

International Transport Workers' Journal

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Monthly Publication of the International Transport Workers' Federation

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Comment


A breathing space

'INEVITABLE' is a word often used to describe the progress of automation in industry. Enterprises must *inevitably* adopt automatic processes if they are to maintain their competitive position; trade unions must persuade their members that the erosion of their jobs is *inevitable* or be called reactionary and obstructionist. In a sense, of course, all this is true. Automation, the direction and control of machines by other machines, is indeed a logical development of the industrial age. But before we all put on our blindfolds and rush headlong after the shout of 'This way for Progress!', should we not question what this kind of progress really means?

Trade unionists do not challenge the ultimate value of the greater efficiency which automation brings. However, being rightly more concerned with effects on human beings than with the size of the industrialists' bulging pockets, they have been quick to spot the dangers of shrinking employment opportunities in wake of automation. Methods of protecting the existing working population have already been written into contracts: considerably reduced hours without loss of pay; retraining and job transfer schemes for workers displaced by automation; and reduction of the work force by 'natural' means, i.e. failure to replace employees who retire or die. But these solutions do nothing to provide new jobs for a growing population. The rapid spread of automation means the rapid growth of unemployment, chronic unemployment.

Those unions which because of the strength of their organization are able to prevent the introduction of manpower-saving equipment into their industries or trades are often accused of 'restrictive practices' or being 'anti-progress'. But their actions are at least putting a brake on a process which might easily run out of control. What is needed is a general breathing space to allow the possible and probable effects of automation to be analyzed and assessed and solutions found, *before* those effects become too serious to cure.

British railwaymen's golden jubilee

 THE EARLY WORKERS in Britain's railway services were in a number of ways among the aristocracy of the working class. Because the railways were a rapidly expanding industry – employment rose from a few hundred in 1830 to a quarter of a million forty years later – the kind of insecurity which plagues railway employment today was quite unknown. A skilled driver was well paid by the standards of the time, and the companies offered such inducements as sickness or accident benefits and railway cottages. However, the reverse side of the coin was by no means so pleasing. Strict discipline was imposed through a system of fines and suspensions, and there were heavy penalties for all forms of 'disloyalty' – foremost among these being attempts to establish trade unions. Insubordination of this kind meant not only dismissal and eviction from the railway cottages, but also 'blacklisting' which might prevent a man from obtaining any other work.

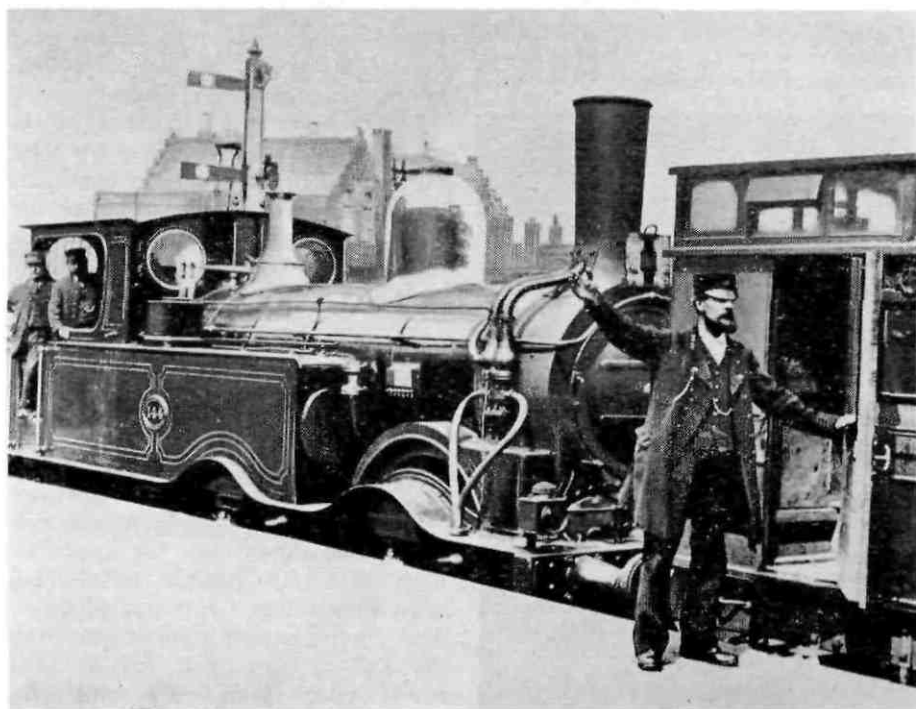
It took men of great courage and idealism to challenge this paternalistic dictatorship. Small scale strikes and attempts to form sectional unions catering for the individual grades were easily crushed, for the companies practised a policy of divide and rule towards their employees, whilst maintaining the firmest solidarity among their own ranks. Thus when strike action was taken it was an easy matter to recruit blackleg labour from other companies, or even other industries.

