

International Transport Workers' Journal

Volume XXIII • No 1 • January 1963

1



In this issue:

Trade unionism in Malaya

Collective bargaining on the railroads
by Roy E. Davidson

**Young unemployed in the service of
their countries**

East Pakistan's inland water transport

Top jobs for East Africans

Monthly Publication of the International Transport Workers' Federation

International Transport Workers' Journal

1

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

AFRICA - 85, Simpson Street (P.M.B. 1038),
Ebute Metta, Nigeria


LATIN AMERICA - Apartado 1250,
Lima, Peru

Forthcoming meetings:

Hamburg	Asian Seamen's Committee and Fair Practices Committee
London	26-27 February 1963 Cockpit Crew Conference
London	1 March 1963 Management Committee
Brussels	11-13 March 1963 Railwaymen's Section Committee
Oslo	6-8 May 1963 Executive Board

Comment

Twice the speed of sense

 THE NEWS that Britain and France are to collaborate on the design of a supersonic airliner will be received with decidedly mixed feelings. We must be thankful that for once two countries have decided to pool their efforts and knowhow, but the fact remains that they have only done so in order to be able to put their own Mach 2.2 machine into the air ahead of the Americans' planned Mach 3 airliner.


It is hard to say what advantages for the passenger can emerge from this kind of race. Let us stop for a moment and examine the real purpose of technological advances in aircraft production. Is it to be for the benefit of those who wish to travel economically, speedily and comfortably from one place to another; or is it for the benefit of prestige-hungry governments and to inflate the profits of aircraft construction firms?

The select few who now travel long distances by air already enjoy excellent if costly service. Surely it would be better to concentrate more effort for the moment on making that service available to more people by reducing fares, even if this meant that supersonic travel were delayed for a few years. It may be true that present regular airline customers would like to be able to travel faster. But there is no guarantee that more people will be encouraged to fill the half-empty aircraft with the advent of faster-than-sound travel, and unless something is done to fill the empty seats, civil airlines may simply be unable to afford the new aircraft immediately, and the millions poured into its rapid development will have been wasted.

If all the countries which are able to contribute towards making supersonic travel a reality were to work together, not only would the world's knowledge be used to the best advantage, but the undignified and expensive rat-race would be eliminated, and research and development could proceed at a safer and less hectic pace.

Trade unionism in Malaya



 IN 1961 the International Labour Office continued its series of fact-finding surveys of trade unionism in various countries with a study of the trade union situation in the Federation of Malaya. The result was a report published in 1962, upon which the following article is based.

Conditions in the Malayan labour market were not of the kind to foster real trade union spirit until shortly before the second world war. Since the early days of the British colonial régime immigrant Chinese and Indian labour had provided the working force for the tin mines and the rubber, sugar and coffee plantations. The wages of these workers were low and conditions bad, but they were nevertheless better off than many of their compatriots back home. Caste, clan and language barriers between them and the tendency on the plantations for the worker to regard his employer as his master and to look to him as arbiter of his disputes all contributed to delay the development of trade union thinking in Malaya.

It was only after three or four generations of such workers that a permanent labour force came into being and that Indians, Chinese and Malays alike could begin to think of themselves as a single nation and see better wages and condi-

tions as a goal worth struggling for. It was largely in the towns that the first tentatives were made during the twenties and thirties at forming trade unions, but an effective trade union movement did not begin to develop until after the second world war.

In 1940 the government passed a Trade Unions Enactment to encourage the growth of unions, but the Japanese occupation during the years to follow suspended any official activity. In 1946 a Registrar of Trade Unions was appointed to register unions and supervise their activities. The difficulties attendant on the formation of new unions were added to by the rapid spread of communist influence in the newly formed or reformed organisations. The communists had in fact gained such a grip on them that when they took to the jungle in 1948 after a state of emergency had been declared, the unions as a whole were considerably weakened.

Although the emergency was not of-

Malaya is a land of many aspects. Many of the economic activities which now support the nation were in the beginning largely stimulated by the British colonisers. In order to develop the rubber, coffee and sugar plantations, which they had started, they employed many Indian and Chinese immigrant workers, who although their conditions often approximated to slave labour were considerably better off than their countrymen at home



Z 9593



Under the Trade Unions Ordinance any group of workers or employers are free to form a union for the purpose of protecting their interests or regulating relations between employer and employee. The right to strike is guaranteed with the proviso, for employees of the public utilities, that they give advance notice of fourteen days to do so

officially ended until 1960 the situation in the trade unions gradually returned to normal during the fifties and in 1959 a new Trade Unions Ordinance was introduced which revised and consolidated the old legislation.

Total union membership in Malaya in September 1961 was 201,254: one out of every five adult workers in Malaya, including peasant farmers, was a member of a union. Taking into account only workers employed on the plantations, in the mines, in transport, manufacturing and the government sector, the figure is one out of every three. These figures are impressive proof of the success of Malayan organisers, when it is remembered that the Malayan movement is virtually not more than sixteen years old.

The membership of the unions existing at this time was distributed over 250 organisations. Of these 166 were unions of personnel employed by government or quasi-government bodies. But well over half the total membership was enrolled in the National Union of Plantation Workers.

Apart from the NUPW and a handful of other major unions the rest of Malaya's trade union membership is distributed over a large number of small unions, some of them restricted to one locality or even to a single plant, and

the average membership of which is 400. The small size of so many unions is one of the main characteristics of the Malayan trade union movement and at the same time its principal weakness. Government policy which is aimed at preventing subversion tends to favour the continued existence of these smaller unions. Legislation does in fact prohibit the formation of large general unions. The 1959 Trade Unions Ordinance specifies that a trade union must be composed of workers organised within a single trade, occupation or industry, or within similar trades, occupations or industries. It is for the Registrar of trade unions to decide what trades, occupations or industries are similar.

Trade unions in Malaya are a mixture of several different types. There are local unions, such as the Harbour Trade Union, Port Swettenham, and the Municipal Workers' Union, Malacca; craft unions, such as the Malacca Pottery Workers' Union and the Negri Sembilan Chinese Engineering Employees' Union, all of which are relatively small organisations. Another common type is the union made up of workers in a particular government institution or department and organised on a local, regional or national basis depending on the extent to

which the department operates. In addition to these there are professional unions, organised nationally, such as the Income Tax Officers' Union and the National Union of Teachers. Finally, government staff unions apart, there are the comparatively large organisations which take in groups of workers in all or part of an industry, the National Union of Railwaymen and the National Union of Plantation Workers. The latter correspond to the large industrial unions of most other countries. Big general workers' unions which organise across several different industries and do not restrict themselves to workers of a particular category are non-existent in Malaya.

The diversity of the Malayan movement is its biggest handicap. The unions have only one thing in common: they must conform to certain regulations laid down in the Trade Unions Ordinance. In 1960 there were three trade union federations grouping the teachers' organisations, the Chinese engineering unions and organization for employees of the public and civil services, but the only national centre for Malaya is the Malayan Trades Union Congress (MTUC). Although MTUC has only 69 affiliates, they account for the major portion of Malaya's trade union membership

Malayans enjoy the basic trade union rights. Law guarantees them freedom of association and the government encourages responsible, democratic and effective trade unions. The government has set an example to other employers in its attitude to the unions. In 1960, 166 out of 250 unions covered workers in the government sector, totalling 58,000



MTUC is not a trade union, therefore it cannot be registered under the Trade Unions Ordinance but must be considered as a society. MTUC has no executive powers and does not engage in collective bargaining; it acts in an advisory and co-ordinating capacity. It represents the movement as a whole at international meetings and conferences — MTUC is affiliated to the ICFTU — and is consulted by the government on questions affecting labour and the trade unions.

The Congress aims at formulating a common policy for Malaya's trade unions, and eventually to help the great variety of organizations to regroup themselves and form a homogeneous and effective union movement. A broad programme is envisaged which provides for the emergence of 14 national industrial unions covering workers in the various sectors of the economy: plantations, mining, road transport, railways, factories, commercial workers, government service, professions, etc.

The Malayan Constitution guarantees freedom of association to all workers, but the state reserves the right to impose certain restrictions for the sake of national security. When the emergency came to an end in 1960 an Internal Security Act was passed which gives federal authorities powers to restrain any suspect person from participating in the activities of associations. It is claimed that the law has been used against trade union leaders, but the Act was by no means designed to hinder trade union activity. It merely exists as a precautionary measure to safeguard against subversion.

The existence of a free trade union movement in Malaya is fully supported by federal law. Under the Trade Unions Ordinance of 1959 any group of workers or employers are free to form a union for the purpose of protecting their interests or regulating relations between employer and employee. The right to strike is guaranteed with the proviso, for employees of the public utilities, that they give advance notice of fourteen days. Officers of a union, with the exception of the general secretary, must have worked for a minimum of three years in the industry whose workers they represent. Two thirds of the executive of a union must be actually employed in the trade or industry at the same time as carrying out their union functions.

All unions applying for registration must conform to these regulations before the Registrar will accept them. Com-



Port workers in Malaya tend to be organised on a local basis; in Port Swettenham, for instance, where the majority of port employees are members of the Port Swettenham Harbour Trade Union. Small local or craft unions are a feature of the Malayan movement — many of them grouping less than 400 workers. Of the 250 organisations registered in Malaya, a mere handful account for more than half the total membership of the movement

plaints are heard that some of the regulations tend to restrict the unions organising potential. The provision which demands that two thirds of the executive of a union must be employed in the trade or industry represented interferes in some cases with the efficient running of union business. For a trade union movement in its infancy it is often difficult to find suitable leaders from among the workers themselves, but the regulations are intended to avoid the possibility of unions being controlled by outsiders and the danger that they might thus be used for political ends, as happened during the immediate post war years.

If any of these conditions for the structure of a union and its rules of procedure are not fulfilled the Registrar may refuse registration. He can also cancel registration if any changes within the union occur which would warrant this. Appeal

Trade union spirit did not begin to develop in Malaya until shortly before the last war. It took some generations since the arrival of the first immigrant labourers for Indians, Chinese and Malays alike to begin to think of themselves as a single nation. Likewise caste, clan and language barriers within the racial groups had all contributed to delay the spread of trade unionism in Malaya

can however be made on such occasions to the Minister of Labour. Procedure for settlement of internal disputes in the union must also be submitted to the Registrar. Such disputes may if the parties so wish be referred to the Registrar for settlement.

