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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 - Kokutetsu Rodo Kaikan, 1, 2 - chome,
Marunouchi, Chiyoda-Ku, Tokyo
AFRICA - 85, Simpson Street (P.M.B. 1038),
Ebute Metta, Nigeria
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Comment

Double disappointment


THE UNITED STATES Supreme Court had recently handed down rulings which constitute a serious disappointment to two groups of transport workers. The first judgement concerns the application of United States labour legislation to the crews of foreign-flag ships owned by Americans and operating out of American ports. For many years the US maritime unions have been fighting for the recognition of this principle and the right to organize the crews of such vessels whose owners, the unions claimed, were running away from their responsibilities by registering outside the United States.

The National Labour Relations Board, the body responsible for administering US labour laws, began to study this question in May 1960 and early the following year made a ruling in a test case over a Panamanian registered ship. The NLRB decided that the crew of this vessel were entitled to the protection of US labour law, regardless of the foreign registry of the ship and the non-resident alien status of its crew. This ruling was hailed as a victory by the US maritime unions and by all of us concerned in the campaign against flag-of-convenience shipping.

As was only to be expected, however, the ruling met with violent opposition, and in January last year the Court of Appeal reversed the NLRB's decision. The Supreme Court has now had the final say, upholding the Court of Appeal. This now means that American seafarers' organizations are barred from attempting to organize the crews of flag-of-convenience ships, although they may still picket the vessels.

The second Supreme Court ruling marks a decisive stage in the dispute over employment in the railway industry, which goes back five years to the time when the employers began their 'feather-bedding' campaign against railway labour. Claims for improved working conditions by the operating unions were met by counter proposals for sweeping job cuts and during the course of almost three years all procedures for collective bargaining, independent inquiries, etc. have been exhausted. The unions have basically been fighting against the railway companies' right to decide *unilaterally* on the abolition of jobs, which the Supreme Court has now upheld.

Venture in international education

 EARLY IN DECEMBER LAST YEAR students from the first course organized by the International Institute for Labour Studies in Geneva listened to an address by Mr. André Chavanne, member of the Institute's Board and President of the Department of Public Instruction of Geneva during the closing ceremonies of the course, in which he congratulated the ILO on the new expansion of its activities in the field of education. He summed up the aims of the Institute when he said that the ideas developed so assiduously by the ILO could not be put into effect if governments did not have at their disposal the services of officials with expert knowledge of the possibilities for state action in employer-worker relations and if the relations between employers and workers were not based on the mutual confidence which could only exist if they spoke a common language.

The idea of the ILO setting up some kind of educational body was first expressed in the report of the Director-General, Mr. David Morse, to the 42nd session of the International Labour Conference in 1958. He saw the need for the ILO to go beyond the formulation of standards for social and labour policy and the provision of technical assistance. It was necessary that people should be equipped to assume social responsibilities and to work out solutions to the particular social problems of their own communities. No book of rules could provide a remedy for every social problem which occurred anywhere in the world, and it was up to the ILO to close the gap in its program-

me by promoting this kind of resiliency through education. Mr. Morse's report continued:

'Educational activities would assist management, trade unionists, government officials and social workers. The essence of an educational programme would be training in finding facts, in rational discussions of them, in understanding differing viewpoints, and in taking all these into account so as to frame specific proposals for the solution of a problem. These activities would not, therefore, lead to formal conclusions or reports but would aim at setting in motion a process towards more rational and responsible ways of dealing with social problems. This

Participants in the first study course of the International Institute for Labour Studies arriving at a lecture. Twentynine students nominated by governments, and employers' and workers' organizations took part in the course, held in Geneva last year (ILO photo)





The first study course organized by the International Institute for Labour Studies was held in Geneva from 17 September to 7 December last year. In this photo, Mr. Jef Rens, Deputy Director-General of the ILO, is addressing the participants during the opening ceremony. On his immediate right is Mr. Hilary Marquand, Director of the Institute, who is recognized as an international expert on questions of industrial relations



Students came from twenty-eight countries to take part in the Institute's first course and more than sixty lecturers were invited to give talks on a wide variety of social and labour questions (ILO photo)

educational approach is, moreover, well adapted to dealing with certain of the social issues which have claimed the ILO's attention of late — issues which touch upon the problems of adjustment faced by individuals and groups in a rapidly changing economy. For such problems there is no one 'best method' of solution. A discussion of practical experiences in different countries facing similar situations, an emphasis upon the special factors arising from local conditions and a greater understanding of the diversity of the world's social situation would, I suggest, be the most helpful way of enabling people to deal constructively with such issues by themselves. In its educational work the ILO would, of course, continue to be inspired by its own principles and objectives; education should be considered as a flexible instrument to promote these basic aims of the Organisation in a variety of differing situations.'

The Director-General concluded by proposing that the ILO set up an Institution for higher social studies in Geneva. This suggestion was favourably received by a number of speakers. The mills ground slowly but surely, and the subject was raised once more at the International Labour Conference of 1959. In June of that year the Governing Body asked the Director-General to prepare detailed plans concerning the aims, structure, staffing and financing of an international institute for educational and related purposes in the field of labour studies. Another year went by during which plans were drawn up in consultation with the United Nations and UNESCO, and the resolution establishing the International Institute for Labour Studies was finally passed unanimously by the Governing Body on 1 March 1960.

The Institute aims to bring together in study groups people with experience of labour problems. They include people from management and trade unions, government officials concerned with social questions, and people from the professions and the universities. These groups take part in courses from two or three months' duration. Fellowships and grants are at the Institute's disposal to enable the selected candidates to travel to and live in Geneva in order to take part in the seminars.

Besides the study courses, the Institute aims to hold round-table conferences of personalities of recognized stature in their own countries to discuss important current issues of social policy. Ministers



Group photograph of participants — students and tutors — in the first study course of the International Institute for Labour Studies. Seated, fourth and fifth from left, are Mr. David Morse, Director General of the ILO, and Mr. Hilary Marquand, Director of the Institute. On Mr. Marquand's left is Mr. Ben Roberts of the London School of Economics, a tutor at the course (ILO photo)

from African countries who will be in Geneva attending the 47th Session of the International Labour Conference have been invited to attend one such round-table conference to discuss the role of the State in wages policy. The Institute also plans to hold a regional seminar for Arab States on Problems of Planning the Labour Force and its Em-

ployment, jointly with the Institute of National Planning in Cairo. Later in the summer the Institute will organize a Conference on Problems for Employment in Economic Development, to be held in Geneva in collaboration with the International Economic Association.

A further field of the Institute's activities lies in research. It already draws

upon the work done by many national universities and research centres for the study of labour problems, and encourages studies of specific problems in different countries. It plans to hold a research conference on industrial relations and economic development in 1964.

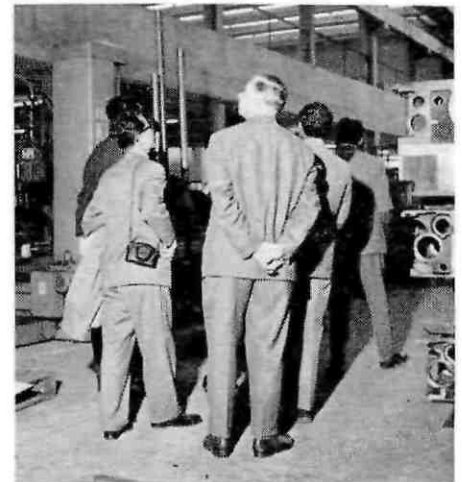
The administrative authority of the International Institute for Labour Studies



The Director of the International Institute for Labour Studies, Mr. Hilary Marquand, greets two African participants in the course. Modifications in the tuition methods will be made as the result of experience gained during this first course (ILO photo)



The International Institute for Labour Studies, set up by unanimous decision of the ILO Governing Body in March 1960, was officially inaugurated in June 1961. This photo shows the Institutes headquarters, Les Fougères, in Geneva (ILO photo)



Students visited several industrial establishments in Geneva during the twelve-week course, and they are seen here at a machine-tool factory. The course began as a combination of lectures and seminar discussions and was conducted in English and French



The Institute plans to hold a regional seminar in Cairo this year for Arab States on problems of planning the labour force; a roundtable conference of African Labour Ministers to discuss the role of the state in wages policy; and a second study course in the autumn (ILO photo)

is its Board, appointed by the Governing Body of the ILO, whose chief tasks are to prepare the programmes of the Institute. The Board consists of the Director-General of the ILO, who acts as Chairman; six members of the Governing Body of the ILO (two from each group) who sit for up to three years concurrent with their membership of the Governing Body; five members selected from outside the ILO on the basis of their special knowledge and experience of labour studies; and the head of the Department of Public Instruction of Geneva. Representatives are also invited from the United Nations and UNESCO to participate, without vote, in the Board's discussions, along with representatives of other public international organizations which may have an interest.

An Advisory Committee of specialists assists the Director in planning the Institute's programme, and this body is made up of people nominated (one each) by the Director-General of the ILO, the Secretary-General of the UN, the Director-General of UNESCO, the University of Geneva, and the Director of the Institute of International Studies, Geneva, together with other members appointed by the Board of the Institute after consultation with the UN and UNESCO.

The Director of the Institute is Mr. Hilary Marquand, a former British Labour Member of Parliament and member of the Labour Government, 1945-1951. He has published a number of important studies in industrial relations and has lectured in many countries. The Institute is financed independently from the ILO by an endowment fund to which both governments, institutions or private in-

dividuals may contribute, either for the Institute's basic programme or for specific programmes or projects.

In a welcoming message to the Institute's first study course, held last year from 17 September to 7 December, the Director-General of the ILO told the students: 'You are all persons who hold responsible positions in your countries, in your governments, or with management or trade unions. Whatever your specific task, you have a responsibility in the formulation and implementation of labour policy. In this era of increasingly rapid change, your first task must be to try and understand the processes of change, to understand the problems that they raise and the various means of solving them. It is in this task that the Institute will endeavour to help you.'


'The course you are attending is not a training course in any specified field of activity. It is not designed to transmit techniques, nor is it meant to convey a mass of information. It will not turn you into specialists nor into walking encyclopaedias. It will rather, I hope, give you an opportunity of contact and discussion with specialists in various fields and of intensive exchange of views and discussions among yourselves. You all bring to this study course the knowledge and experience of the problems of your countries and organizations. You have a great deal to contribute and you have a great deal to learn from each other.'