The first moves towards a national trade union for the whole railway industry came in the early 1870s, when a group of railwaymen employed by the Midland Railway persuaded their Member of Parliament, M. T. Bass, to speak on their behalf both as a share-holder in the company and in the House of Commons. In 1872 Bass also began subsidiz-

ing a weekly newspaper called *The Railway Service Gazette*, which put the case for railway trade unionism. With this backing a small group of London railwaymen registered the Amalgamated Society of Railway Servants as a trade union in March 1872, and in June of that year the first national Delegated Conference of the ASRS took place. A subscription of 3d. per week was intended to provide unemployment and superannuation allowances, and the objects of the society were 'To improve the general condition of all classes of railway employees...'. Membership was open to 'any person employed on any railway in Great Britain and Ireland'.

After the first flush of enthusiasm – 17,000 joined in the first year – the Society ran into serious difficulties. By 1882 membership had fallen by almost two

Early days on Britain's railways. This picture shows a 'Gunboat' class engine heading a South Eastern Railway train in North Kent towards the end of the 19th century





Brother Sidney Greene, General Secretary of the ITF-affiliated British National Union of Railwaymen, which celebrated its fiftieth anniversary at the end of March

December 1918, part of this increase being accounted for by the admission to membership of women in June 1915.

The campaign for the eight-hour day reached a successful conclusion in February 1919, but a showdown on pay was to come. The government, anticipating

An example of the employers policy of 'divide and rule': rewarding strike-breakers in the good old days

London Brighton & South Coast RAILWAY.

COPY OF A RESOLUTION OF THE BOARD Of TUESDAY, March 26th, 1867.

That, in accordance with the recommendation of Mr. Craven and Mr. Hawkins, the Directors will with great pleasure give a gratuity of TWO GUINEAS to each DRIVER and ONE GUINEA to each FIREMAN who has not deserted his post this day, while so many are endeavouring to force the Directors to comply with demands which they consider unreasonable.

That any such Driver who was previously receiving a lesser sum shall at once be advanced to the first class and receive 7s. 6d. per day, and each Fireman 4s. 6d. per day, with the assurance that, come what may, the Directors will employ them at the above rates so long as they perform their duty.

That believing a large majority of those who are still out will (upon reflection) regret having pushed matters to such an extremity, they are willing to receive back into the service any of the old hands who may rejoin it not later than Thursday next.

BY ORDER
A. SARLE, Acting Secretary.

trouble, had acquired emergency powers to deal with a rail strike and in August 1919 offered the locomotivemen a generous pay increase whilst proposing reductions of up to 16s. a week for other grades. This attempt to divide the railwaymen failed dismally and when the strike began on 27 September 1919 the members of the Associated Society of Locomotive Engineers and Firemen joined with the members of the NUR in making the stoppage the most complete so far seen on the railways. Appeals for the support of public opinion were made by both sides through the media of mass entertainment and mass information. On 2 October a short film was shown in picture houses in which the Prime Minister claimed that the NUR had been 'captured by the extremists'. The next day J. H. Thomas, NUR General Secretary, explained convincingly on the screens that the accusation was totally unfounded. Full page advertisements setting out each side's case appeared in the national newspapers, and public reaction came down on the side of the railwaymen.