The Employment Ordinance of 1955 requires that nothing in a labour contract should restrict the right of a worker to join a registered union and to engage in activities on its behalf. There is





The National Union of Railwaymen is one of the principal national industrial unions. The fact that so many workers are organized on a local or craft basis is the main handicap of the Malayan movement; their small size and poor resources are a cause of weakness in collective bargaining. It is the objective of the Malayan Trades Union Congress to help them regroup themselves into clearly defined national organisations covering workers in the various industries

however no provision in law to protect a worker from victimisation by an employer for engaging in union activities. Any worker may be dismissed without reasons given, provided the statutory period of notice be given. Active trade unionists have in fact been victimised in this way.

One of the most important things for a young trade union movement to achieve is recognition from the nation and from the employers. The Malayan movement may be congratulated on the success it has had during the post war years. Substantial trade union legislation already exists, and the federal government openly favours and encourages the growth of vigorous and effective trade unions. This policy has been proved a success by the rapid development of trade unionism in the government sector. Of the 250 unions existing in 1960, 166 were of workers employed by the government. These unions included a total membership of 58,000. The Malayan government has set an example to other employers in its attitude to the unions.

Private employers take varying standpoints towards labour organizations. Some, chiefly those of small or medium sized concerns, refuse to have any dealings with them, and are quite prepared to see this situation continue. Others show misgivings in their approach to the



A Chinese operative works a drill in a railway workshop. Chinese workers in Malaya tend to be less union minded than those of other groups. According to figures available in 1960 the racial distribution of union membership was: Indians, 70,955; Chinese, 21,900; Malays, 30,608; others, 1,292. A certain amount of mistrust still exists towards Chinese unions, following the political unrest which was a feature of the immediate post war period in Malaya

unions; they criticise the lack of experience of many trade union leaders and are afraid of the unions falling into Communist hands. The more enlightened employers in the Federation are in no way hostile to the trade unions. Organised employers – in 1961 there were 13 employers' federations registered under the Trade Unions Ordinance – generally speaking accept the need for workers' organisations. Although there are many cases of employers opposing their workers' wishes in respect of union organisation, of victimisation and of attempts to dictate how a union should be set up and under what terms it should be recognised, the trade unions in the most important industries have been accepted by the employers, many of whom encourage their growth and development along sound, responsible and democratic lines.

Swedish unions in 1961

AT THE END OF 1961 the forty-three unions affiliated to the Swedish national centre (LO) had a total membership of 1,501,239 in 7,335 branches. The number of unions thus dropped by one, the number of branches fell by 505, whilst the total number of members increased by 15,504 or approximately 1 per cent.

Twenty-six of the unions increased

their membership by a total of 28,836, but this was offset by a loss of 13,332 members by the other seventeen unions. The building workers' union showed the greatest total increase with 17,813 new members, most of whom were accounted for by the merger of a smaller union with the building workers. But the greatest real increase was in the metalworkers' union, which attracted 14,036 new members to make a total of 300,026. Among those who lost more than 1,000 members over the year were the hotel and restaurant workers, the agricultural workers, the transport workers and railwaymen (both affiliated to the ITF), the forestry workers and the textile workers.

Out of a total income of 169,443,843 kronor, the unions spent 12 million kronor on benefits, 18.7 million on education and publicity, 8.3 million on conferences, and 28.3 millions for administration costs, of which 22 million went on staff salaries.

New pipelines in Europe

THE ENERGY ADVISORY COMMISSION of the Organization for Economic Cooperation and Development reports that with the increasing demand for crude oil in Western Europe, extensive building of pipelines is being planned over the next few years to bring this crude oil to the refineries which are being constructed near main industrial consumption areas rather than near convenient tanker terminals on the coast.

Refineries with a total annual capacity of more than 100 million tons are due to be completed in Western Europe in the near future. Among these are projects for the Rhine-Ruhr area. Other German refineries will be built further south and will be served by the new pipeline system now being laid from Genoa through Switzerland into Austria and Germany. Other pipeline construction includes the extension of the Rotterdam/Wesseling line to Frankfurt, where a new refinery is being built.

What's wrong with collective bargaining on the railroads

by ROY E. DAVIDSON, *Grand Chief
Engineer of the US Brotherhood of
Locomotive Engineers*

Brother Davidson led a discussion at Harvard University earlier this year on the Economics of Collective Bargaining. This article is based on the notes he used in explaining what he considers to be wrong with collective bargaining in the railroad industry



THE RAILWAY LABOR ACT, enacted on May 20, 1926, and revised several times subsequently, has been held up as a model piece of labor legislation. The public generally attributes a long period of relative labor peace to the Act. Only the other day the International Brotherhood of Electrical Workers announced their intention of seeking a Communications Workers Act patterned on the Railway Labor Act. However, in practice the act has not worked perfectly. There are many things wrong with collective bargaining on the railroads.

I would ask the question, 'Has there really been peace?' It is true that there have been very few instances when employers have tied up important segments of the railroad industry, as compared to the number of interruptions which have taken place in the auto, steel, glass, meat-packing, construction, trucking and airline industries. On the other

hand, plenty of discontent exists just beneath the surface, and so long as that discontent persists it isn't right to say we have peaceful and harmonious labor-management relations on the railroads.

There is more ill feeling against the carriers today than at the time the Railway Labor Act was enacted. That hardly suggests the Act has been successful.

This photograph of some of the US operating unions' negotiators was taken during recent hearings of the Presidential Railroad Commission investigating working rules. In this article Brother Roy Davidson (with cigar in the photograph) outlines some of the ways in which he feels the US Railway Labor Act is unsatisfactory



There is a wide-spread belief on the part of bargaining leadership throughout the country — on the general chairman level, the local chairman level — that the rights of the employees they represent can best be preserved and progress attained through avoidance of the Railway Labor Act, wherever that can be done.

The time is certainly ripe for restoring to labor the advantages which were clearly intended under the Railway Labor Act but which have been vitiated by carrier circumventions, administrative incompetence and inertia, and judicial intrusion into areas from which the courts were supposedly barred by the Act and by the Norris-LaGuardia Act.

Just what is wrong? First of all, in my opinion, there is a growing number of questions about the advisability of providing for government intervention, at least in the manner which the Act prescribes. The availability of government intervention is a double-edged sword and labor seems to be getting cut more and more often.

Undoubtedly the availability of intervention has helped in a good number of instances, particularly in years past. But it also has operated against good labor relations many, many times. At present it is paralyzing the settlement of disputes.

Sometimes the mere fact that procedures involving varying degrees of government intervention exist is an obstacle to the prompt settlement of disputes. The parties wait for the processes to be invoked and to unfold. Management makes sure that labor first exhaust all of the remedies provided before buckling down to serious negotiation. That, of course, means delay and bitterness.

In general, the act stresses formal and legal approaches and adversary proceedings to the detriment of responsible, face-to-face bargaining. The negotiators for management tend to be, more and more frequently, the Wall Street, Madison Avenue and courtroom types, instead of practical, operating men. Even when practical men continue to represent management, they are given little latitude for reasonable negotiation. The higher management of lawyers and industrial bureaucrats sets impossible bargaining objectives for them.

We also find genuine bargaining being stymied by arguments and positions stated in public relations and advertising campaigns.

Another thing that is wrong with collective bargaining on the railroads is the National Mediation Board. The agency originally was highly respected and useful. Mediators had an understanding of the industry and were willing to stick by their convictions and use some initiative. Enjoying the confidence of both labor and management, mediators exercised skill in determining areas of agreement, limits of tolerability, and could communicate on a level that brought the parties together.

Today mediators are without useful influence because the agency, generally speaking, has become a haven for political appointees, ungifted and not particularly unbiased men. Their procedures are generally completely uninspired, uncreative and ineffective, usually consisting of repeating to each side what has previously been stated. The mediators generally are unable to gauge the underlying positions of the parties or to conceive of ways to accommodate them within an acceptable and equitable solution.

Mediation is looked upon by both parties as an unproductive nuisance. Labor is specially disadvantaged by the board's ruthless use of a technique of alternately relinquishing and recapturing

jurisdiction — the keeping-the-union-on-the-hook method of operation.

And then we have the National Railroad Adjustment Board, First Division, another element in the structure and procedure of collective bargaining on the railroads. Here again the theory may be good, but practice has been bad. There are a number of ways that extensions may be obtained so that docketing of cases is delayed, and when a case is docketed, the backlog is so great that it is bound to be a long time before an award is made.

At present, there is a backlog of six or seven years of money claims and the situation is getting worse. In discipline cases, where a man's bread and butter is at stake, it may take a year and a half before the First Division makes a decision. Justice deferred is justice denied.

To a certain extent the backlogs exist because the railroads as well as the unions overload the First Division with claims, but an even more basic cause is the attitude of employers who feel they have nothing to lose by playing out the string — in other words, by relying on a legalistic rather than collective bargaining approach.

Since the Chicago River Case, which in effect imposed compulsory arbitration

An all-night negotiating session involving the non-operating railway unions. Seemingly interminable delays in settling disputes through the provisions of the Railway Labor Act have provoked widespread discontent among railway union leaders who see their members becoming bitter at the way in which railroad labor legislation is being circumvented



on us, we find a complete subversion of the purposes of the First Division by employers intent on changing rules by deliberately and unjustifiably creating spurious questions of interpretation. And when the organizations seek a genuine rule change, the employers convert the demand into a so-called minor dispute referable to the First Division, and cooperative judges grant injunctions against us. In issuing restraining orders and injunctions in such cases, the courts are passing judgment on matters which the Railway Labor Act delegated to settlement by the collective bargaining process. The employers are under no restraint. They change the status quo unilaterally while cases are pending.

Under First Division procedures and often with poor referees, the percentage of cases decided against labor has already been high. Right now it is mountainous. Even when labor wins, employers tend to resist compliance. With respect to time claims, the pressure for the employer to deny is great and the incentive for him to comply is small.

Turning to another aspect of collective bargaining on the railroads, one hears an increasing clamor for compulsory arbitration. Labor is opposed to compulsory arbitration because it destroys the right to strike. It is a right that has been abused at times, but I would say it hasn't been abused any oftener than the right of free speech. Without the right to strike, morale is low. Men feel like slaves.

There are those who say that other employes may enjoy the right to strike but transportation employes cannot because a transportation tie-up works such havoc on the shipping and travelling public. I have my doubts about this argument. The whole economy is inter-related. Steel, autos, defense, food and mining are all essential to the economy and to the nation's security.

It is interesting to note, on this score, that the railroads are saying they no longer have a monopoly on transportation and, therefore, should be freed from the burdensome governmental regulation originally imposed in an era when they did have a monopoly. If they are correct, then surely a railroad strike as a last resort would not be a calamity and there is no compelling argument for depriving railroad employes of a basic American right.