The course had twenty-nine participants from twenty-eight countries; twelve of these were trade unionists, twelve government officials and five employers, and they were selected from all parts of the world. The course lasted twelve weeks and its central theme was 'The Labour Force and Its Employment'. The programme of the course was to some degree experimental and therefore a certain amount of flexibility was essential. However, the pattern was roughly as follows: the first week was devoted to the study of characteristics of economic development, and the following two weeks were taken up with the examination of a group of very varied labour problems, including: wages and status of wage earners; organization of workers and the functioning of their organizations; relations between employers and workers, and workers' participation in management and social institutions of the undertaking; social security and welfare; special labour problems related to rural areas; and labour problems of economic growth and de-

velopment planning. The last nine weeks of the course were given over to the study of the central theme, which covered: the distribution of the labour force and its mobility; methods of manpower assessment including the forecasting of manpower resources and requirements; the employment objectives of economic development; manpower planning; and the institutions for the organization of employment such as vocational guidance, vocational training and employment service organizations. It also covered international standards and the work of the ILO in these fields.

The course, which was held in French and English, was organized as a combination of lectures, seminar discussions and reading, and the team of about sixty lecturers were ILO and Institute officials and guest speakers from fourteen countries. Certain problems arose during the course, not the least of which was language difficulty. It is not easy to conduct a course of this type in two languages, since the system of simultaneous interpretation used for conferences is not really appropriate for study purposes. In addition, not one of the course's participants had English or French as his mother tongue, and this hindered the informal exchange of ideas which ought to be an important part of such international gatherings. However, the Institute plans to hold a second study course this autumn and will draw on the experience gained at the last one.


Swedish unions seek greater employment security

 THE SWEDISH NATIONAL CENTRE LO is at present negotiating with the Employers' Federation on greater security of employment for Swedish workers, following a number of union conferences at which dismissal pay figured largely in the discussions.

By law, employers in Sweden have the unreserved right to dismiss an employee, except for a few reasons such as national service, marriage, or trade union membership. The Swedish unions argue that other countries have legislation which protects employees, whilst in Sweden the trade unions only have the right to be consulted about dismissals.

They are now attempting to solve the problem through a national collective agreement covering protection against loss of employment as a result of rationalization, contraction, closing down of factories, etc.

100 years of underground transport

 IT IS JUST HUNDRED YEARS AGO since the world's first underground railway began operating. On the 10 January 1863 the trains began running under the streets of London along a line which was to form the first section of the city's 244 mile underground network. London Transport, which now operates the network, will be commemorating the momentous event in a centenary week to be held in May this year.

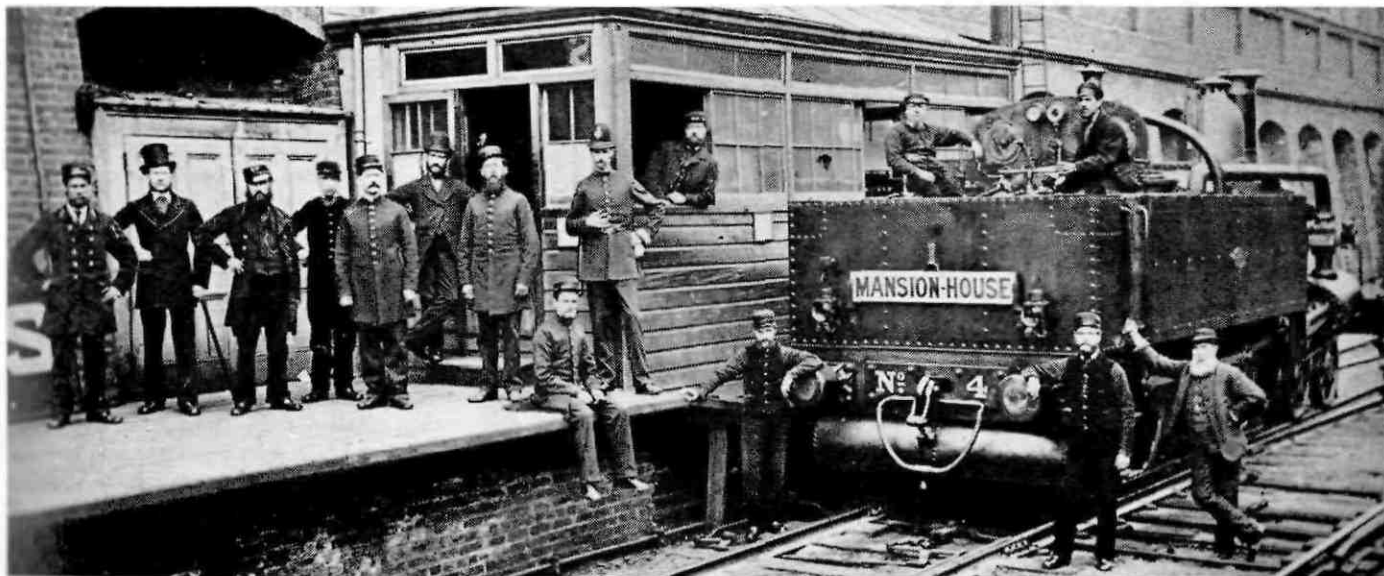
Although the 'tubes' are now in the hands of the London public transport authority, they all began as private ventures. Need was the mother of invention, for at that time the streets of the city were a tangle of confusion, with horsedrawn vehicles jostling everywhere for a passage through the crowds. It could take as long to get from one side of London to the other, less of a distance than today, as it did to make a fifty mile train journey from London to the coast. The need to escape the congestion became more and more pressing, and around the middle of the century certain enterprising men hit upon the idea of underground travel as a solution. The idea gradually crystallised into a project for a railway line to be built underground between Kings Cross, one of the principal main line railway terminals, and Farringdon Street, in the City of London, that square mile of the capital which has for centuries been the centre of Britain's trade and commerce. The projected line was originally intended as a means of bringing main line trains right into the heart of London, and as the scheme developed another main line terminal, Paddington, some considerable distance to the west of the City, was also brought

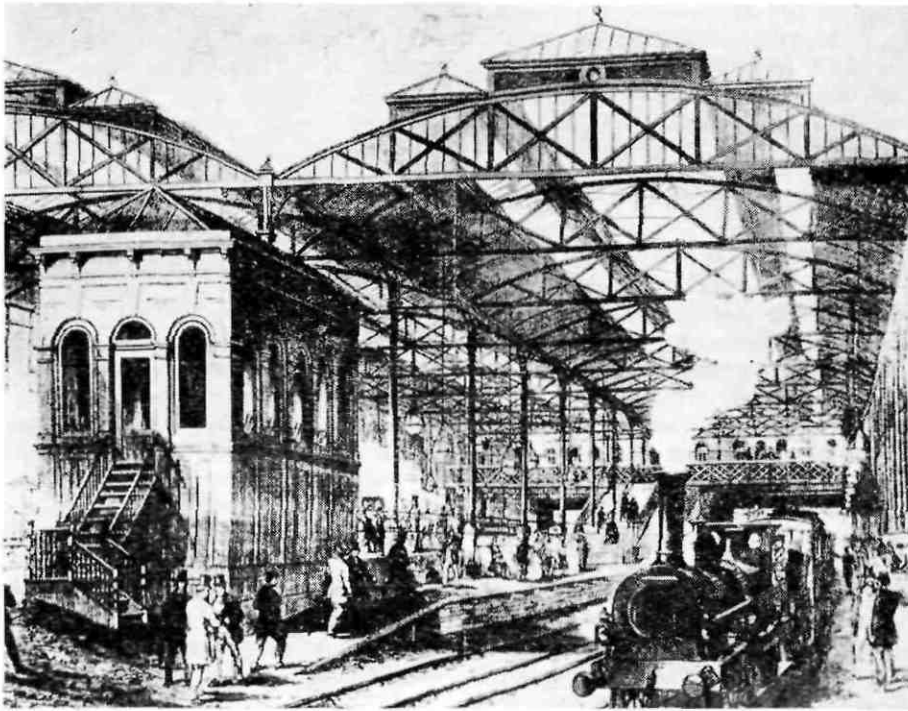
into it. The final plan was for an underground railway from Bishops Road Paddington, around the northern perimeter of the central area via Kings Cross to Farringdon Street in the City.

In 1854 the project was officially approved and soon afterwards work began on the building of the Metropolitan Railway. This pioneer line planned to run under existing roads, was built on the cut-and-cover system. The roads were closed to traffic, dug up and transformed into huge trenches. These were lined with brickwork and roofed in over brickwork arches or iron girders. The roads where then relaid. Some sections of the line could be laid through open cuttings; for others tunnels had to be dug out.

At last the line was ready. On 9 January 1863, Farringdon Street Station became a great banqueting hall to celebrate the opening of the new railway on the following day. Guests arrived by train to the strains of the City Police Band. The next day the Metropolitan Railway opened for public traffic. Crowds queued for the novel experience of a ride beneath the streets of London. Trains were hauled by steam locomotives and consisted of gas-lit first, second and third class carriages. On that first day 30,000

The Metropolitan District Railway, now London Transport's District Line, used steam traction in the early days, as did its forerunner, the Metropolitan. Trains were hauled through the tunnels by steam locomotives similar to the one in the picture. Electrification did not begin on these pioneer lines until after the turn of the century when the new all-electric City and South London tube had begun operating



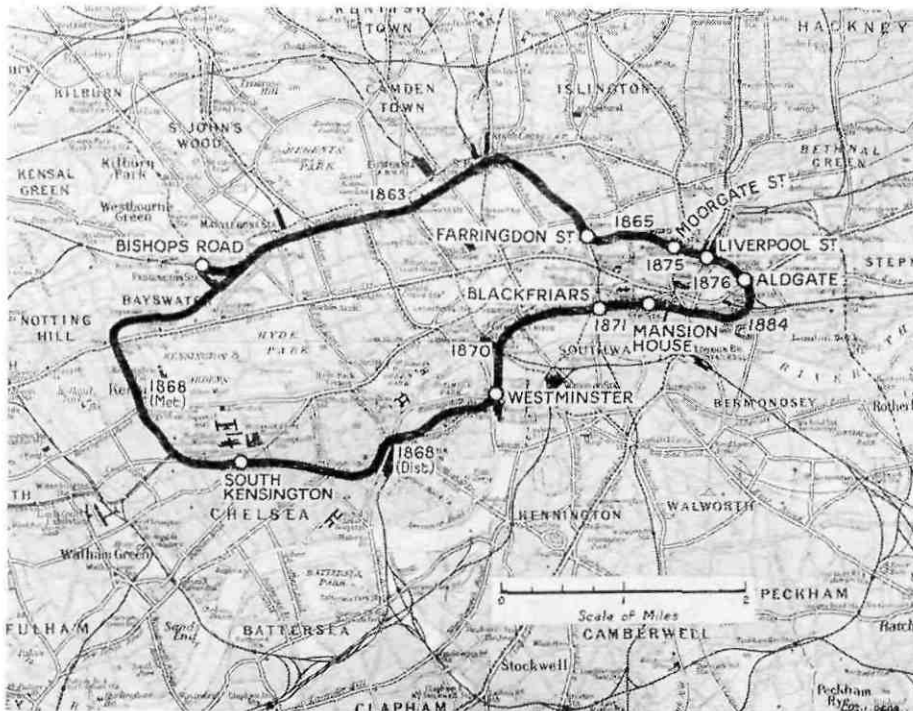


On the eve of opening the Metropolitan Railway's City terminus, Farringdon Street Station, was transformed into a great banqueting hall in order to celebrate the construction of the world's first underground railway. The Metropolitan, as all other underground enterprises in London till 1890, had been built on the cut-and-cover system. Huge trenches had been dug along the roads, lined with brickwork and roofed in; the roads had afterwards been relaid. Later, the tracks were laid along tunnels bored through the subsoil

passengers were carried and £850 in fares was taken.