Under a threat of the strike spreading to other industries, the government climbed down and the terms of the settlement included the stabilization of existing earnings – except where improved – for a year; and negotiations to be resumed on the standardization of wage scales on the basis of a 51s. a week minimum wage. In November 1919 the government agreed that settlement of all questions relating to conditions of service should be by a Central Board of ten members, five chosen by the NUR and ASLEF, and five by the companies. In the event of disagreement reference was to be made to an Appeal Tribunal of twelve (four representing the unions, four the companies, and four the general public) under a chairman nominated by the government.

After prolonged negotiations, a series of national agreements was signed during 1920 replacing the many different pre-war rates of pay in each grade by nationally standardized rates for all grades. Special rates were introduced for night work, Sunday duty and overtime and all full-time staff were to be entitled to a guaranteed day, a guaranteed week and at least a week's annual leave with pay. A sliding scale to keep pay in line with changes in the cost of living was also brought in at this time.

In 1921 the Railways Act, besides regrouping the many railway companies

into four main line companies, thus preparing the way for nationalization, also provided for statutory recognition of the three railway unions – the NUR, ASLEF and the Railway Clerks Association (now the Transport Salaried Staffs Association) – as the negotiating bodies on behalf of railwaymen, and laid down a complete system of local and national negotiating machinery.

The General Strike of 1926 brought the railwaymen out in support of the miners and against wage cuts. Despite the determined efforts of the railway companies to provide a service with volunteer labour, their attempts were quite unsuccessful. Although the railwaymen remained on strike two days after the general return to work to win an assurance that the strikers would be reinstated, many men were only employed on a part-time basis for a year following the strike. Repressive legislation banning general and sympathetic strikes followed the General Strike.

During the economic depression of the 'thirties, railwaymen suffered considerably from wage cuts. The railway companies had suffered severe competition from road transport and the railwaymen were prepared to make some sacrifice to help ease the financial position of the companies. But when in 1932 they tried to cut wages by 10 per cent the NUR felt that the railwaymen had sacrificed enough; the National Wages Board recommended 'no change'.