The general disinclination of the organizations to submit disputes over interdivisional runs to arbitration has been

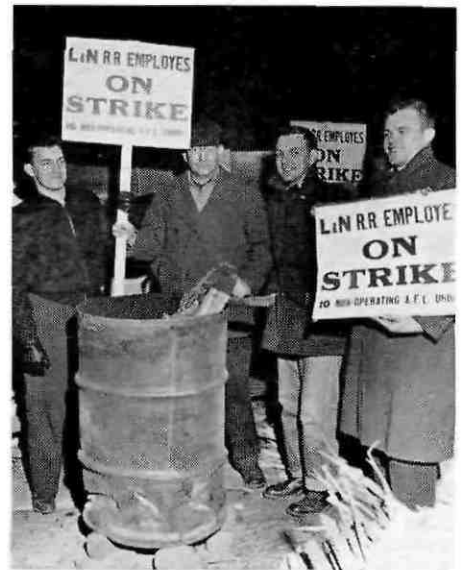
Although the Railway Labor Act has in general ensured relative peace in the railroad industry, strikes have taken place and because of the general underlying discontent it is not by any means true to say that US railroad labour relations are peaceful

cited as evidence of the need for compulsory arbitration. However, the organizations have been forced to take the position they have taken. The blame belongs on the carriers. They have failed, generally, to provide basic reasons which would justify the uprooting of homes; they have failed to provide comprehensive, adequate compensation, job protection and community assistance; they have failed to provide a planned, stable program of relocation.

Earlier I said that successful collective bargaining — the sure road to genuine peace in the industry — has been increasingly hindered by public relations and advertising campaigns. That properly could have been interpreted as a reference to the 'featherbedding' charges circulated by the carriers in advance of the handling of the work rules dispute. However, the same sort of adverse effects results from the propaganda campaign conducted by the carriers to convince the general public, potential Emergency Board members and arbitrators of the desperate financial condition of the industry.

Actually, the financial condition of the industry is completely irrelevant and immaterial to labor's demands for just compensation. The carriers do not pay General Motors any less for diesel locomotives because of their alleged poverty. They did not pay any less for fuel, stationery tools. Labor cannot be expected to bear a financial obligation which suppliers are not required or expected to bear. The railroads are not as sick an industry as the propagandists would have you believe, and the sooner this negative sales campaign is abandoned by the industry, the better it will be for collective bargaining.

Since the 1930s many railroads have come out of receivership and very few have gone in. The railroads have generated tremendous sums of cash for diesels, for classification yards and for other improvements, while at the same time paying off much of their fixed debts. Railroads have many valuable non-income producing assets. Sophisticated investors like insurance companies, mutual funds and railroads themselves, have favored railroad securities through




the years and are continuing to do so. At this time they are particularly constructive in their attitude toward the industry's future. Railroad earnings have jumped from the bottom of a cycle to extremely gratifying levels in recent months.

Can the railroads be sick when the trucking companies and the barge operators are screaming for relief from railroad competition? Railroads remain the most efficient basic transportation mode in the United States, and piggyback service and other innovations are increasing their advantages.

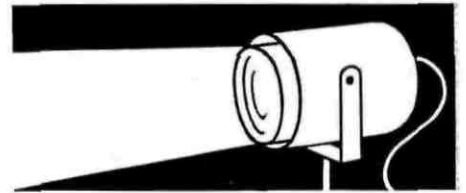
Passenger losses have been cut severely, and a great deal of subsidy relief is in the process of materializing, particularly for commuter service.

Management could do a great deal to make the railroads even more profitable by better salesmanship of their services. Some of the same attitudes and weaknesses which have thwarted genuine collective bargaining as contemplated under the Railway Labor Act have held the railroads back in this respect, too.

Japan and Convention 87


 THE ILO has warned the Japanese government that unless it ratifies Convention 87 concerning freedom of association, the Governing Body would have to consider sending a factfinding team to Japan or publish its conclusions about the restrictions on freedom of association in that country.

The Japanese Minister of Labour stated that the Convention was likely to be approved during the month of December.



Spotlight on Economic Integration

EEC conference on social security

 THE FIRST EUROPEAN CONFERENCE on Social Security took place in Brussels during December 1962. The Conference was called with the aim of acquainting the Executives of the three European Communities (the Commission of the EEC, the High Authority of the Coal and Steel Community, and the Commission of Euratom) with the main stream of opinion concerning the extent to which social security systems within the Community could be harmonized.

Social security provisions form an essential part of the standard of living of the population, and one of the factors which determine competitive conditions, both of which are specifically dealt with in the Treaties establishing the communities.


Among those participating in the work of the Conference were experts from workers' and employers' organizations, with government representatives as observers. Guests from international bodies and from the institutions of the Community with special knowledge in the field of social security were also invited, together with observers from other interested organizations.

The conference agenda included reports and discussions on the following aspects: extension of the field of application of social security; financing of social security; social security benefits a) sickness and maternity benefits, b) disability, retirement and supervisors' pensions, c) accident and occupational disease benefits, d) family allowances, and e) unemployment benefit. Special reports were given on social security in the mining industry, in agriculture, and in transport. On the latter subject, Brother Kugoth (OeTV) was one of the rapporteurs on the road transport sector, and Brother Kieboom (NBV) on the railways.

A joint statement by the ICFTU and the Christian Trade Union International (CISC) was presented to the conference. This said that a comprehensive and up-to-date system of social security did not restrict personal freedom, but on the contrary enabled the individual to take his rightful place in society and to take full advantage of his freedom. The wide disparities between benefits in the different member states of the Community ought to be eliminated as quickly as possible by bringing everyone up to the highest level of benefit.

Opening the Conference, Professor Walter Hallstein, President of the Commission of the EEC, declared that a comprehensive system of social security was essential for the extension of individual freedom. Political strength was also bound up with social security, he said, and the Community had a duty not only to further economic development but also to provide for its peoples' improved social conditions. Complete freedom of movement within the Community could only be achieved when working and living conditions in all the countries of the EEC had been brought up to a common level.

WFTU split over EEC

 FOR THE SECOND TIME in recent months international communism has presented the unusual spectacle of disagreement within its ranks – the issue being its opinion of the European Economic Community. Not long ago a group of communist economists failed to condemn the EEC unanimously as a Western military conspiracy, and now the World Federation of Trade Unions has also found that at least some of its members with experiences of how the Common Market works are not prepared to fight tooth and nail for its disruption.


Last December the WFTU held a three-day conference, and discussion of

the EEC was one of the agenda items. The official voice of the WFTU, in the person of Secretary-General Louis Sallant, launched a bitter attack on the Common Market, accusing it of trying to revive colonialism in Africa, and suggested that an attempt should be made to convene a joint conference of communist and non-communist trade union organizations to discuss plans for the expansion of economic and trade relations among all countries.

However, a discordant note was struck by a representative of the Italian CGIL, who strongly opposed any plan to destroy the Common Market and listed the advantages which the EEC had brought to the workers: a relative drop in unemployment, an increase in trade, and a real rise in wages. European integration could not be halted, and the trade unions' role ought to be to combat the employers, and those forces within the EEC and outside it, which tended to favour the monopolies and repress the workers' aspiration.

To give more weight on the unions' point of view, the Italian delegate suggested that the Communist trade union federations within the EEC should open an office in Brussels. The CGIL was supported in this view to a certain extent by the Polish and Yugoslav delegates, who probably went as far as any representatives from Iron Curtain countries could go in disagreeing with the official line.


IMCO plan to cut paper work

 A PROGRAMME of work, designed to abolish unnecessary paper work in maritime commerce, was drafted at a conference held in London in November by a group of fifteen Intergovernmental Maritime Consultative Organization experts, chosen for their knowledge of customs, immigration, health and other maritime matters, from Argentina, Bel-

gium, Canada, China, France, India, Ireland, Italy, Kuwait, Mexico, the Netherlands, Norway, the United Kingdom and the United States.

It was decided to set up three subcommittees to study governmental documentary requirements in the fields of customs, immigration and health, with the long term aim of establishing of an IMCO convention. The subcommittees will meet during the winter, and report to the full group of experts in the spring of 1963. It is hoped that an interim report can be made to the IMCO council at its eighth session in May, 1963.


Computers aid traffic control

 ELECTRONIC engineers are making big advances in the development of radar and other devices for controlling traffic. Baltimore in the United States has a system whereby all the traffic lights in the city are linked to a central computer. This receives information from mats in the roads on main traffic routes which tell it where the flow of traffic is heaviest. The computer is programmed to switch all traffic lights in the city in such a way as to favour the heaviest flows.

Engineers are now working on much more sophisticated developments, the most important of which show not only the volume of traffic but the speed at which it is travelling so that something can be done to relieve slow-moving jams.

In Great Britain, a computer is being developed which would provide indications to drivers as to the quickest route to follow. The computer can analyze information about traffic conditions and calculate which route is likely to be the fastest. Illuminated signs would tell the drivers.

First congress of Dominican free trade unions

 THE BLOQUE DE FOUPSA LIBRE, the democratic trade union centre of the Dominican Republic, held its first national congress last November.

Objects of the congress were to consolidate the unity of the democratic trade union movement in the Republic, to intensify the struggle for better standards of living for Dominican workers and to make representations to the Government for the modification of certain labour and social security laws.

Plans were to be studied which would strengthen the Bloque's solidarity links with the international free and demo-

(Continued on page 14)

Manthos Petroulis
Secretary General of the Pan-Hellenic
Seamen's Federation



Profile of the Month

BORN in a small village on the mainland of Greece called Calaxidi, Manthos Petroulis went to sea in 1916 as a deck boy. After only two years at sea he was promoted to the rank of purser and immediately became a member of the newly founded Purser's Union.

He soon became actively engaged in union affairs, and in 1929 was elected a member of the Union's executive. His outstanding abilities and the time and energy he devoted to union affairs made him an obvious candidate for the office of union Chairman, to which he was elected in 1933. This made him automatically a member of the Executive Board of the ITF-affiliated Panhellenic Seamen's Federation.

In 1934 he was elected Secretary General of the Federation and became a member of the Executive Board of the General Confederation of Greek Labour, of which he is now Deputy Secretary General.

The Panhellenic Seamen's Federation has always played an important part in the life of the Greek trade union movement, and the activities of Petroulis in the General Confederation of Labour carried on this tradition.

With the advent in 1936 of the Metaxas dictatorship, Petroulis was compelled to resign his post as Secretary General of the PSF and to give up his work on the Executive Board of the General Confederation of Labour, which was brought under the control of the Metaxas government.