After certain teething troubles, the Metropolitan Railway began to develop rapidly. It was subsequently to grow to the proportions almost of a main line railway. After one year a branch had already been opened (above ground) between Paddington and Hammersmith, which took the Metropolitan Railway to what was then the western edge of London. In 1866 the railway was extended eastwards from Farringdon Street to Moorgate, but in 1868 a new underground railway, to begin with an offspring of the Metropolitan, was built to connect South Kensington and Westminster. This line, the Metropolitan District Railway, was gradually extended eastwards from Westminster, under the Thames Embankment and along the southern edge of the central area. The same year the Metropolitan was also extended to South Kensington so that the two could connect. Central London was thus almost encircled by the new underground railways. As can be seen from the map, both railways gradually extended further eastward, the Metropolitan to the North and the District to the South of the City, until it only remained for a small connecting section to be built so that the two could form a circle. This circle, completed in 1884, provided a link between most of London's main line terminal station. Meanwhile development was proceeding apace on the Metropolitan. A line had been extended north westwards to a considerable distance outside the urban area. In fact by 1892 the Metropolitan had advanced more than fifty miles from central London.

About this time, however, new developments were in the air. The Metropolitan and District Railways and the Circle which they had engendered between them were all built under the cut and cover system, apart from the extensive sections which had been laid overground. In 1890 the first electric tube railway, the City and South London, was opened. The new line which ran from the southern suburbs under the Thames to the City was laid along twin tunnels bored through London's clay subsoil. The trains were hauled by electric locomotives and consisted of three cars, which were considerably smaller than those of the Metropolitan and District Railways and had no windows. They were nicknamed 'padded cells'. This line, the first of the 'tubes', was the forerunner of the present Northern Line. Ten years later another 'tube',



The thick black line, with dates, shows the gradual completion of the underground circle around central London, effected by the Metropolitan and the Metropolitan District between them. In 1868 a new railway, the Metropolitan District, which had been joined by an extension of the Metropolitan from Paddington, took the Underground eastwards along the southern perimeter of central London, until, in 1884, all that remained was to build a small section connecting the two railways. This formed what is now called the Circle Line

the Central London Railway, was opened which ran between the Western suburbs and the City, passing underneath Oxford Street, the centre of London's shopping area. This, the first section of London Transport's future Central Line, was known as the 'twopenny tube' because twopence was the standard fare for any journey.

In the face of competition from the new tube lines the Metropolitan and District Railways which had hitherto used steam traction, began to electrify their systems in 1905. By the end of the year the Circle was entirely electrified and the time taken for the complete trip round was immediately reduced from 70 to 50 minutes.

In 1906 another tube, the first stretch of the future Bakerloo Line, was opened between Waterloo and Baker Street, one of the stopping points on the first section of the Metropolitan of 1863 and which had since become an important junction and terminal station for the Metropolitan's rural branches. The Bakerloo tube was quickly followed by the 9 mile tube from Hammersmith through the central area to the north eastern side of London and by the Hampstead tube which ran northwards from the Thames embankment across the central area. The former was to become London Transport's Piccadilly Line and the latter to be incorporated with the City and South London in the Northern Line.

By 1907 all the various underground railways which were to form London Transport's underground system were in existence. In 1913 all the tubes were amalgamated into a single group, but the Metropolitan, District and Circle Lines remained a separate company and were not integrated with the rest of the system until the whole of the underground network was taken over by the London Passenger Transport Board in 1933. The extension and elaboration of the system continued however. All of the lines in existence in 1907 were extended to the limits of the urban area. The further expansion of London through new housing developments was followed by tube extensions, though these in most cases could be laid overground. Only 90 miles of the 244 mile underground network are in fact underground.

From the beginning all tube stations were equipped with lifts to take passengers to and from the platforms, but in 1911 the first moving stairs were introduced at one of the stations. The fast moving escalators in use today have a

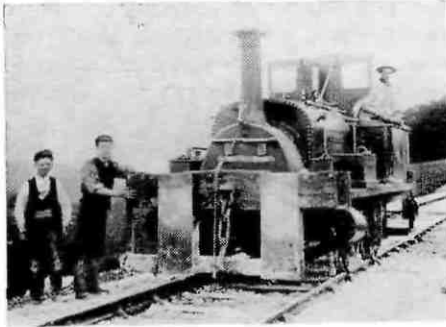
capacity of 10,000 passengers an hour and a maximum speed of 180 feet a minute. The longest escalator has a rise of 80 feet. High speed, fully automatic lifts are in operation at many stations. The deepest lift shaft is 181 feet. The first electric ticket issuing machine was installed in 1908. Today the latest types of coin-in-the-slot ticket machines print, cut and issue a ticket and give change all in the space of three seconds. Automatic ticket machines, operated either by the passengers themselves or by booking clerks, issue 85 per cent of underground tickets.

The importance of underground travel in

a city so densely populated as London is demonstrated by the figures. In 1961 a total of 675 million passenger journeys was recorded. Over the past ten years the number of the passengers has fallen off, because of the big increase in private travel, but traffic on the underground has remained about the same during this time. In fact the number of passengers travelling to and from Central London in the peak periods has risen by 7 or 8 per cent. Traffic is so intense at these times that trains run at 90 second intervals in the central area. High speed trains are not practicable here, because of the frequency of the service and the short

The first moving stairs were introduced on the London Underground in 1911. The fast moving escalators in use today have a capacity of 10,000 passengers an hour and a speed of 180 feet per minute. Escalators, such as this one at Piccadilly Circus tube station in the heart of London's shopping and entertainments area, are a very efficient means of relieving rush pressure on the Underground, pressure with which the old lifts could not cope





The Metropolitan rapidly extended its domain. In subsequent decades it was to grow to the proportions almost of a main line railway. One branch was to take it to the western edge of London, another was to extend further and further through the rural districts north west of London, until by 1892 the Metropolitan had a terminus more than fifty miles from London

distance between stations. Acceleration is high however, which makes up for low speeds.

Trains operate between 5 a.m. and 1 a.m. It is only during the intervening four hours that maintenance work can be carried out in the tunnels. The maximum number of trains required for daily service is 500. Their size varies between 2 and 8 cars. Rolling stock is maintained and serviced at 20 depots and one overhaul plant.

London's underground system employs some 20,000 staff. Among the unions

London's underground system employs some 20,000 staff. The conditions under which they work have changed considerably over the 100 years since 1863. In those days the demands made on them were much more severe. A seven day working week at twelve hours per day was accepted practice until as late as 1913. Today London's tube men and women work a standard six day, forty-two hour week with a shift system



The suburban sections of the London Underground are mostly surface lines. This picture shows a Metropolitan Line train picking up passengers on their way to work in central London. The Metropolitan, District and Circle Lines, having been built on different principles, are operated by rolling stock which is considerably larger than that of the tubes with a totally different design

organising them are the Transport and General Workers Union, National Union of Railwaymen, Transport Salaried Staffs Association, and Associated Society of Locomotive Engineers and Firemen, all affiliates of the ITF. Working conditions have made considerable progress over the century which separates today's underground railwayman from his predecessor of 1863. A station employee in those days received 17s. (\$2.40) per week. His modern counterpart gets a basic £9 9s (\$26.50) per week. A guard's basic wages were £1 7s per week in

The traditional red trains so familiar to the underground traveller are being gradually replaced by unpainted aluminium alloy stock. The new silver trains are lighter in weight and thus afford greater economy in their use of power. The introduction of new rolling stock — almost one third of the old trains have been replaced — forms part of an extensive renovation, and modernisation programme for the network



1863. They have now risen to £12 15s. Working conditions 100 years ago made many more demands upon the employees than they do today, after so many decades of trade unionism. A seven day working week at twelve hours per day was accepted practice until as late as 1913, and it may even have been longer in the earlier days. Today London's tube men and women work a standard six-day, forty-two hour week.

When the last of the tubes was opened in 1907, it was generally thought that the last link had been established in the network.


Central London is already well served by the existing system and most of the suburban areas north of the Thames enjoy adequate underground connections — suburban services to the south of the river are mostly in the hands of British Railways.

Some of the north eastern residential districts are however without any efficient rail transport facilities. In order to meet the needs that exist here and to ease the rush hour congestion in Central London, London Transport are to build a new tube, the Victoria Line. The new line will begin at British Railways' continental terminal, Victoria, cross the central area to Euston and Kings Cross, two other important main line terminals, and continue northeast-wards to give Londoners living on that side of the city a much needed travel link with their shopping centres and places of work in town.

The Victoria Line is the culmination of an impressive programme of renovation and modernisation which London Transport has been effecting over recent years on its underground system. Almost one third of the trains have been replaced by new stock. The passenger-carrying capacity of the Central Line, for example, has thus been increased by 25 per cent. The traditional red trains so familiar to the underground traveller are being gradually replaced by unpainted aluminium alloy stock. The new silver trains are lighter in weight and thus afford greater economy in their use of power. Other projects completed or at the construction stage include extensive track improvements and signal modernisation.

Work on the Victoria Line has already begun. The first entirely new tube project for 55 years will enable more Londoners to go underground in order to seek refuge from the chaos above, as their grandparents were able to do for the first time in 1863.


Action programme for Latin America

 THE EXECUTIVE COMMITTEE of the Inter-American Regional Organization of Workers (ORIT) of the ICFTU met in Panama City from 28 to 30 January. It reviewed the trade union situation in various countries of Latin America and discussed conditions of the workers in countries under dictatorship rule such as Paraguay, Haiti, Nicaragua and Cuba. The main outline of its programme of activities for the near future was adopted. This programme envisages intensification of trade union organizational and educational activity for women workers, youth and agricultural workers. ORIT's wholehearted support for land reform in Latin America was reiterated, as well as the need for expanding the system of co-operatives in housing, the retail trade and small workshops. A resolution was passed calling for world peace and the cessation of nuclear tests.

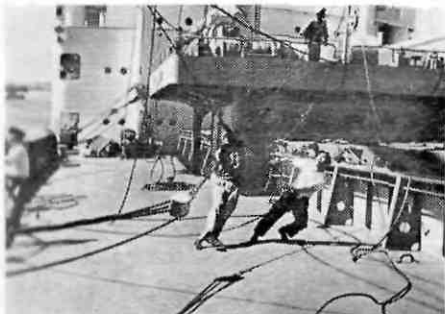
Brother Fernando Azana, ITF Regional Director for Latin America and the Caribbean, attended the meeting for discussions with representatives of ORIT and other International Trade Secretariats active in the region.