The Second World War brought both hardship and benefits to the railway

Bro. W. H. Rathbone, President of the National Union of Railwaymen since 1961

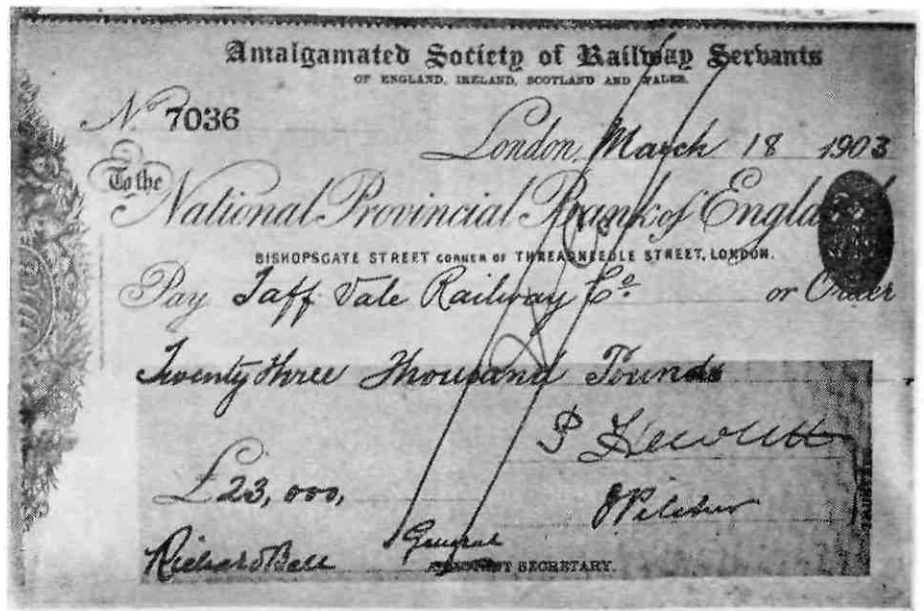


This cheque for £23,000, signed by Richard Bell, was paid over to the Taff Vale Railway in 1903 as damages for losses suffered by the railway during a strike. The Taff Vale judgment, notorious in the history of the British Labour movement, made trade unions liable for the costs to the employers of any strike action

workers. Their work became a vital part of the war effort, but they obtained seven wage increases and in 1940 the first national agreement was signed regulating the conditions of hotel and catering staff employed by the railways.

Since the Second World War the railwaymen's chief concern has been to keep their wages on a level with those in outside industry. In 1947 the principal transport services were nationalized by the Labour government, and genuine progress towards a fully integrated and coordinated transport system was made during the years until 1953. The British Transport Commission, embracing rail, road and inland water transport, made operating surpluses, and in the period 1951-3 made net profits of nearly £9 million. But the denationalization of the bulk of road transport by the Conservative government in 1953 deprived the Commission of its most profitable branch and from that time on railway wages began to suffer from the Commission's statutory obligation to 'pay its way'. The Cameron Committee in 1955 and the Guillebaud Committee in 1960 both found that railway wages had fallen substantially behind those of men employed in other jobs of comparable skill and responsibility. The unions have had to wage a constant battle to keep their members' conditions up to standard.

A further extremely difficult problem now faces the NUR. A continuous but relatively gradual process of railway modernization and rationalization has meant that employment in the industry has been contracting for several years. This year, however, a drastic programme of cuts in railway services has been proposed by Dr. Richard Beeching, Chairman of the British Railways Board (the new body responsible for the railways since the breakup of the British Transport Commission through the Transport Act of 1962). This faces the railway unions with the possible loss of about 100,000 jobs among operating and workshop staff in the next few years. The NUR has always expressed its support



The scene just outside one of London's largest main line stations, Waterloo, during the national railway strike of 1919, which was called to protect railwaymen against wage cuts



Scene in London during the great strike of 1911. Removing goods by road under police protection. This strike won for the union the right to negotiate directly with the employers



WHO IS SPEAKING THE TRUTH ?

The Government *says* it offers

	Government Offer Standard Wage	War Wages Bonus	Total of Government Offer
Porters - - -	40s. to 49s.	9s. to 6s.	49s. to 55s.
Parcel Porters -	45s. to 54s.	8s. to 9s.	53s. to 63s.
Ticket Collectors -	45s. to 54s.	9s. to 10s.	54s. to 64s.
Passenger Guards	48s. to 60s.	10s. to 8s.	58s. to 68s.
Goods Guards -	48s. to 60s.	10s. to 8s.	58s. to 68s.
Shunters - - -	46s. to 60s.	7s. to 4s.	53s. to 64s.
Goods Porters -	40s. to 47s.	13s. to 12s.	53s. to 59s.
Checkers - - -	46s. to 55s.	8s. to 9s.	54s. to 64s.
Carmen - - -	45s. to 52s.	8s. to 10s.	53s. to 62s.
Platelayers - - -	40s. to 50s.	14s. to 7s.	54s. to 57s.

It is not true that the figures in Column 3 are, as the Government says, its "offer."

They include the very War Bonus in Column 2 which the Government is attacking.

WORKERS IN OTHER TRADES!

Do you want your wages to be reduced in the same way!

Remember what the Prime Minister said: "Whatever we lay down with regard to the Railwaymen you may depend upon it is going to be claimed throughout the Country."

YOUR TURN COMES NEXT.

STAND BY THE RAILWAYMEN.