The war came and the Metaxas government fell. Petroulis returned to carry on his work for the Greek trade union movement. He took up office again as Secretary General of the PSF and took an active part in his country's struggle against foreign tyranny, for Greece was at this time occupied by the Nazis. He was entrusted with responsible jobs in the National Liberation Front and the Labour National Liberation Front.

At the same time as working for the underground movement against the occupying forces Manthos Petrou-

lis led the battle to maintain the rights of Greek seafarers. During these critical years unemployed seamen and their families and the families of those who were at sea serving the Allied war effort were provided with regular supplies of food on the initiative of the Panhellenic Seamen's Federation. Petroulis also played a leading role in the strikes and demonstrations protesting at the transportation of Greek workers to Germany in 1943, which did in the end succeed in foiling the German plans.

After the war a fresh menace to the freedom of the Greek people appeared in the form of communism. Petroulis was again active in combating communist influences wherever they were to be found in his sphere of activities. He openly denounced the treachery of the communist controlled Federation of Greek Maritime Unions (OENO), which was in fact recruiting rebels to assist the communist guerilla war in Greece.

When things had settled down in his own country, Petroulis was able to concern himself more with international matters affecting seafarers. Since 1948 he has shown unflinching interest in the ITF and its affairs, attending all its congresses and many of its conferences. At the Vienna Congress in 1956 he was elected a member of the International Fair Practices Committee and has since been in the forefront of the ITF's campaign against flag of convenience shipping.

For several years Bro. Petroulis has been a member of the ITF General Council, a position which gave him greater scope for intensifying the struggle against flag of convenience shipowners and the much desired opportunity of serving to the fullest extent of his abilities the interests of the world's transport workers.

Young unemployed in the service of their countries



In many of the developing countries the problem of unemployment begins for their young people at school leaving age. Military service goes some way towards alleviating the enforced idleness of youth in these lands, but can do nothing for those who are too young for call-up. The governments of those territories where this problem is acute are working in close co-operation with the ILO to find a solution to it (UNESCO photo)



MANY OF THE DEVELOPING COUNTRIES OF ASIA, Africa and Latin America are currently faced with seriously unemployment amongst their young people. The large proportion of unemployed youth in these countries is a valuable source of manpower in view of their pressing needs for rapid economic development. What is not available is sufficient financial backing for the industrial growth which would be possible on the strength of these labour resources.

The ILO recently published in 'International Labour Review' an article dealing with the various work schemes run by governments of developing countries for their unemployed young people. The article connects with efforts being made in the ILO to find out more about the problem of unemployed youth, which has become acute in several of the developing countries anxious at the same time to speed up their economic and social development. The following is based on the useful information contained in the ILO article.

Many governments have sought a solution to the problem in devising schemes, whereby unemployed young people may take part in work of importance to the national development. Some of the schemes started are compulsory and some voluntary. Some are merely directed at relieving unemployment amongst young people; others have a more constructive basis in that they also give the participants some vocational training enabling them to give useful service to the community in later life, and instil in

them the habit of work, a sense of discipline and an attitude of responsibility towards the community.

The type of work undertaken varies according to the particular scheme. Some are concerned with agricultural work – production, irrigation, land reclamation and development – or with construction projects such as the building of dams, industrial plants, roads and bridges. Some of the schemes are permanent national institutions; others merely exist temporarily to enable work to go ahead speedily on a particular project. Some replace or provide an alternative to military service. Some of them are organised on a military pattern and in certain cases under army supervision; others are purely civilian in character.

Some of the African countries have made provisions for employment on work of national importance for men of call-up age but who are not needed for the armed forces. Such is the case in Chad, the Ivory Coast, Gabon, the Congo (Brazzaville), Mali, Senegal, the Malagasy Republic and Dahomey. These schemes for national or civic – as dis-

tinct from military – service differ in character and objectives one from the other. Some are more directly connected with the armed forces than others. The same is so in other parts of the world where similar schemes have been called into being. In Ceylon, for example, army recruits have since last year been employed for non-military purposes. The army has already begun to help in Ceylon's food production campaign. The government of Taiwan has likewise requested the army to assist in economic development projects.

These schemes are identical with military service insofar as they recruit men around the age of 20, but the problems

of idleness among the youth in most of these countries begin with young people well below that age. Some countries – notably the Congo (Brazzaville), the Ivory Coast and Senegal – have recognised this and have made provisions accordingly. A Congolese scheme, the Civic Service for Unemployed Youth, which is compulsory, caters for young people between the ages of 18 and 23 who have lived for more than six months in urban areas and cannot show any evidence of stable employment. This consists of a year spent in a rehabilitation centre where the young people undertake tasks which accustom them to working together, followed by a year

either in a rural settlement centre or in centres where they are employed on projects of national importance.

The Government of Dahomey has instituted a scheme of farming co-operatives on which young men between the ages of 18 and 30 are now working. At the same time as clearing the land, putting up buildings and other facilities, they are also attending classes which complement their practical training, fostering in them the ideal of co-operation.

In Ghana a Builders' Brigade was established in 1957 to provide employment for any volunteer without work. It was open to both men and women and although there were no age restrictions, the scheme was intended primarily for school leavers. Those enrolled in the Brigade were assigned to tasks of national importance and were at the same time given vocational training which would enable them to find work more easily in later life. By 1960 the Brigade was largely concerned with agriculture and was described as 'Ghana's Agricultural Army'. The name has now been changed to 'Workers' Brigade'. This scheme has had a good deal of success. By the end of 1959 it had 10,000 members and was receiving far more applications than there were vacancies. The Ghanaian organisers have gained enough experience with the Workers' Brigade to be able to give instructive information on the problems which may be encountered by any government likely to establish a similar scheme.

Burma founded in 1950 a Rehabilitation Brigade for men between the ages of 18 and 35, intended mainly for the unemployed or for displaced persons and for former members of resistance movements. The members are all volunteers and sign on for a minimum of five years. They are given vocational training and carry out productive tasks. The Brigade, now totalling 3,000 members, has become the main public works contractor for Burma.

Considerable difficulties arise in the administration and operation of these schemes, particularly so as many of them are in their infancy. Owing to the variety of jobs undertaken by these young labour armies several different government departments are inevitably involved in the supervision of the schemes and in supplying them with their various needs. Effective co-ordination at the administrative level is often difficult to achieve in the early stages. One

An economy in the early stages of development needs more than a force of willing workers to help it on its way. Apart from financial backing a great deal of technical skill is necessary which is not always locally available. If the required technicians cannot be found to show how the jobs are done, the problem of youth unemployment must often go unsolved, to the detriment of morale and the economy (UNESCO photo)



These young Congolese are preparing to become meteorologists. One of the fundamental truths which the new nations of the developing areas have had to learn is that, in order to help themselves, they must help their young people. Vocational training is of paramount importance because it enables these young Africans to make a start in life and at the same time to make a positive contribution to their country's development



of the most pressing problems is the difficulty in finding the necessary technical and administrative staff and instructors. Technicians are needed to survey the sites of camps, decide on jobs to be performed and on the way they should be tackled and to supervise their execution. Instructors are necessary to give vocational and general training. Good administrators are required to operate the schemes efficiently and supervisors to ensure the maintenance of discipline and to organise work routines and methods.

Most of the countries have not dealt satisfactorily with the problem of training staffs. Some on the other hand have taken steps to this end. The Congo (Brazzaville), for example, has trained

200 instructors for its Civic Service. They will train unemployed young people in habits of discipline and help them to acquire a sense of responsibility towards the community. Also among the duties of these instructors will be to detect any individual aptitudes which might benefit by further training.

Difficulties are also experienced in finding the correct sort of discipline or supervision to be applied to such schemes. The young people recruited are generally lacking in discipline, but they are not soldiers and it is debatable whether they should be treated as such. Nevertheless, some countries prefer military supervision of the schemes or at least the application of military discipline. In Ghana for example, the Workers' Brigade is

under military supervision, and in the Congo (Brazzaville) the army service regulations apply to the rural settlements and to the public works centres.

The work undertaken is not of a military nature, however, and schemes run on military lines risk taking on the character of forced labour. The ILO experts who have studied the problems of youth unemployment relief schemes in the developing countries are of the opinion that compulsion is by no means the best method of using a idle labour force to the advantage of a nation's developing economy. Firstly the productive output of a forced worker is low and secondly large numbers of supervisors are needed, the employment of whom may be beyond of an emergent nation's human and financial resources.

The new nations of Africa and Asia, however, do not on the whole share the view of some experts that compulsory labour schemes amount to forced labour – condemned in the ILO Forced Labour Convention of 1930 and Abolition of Forced Labour Convention of 1957. They do not regard it in the same light as the kind of labour which was formerly imposed by foreign colonialist régimes. The distinction lies in the purpose for which the labour is used, besides which the schemes in question do not

The type of work undertaken by the various labour schemes varies considerably. Some are concerned with agriculture, others with construction projects such as the building of dams, industrial plants, roads and bridges. Some of them are permanent national institutions, others merely exist temporarily to enable work to go ahead on a particular project (UNESCO photo)





Study is an important part of the youth employment schemes in operation. Ideally these schemes should have a two-fold purpose: that of helping the nation's economic development and of helping the young people themselves. Thus besides relieving the idleness and resulting hardship of the young workers, the best run schemes also afford them a certain amount of vocational training (UNESCO photo)

take up more than a few years of a young worker's life, and are no different in this respect from military service.

Under most of these schemes the participants are housed, fed, clothed and given free medical care. Under some they are also provided with pocket money, and the Ghanaian scheme offers a gratuity on termination of service. Although most of the organisers of such schemes consider that actual payment of wages

Schemes for channelling off the energies of an idle labour force of young people have been pioneered in the emergent nations of Africa and Asia. Apart from the fact that idleness is an expensive luxury in countries where economic expansion is only just beginning, these young people need to be shown how to use their natural talents to the full and thus be enabled to place them at the service of the community



is contradictory to the principles on which they are founded, they tend to approve of the payment of small amounts as pocket money, for this can be an incentive. If the schemes are organised on a voluntary basis, as experience has proved preferable, then such incentives are desirable, if not essential. Voluntary schemes certainly achieve the best results, and in order to recruit enough workers the schemes should be made as attractive as possible. They should be designed to equip the participants with enough knowledge and practical training to enable them to find employment satisfactorily when they have finished their service.

Besides offering vocational training on the scheme itself, the governments concerned should make a point of helping young people once they have finished their civic service. In the Congo (Brazzaville), for instance, those who have completed their compulsory civic service are given priority for work on road and dam building projects. In the former Belgian Congo (Leopoldville), young people engaged on a government agricultural scheme were invited to settle on sites chosen by the provincial agricultural department. They were to be supplied with specially selected livestock so that they might form their own herds.