Fifty-two trade union organizations from thirty countries of the Americas and the Caribbean are now grouped in ORIT, which represents about 28 million organized workers.

New seamen's school in Japan

 A NEW SEAMEN'S educational institute has been opened in Chiba, Japan. The institute admits junior high school graduates, providing two one-year courses separately in engine and deck duties. The student capacity for each course is forty. The new institute brings the total of nautical institutions in the country to ten.

A new seamen's school has been opened in Japan which will provide two one-year courses separately in deck and engine duties. This school brings the total number of such institutions for maritime studies to ten



Edo Fimmen

Profile of the Month



A LITTLE MORE THAN TWENTY YEARS AGO, in December 1942, the staff of the ITF, working at the Federation's wartime headquarters in Bedfordshire, learned of the death in Mexico of their General Secretary, Edo Fimmen. His health had been failing for a number of years, and when his friends had finally prevailed on him to accept an invitation from the Mexican Confederation of Workers to spend some time resting there in a more congenial climate, it had been hoped he would recover his strength.

The news of his death, although not really a surprise, stunned and saddened trade unionists all over the world. The force of his personality was such that not only his close friends and colleagues but all those who had ever met him or heard him speak experienced a sense of personal loss. For more than thirty years he had devoted himself to the service of the working class, and for most of that time this great figure – both in the figurative and literal sense – had dominated the international labour movement.

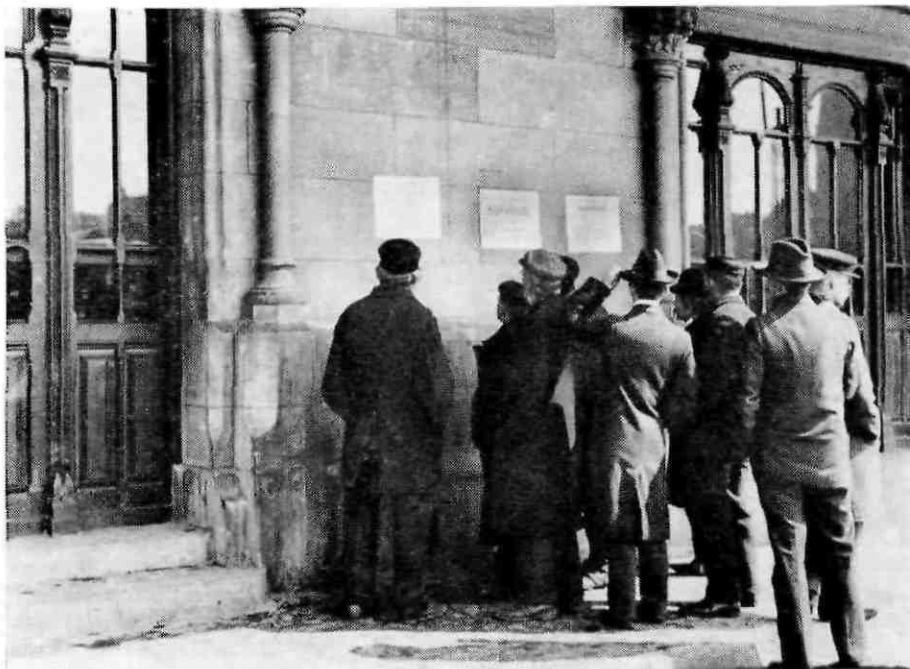
Fimmen was not born into the working class, but his first public activities, with the Salvation Army and other religious missions with a social purpose, were a hint of the spirit of service which was to inspire his whole life. However he soon realized that only an organized labour movement could hope to cure the poverty and degradation of the working class. He was among the founder members of the Dutch General Union of Commercial and Office Employees in 1905 and three years later became its General Secretary. Within a few years his energy and exceptional abilities, both as a linguist and as an administrator and organizer, led to his election as a Secretary of the International Federation of Commercial and Office Employees. This brought him directly into the international movement, in the maintenance of which, during the First World War, he was to play so active a part. In 1915 he became Secretary of the Dutch Federation of Trade Unions, whose offices became virtually the headquarters of the International Federation of

Trade Unions and the ITF during the war. In this position Fimmen performed the often thankless task of striving to keep alive the spirit of trade union internationalism between the two beligerent groups, and it was he who played a leading part in re-establishing both the IFTU and the ITF after the war in 1919. He was appointed provisional secretary of the ITF, and joint secretary, together with Jan Oudegeest of the IFTU. The international movement was in ruins but Fimmen's idealism and organizational genius set to work to make the slogans of working class solidarity a living reality. When in 1919 the workers of Vienna were literally starving he organized a great relief movement to which the 'enemies' of the day before also contributed, and sent food trains which had been paid for with money provided by the workers. He did the same for the Russians at the time of the famine in 1920, despite the fact that they had attacked him as the leader of the 'yellow' IFTU. He organized a transport boycott against the Horthy regime in Hungary, and stopped the transport of war material to Poland when that country attacked Russia.

Fimmen's primary concern throughout the inter-war period was the cause of peace, and he saw the international working class movement as the only force which could secure it. It was his great ambition to wipe out any sign of jingoism in the trade union movement, and his belief that organized labour could erase the possibility of war by refusing to take part in war preparations. He took the initiative for a World Peace Conference held in the

(Continued on page 60)

The Dutch railwaymen's strikes-1903



Citizens of Amsterdam read about the great railwaymen's strike on bills posted outside the Central Station. With trains in the capital at a complete standstill, the rest of the national network was also drastically affected. The Dutch people witnessed with astonishment the paralysation of railway services through the first great railwaymen's strike ever



IN AMSTERDAM sixty years ago a dispute over the sacking of a single railwayman was to lead to a labour conflict which shaped the history of the Dutch trade union movement right up until the present day.

In January 1903 a strike was in progress in the port of Amsterdam. The railwaymen of the port decided out of solidarity with the port workers not to handle freight left idle through the strikers' action. A railwayman who on the 29 January had refused to carry out a task involving a 'black' railway wagon was dismissed on the spot. As soon as they had heard of the affair railwaymen over the whole district downed tools. During the night of the 29 to 30 January those in other districts also joined in the stoppage, and by the 31st the strike had spread throughout Amsterdam. The strike spread to other centres, and telegrams from all over the country reached the leaders declaring readiness of other districts to join with the Amsterdam railwaymen. But with trains in the capital at a complete standstill, the rest of the national network was also drastically affected. The Dutch people witnessed with astonishment the paralysation of railway services through the first great railwaymen's strike they had seen.

Such a spontaneous demonstration of solidarity was not merely caused by the arbitrary sacking of one railwaymen.

This incident simply provided the spark for the explosion. The deeper causes are to be found in the lamentable conditions and standards of pay under which the railway managements of those days expected their employees to work. Poor wages, long working hours, unjust and arbitrary treatment were their lot. The managements, adding insult to injury, refused all contacts with the union and answered none of its letters.

The strike leaders threatened to make the stoppage effective over the whole of the provinces, but there was no need for this as it turned out. The employers, stunned by the suddenness of the outburst, capitulated on the 31 January. On the evening of that day the Amsterdam railwaymen gathered in three crowded halls to hear that all their claims had been met.

Shortlived unity

The Dutch labour movement at that time showed two main tendencies. There were on the one hand anarchists and syndicalists, who were inclined towards a policy of revolt and agitation which would lead to the destruction of the old order so

that a new and more just society might be built on the ruins. The workers had to be prepared for sacrifice and suffering in order that this might come about. On the other hand there was the so-called parliamentary group which favoured a more moderate course. The latter placed their hopes of achieving better conditions and standards of pay in political and parliamentary action and in methods which would bring about immediate improvements with a minimum of hardship and sacrifice. The two tendencies were sharply opposed to one another, but the weight of the grievances which gave rise to the January strike rendered differences unimportant. They struck as railwaymen and were united in their action.

Their unity was unfortunately short-lived. After the first strike the struggle between the parliamentarians and their opponents raged more bitterly than ever. The leadership of the workers' movement was again divided and this led to a weakening of trade union solidarity.

Government retaliation

The political parties of the right saw the strike as an act of revolution; authority had been defied and the social order threatened. The success of the strike created a sense of defeat amongst the middle class political elements. It soon became apparent that the government was not going to acquiesce in the workers' victory over the railway managements. The railways were too vital a service; they



It was clear that a large section of railway personnel was not willing to strike a second time. Nevertheless it was decided to call a general strike in protest against the government measures. The railwaymen stopped work on 6 April calling on other workers to join them. In some sectors the stoppage was total, but on the railways it was not. The trains continued to run and in some areas the strike received little support from the railwaymen

should not be left at the mercy of striking employees. The revolutionary fervour might even extend to personnel employed in government departments. Legislation was introduced which would restrict the right to strike. The railway managements following the government's inter-

vention felt in a stronger position, and dismissed a hundred men who were known to be active trade unionists. The unions, angered by the proposal of these measures, formed a 'Committee of Resistance' against their adoption. But this Committee was composed of all tenden-



The January strike had taken the employers by surprise, and this accounted to a large extent for its success, but it also served to put the enemies of labour on their guard against an attempt to disrupt the vital services of the nation. The government were in full support of the employers and when the April strike was called, force was used to keep services going




The government made quite clear its determination to break the strike called by the Committee of Resistance. This group of cavalry, with the horse tram in the background still operating, show that the measures restricting the right to strike meant what they said. The picture was taken in Amsterdam, the centre of the railwaymen's four-day strike from 6 to 10 April 1903



The government's determination to maintain services and pressure which religious groups had been putting on the workers to refrain from striking had contributed to the failure of the second movement. Blackleg workers were given official protection while they broke solidarity. In January the workers had scored a resounding victory; this time it was they who suffered defeat

The German railwaymen's union

 THE ASSOCIATION between the ITF and the organised railwaymen of Germany has been a long and close one, even if interrupted by the two tragic wars which cut German workers off from their brothers and neighbours. The ITF and the trade union movement of Germany's railwaymen are contemporaries. Their first union, the *Verband der Eisenbahner Deutschlands*, was formed in 1897 and almost from the beginning played an active part in the affairs of the ITF. Hermann Jochade, one of the union's first leaders, became ITF Secretary in 1904, when the Federation moved its Headquarters to Berlin, and he retained that function until the outbreak of war.