Issued by the

NATIONAL UNION OF RAILWAYMEN,

Unity House, Euston Road, N.W.1.

The dispute of 1919 was waged through the mass media of the day as much as by means of the strike itself. Attempts to win public opinion were made by the government and the union by films shown in cinemas and by advertisements, an example of which is shown here

of any change which will increase the efficiency of the railways but opposes wholesale closures dictated solely by the concern for immediate profitability.

In its fight to ensure protection for its members against the effects of the Beeching Plan - which, ironically, was published the day before the NUR Golden Jubilee dinner - the NUR has the support not only of a large section of British public opinion which considers that public transport should put service before profit, but also on railway unions

in many other countries which are facing much the same sort of difficulties. The history of the last fifty years has shown that the NUR's leaders have gone about their job with spirit and success. Today's leaders have a fine heritage to draw upon, and they will not fail their members.

This article is based on material in a Souvenir Booklet published by the National Union of Railwaymen to celebrate its fiftieth anniversary.

Seafaring news from Norway



THE NORWEGIAN GOVERNMENT, according to an announcement made by the Defence Minister recently, is working on the question whether men in the merchant navy should be obliged to do national service. It is hoped that ways and means will be found of co-ordinating the requirements of the merchant navy with the defence plan as a whole.

That merchant seamen should be free of the obligation to do military service has for some time been one of the main demands of the Norwegian Seamen's Union.

The State Welfare Office for the merchant navy is constantly extending its activities, providing Norwegian seamen with more opportunities for seeking any sort of assistance they may need when abroad and offering them fuller recreational facilities when in foreign ports. This year the Office is opening two more permanent stations - one in Singapore and the other in Lagos. Three more social clubs have been planned for 1963 - in the home country at Tønsberg, in Manila and in Palermo, Sicily.

'Sportmen' a menace to Swedish fishermen

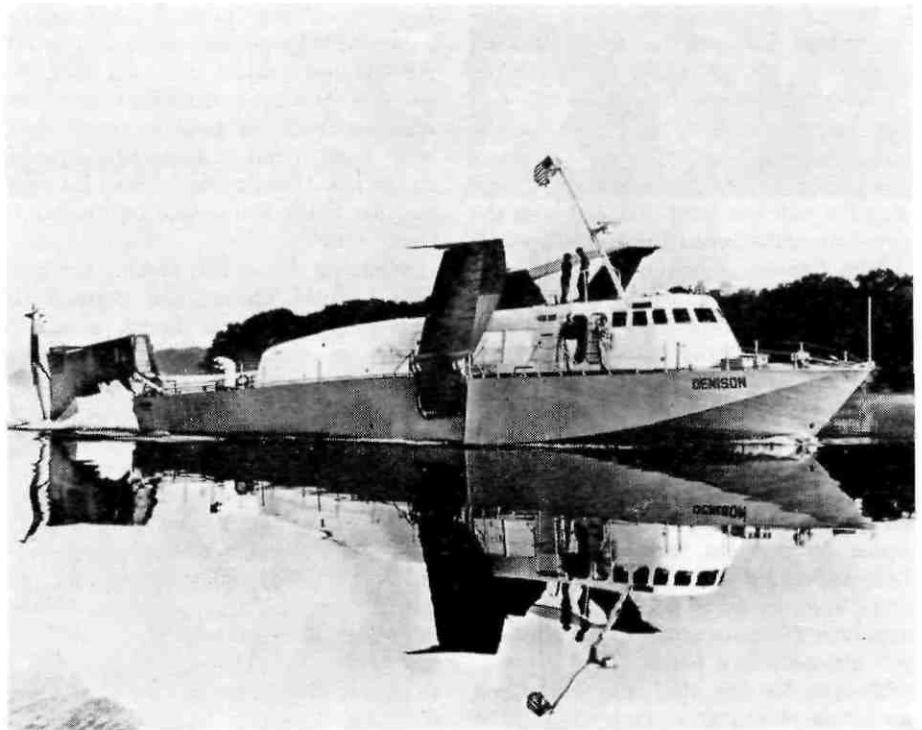


THE ANNUAL GENERAL MEETING OF the Swedish Baltic Coast Fishermen's Union, held last March, showed that Swedish fishermen operating in east coastal waters are concerned with two quite considerable problems. One is the vast population of seals along the coastline - estimated at some 20,000 - who consume double the quantity of fish landed yearly by the fishermen in their catches.


