime is a means for employers and workers of producing a wage packet which is acceptable to both sides. There is an accepted idea of what a reasonable wage should be for a given job, depending on the industry and the regional situation. Sometimes this wage level is realised within the limits of the standard working week, but often overtime is necessary to enable the worker to take home a decent wage packet.

In a large number of cases overtime is unnecessary for production and therefore uneconomical. The worker should surely not be called upon to waste his time in this way, when he could take home the same wage packet for a standard working week with no loss to his employer. As regards this question there are many points on which the trade unionist would be in agreement with Mr. Clegg.

# 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

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