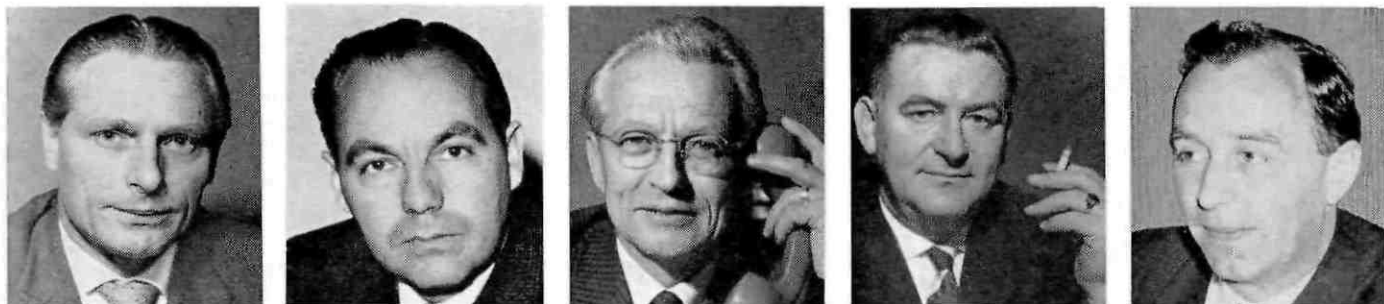
The German railwaymen's union

The union's initial organizational difficulties were made more acute by the

authorities' refusal to recognize it. The railwaymen managed to preserve their union however, but in 1908 they decided

At the close of the last war Germany's railways were in a state of almost irreparable devastation. Nevertheless railwaymen courageously got down to the job of reconstruction working without regulated hours, without social protection and often without proper wages. At the same time they undertook the task of re-organising their trade union, which was of all the more importance to them as they had not a proper union since 1933





These pictures show the members of the GdED's Executive Committee elected into office at Kassel last year. 1. Rudolf Bühler, head of the section for social policy 2. Heinz Frieser, head of the section for established salaried employees; 3. Fritz Schreiber, treasurer; 4. Helmut Smuda, head of the organization section; 5. H. Vomberg, head of the section for non-established wage earning employees

to merge with other transport workers' organisations: in 1910 the union became a section of the Transport Workers' Union. But at the close of the first world war the railwaymen once again formed an independent union. The collapse of the Imperial government saw a rapid rise in the union's membership and by 1919, the year the ITF was reconstituted in Amsterdam, membership had reached a total of 400,000. The German railwaymen were once again a source of strength to the new ITF and were to remain so till 1933 when the Nazi régime brought about the dissolution of their union.

The great man of the German railwaymen's movement at this time was Hans Jahn, who as soon as the Nazis took over, began running a railwaymen's resistance organisation, first in Germany then abroad. When he could no longer keep out of the way of the Gestapo, a second resistance centre was organised by the railwaymen in Germany itself under the leadership of Karl Blass, who also survived the war to take the initiative in reconstituting a German railwaymen's trade union. But since this first post war union was established in Berlin under Russian supervision, Blass was soon succeeded in his leadership of it by a man who was more ready than he to sacrifice free trade union ideals to Communism.

During the first post war years railwaymen's unions were established in the various zones of occupation. Hans Jahn returned to resume contacts with his old comrades. He took up the secretaryship of the office which had been set up in Bielefeld for co-ordination between the unions of the different zones.

Finally the organizations of the British and American zones agreed in 1948 to come together to form a single Railwaymen's union. Thus on the 1st April of that year the Gewerkschaft der Eisen-

bahner Deutschland (German Railwaymen's Union) was formed at its inaugural congress in Bergen-Enkheim near Frankfurt. Hans Jahn took up office immediately as president. By the end of the year all organised employees of the state railways in the two zones were under GdED leadership, and in June of the following year the union which had been formed in the French Zone joined with the GdED, so that a single united railwaymen's trade union now existed for the whole of the Federal Republic. By this time the GdED had become affiliated with the ITF. Affiliation was granted a few weeks after the conclusion of the 1948 Inaugural Congress, which had been attended by a fifteen man delegation from the ITF - including Olden-

broek, who was General Secretary at that time. GdED delegates attended the Oslo Congress in 1948, the first time German railwaymen had been officially represented at an ITF meeting for sixteen years. The ITF began immediately to benefit from their renewed participation in its affairs with the election of Hans Jahn to the General Council.

At the end of the war the task of reconstruction on the railways was enormous. The allied invasion of Germany and the tactics of the German Army, which were to destroy all communications which would aid the allied advance, left the railways in an almost irredeemable state of devastation. Nevertheless railwaymen set to work undaunted, without regular working hours, without

The sixth triennial congress of the German Railwaymen's Union was held in Kassel between 17 and 22 September 1962. Erich Ollenhauer, Chairman of the German Social Democratic Party, is seen here addressing the delegates. He reaffirmed his party's support for the aims and objectives of the country's trade union movement and stressed the need for increased workers' participation in administration to increase industrial democracy



proper payment of wages and without social protection, to reconstruct the railway network, at the same time as re-establishing their trade union. By 1948 75 per cent of the total damage to the permanent way, 2,100 bridges, 1,350 signal boxes, and 4,300 engine bays had been repaired.

The situation for the railwaymen was made worse by the rapid expansion of road transport immediately after the war. Road transport did not have to bear the enormous burden of reconstruction which was the lot of the railways in these critical years, and was thus able to develop at a much faster rate, taking upon itself many of the services which belonged traditionally to the railways. There was no fair basis for competition between the two modes of transport. The railways in order to recoup their losses had to embark on a series of stringent rationalization measures, as a result of which thousands of railwaymen stood to lose their jobs. The ITF at its Stuttgart Congress in 1950 adopted a resolution condemning measures, which, if put into effect, were likely to cause the dismissal of 80,000 employees of the Federal Railways.

As First President of the GdED, Philipp Seibert took over from Hans Jahn at the Cologne congress in 1959. He was re-elected to the office at Kassel. Seibert also recently won a seat in the Federal parliament, and has for some time been Vice-President of the Board of Administration of the German Federal Railways. Brother Seibert is in a good position to make the voice of Germany's railwaymen heard



The GdED as regards the railways' ability to hold their own against the other forms of transport has always, in common with the ITF, favoured a policy of tackling this problem at its roots. In other words a synthesis should be found between the transport requirements of the economy as a whole and the need to reinforce the competitive ability of the railway system to enable it to meet its transport obligations. A steady reduction of the railways' services is not the way this should be done. The financial obligations of transport as a whole should be borne in common by all modes of inland transport, so that each should be able to compete on an equal footing. Insofar as this is not possible, the GdED demands that the Federal railway system should nevertheless be enabled to continue meeting its obligations in their entirety through subsidies from public funds.

From the earliest post war years the problem of job security has been one of the chief headaches of German railwaymen. Unemployment amongst railwaymen has not only been due to cuts in services, but also to the various modernisation measures introduced. Electrification and dieselisation of many areas for example have brought with them considerable reductions in the number of men required to operate them. Clearly it would be bad union policy on the part of the GdED to stand in the way of such technical changes, which bring about genuine improvements, but it still remains the union's task to make certain that its members suffer to the smallest possible extent from these changes.

Today Germany's railwaymen are more and more aware that their strength lies in solidarity under GdED leadership. During the years between 1949 and 1959 the total of Federal Railway employees was reduced by 6 per cent, but at the same time membership of the GdED rose by 2 per cent. At the start of 1960 membership totalled 444,216, while the total of Federal Railway employees was 505,184. The railway industry was the most extensively organised in the country.

The GdED has its headquarters in Frankfurt am Main; its organisation extends throughout the Federal Republic. Congress meets every three years: Cologne in 1959 was followed by the Kassel congress of last year. The decisions taken by Congress or by the General Council are passed on to the union's executive who deal with them at headquarters in Frankfurt. The union has 17 area secretariats, including Berlin, which are the



Franz Eichinger, Second President of the German Railwaymen's Union, remained in office at the Kassel congress, as did the whole of the executive committee elected three years before at the Cologne Congress

collecting point for the district secretariats, of which there are anything from one to 44 in any area. Union work is split up between 20 specialist groups. This is so that work concerning any given group of employees may be entrusted to members with special knowledge of that particular branch of railway employment.

Union participation in the affairs of the railway itself is more extensive in Federal Germany than in many other countries. Labour is well represented on the Administrative Council of the Federal Railways, with GdED leader, Philipp Seibert, as Vice President of the Council. The union side also includes GdED Second President, Franz Eichinger, Oskar Rümmele, a former area organiser, and Ludwig Rosenberg of the German Trade Union Federation. The German Railwaymen's Union is also well represented in the Federal Parliament with three members holding seats, including the union's First President, Philipp Seibert. Thus Germany's railwaymen may be assured of getting a hearing on all fronts.

The Kassel Congress, held from 17 to 22 September last year, showed what great strides had been taken since those first critical years immediately after the war when both railways and railwaymen were struggling for their very existence. The GdED has gone from strength to strength and its achievements since the

Cologne Congress in 1959 have been considerable. Two wage movements were brought to successful conclusions. The GdED's plan for a gradual reduction of the working week on the Federal Railways to 40 hours by 1956 was accepted in principle by the Railway Administration. The weekly working hours for 250,000 wage earning railwaymen were reduced from 45 to 44 per week on 1 October last year, but for the 170,000 government established salaried employees organised by the GdED negotiations were still in progress at that time. For them the improvement is subject to approval by the Federal government, but the union's campaign for the 40 hour week applies to them just as well as to the wage earning employees.

Protest was registered at Kassel against the government's delaying tactics in this matter as also against possible legislation which might, in the form which is under consideration, restrict trade union freedom. There might be occasion for a general strike in Germany were this legislation allowed to go through, declared Philipp Seibert before the Congress of his union.

Germany's railwaymen know that their strength lies in solidarity under GdED leadership. During the years between 1949 and 1959 the total of Federal Railway employees was reduced by 6 per cent, but at the same time GdED membership rose by 2 per cent. At the start of 1960 membership totalled 444,216, while the total employed by the Federal Railways was 505,184



'Action Eagle', the GdED's work-rule campaign staged in August last year as a protest against the government's refusal to give due consideration to the pay claims of the Railways' salaried employees was outstandingly successful. The campaign which lasted three days took the form of absolutely strict adherence to rules and safety precautions and was effective in showing the public the excessive demands which are made on these employees and the heavy responsibilities with which they are burdened.

At Kassel the whole of the union's executive committee was re-elected.

Philipp Seibert, who took over from Hans Jahn in 1959, remained in office as First President, while Franz Eichinger retained his functions as Second President. Other members of the executive committee are Fritz Schreiber, treasurer, Rudolf Bühler, head of the department for social policy, Heinz Frieser, head of the section for established salaried employees, Helmut Smuda, section for organisation, and Hubert Vomberg, section for unestablished salaried employees.

In the fields of professional training, training for trade union work problems of youth and of women in the union, the GdED has done a great deal. Rationalisation and technical innovations demand new knowledge which railwaymen must acquire in order to keep abreast of the changes which are affecting all sectors of railway employment. Training facilities are needed to give young recruits the grounding they should have in order to become good railwaymen and to give them a sense of belonging to an important profession. The GdED has made great efforts to make these things clear and to ensure that ample facilities may be provided for professional training.