The other is the enormous number of workers on shore who go out fishing merely as a weekend pastime. Many of them can afford first class equipment which the professional fishermen have to do without. They either sell their catches or give them away. The practice has developed on such a large scale - there are said to be some 800,000 spare time fishermen in the whole of Sweden - that the professionals are beginning to be anxious over their livelihood.

Fishermen at the meeting claimed that it was illegal for persons not professionally engaged in fishing to catch more than was essential for his or his family's immediate consumption, and to sell their catch for profit.

The hydrofoil takes to the ocean



In dock, the forward foils of the Denison are retracted and arched above the ship like gulls' wings. The tail strut which bears the stern foil is also out of the water. When the vessel is travelling at speed the hydraulically-operated foils are down and locked in place. With its aluminium hull lifted clear of the water, the craft is free of frictional drag

 WHEN SHE GOES into service this year between Florida and the Bahamas, the American hydrofoil ship *Denison* will be the fastest oceangoing vessel afloat. The sleek, gleaming white vessel, blue striped along the waterline, can carry sixty passengers and travel at 60 knots. On the 200-mile run she will put to practical test the theory that hydrofoils can offer a new kind of ocean travel, faster than steamships, cheaper than airliners.

Over the past few years hydrofoils have been rapidly gaining popularity in parts of Europe as transport in rivers, lakes and coastal waters. There are regular services on the French and Italian Rivas, between Venice and Trieste, between Athens and some of the Greek islands, and between Sicily and the Italian mainland. The Soviet Union has built the biggest to date — a 300-passenger craft of 107 tons. Many of these craft can travel at up to 40 knots, but none are intended for the high seas.

The *Denison* is able to go further out to sea because she employs movable foils, controlled by an automatic pilot, instead of fixed foils. All hydrofoil vessels glide over the water on their foils, which look like giant skis attached to the hull. When they travel at speed the hull is lifted clear of the water.

Fixed foils are ideal for smooth inland waters, their lift increases as they dip deeper and so the vessel is self-righting,

and stays as level as the water's flat surface. For the same reason a fixed foil craft would follow the ups and downs of high ocean waves, in an undulating course that could become bumpy and possibly dangerous at high speeds.

On the *Denison* the American-designed automatic movable foils keep her on an even keel. The autopilot instantly senses the beginning of pitching, rolling or heaving and forestalls it by making continuous readjustments of movable lift-control flaps on the forward foils and of the inclination of the whole stern foil. Another American development incorporated in the *Denison* gives the vessel its 'super-cavitating' propellers which, at 60 knots, churn the water at 2,670 revolutions a minute. The blades of these propellers have specially curved profiles which enable them to turn in the water at tremendous speeds without suffering damage from a destructive, air-bubble-effect called cavitation.

This principle is now being extended to the foils as well, and trial supercavitating models are already being tested for the *Denison*. With such foils fitted the vessel should be able to reach 90 knots – over 100 miles an hour – her designers think. In anticipation of this modification the hull has been designed with the extra strength needed for such a speed.

The *Denison* is driven by an aircraft-type gas turbine rated at 14,000 h.p. Through an over-the-stern drive it spins the 36-inch propeller developing 25,000 lb. of thrust. The high speed propellers and powerful gas turbines make ideal mates for propelling a hydrofoil. On her three foils – two forward piercing the surface and one aft, submerged – the *Denison* 'flies' about five feet above the water. In port she lifts her retractable foils above the surface and is propelled at 11 knots by water jets from two nozzles under the hull, powered by auxiliary gas turbine and a pump.