The ILO experts suggest either incentives which might be used by governments to help the young recruits and at the same time make the best use of their services. The work of rehabilitation be-

gun on the labour schemes can be continued in many ways. Examples are tax exemptions, the granting of farm land, establishment of agricultural communities for young people trained in farming techniques, gifts and loans in kind, subsidies and credit facilities, and priority in employment on public work schemes and in the civil service.

Welding is one of the many important tasks which some of the young workers must learn to perform in the course of their work on projects of national importance, to which a government may assign its youth. The practical experience which the young welder has received whilst in the service of his country will stand him in good stead when looking for a job in later life in regular industry (UNESCO photo)



This is by no means a complete list of what the state could do to help its young people in return for their labours. Any such measures will have the advantage of attracting large numbers of volunteers and appealing to the young people's eagerness to serve their country. The success of youth labour schemes might depend on these very incentives. It is therefore in the interest of the state which has an unemployment problem among its youth to offer as much as possible in these ways. By doing so it will relieve unemployment amongst its young people and at the same time give a boost to its own economic development.

(Continued from page 9)

cratic trade union movement.

The Bloque de FOUPSA Libre was formed as a breakaway movement early in 1962 when it had become apparent that FOUPSA, the original centre set up after the death of the dictator Trujillo to embody the best traditions of free and democratic trade unionism, had fallen under the domination of adverse political interests.


Dahomey, in order to put the abilities of its young people to useful service, has begun a scheme for farming co-operatives. These employ young men between the ages of 18 and 30 showing them how to make the principle of co-operation work in practice. What they learn about farming whilst actually on the job is complemented by additional tuition given at classes in the evenings (UNESCO photo)



Round the world of labour



British labour leaders visit Sweden

 WHEN THE BRITISH Trade Union Congress met in Blackpool during 1962 matters of very vital importance to the future of the British movement were discussed. Congress decided to instruct the General Council to draw up a positive formulation of the movement's policy and objectives in economic planning and to find out what changes in negotiating machinery and trade union policy might be necessary as a result. A general theme underlying many of the debates at Blackpool was that there must be reform in the structure of the British trade union movement if trade unionism were to carry on serving the real interests of working people in present day industrial society.

One of the first fruits of the TUC's decision to revise its attitudes was a visit to Sweden by 12 prominent members of the General Council. The Swedish system of centralised collective bargaining, with all unions' and employers' federations participating in the negotiations for a single national frame agreement, has aroused a good deal of interest in Great Britain. With this in mind the TUC decided to send a team of union leaders to Sweden in order to find out more about the system and how it worked in practice.

There are many differences between the Swedish and British trade union movements. The most obvious one is in collective bargaining methods. In Sweden the extent of increases which workers are to receive is first worked out at a national level between the unions of the main trade union centre (LO), and the national employers' federation (SAF). The various unions then bargain at industry level with the respective employers in order to work out how the increase should apply to the workers concerned. The centralised system practised in Sweden enables workers and employers together to keep a controlling hand on the economy so that a steady rate of economic expansion may be kept up

which is to the advantage of the nation as a whole. In other words both sides aim at getting a larger cake to share between them rather than each trying to get a larger slice than the other. That this system works in Sweden may be attributed to many circumstances, not the least of them being a favourable political and social background – the Swedes have enjoyed thirty years of social democratic government.

The system has often been criticised for its supposed authoritarian character, but in fact Swedish unions have every bit as much autonomy as their British counterparts. In practice they associate themselves with the centralised bargaining procedure for this is the way in which they can best serve their members' interests.

Other differences between the trade union movements of both countries lies in the extent of organisation and in organisational systems. Of Britain's 24 million workers only 9.8 are organised and 8.3 millions of them in the TUC. In Britain less than 50 per cent of the organizable working force is enrolled in trade unions; in Sweden the figure is over 80 per cent. Swedish unions are organised largely on an industrial basis; in Britain unions fall into different organisational categories. In addition to the industrial unions there are general workers' unions which organise across several industries, and numerous small craft unions, not to mention the white collar workers' and civil servants' organisations – for whom, in Sweden, there are two separate national centres. More than half Britain's 650 unions have less than 500 members.


The smallest union in Sweden on the other hand has a membership of 1000.

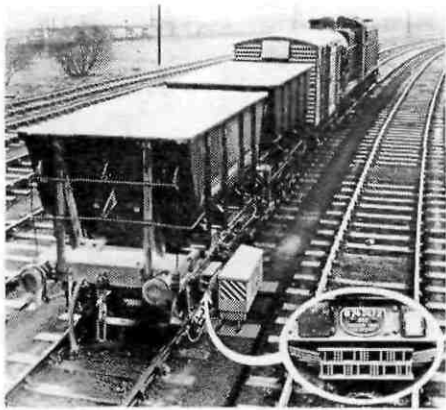
Unions of non-manual workers, which in Sweden are affiliated, if not to LO, to one of the other national centres, in Britain often remain aloof from the TUC on account of the latter's ties with the Labour Party. Typical examples of such unions are the National Association of Local Government Officers and the Nat-

ional Union of Teachers. The discussion at Blackpool frequently hinged on the organisational problems presented by the TUC's political associations. Finding out how such problems are approached in Sweden may help the TUC to discover practicable ways of extending its organisational scope.

The British visitors made the fullest use of the few days they were able to spend in Sweden. They took advantage of contacts not only with officers and leaders of labour organisations but also with representatives of the employers' organisations and the Government, and with different authorities. The Swedish system of collective bargaining has grown into the effective instrument it is today as a result of long years of constructive effort on the part of both labour and management and against the background of particular conditions prevailing in Sweden. It is neither likely nor desirable that the whole system could be transplanted onto British soil. But this is not to say that many ideas and much useful experience cannot be gained from an appreciation of conditions in the Swedish labour market and from contacts with Swedish labour leaders.

Electronic wagon control


 A NEW SYSTEM of recording the movement and position of railway wagons by means of electronic eyes alongside the track has been developed by British firms under the sponsorship of the British Transport Commission. An electronic device 'reads' and records the wagon numbers of railway freight vehicles moving at speeds up to 60 m.p.h. or more and automatically transmits the numbers, together with its own position, to a central control. This system is the first of its kind in the world and if adopted on a large scale could lead to a highly rationalized method of wagon control. It has already been in operation in pilot form in Lancashire, and has been demonstrated to experts from the United States, France, Germany, Sweden, the Netherlands and Ireland.



A train of wagons fitted with code plates (inset) passes a trackside scanner. The scanner feeds the coded numbers to a nearby storage and transmission unit and when a complete train has passed, this information is passed to central control (BTC photo)


Scanners are placed alongside the track and focussed on to special code plates made of metal or plastic representing the wagon number, which are fixed at axle level on both sides of the vehicle. This information is 'stored' at a nearby transmission unit until the whole train has been recorded, when it is passed on to the central control.

ICFTU charges Soviet Union with anti-semitism

 THE ICFTU HAS ASKED the United Nations to investigate anti-Semitism in the Soviet Union, and Irving Brown, ICFTU representative to the UN, has presented the UN Social Committee with a detailed memorandum backing up its charge. The memorandum accuses the Soviet government of wholesale discrimination against Jews which goes beyond the general anti-religious attitudes encouraged in the Soviet Union. The ICFTU states that by a deliberate policy of exclusion Jews have been virtually eliminated from positions of major responsibility in many fields.

The UN Social Committee is due to discuss 'racial prejudice and national and religious intolerance.'


TWA navigators displaced

 TRANS WORLD AIRLINES are equipping their jet airliners with the Doppler radar system. The system was tried for the first time recently on a Boeing 707 engaged on a transatlantic passenger flight. Twelve of TWA's jet airliners are so far fitted with the system, which is operated by the pilot or co-pilot. Thirty seven TWA navigators

lost their jobs as a result of the change-over to automated navigating on these aircraft.

The Doppler system is a radar device which with its electronic beams can establish position in a matter of seconds – an operation which would take a human navigator up to fifteen seconds to carry out.


Office workers' charter

 THE BRITISH GOVERNMENT has proposed a bill laying down standards for working conditions in offices, shops and railway premises. Up to now legislation of this type – contained in the Factories Acts – has only applied to industrial workers. (The new bill, however, is not applicable to civil servants or members of the armed forces).

The most important provision deals with overcrowding. It is laid down that within five years of the Bill's passage into law, each worker shall be provided with at least 40 square feet of floor space, and where ceilings are less than 10 feet high the minimum shall be measured cubically at 400 cubic feet. Another clause specifies with certain exceptions a minimum temperature of 60 degrees Fahrenheit and other general provisions cover cleanliness, ventilation, lighting, sanitary conveniences, washing facilities, drinking water, accommodation for clothing, seats, first aid, fencing of exposed parts of machinery, and the training and supervision of young persons working dangerous machinery.

It is estimated that more than a million premises employing some eight million workers will come within the scope of the Bill. These include about 400,000 offices, some of them offices in factories, with over four million employees. In addition, more than 650,000 shops with over three million employees, and about 30,000 railway premises with over 400,000 employees will be covered. Railway premises are defined as railway buildings situated in the immediate vicinity of the permanent way, for example stations, marshalling yards buildings and signal boxes.

Training shipboard representatives

 THE BRITISH National Union of Seamen is organizing a course of instruction for seamen chosen to be shipboard representatives. The latter will be introduced in a number of foreign-going ships this spring, and the scheme will eventually be extended to all such


vessels. Ship 'shop stewards' will be appointed to home trade vessels later if this is considered necessary. Small ships will have one representative elected by union members in each department – deck, engine and catering. In big passenger ships several representatives may be needed in the larger departments, but wherever there are three or more in a ship they will form a committee.

Their duties will be to take up unresolved grievances with the master or chief of department and to report all complaints or grievances to union officials on arrival in port. They must not take any industrial action or intervene in the affairs of other ships. The shipboard representatives will also pass on to members information about the union's activities and organize educational, social and welfare activities. But their main duty will be to ensure the smooth running of the ship, in cooperation with the master and the officers.

The syllabus of the NUS course will incorporate interpretation of the Shipping Act as far as it applies to shipping personnel, union history and trade union machinery. To be eligible for the course it is expected that a prospective ship's representative will be a member of the union with a good conduct record and be an experienced seafarer.