Particular attention is paid to young members. Courses of instruction are organised on such a scale as to give as many young railwaymen as possible the opportunity of learning about their union and its work. These have been well seen from the figures. Between 1959 and 1962 126 different courses were held with 5,197 participants in addition to which 152 study groups were held at the union's convalescent homes in Hammersbach and Königstein. The union has also its own youth hostel at Rottach-Egern on the Tegernsee in Bavaria, which serves as a meeting place and recreation centre for the young railwaymen of Germany and for their comrades abroad. The Hans Jahn Youth Hostel, as it is called, stands as a fitting memorial to



The heavy responsibilities borne by Federal Railways' established salaried employees and their correspondingly low salaries have long been a grievance to them. The GdED last August led a work-to-rule campaign — 'Action Eagle' — on their behalf which was successful in demonstrating to the public the excessive demands which are made on these employees. No more than three days of Action Eagle were necessary for these railwaymen to make their point

the man who led the GdED through thick and thin from its inception till 1959 and who did so much for his country's railwaymen.


As far as international work is concerned the GdED was always in the vanguard of the German movement. The GdED participates actively in the useful work being done by the Committee of ITF unions in the European Economic Community and makes many contributions to the ITF's work in wider spheres. It has made solid contributions towards formulating a common trade union policy with regard to the integration of transport within the Common Market Community, as delegates were able to appreciate for themselves when they heard Philipp Seibert's speech on this question at the Helsinki Congress. The ITF values highly the co-operation of its railwaymen's affiliate in Germany, and in particular has grateful memories of the two short years during which Hans Jahn was ITF President.

A new stage in the Food and Agriculture Organisation's Freedom From Hunger Campaign was launched on 21 March.

News from the Regions




To combat economic anarchy in the Congo

 AT A PRESS CONFERENCE held last December in Leopoldville, the leaders of the Congolese Federation of Free Trade Unions (CSLC) declared the need for radical and drastic measures in order to restore proper balance to the economy of the Congo. The main objective of the central government should be not only to end the secession of Katanga but also to combat economic anarchy in the Congolese Republic. The nation's productivity should be increased by investment from within the republic rather than through foreign credit.

The CSLC and the General Workers' Federation of the Congo (FGTK), both of which are affiliated to the ICFTU, have protested against the high salaries paid to ministers and members of the Congolese parliament, stressing the need for austerity in the interests of the country's economy.


New ideas for Togo's fishermen

 THE FISHING INDUSTRY is of paramount importance to those of the developing countries which, while having access to potentially rich fishing areas, suffer from shortages of the right foods. Such a nation is the West African Republic of Togo, where the Food and Agriculture Organisation has been at work recently aiding the local fishermen to increase the efficiency of their industry and thereby help solve their country's food problem.

An FAO expert went to Togo on a three year assignment to instruct the Togolese fishermen in how to improve their methods. They have been shown how to bring in larger catches with less of the backbreaking labour involved in traditional methods, how to dry and process the fish more efficiently and how to use outboard motors. The government of the Republic has shown considerable interest in the FAO's work and has given financial assistance. Togo will also be among the first countries to benefit from

gifts of outboard motors, offered under the Freedom from Hunger Campaign by the American Outboard Marine Corporation.


Peruvian unions in difficulties

 THE ENEMIES of free trade unionism in Latin America are legion. Acts of terrorism and intimidation committed by extreme left wing elements and victimisation by hostile dictatorial régimes are the everyday difficulties of democratic labour organisations in many if not most of the countries of the sub-continent.

In Peru a hundred or so trade union leaders were thrown into prison recently by the military régime in power there, accused of complicity with Communist terrorist groups. The constitutional rights of their unions were at the same time suspended. The Peruvian Confederation of Labour appealed in a cable to the Interamerican Regional Organisation of Workers for help and solidarity against this arbitrary and unjust treatment of its affiliated unions.

Assuring its affiliate of the solidarity of 27 million anti-totalitarian trade unionists grouped under ICFTU banner, ORIT cabled the Peruvian Military Junta, demanding the release of the imprisoned union leaders, or that at least they should be given a fair trial.

Dock labour schemes in the regions

 TWO COUNTRIES in the British Commonwealth, Nigeria and Jamaica, have been giving attention to the problems of labour in their ports.

In Lagos, Nigeria, a dock labour scheme was put into operation on 1 December 1962. This scheme, the result of months of discussions between government, employers and unions, provides for the registration of 6,500 dock workers, 3,500 of them being classified as workers who will be given priority of employment and will be guaranteed the minimum basic wage for fifteen days per month. A dock worker who does not obtain work with his registered employer must report


to the port labour office, where other employers registered on the scheme apply for additional workers as they require them.

The scheme is administered by the Nigerian Ministry of Labour assisted by the Lagos Dock Labour Advisory Board, which is composed of dock workers' and employers' representatives under the chairmanship of a ministry official.

A commission of enquiry which has been studying conditions of labour at the port of Kingston, Jamaica, has recommended the establishment of a dock labour scheme for the port. Under the scheme men would be registered who were prepared to make port work their sole means of support. They would be guaranteed a weekly wage which would be forfeited on their failures to report for work with no valid reason.

Examining the causes of strained relations in the docks the commission found that the settlement of disputes by voluntary procedure had been inhibited by compulsory arbitration law which has been applied to dock labour in Kingston since 1959. The commission recommended that the possibility should be considered of removing port labour from the sector of public undertakings to which the arbitration law applies.

Labour research unit in Singapore


 FOLLOWING REPRESENTATIONS by trade union officials the Singapore government agreed in November last year to set up a Labour Research Unit to help trade unionists to prepare their claims for negotiations with employers and the presentation of cases in the Industrial Arbitration Court.

The Unit came into operation in the middle of December and has been besieged with requests for assistance from trade unions, which have in the past felt at a disadvantage when faced by the industrial relations experts which the employers have at their disposal. The Unit is independent of government control and staffed by four full-time research officers seconded from the Civil Service who are

experts in economic, accountancy, labour and legal fields. In addition, nine trade unionists have been released by their employers for a year's secondment to the Unit as Industrial Relations Officers. They will conduct negotiations with employers and present cases in the industrial Arbitration Court on behalf of unions, working from briefs prepared by the research officers.

This Unit's services are available to all unions.

Safety on Indian railways


 A COMMITTEE APPOINTED to inquire into the causes of railway accidents in India and to make recommendations on how to ensure maximum safety recently submitted its reports to the government. It found, for instance, that drivers of goods trains were overworked – on occasion manning trains for twenty hours at a stretch. The Committee therefore recommended that the fourteen-hour limit should be rigorously enforced, to avoid the dangers inherent in fatigue.

The Committee also recommended that all locomotives should be fitted with speedometers so that the regulation requiring the speed of a train to be ten per cent less than its maximum speed could be more effectively observed; and the welding of greater lengths of rails to make tampering with rails more difficult.

Expense, the Committee felt, should not stand in the way of improving measures to ensure maximum safety, and it particularly recommended the modernization of the signals system as a way to reduce human errors.

South African railwaymen's right to strike

The following is a leading article from the South African trade union newspaper 'Forward'.

 THE MINISTER OF TRANSPORT, Mr. Shoeman, has told railwaymen that he intends bringing in legislation making it illegal for them to strike. He is doing this, apparently, to remove all doubt on the question. For some time, the Minister has claimed that employees of the Railway Administration do not have the right to strike. He has used two arguments. The first is that the railways are an essential service and in terms of Section 65 of the Industrial Conciliation Act, strikes by workers in essential services are illegal. The second is that railway staff regulations make it an offence to refuse to carry out an or-


der and a strike would be tantamount to a violation of the regulations.

Last year, in the debate on the Railway Budget, Mr. Schoeman conceded that there was nothing in the Railway Services Act that could prevent the Artisan Staff Association from taking strike action, but instead that it would be against the spirit of the law for them to do so.

Obviously, the idea of men in his Department going on strike has been worrying Mr. Schoeman. It is a far cry to the days when he was on the footplate. Now he sees everything through the eyes of a big boss – strikes cannot be tolerated under any circumstances. Like all who enjoy the comfort and security of life on the right side of the tracks, the Minister has come to look upon strikes as evil and sinister. He seems no longer able to understand that workers do not easily or recklessly turn to strike action. He should remember that most strikes are a desperate effort to right some wrong, or gain some improvement in living standards, or resist intolerable treatment at the hands of a callous employer.

For the workers, striking is an act of self-denial and sacrifice. Strikes are not embarked upon without a great deal of anxiety on the part of the strikers. When the Minister brings in his Bill, let us hope that it will not be the occasion for irresponsible attacks on the right to strike. A great deal of nonsense is usually spoken in Parliament on labour matters, because there are not experienced trade unionists or workers' representatives there to put issues in their proper perspective and to correct the absurdities mouthed by some of our prejudiced politicians.

Awards for service to the community


 BROTHERS H. KUSNA PURARDIREDDJA chairman of the All-Indonesia Congress of Workers, and P. P. Narayanan, vice president of the Malaya Trade Union Council (MTUC) have been nominated to share the Ramon Magsaysay Awards Foundation \$10,000 Community Leadership Award for 1962. (This foundation was established after the death of the Philippine national leader Magsaysay). Selected for their vigorous advancement of responsible free trade unions, these leaders have demonstrated that organization of workers can enrich community living.

Kusna was cited for his efforts to improve the economic conditions of railway workers in Indonesia. The Foundation noted that he built up the ITF-affiliated

Railway Workers' Union (PBKA) to the financially strong organization which it is today. The PBKA fosters such joint enterprises as accident insurance programmes for members and their families, a savings and loan bank, a housing loan fund, and a hospital. Under this union's auspices, rice mills, a clothing and shoe factory, and a soap-manufacturing plant not only provide commodities at low cost to the workers but also increase the workers' incomes by employing other family members. The construction of the union's present headquarters in Bandung was financed by savings from union funds.

In its award to Narayanan, the Foundation remembered that he had shaped from a nucleus of 10 men in 1946 what is today the largest (180,000 members) and most prosperous trade union in Malaya – the National Union of Plantation Workers. Beginning at a time when managers and workers considered trade unionists to be professional trouble-makers, Narayanan convinced the employers of labour's legitimate goals and showed the workers that organization helps them. Today, plantation workers' wages are four times as high as when the union was established, and workers enjoy such additional benefits as medical care for themselves and their families, improved housing, educational opportunities for themselves and their children, and community respect for the labour movement. The NUPW publishes a widely-read labour newspaper, has its headquarters in Kuala Lumpur, and is led by officers trained in union management.

'Love allowance' in Japanese factory

 A JAPANESE FIRM of musical instrument manufacturers has introduced an unusual bonus scheme whereby young men and women employees who formally notify the management that they are in love receive an allowance of 500 yen (about 10s. or \$1.38) a month. So far one such couple working for the firm has been married and four couples are engaged. As yet there have been no break-ups, but even if an engaged couple decides to call it off, there's no penalty. The idea was prompted by a number of problems caused by personal jealousies within the factory. Now, public announcement of a love affair serve as a warning to others not to interfere.