Except for her steel alloy foils and struts the *Denison* is built entirely of aluminium. Her passengers travel in airliner-type seats below the deck. Above, in the pilot house, the captain and first officer sit side by side, each at a steering wheel. Behind them are the engineer and the navigator.

Though she is expected to carry her passengers in speed and comfort, the

Denison was not designed specifically as a passenger vessel, but rather as a multi-purpose test vehicle. She was built for the US Maritime Administration and was launched last June at Oyster Bay, New York. Trials in Long Island Sound and in the Atlantic Ocean have been getting her ready for service on charter to Grace Lines.


While the *Denison* is making her journeys between Florida and Bermuda in something over three hours, a second American seagoing hydrofoil, launched last August, will be pioneering the naval use of big, foil-borne vessels. This ship is the 11-ton 115 ft. *High Point*, built by the Boeing Company.

High Point now due for trials after several months fitting out at a shipyard in Tacoma, Washington, is expected to attain 40 to 50 knots – ample speed for her mission. The naval vessel is powered by two gas turbines with a total of 6,200 h.p. Her foils, like the *Denison*'s, have electronic controlled movable flaps, but they are of more advanced design, and totally submerged. Another naval hydrofoil being built in the United States will also have totally submerged foils. This is a 300-ton research vessel, more than 200 ft. long, being built for the US Navy. It will have two gas turbine engines rated at 18,000 h.p. each.

If all these vessels measure up to their


designers' hopes, the day may not be too far distant when hydrofoils are making really long distance ocean crossings. The test ships of the next few years could be the first of a completely new generation of ocean liners.

Foreign ships to advertise flag in the US

 THE NATIONAL MARITIME UNION of America is sponsoring legislation which will make it compulsory for shipping companies and travel agents to state the country of registration of any vessel advertised for passenger ship travel. The measure is designed to protect the public from indiscriminate publicity for foreign flag ships which are not subject to the same safety standards as American vessels. Foreign ships are immune to the rigid safety requirements stipulated in US law.

In view of the very low standards of safety of many of these ships the ITF's maritime affiliate in the US has been pressing legislation to ensure that the public are aware which vessels are not subject to US regulations. Bills to this effect have already passed through the initial stages in the states of New York and Georgia and one is being pressed in the Texas legislature.