Fears among the officers' unions that the introduction of NUS shipboard representatives might interfere with their members' authority are being discussed at joint meetings of all the seafarers' unions. The NUS has made it clear, however, that there is no intention that the shipboard representatives will at any time try to usurp the authority of the master, and that any unofficial strikes or incitement to them would meet with severe disciplinary action.

Life insurance for Swedish workers

 THE LIFE INSURANCE ASSOCIATION (AFA) established jointly by the Swedish Employers Confederation and the trade union national centre LO in March 1962 began to operate on 1 January, with a share capital of 1 million kronor contributed by the employers and the trade union movement.

About 1,100,000 workers between the ages of 21 and 67 are insured under the scheme, and the total sum for which they are insured will amount to 30 milliard kronor. The new scheme replaces about 100,000 employer group life insurance schemes.

Working conditions in East Pakistan's inland water transport



Seventy five per cent of freight in East Pakistan is carried by water. The inland waterways are therefore of prime importance to the economy of the land. The major share of the traffic is taken by the so called country boats, as shown in the picture, which, though they operate on a smaller scale, are more numerous and employ a far greater labour force than the registered mechanically propelled craft operated by a certain number of companies



A SURVEY WAS RECENTLY MADE by the Government of East Pakistan with the aid of ILO experts, of labour problems in the country's inland water transport industry. It was made primarily in order to find ways of implementing legislation passed in 1953, the purpose of which is to regulate methods of recruitment, payment of wages and conditions of service, and which envisages the creation of welfare funds for workers in the industry.

These vessels at anchor in Chittagong port are of the type owned by certain major operators and which have to be registered under the Inland Mechanically Propelled Vessels Act. Some 15,000 men are estimated to be employed on board the boats of these operators. The total volume of goods carried by them during a twelve month period from July 1959 to June the next year was calculated at 2,643,596 tons



Inland waterways are of particularly importance to transport in East Pakistan, by virtue of the large stretches of river which are navigable. These total something like 2,700 miles all the year round and increase to 4,000 miles during the Monsoon season. In contrast East Pakistan has only 1,700 miles of railways and 1,000 miles of metalled roads. Seventy five per cent of all freight is carried by water and the remaining 25 per cent by rail. The amount carted by road is negligible.

A Government department, the East Pakistan Inland Water Transport Authority, is responsible for the control, development and maintenance of the inland water transport system. The services however are run independently by numerous private undertakings.

Most of the mechanically propelled craft – including passenger paddle steamers, steam and diesel tugs and motor and steam launches – are owned by a few major operators, and it is to these that the Pakistani unions representing inland water transport workers have largely restricted their activities. But only about 15,000 men are estimated to be employed aboard the vessels registered under

the Inland Mechanically Propelled Vessels Act, compared with some 500,000 who work on the so called "country boats" which are driven by rails or oars. These, although they operate on a smaller scale, are far more numerous and are estimated to carry four to five times as much traffic as the boats run by the major operators.

Thus the employees of these numerous small operators are still virtually unorganised. There are at present 11 registered trade unions which cater for inland waterway workers in East Pakistan, some of which concentrate their activities on the boatmen of individual operators. Hence the wages and working conditions of approximately 12,000 workers are determined by collective agreements, while some 500,000 work on an individual contract basis. The collective agreements are negotiated separately between individual unions and operators, but make for some degree of uniformity in that they embody more or less common terms and conditions. A co-ordination of the unions' efforts would be quite feasible, depending on establishment of closer organisational links. The ideal situation would be the existence of a collective

agreement between employers and workers for the industry as a whole, but closer co-operation between the various unions would at least pave the way for the establishment of joint representation boards for collective bargaining, and this would be a step in the right direction. Generally speaking the operators consider it desirable that agreements should be concluded to cover all boatmen in the industry.

Working hours on board the vessels engaged in East Pakistan in inland water transport are characteristically irregular. There is therefore no fixed period of weekly rest for the boatmen. Provisions for one day off per week on holiday in lieu of that has been included in an agreement between a union and one of the companies. There is no uniformity in leave provisions for workers employed by the major operators: only a certain number of boatmen receive annual paid holiday. Those engaged on a contract basis most probably receive none at all. Shore based workers on the other hand are guaranteed a minimum of ten days paid holiday per year by national law.

Scales of wages vary according to the different operators, but some do pay roughly uniform rates. The scale applied by a number of operators provides, to give a few examples, for between Rs.109

and Rs.381, depending on grade, for masters; Rs.93 to 146 for serangs; and between Rs.94 and Rs.371, depending on grade, for drivers. Cost of living allowances are paid at 40 per cent for the first Rs.100, 20 per cent for the second Rs.100, 10 per cent for the third 100Rs. and 10 per cent for the remainder. Lower ratings are paid at rates ranging from Rs.29 to Rs. 53. A cost of living allowance of Rs.25 is paid to lower ratings. All wage rates quoted above are monthly. There are approximately 13.3 Pakistan Rupees to the £1.

As regards social security there are no statutory schemes for the coverage of workers in the inland water transport industry. Some of the major operators have however set up their own schemes to provide their employees against old age and invalidity. Two companies have schemes to which certificated ranks contribute on a voluntary basis and in which participation is compulsory for lower ratings. The funds to which the employers contribute an equal amount provide an employee with a lump sum payment or a pension on his retirement.

A certain lack of labour stability is apparent in the industry. It might be possible to remedy this in a number of ways, according to the survey undertaken by the ILO. There are virtually no opportunities for promotion for lower ratings.

Chittagong in the Bay of Bengal is an important transit centre for East Pakistan's import and export traffic. Merchandise and passengers passing to and from the interior are transported by the various craft of the inland water transport operators. It is to the more important of these that the Pakistani unions representing the workers employed in the industry have largely restricted their organizing activity (ILO photo)



The country boats comprise an enormous variety of different craft. In the main they are not motorised and are not liable for registration under the Inland Mechanically Propelled Vessels Act. The 500,000 workers employed in this sector of East Pakistan's transport are for the most part unorganized

Neither are there any training facilities for the industry apart from the ILO Marine Diesel Training Centre opened recently at Narayanganj. The absence of such incentives might constitute a serious impediment to productivity in the industry. The introduction of a compulsory provident fund for the industry as a whole, similar to that brought in by the Government for the tea plantations, might provide some stabilising influence.


One of the most emphatic of the ILO recommendations was the importance of developing the system of collective bargaining in East Pakistan's inland water transport industry. Minimum wage rates should be fixed for the industry as a whole; the question of manning scales should be investigated thoroughly, since the employers had expressed willingness to increase wages, provided the manning scales in force were reduced and productivity stepped up. This in turn would facilitate the introduction of a leave system for the industry as a whole. Finally the progressive registration of the country boats, which do not come under the Inland Mechanically Propelled Vessels Act, would prepare the way for a proper investigation of labour conditions in this section of the industry.

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

News from the Regions



Dock labour scheme in Lagos

 A DOCK LABOUR REGISTRATION (and Control of Employment) Scheme for the port of Lagos, Nigeria, came into operation as from 10 December last year. The aims of the scheme are to ensure greater regularity of employment for dock workers and to secure an adequate number of workers for the efficient performance of dock work, and was drawn up jointly by representatives of employers and of the Dockers, Transport and General Workers' Union (ITF-affiliated).

Under the scheme, employers forward the names of all their employees to the Port Labour Officer – a Ministry of Labour official – indicating which employees they wish to go on the preference list and which on the casual list. The maximum number of registered dock workers is for the moment fixed at 3,500 on the preference list and 2,500 on the casual list. Dock employers apply to the Ministry of Labour if they wish to be placed on the register.

As the name implies, workers registered on the 'preference' list are given priority of employment over those on the


'casual' list, but the latter may at any time be promoted to the preference list by their employer. Non-registered dock labour is only to be employed on the authority of the Port Labour Officer in case of great urgency. Preference workers are guaranteed 15 days per month or a sum of money equivalent to 15 days' pay whether he has been employed or not, provided that he has regularly reported for work.

The scheme provides for the establishment of a Lagos Dock Labour Advisory Board, the members of which are appointed by the Minister of Labour, subject to the following composition: a Chairman and not less than ten members, reflecting equal representation of employers and workers; one representative of the Shipping Companies and one representative of the national trade union centre. Its functions are in general to advise the Minister of Labour and the Port Labour Officer about the operation of the scheme. The latter acts as Secretary to the Board and reports to it on the day-to-day working of the scheme.

Working conditions are understood to be subject to agreement between employers and the representative trade union organization, but where no such agreement exists, the minimum conditions are laid down in two Orders in Council of 1949. These stipulate minimum daily wages ranging from 4s.10d. to 5s.11d.; eight hours of work on weekdays and five hours on Saturdays, or six hours when at least three hours are worked between 6.30 p.m. and 7.00 a.m.; overtime rates of time and a quarter are applicable for any work done in excess of the above hours, with double time for work on Sundays (which is voluntary) and public holidays; normal working week of 45 hours, with a maximum including overtime of 66 hours; one week's holiday with pay for every 12 month's continuous service; sick leave at half-pay is granted at the rate of one day for every completed month of employment during the year; after six

month's continuous service a worker is entitled to receive medical attention and hospital treatment at the employer's expense for periods totalling not more than six weeks in any one year.

Brief history of the Aden TUC

 AT A TIME when the Aden trade union movement is passing through extreme difficulties – restrictions on freedom of action, arrests of trade union leaders, etc. – it is appropriate to give a short account of the development of the free labour movement in the Protectorate.

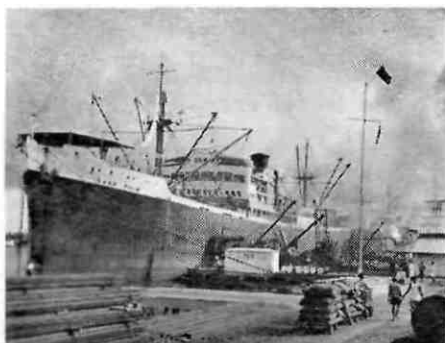
Following a series of strikes in March 1956, a Commission of Inquiry was set up to look into the reasons for these demonstrations of discontentment and to recommend ways of remedying the situation. While the Commission was gathering its material the TUC was formed. It began to play a part in labour disputes, in some instances stepping in to negotiate improvements in working conditions for various groups of workers. It helped in the formation of trade unions and attempted to create better understanding between workers and employers.

The Commission of Inquiry recommended the construction of a more rational labour relations structure for Aden, and the TUC was assisted by representatives of the ICFTU in its attempts to put these recommendations into effect. Joint Industrial Councils were set up and unions were encouraged to organize on an industrial basis. The first union of this type was the ITF-affiliated General and Port Workers' Union, and today all unions are either industrial unions or affiliated to the TUC as industrial federations of unions.