Efforts are also made by the firm, in the interests of harmony, to permit the couple in love to work side by side.


(Continued from page 61)

to withstand fascism in Italy and Spain and national socialism in Germany were bitter blows to him. Although he never abandoned his belief in the role of the working class, the last few years of his life were unhappy and his illness was due in part at least to his personal suffering at the defeats the labour movement had sustained. He helped lay the foundations for underground resistance in Germany, he brought the ITF to safety from Amsterdam just before the outbreak of war, and his thoughts to the end were with all those who suffered oppression in Europe.

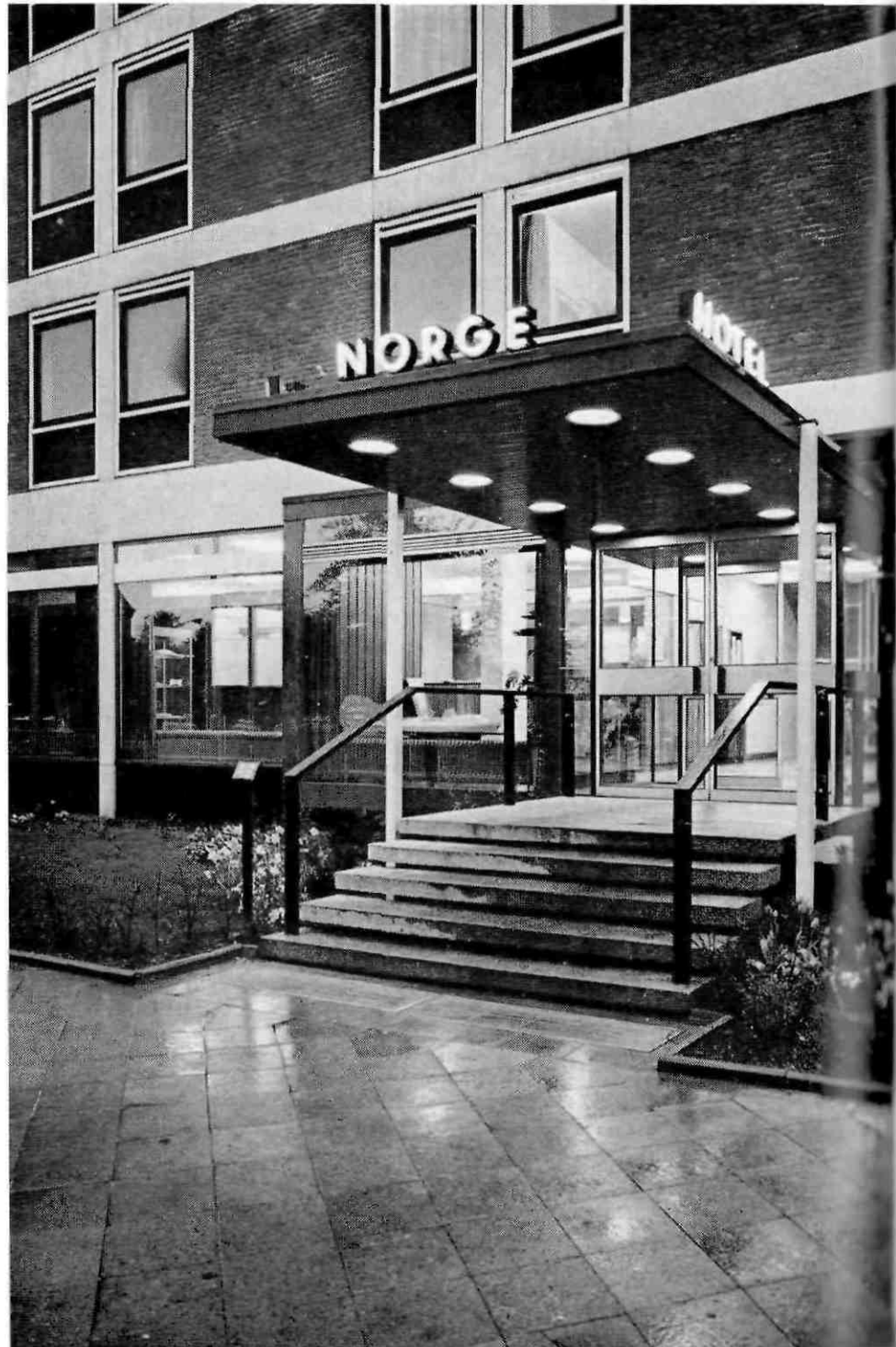
In a sense Fimmen was himself a victim of the war. He died at a time when it seemed that all he had ever stood for would be destroyed. But from a period characterised by confusion, treachery and broken promises this man is remembered for his singlemindedness, loyalty, and sincerity.

Few of his colleagues agreed with all his ideas or actions, yet all were his friends. In his lifelong concern with the great mass of the working class he never lost sight of the importance of the individual. He was a passionate and effective speaker in public, and an enthusiastic debater in private. And although now in less violent times his writings seem to us emotional and unrealistic, yet the essence of his ideals must still be the basis for our international movement: that the barriers of nationality, race and creed which divide nations must be cast aside and that the united international trade union movement must struggle for a world in which all may live in peace and equality.

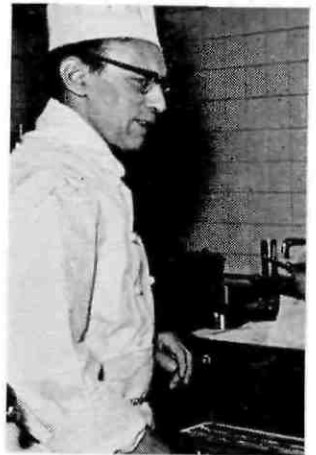
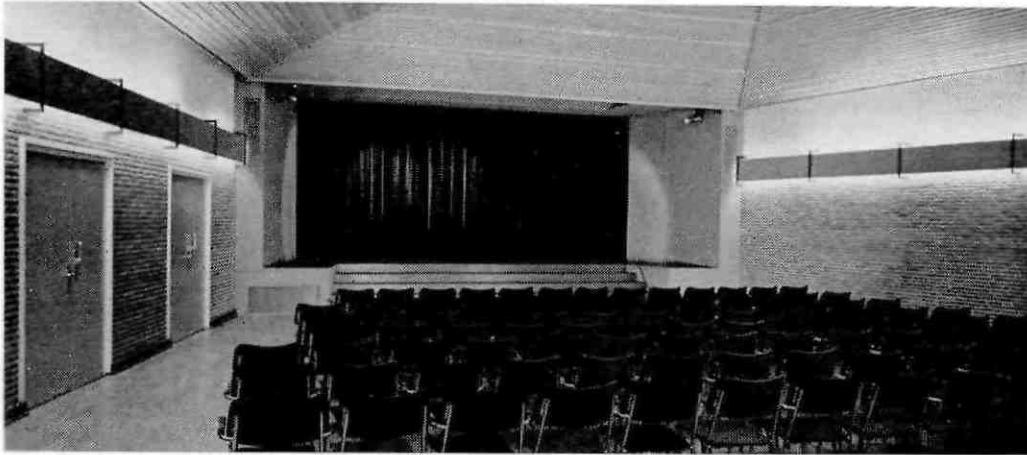
A concession for the Spanish workers

 THE SERIES OF STRIKES which occurred in Spain during 1962, the spontaneous expression of years of growing discontent among underpaid Spanish workers, have resulted in a gesture of acknowledgement from the régime. It is understood that the statutory minimum wage for Spanish workers is to be increased from 36 pesetas per day, at which level it has been since 1956, to 60 pesetas per day. A mere fifteen per cent of workers would benefit from this increase. It could hardly be regarded as a serious attempt to better the living standard of the Spanish worker, since the average living minimum for him and his family is something like 120 pesetas per day (about 15c. or \$2).

Norwegian Seamen's

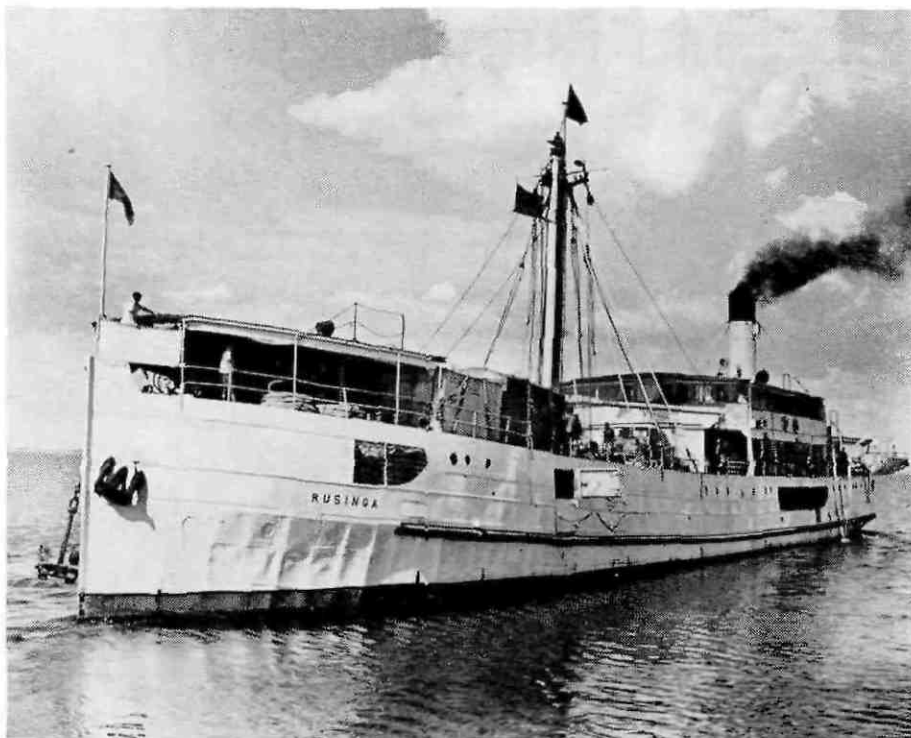


Hotel in Hamburg



On the occasion of the recent meetings of ITF maritime unions — Fair Practices Committee, Committee on Asian Seafarers, etc. — delegates were able to see the new hotel built for Norwegian seafarers in Hamburg. These pictures show the fine modern building with its excellent amenities and cuisine

Marine officers of the future



The s.s. RUSINGA, formerly a cargo and passenger ship visiting the ports of Lake Victoria, has been converted into a training ship where locally-recruited trainees prepare to take the Mate's (Inland Waters) Certificate of Competency (EAR & H photo)



A CARGO AND PASSENGER SHIP, the s.s. *Rusinga*, which is nearly fifty years old and has been plying between the ports of Lake Victoria in East Africa, has recently been converted to perform a different, and perhaps even more important function: she has become a training ship in which trainees are given a three-year course to enable them to obtain Certificates of Competency as Mates (Inland African Railways and Harbour fleet).