In its endeavours to serve the best interests of Aden's workers in every sphere of their life, economic and political, the TUC quickly ran into trouble with the British administration.


The government waged an anti-union campaign of some hostility, culminating in 1960 with the Industrial Relations

A scheme for decasualizing port labour has been worked out jointly by the employers and the Dockers, Transport and General Workers' Union (ITF-affiliated). The scheme provides for the registration of port workers and employers and the establishment of 'preference' and 'casual' lists of registered workers. Preference workers are assured 15 days' pay per month if they report daily



Ordinance which banned strikes and introduced compulsory arbitration of disputes by a government-appointed Industrial Court. Since then the government has attacked the trade unions in another way – by encouraging the formation of splinter groups designed to weaken the movement from within. Fortunately the strength of the TUC, which comes partly from its links with free trade unionism in other parts of the world through affiliation with the ICFTU, still holds good. It can command a high degree of loyalty from its members, and continues to wage battle for the withdrawal of the Industrial Relations Ordinance and the establishment of an atmosphere which will allow the trade unions and employers to engage in free collective bargaining.


Report on Venezuela

 A VERY FAVOURABLE impression of the Venezuelan trade union movement was formed by the international delegation which recently visited that country under ICFTU auspices. The delegation's report notes that 'There is great enthusiasm for trade unionism; at the same time the movement as a whole is well disciplined and shows a great sense of responsibility.'

It was further noted that the ICFTU-affiliated organization there, the CTV, at whose invitation the delegation visited the country, is keenly interested in international trade union questions and expressed the opinion that the CTV has a great part to play in the international free trade union movement. It is suggested that it would be valuable if exchange visits between Venezuelan trade union leaders and those from other regions could be increased.

The delegation visited several industrial centres and saw something of the government's endeavours to develop and diversify the country's economy, thus reducing its dependence on one product – oil. They also saw the government's land reform programme in operation, whereby unused land is handed over to peasants and peasant cooperatives using modern farming methods are encouraged.

Labour legislation for Ethiopia


 IT IS REPORTED from Addis-Ababa, Ethiopia, that two labour laws of far-reaching significance have been promulgated recently. They are the Public Employment Administration Order and the Labour Relations Decree.

The Employment Administration Order, 1962 applies to 'all private industrial, commercial, agricultural and other employment activities' and announces the creation of the Public Employment Administration. The Public Employment Administration, to be directed and supervised by the Ministry of National Community Development, will consist of a Central Employment Office to be established in Addis-Ababa and Local Employment offices in the provinces. 'The object and purposes of the Public Employment Administration,' the Order says, 'shall be to facilitate the obtaining of employment of persons seeking the same according to their individual desires and capabilities'. The Order was to enter into force no later than 10 December, 1962.

The Labour Relation Decree, 1962, already in force since 11 October, 1962, provides for the establishment of a Labour Relations Board as a matter of urgent necessity'. The Board shall consist of persons of the highest reputation, impartiality and skill, appointed by the Emperor upon the recommendation of the Minister. The Board shall 'have the power to consider, conciliate and arbitrate labour disputes, including the power to decide upon temporary measures prior to final settlement and to issue decisions and awards'. The Decree also includes Rights of Association so that the 'employers may create and join employers' associations and employees may establish and join labour unions'.

This legislation was drawn up with the assistance of an ILO adviser, and has been welcomed by the ICFTU.


Radar helps to give storm warnings

 DURING the monsoon season officials of the Malaya Meteorological Department keep a round-the-clock look-out to give warning of conditions to those who – like airline pilots and fishermen – have to brave the elements. Weather stations at Kota Bharu, Kuala Lumpur, Kuantan, Penang and Singapore work 24-hours a day taking rainfall and temperature readings and analysing wind and sky conditions. Six more stations situated in other parts of the peninsula send in their own reports during regular office hours to the Meteorological Department's headquarters in Singapore. The reports from all these stations are collected with those of some 500 other reporting centres scattered all over East Asia and Australasia to form comprehensive charts of depressions,

high pressure ridges and wind currents over the entire region.

These meteorological stations operate mainly for the benefit of airline pilots, measuring wind force, etc. with the use of meteorological balloons. But to pinpoint the position of cloud belts and discover their intensity, three radar stations at Kuala Lumpur, Kota Bharu and Singapore are the only answer. The specially designed storm warning radar units, with a super-sensitive 'blip' that only picks up cloud echoes, have a range that can be adjusted from five to 250 miles. The relative brightness of the echo indicates the density of the cloud. A solid white patch on the screen locates a heavily charged thunder cloud, while a soft patch may not be rainbearing at all. The observer can even tell when a cloud begins to discharge its rain. The outline on the screen becomes fuzzy and eventually melts away as the rain diminishes. Information received in this way is passed on to Radio Malaya, Radio Singapore and the Federal police via the Meteorological Department's headquarters, and storm warnings are broadcast when necessary.


Research institute for Kampala

 THE AFRICAN LABOUR COLLEGE of the ICFTU has completed plans to set up an African research institute in Kampala. The pioneering work was carried out by Dr. Manfred Schuler, from the Friedrich Ebert Foundation in Bonn, who has returned home after two months stay in Kampala. Dr. Manfred Schuler's research included a survey on the wages situation in Uganda which was presented to the Advisory Committee on Minimum Wages of the Uganda Government.

Shortly to arrive in Kampala to continue the work started by Dr. Schuler is Gösta Edgren, from the Swedish white-collar workers' federation TCO.

The Research Institute aims at compiling statistics and collecting and distributing material likely to be useful to trade unions in Africa, especially in the field of economics and wages.


Labour leader appointed Egyptian minister

 IT HAS BEEN announced in Cairo that IFPW Vice-President Anwar Salama, also President of the Egyptian Petroleum Workers' Union, has been appointed Egyptian Labour Minister. Mr. Salama has been on the executive committee of the IFPW since 1954.

Tob jobs for East Africans



The East African Railways and Harbours Authority has three training schools of its own: two in Nairobi, Kenya, and one in Tabora, Tanganyika. In the picture is the EAR&H Railway Training School Nairobi. The school gives courses in a wide variety of railway subjects and is well equipped with classrooms and workshops. There are in addition abundant facilities for recreation and the pursuit of leisure activities (EAR&H photo)

 IN APRIL 1962 the East African Railways & Harbours Authority published a report concerning the training and employment of staff recruited from citizens of the three territories served by the EAR&H - Kenya, Tanganyika and Uganda. It reviews the evolution of the staff situation on the Railways and in the ports of the three territories from the days when these services were run and administered predominantly by overseas officials and technicians to the present day when considerable effort is being made to advance locally recruited staff to positions of responsibility. If these territories, for so long under British rule, are to achieve independence in the fullest sense, their people must prepare themselves to take over full responsibility for the services in the formation and organisation of which they have hitherto played little more than a menial part.

The EAR&H management is well aware of this need and is taking decisive steps to ensure the advancement of locally recruited employees in all grades and positions in the service. Considerable progress has been made over recent years. The first important step was the abolition of racial salary scales in 1954. All races now receive equal pay for equal work. With the introduction of this principle the EAR&H went over to a non-racial staff policy in which the only conditions for advancement in the service were to be experience, ability and qualifications. East Africans were henceforth to be given every opportunity to advance, whatever racial group they might belong to. The policy is known

as localisation. Localisation applies to any citizen of the three territories irrespective of racial origin, as distinct from overseas residents - whether European or otherwise - retaining their original nationality. But while it is important for newly independent peoples to look after their own affairs as far as possible without outside help, it is also imperative that their respective economies should run smoothly and efficiently. A sound economy relies on a sound and efficient transport system. Although it is desirable that local staff should advance as rapidly as possible in the service of the EAR&H, it is of the greatest importance that they should be fully competent to accept their new responsi-

bility. Premature advancement of local employees should not be allowed to prejudice the efficiency of the service. The need for more rapid localisation of staff and for maintaining adequate standards of efficiency and service are of parallel importance to the peoples of East Africa.

By 1961, when the report mentioned above was prepared, employment in the lower earning groups was already 100 per cent localised. Labourers and semi-skilled workers, junior clerks and traffic staff, artisans, junior supervisors and some locomotive drivers are all locally recruited. It is not so long ago that African labour was employed on the service exclusively in posts requiring little or no skill and that Europeans were in the majority as station masters, guards and locomotive drivers. The position has changed considerably. At present 85 per cent of all guards, for example, are local while 85 per cent of these are Africans. The position in the administrative, technical and supervisory groups is slightly different. Higher up the salary scale localisation is seen to be less extensive as yet. In a group comprising senior clerks, supervisors, technical staff and some locomotive drivers – 2,146 employees in all – 41 per cent of the staff is expatriate, the rest being local. It is, however, the declared policy of the EAR&H not to recruit any further expatriate staff in this group if it can possibly be avoided. In fact the proportion of staff recruited from overseas has been steadily decreasing. In 1956, 103 were recruited from overseas. In the

New students queue up for registration at the EAR&H Railway Training School in Nairobi. Opened in 1956, the school has recently doubled its budget and increased its student capacity from 600 to 900. In a report on the progress of localisation published last February by the EAR&H it was stated that 1,530 future employees were in training with the Authority. Of these 1,429 were Africans, expected to take up employment with EAR&H during the next few years



following year the number had already decreased to 58 and in 1960 only 6 expatriates were recruited. Local staff enter this group mainly through promotion from the lower grades, for very few candidates have presented themselves for direct entry who at the same time possess the required standard of education. This is indeed one of the main difficulties experienced in putting into practice the policy of localisation.

The availability of local staff to fill posts in the abovementioned group determines the number of executives' posts to be filled locally, since almost all posts at the executive level are filled by promotion from the administrative, technical and supervisory grades. All executives' posts were, at the time the Report was prepared, filled by expatriates.

In order to assist the advancement of local recruits to the higher grades the EAR&H has provided extensive training facilities for the benefit both of recruits new to the service and of staff already serving, so that they may become eligible for promotion to more responsible posts. A bursary scheme introduced in 1956 was intended to enable local youths to study at universities in the United Kingdom, but the scheme did not meet with a lot of success and was suspended in 1960. One of the reasons for this was that 1961 would see the first output of qualified engineers from the Royal Technical College in Nairobi. Efforts are being made to attract the students' attention to the possibility of seeking employment with the EAR&H. As far as

New entrants to the EAR&H Railway Training School collect their supply of blankets and utensils from the stores clerk. These students will be undergoing courses lasting anything from four months to five years. In their hands lies the future of the railways and harbours of East Africa. It is of prime importance to the future Africa that their training should teach them to be not only good railwaymen but also good citizens of a prosperous, independent nation



non-technical appointments are concerned, the Authority looks to Makerere University College in Uganda, which should in the future be turning out honours graduates of the right calibre for recruitment as cadets into the senior officer grade. Until now Makerere has been a disappointing source for officer recruitment, but it is hoped that this situation will change for the better, since the majority of posts in this grade are occupied by expatriates. At the end of 1960 only one African and five Asians had been appointed to senior officers' posts.

Recruitment from outside is one means of localising positions of responsibility. The other is promotion from within. Even here the scope is comparatively limited and it is for this reason that the EAR&H has developed large scale training facilities. In this way staff likely to benefit from training are given the fullest opportunity for advancement. The EAR&H has three training schools: the Railway Training School and Loco Training School in Nairobi and the Railway Training School in Tabora. In addition facilities for marine training exist at Kisumu. The Railway Training School in Nairobi, opened in 1956, has recently doubled its budget and increased its student capacity from 600 to 900 annually. At this school courses are given for new entrants to the commercial/operating and the mechanical and engineering departments. Promotion and refresher courses are also given. Three to five year courses are given for entrants to the mechanical department, which include engineering apprenticeships, trade apprenticeships for artisans and training for locomotive drivers. Courses for the commercial/operating department are shorter and cater for trainee traffic staff, trainees preparing to enter service as guards, station masters, etc. Courses for the civil engineering department cover the permanent way staff and certain sections of the clerical staff. Refresher courses are also provided in these fields.

The Railway Training School is well equipped with classrooms and workshops for instructional purposes, in addition to which there are abundant facilities for recreation and the pursuit of leisure activities. Particular attention is given to the health and well-being of the students and great emphasis is laid on turning out good citizens as well as good railwaymen. The Loco Training School in Nairobi provides training and



Localisation is also being extended to secretarial staff. After tests in January this year five African and two Asian girls were taken on for training in stenography. They were sent for preliminary training to the Posts and Telegraphs Training School after which they take courses at special secretarial schools. Their courses will last between six and twelve months, at the end of which they will be ready to take up posts with the EAR&H

An African recruit prepares for his future career aboard the training ship 'Buyuma' at Kisumu on Lake Victoria. There is no marine training school as such, but facilities for training have been organised at Kisumu, Kenya, by the inland marine section of the EAR&H operating department. Four year courses are offered for a small number of deck and engine room trainees



An African trainee receives instruction in draughtsmanship. He is one of the 239 African trainees preparing for a job in the East African Railways and Harbours civil engineering department. Students in this branch of the service will begin careers as professional engineers, administrative assistants, engineering draughtsmen and surveyors and permanent way inspectors, when they finish their courses is anticipated that when the three territories are independent many expatriates will go home, leaving technical positions vacant

A group of European, Asian and African, apprentices listen to their instructor at the chief mechanical engineer's workshops in Nairobi. Although localisation implies a certain degree of Africanisation, it is in perfect conformity with this concept that Europeans and Asians should be able to advance together on an impartial basis to take up positions of responsibility in the service. Localisation implies equal opportunities for all East Africans, whatever their national origin, to participate in the running of this essential service



refresher courses for footplate men who have not been recruited through the trainee driver grade catered for by the Railway Training School. About 150 men take the courses every year. The Railway Training School at Tabora in Tanganyika provides courses for staff of the commercial/operating department, similar to those given at the Nairobi school. The Tabora school has accommodation for about 125 students. The marine training facilities organised at Kisumu (Kenya) by the inland marine section of the EAR&H operating department provide four year courses for small numbers of deck and engine room trainees.

For appointment to a senior officer's post it is necessary that the candidate should be either an honours graduate or an engineering diplomate, as are the expatriate officers at present holding these posts. Initially the number of possible recruits emerging from Makerere and Royal College are not expected to be sufficient to meet the needs of the EAR&H. Thus to ensure that all is done to attract local candidates to these positions rather than resort to the continued employment of expatriate staff, the administration proposes to consider aspirants with lesser qualifications. A period of training with British Railways or another suitable organisation may be made available to such candidates and continued use will be made of the EAR&H bursary scheme.

The problem of localisation is now more immediate than ever, since with Tanganyika and Uganda already independent and Kenya also facing political changes in the near future it is expected that a lot of expatriate civil servants and high ranking employees will be leaving East Africa. If any large scale exodus of expatriate staff occurred on the services of the EAR&H considerable strain would be set on the Authority's ability to fill the resulting vacancies from local sources. Unless adequate provisions are made well in advance for such an eventuality it may well become necessary to recruit new staff from overseas sources, which it is the management's policy to avoid as far as possible. With this in view the management has undertaken a survey of all posts held by expatriates, forecasting when they are likely to fall vacant, detailing the qualifications required and finding possible sources from which the posts might be filled. Supernumerary training – the training of more recruits than there are posts im-

mediately vacant – may be introduced in the service in certain limited and specialised fields, but this has not been thought of as a satisfactory solution to the problem which would be created by an abnormal exodus of expatriate staff. Whatever situation might arise the policy of the EAR&H is that local staff should only be appointed to positions which fall vacant in this way if they are qualified and experienced enough to do the job. In order that as many local employees as possible should be available to take over from such expatriate staff as should retire from the service in the near future altogether more attention is to be given by the management to problems of localisation.

In February 1962, when information was last published concerning localisation and training on the services of the EAR&H, it was seen that a total of 1,530 persons were in training, of whom 1,429 were Africans. The mechanical engineering department, covering artisans and technical staff, electrical staff, locomotive inspectors, footplate staff and some clerks, has 718 trainees, of whom 689 are Africans. The commercial/operating department, covering traffic staff, station masters, yard staff, cooks and stewards, tugmates, engine room assistants and some clerks, has 369 trainees, including 352 Africans. The civil engineering department has 262 trainees – 239 of them Africans – preparing for jobs as professional engineers, administrative assistants, engineering draughtsmen and surveyors, permanent way inspectors and for work in the railway architect's and land planner's drawing office. Seventeen trainees, of whom fifteen are Africans, are preparing to take over posts in the general manager's office. All but two of the higher paid posts in the welfare section are filled by local staff and it is expected that the two posts held by expatriates will be taken by Africans early in 1963. Africans are at present in training to take over some of the posts in the industrial relations and public relations section. Attention has also been given in the general manager's office to the appointment of local secretarial staff. After tests in January of this year five African and two Asian girls were taken on for training in stenography. The girls will take up duty with the EAR&H at the end of their courses which will last from six to twelve months.

It is plain from all this that in Tanganyika, Kenya and Uganda, at least,



Permanent way trainees from the Nairobi Training School study track laying techniques, using special equipment available at the school itself. East African railways cover difficult and mountainous terrain and a competent permanent way staff is of immense importance to safety and smooth running (Photos from EAR&H)

the old state of affairs where the white man was in charge and the African performed all the menial jobs is rapidly changing. When the railways and ports were first built in East Africa, there were no local people who could be employed otherwise than as labourers or in jobs requiring relatively little skill. But over the years local people have been trained to take on more and more jobs requiring technical skill and administrative ability. At first Africans did not advance very rapidly because for many years all administrative, technical, clerical and higher supervisory posts were filled by recruits from the United Kingdom and India. Now the advancement of Africans has begun to speed up. Top posts are already held by Africans as well as by other local people who, although of non-African origin, are East Africans in the fullest sense. In respect of localisation there are on the one hand extremists who assert that Africans are still incapable of tackling any but the most menial tasks and are not ready for responsibility and on the other those who declare that the administration should be handed over almost overnight to African officials. Neither of these views is realistic. Localisation must accompany independence, but attention must at the same time be given to maintaining standards of efficiency. Local staff must first have reached the necessary standard of competence before they can take over the wholesale running of the EAR&H. The administration is preparing with as much speed as possible for the day when the service will be run by a 100 per cent East African staff.

International Transport Workers' Federation

General Secretary: P. DE VRIES

President: FRANK COUSINS

7 industrial sections catering for

RAILWAYMEN
ROAD TRANSPORT WORKERS
INLAND WATERWAY WORKERS
PORT WORKERS
SEAFARERS
FISHERMEN
CIVIL AVIATION STAFF

- Founded in London in 1896
- Reconstituted at Amsterdam in 1919
- Headquarters in London since the outbreak of the Second World War
- 293 affiliated organizations in 80 countries
- Total membership: 6,500,000

The aims of the ITF are

to support national and international action of workers in the struggle against economic exploitation and political oppression and to make international trade union solidarity effective;

to cooperate in the establishment of a world order based on the association of all peoples in freedom and equality for the promotion of their welfare by the common use of the world's resources;

to seek universal recognition and enforcement of the right of trade union organization;

to defend and promote, on the international plane, the economic, social and occupational interests of all transport workers;

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

to furnish its affiliated organizations with information about the wages and working conditions of transport workers in different parts of the world, legislation affecting them, the development and activities of their trade unions, and other kindred matters.

Affiliated unions in

Aden * Argentina * Australia * Austria * Barbados * Belgium
Bolivia * Brazil * British Guiana * British Honduras * Burma
Canada * Ceylon * Chile * Colombia * Costa Rica * Cuba
Curaçao * Denmark * Ecuador * Egypt * Estonia (Exile)
Faroe Islands * Finland * France * Germany * Great Britain
Greece * Grenada * Honduras * Hong Kong * Iceland * India
Indonesia * Israel * Italy * Jamaica * Japan * Kenya * Lebanon
Liberia * Libya * Luxembourg * Madagascar * Malaya * Malta
Mauritius * Mexico * The Netherlands * New Zealand
Nicaragua * Nigeria * Norway * Nyasaland * Pakistan * Panama
Paraguay * Peru * Philippines * Poland (Exile) * Republic of
Ireland * Rhodesia * El Salvador * St Lucia * Sierra Leone
South Africa * South Korea * Spain (Illegal Underground
Movement) * Sudan * Sweden * Switzerland * Tanganyika
Trinidad * Tunisia * Turkey * Uganda * United States of
America * Uruguay * Venezuela * Zanzibar

Publications for the world's transport workers



Editions of Journal

International Transport Workers' Journal

Internationale Transportarbeiter-Zeitung

ITF Journal (Tokyo)

Transporte

ITF-aren

Editions of Press Report

Pressebericht

Pressmeddelanden

Communications de Presse

Boletín de Noticias (Lima) Three separate editions in Spanish, Portuguese and English

Press Report Two separate editions in English issued in London and Singapore