Marine officers of the future

The *Rusinga* has taken over this task from a tug, the *Buvuma*, which formerly carried apprentices or trainees, the tug-master giving them instruction in his spare time. However, the increasing demand for locally qualified marine officers outstripped the *Buvuma's* capacity to supply and additional training accommodation and facilities had to be provided. On board the *Rusinga*, the twenty-two trainees have regular periods of classroom tuition and study and are helped in many other ways to acquire not only the practical and theoretical knowledge required, but also sufficient command of the English language to express this knowledge accurately when it comes to taking examinations.

The man entrusted with this task is Commander L. G. Dennis, who is both Master of the *Rusinga* and Senior Training Officer. His qualifications for the job include twelve years experience at sea before joining the EAR & H Marine,

Commander L. G. Dennis, Master and Senior Training Officer aboard the *Rusinga* is seen here giving a lesson on the 'rule of the road' to three trainees on the bridge



On the bridge of the s.s. *Rusinga* trainee Henry Okello takes a bearing watched by trainees Yusuf Ali and Thomas Omolo and Marine Officer, S. M. Lockhart. The training courses are designed to last three years, and equip the trainees for service with the EAR & H fleet of inland water vessels



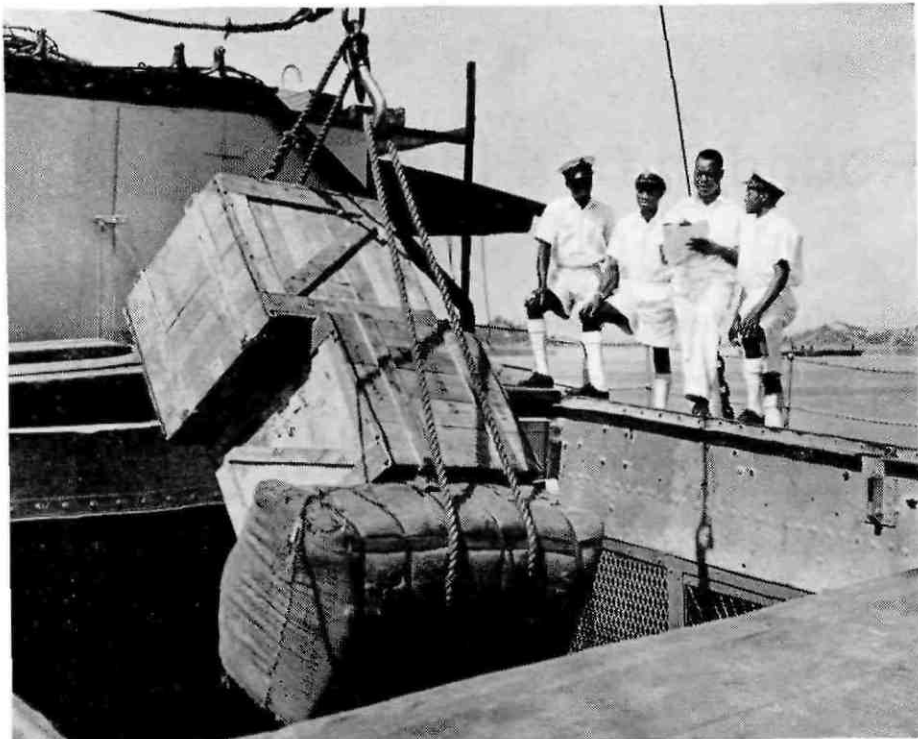
followed by ten years on inland waters in East Africa. He has also numerous valuable technical qualifications, and is by temperament a teacher as well as a sailor. His attitude to his task can be summed up in his own words as follows: 'To produce men of integrity and competence, who are self-reliant and trustworthy, able to use initiative and take responsibility and aware of the necessity for efficiency to ensure the safety of their ships and of those who sail in them'.

Commander Dennis will need all his keenness and enthusiasm to cope with the many problems associated with starting a new enterprise of this kind. One of the difficulties is the lack of suitable text-books for this particular task. The standard text-books on such subjects as ship construction or navigation are far too long and elaborate for the requirements of the Mate's (Inland Waters) Certificate, and it has been found necessary to work out shortened and simplified series of notes on these and similar subjects for the use of his trainees.

Another initial difficulty is that the trainees, some of whom are completely new to marine service, have to begin by learning a fresh vocabulary including new nautical meanings for a number of familiar words, as well as many totally unfamiliar words and phrases. Again, when running a three-year course it is normal to organize matters so that the second and third-year trainees take a share in supervising the training of first-year trainees and the day-to-day running of the ship. This gives senior trainees valuable experience of taking responsibility and at the same time relieves the training staff of an appreciable amount of routine duty. In *Rusinga*, however, all trainees are at the same level, in their first year, which for the time being means much additional work for the training staff on board.

To equip her for her new task, *Rusinga* was given an extensive refit at Kisumu during 1961. The passenger cabins, which formerly contained two beds each, have been fitted with pairs of bunks instead. This allows for more storage space and for the addition of a large wardrobe to each cabin. The former first-class dining saloon is now both schoolroom and mess for the trainees and on the after-deck a second ship's compass has been installed.

The trainees now starting their nautical careers are carrying on a tradition of public service which started more than 60 years ago.

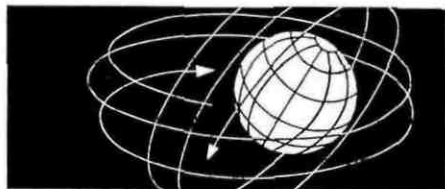


Trainees watching the ship's clerk checking cargo aboard the s.s. Rusinga. Among the difficulties facing this new venture is the lack of appropriate text-books on subjects like ship construction and navigation (EAR & H photograph)




Trainees measuring off lengths of rope for making new cargo slings under the watchful eye of Marine Officer J. W. Cole. These trainees will carry on a tradition which began with the first steamer on Lake Victoria more than sixty years ago (EAR & H photo)


Round the world of labour



Britain to have nuclear merchant ship?

 THE BRITISH GOVERNMENT has decided to approach the shipping and shipbuilding industries again for tenders to build a nuclear merchant ship. Tenders were invited something for a nuclear propulsion system for a large tanker, over a year ago, but at that time the government decided that instead of accepting one of these it would proceed with a research programme. It now feels that this research, which has been carried out by the Atomic Energy Authority in conjunction with industry and the British Ship Research Association, has reached a point where an economically attractive merchant nuclear ship could be built.

Afro-Asian Institute opens new course

 THE FIFTH COURSE at Histadrut's Afro-Asian Institute for Labour Studies and Cooperation opened in Tel Aviv on 3 January. Fifty-one students from Basutoland, Western Cameroon, Iran, Kenya, Nyasaland, Northern Rhodesia, Surinam, Swaziland, Tanganyika, Uganda and Zanzibar are participating in the English-language course, which is due to end on 3 April.

As with previous courses at the Institute, the current session combines lectures and discussion periods with visits to cooperative communities, labour and cooperative enterprises, etc. The major areas of emphasis in the lectures are:

- Development problems in new countries (50 hours)
- Cooperation - From Theory to Practice (60 hours)
- The Labour Movement and its Functions in Developing Countries (42 hrs.)
- Trade unionism (32 hours)
- Israel - Land and People (18 hours).


The fourth course, for French-speaking students, ended in December last year. During the first two years of its existence, the Afro-Asian Institute has been host to 302 students from 39 African and Asian countries who participated in the four regular courses conducted in English and French; and

in four special courses for:


- French-speaking African countries
- Labour delegation from Japan
- Trade union leaders from Tanganyika
- Inter-regional Seminar of the ILO on Cooperation.

Another special course, for printing workers from Kenya, started in November 1962 and ended in January this year.

Wage claim for Norway's coastal seafarers

 THE ITF-AFFILIATED Norwegian Seamen's Union is at present negotiating a new agreement for its members engaged in coastal navigation. The main plank of the union's claims is to obtain for these seafarers the same pay as their colleagues in the overseas trade receive. Coastal seafarers are among the lowest paid group of workers within the Norwegian trade union federation (LO). The union refuses to accept the excuse that since this section of industry depends to a large extent on state subsidies the workers in it cannot expect to receive pay increases at the rate of those in other occupations. Other state-run enterprises such as the railways find money to pay higher wages, and the union maintains that coastal navigation is an equally important means of communication in Norway. Coastal seafarers ought not to have to subsidise their industry by accepting wages which are lower than what the vast majority of Norwegian workers receive.

Swedish railwaymen in Liberia

 ABOUT TWENTY SWEDISH railwaymen are travelling to Liberia in a few months in order to help with the transport of ore on the Lamco (Liberian American Swedish Company) line, the 270 km. railway which runs from the Nimba mines to Buchanan on the Atlantic coast. This is the advance party of about 100 employees of the Swedish State Railways who are due to take employment in Liberia when the mines become fully operational.

The first group, fourteen engine drivers and four helpers, were prepared for their new job at a two-week course in Eskilstuna. The railway will carry an estimated six to seven million tons of iron ore a year to begin with. Lamco is the result of collaboration between the American Bethlehem Steel company, the Liberian government, West German industry and a Swedish industrial consortium.

What induced these Swedish railwaymen to go to Liberia? The first 'hand-picked' group described it like this: on the Swedish Railways the employee is merely a number, in Liberia things are less impersonal. The new job is an adventure, and pays better. Practically all the members of the group are married and the average age is over 35. An engine driver gets \$600 a month, a helper \$500. Lamco provides free furnished accommodation in Nimba. The Swedish railwaymen pay three per cent tax in Liberia, work a 48-hour week with free Sundays as a rule, and generous holiday arrangements. Living costs are relatively high. One needs roughly \$100 a month housekeeping money for an adult and \$50 for a child, since most food must be bought deep-frozen.

The ore line is a modern railway, purpose built. It is equipped with centralized traffic control and radio-controlled from Nimba, which lies 500-600 meters above sea level. The engine drivers, who drive American diesel locomotives, have radio communication, and the guard is equipped with a portable radio for when he has to go out into the bush to inspect the train - the line passes through some pretty rough country.

Nimba, where most of the Swedish railwaymen will live, has a Swedish hospital with 60 beds. There is water, drainage, electricity, a supermarket and a Swedish primary school for the children. Contracts are for at least two years, but most have signed for three years. The ITF-affiliated Railwaymen's Union has arranged for its members in Liberia to continue to receive all the union's benefits and facilities during their service.

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
- 305 affiliated organizations in 82 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 * Cyprus * Denmark * Ecuador * Egypt * Estonia (Exile)
Faroe Islands * Finland * France * Germany * Great Britain
Greece * Grenada * Honduras * Hong Kong * Iceland * India
Indonesia * Israel * Italy * Jamaica * Japan * Jordan * 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