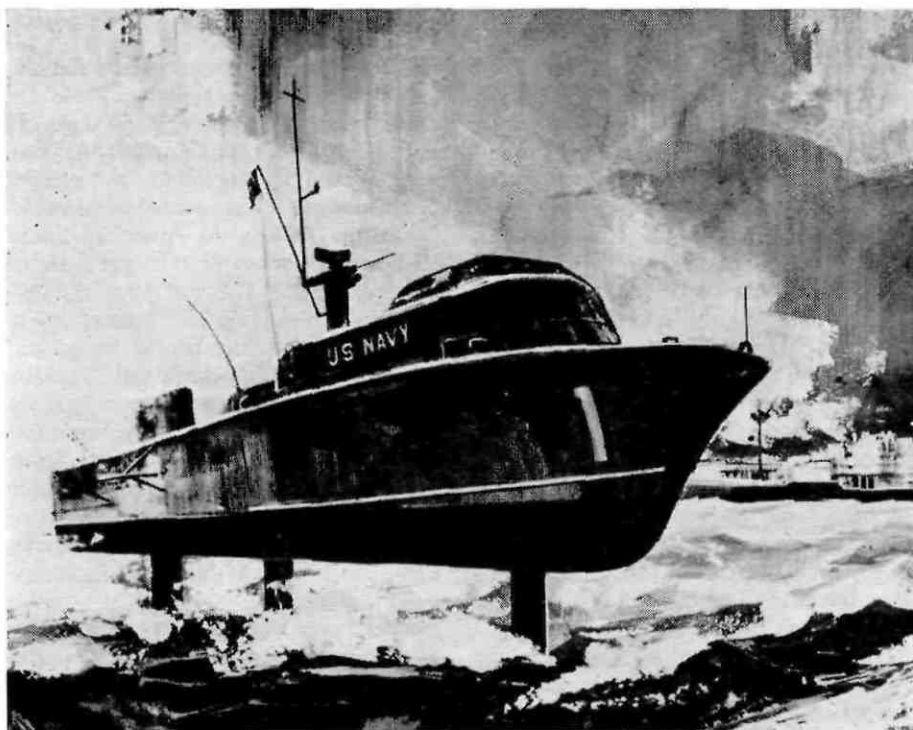
New techniques in shrimp fishing

 JAPANESE AND AMERICAN fishermen are forging ahead in the improvement of shrimp trawling methods.

Japanese shrimpers in the East China Sea have recently had considerable success in developing possibilities in mid-water trawling. The shrimp schools are detected by means of high frequency echo sounders, with the aid of which the trawl may be aimed directly at the school at the correct depth. Several hundred shrimp boats are at present engaged in using these methods.

In the United States promising experiments are being carried out using electricity in trawling. The application of an electrical field in front of the trawl for stunning the fish is showing interesting results. A second method is the use of an electrical field to shock the shrimps out of the mud on the sea bed into which they burrow during the day, only swimming around during a few hours after dark. The success of this technique may well open up the possibility of twenty four hour fishing in the American Gulf fisheries where it is being tried.

This drawing shows *High Point*, America's second sea-going hydrofoil craft, which has been built to pioneer the naval use of large vessels of this type. It was launched in Aug. '62




News from the Regions



FREDERICK BERESFORD HAMILTON (right) president of the Railway Workers' Union of Sierra Leone, is shown looking over the press that turns out LABOR the weekly newspaper of the US Railway Labor Executives' Association. Hamilton visited LABOR and met railway union leaders during his stay in Washington as a part of a national tour earlier this year. On the left is Fred Dough, a special representative of the International Association of Machinists, temporarily with the US Labour Department and assigned as escort officer to Hamilton on his tour. Next to Hamilton is R. Howard, LABOR's Treasurer.

French colonialism in West Africa

 THE MOVEMENT towards independence in French speaking West Africa might be said to have started at the Brazzaville Conference in 1944. Although this was not a conference of African leaders, but a meeting of colonial administrators, a considerable number of reforms were advocated. The maintenance of political unity under French rule, however, remained the basis for all proposals put forward by the conference.

The first draft of the new Constitution of the French Republic, reborn after the second world war, contained some far-

reaching proposals for colonial reform, the most significant of which was that the overseas territories would be free to choose their constitutional relationship with France. But this provision was suppressed in the final Constitution. Immediate post war developments resulted in no great changes in the colonial situation except that the name of the French Empire was changed to 'French Union'.

The first post war decade was a time of indecision on the part of the French government as to the future status of the colonies. On the one hand the Communists and Socialists were pressing for generous reforms whilst on the other the settlers and commercial interests were

conducting a vigorous campaign against them. The 1946 Constitution was a disappointment to the colonial peoples who were expecting much more from a restored post-war Republic. Their countries were to remain overseas territories and departments of France. Decolonisation, though in the air at this time, was still out of the question.

However certain reforms were enacted which brought the colonies considerably nearer to freedom and independence. The Edict of Caracalla, which came into force on 1 June 1946, granted to all subjects of these territories rights of citizenship equal to those held by French nationals. New organs of representation were created; and the new rights of citizenship enabled Africans to create their own political organisations. A revised penal code was introduced, whilst at the same time various forms of forced labour still in existence and affecting local populations were abolished. The overseas territories were granted substantial representation in the metropolitan parliament and the franchise was extended further amongst the native populations.


Following on the Edict of Caracalla, a second law was passed in 1950 securing for higher African civil servants standards of pay and conditions equal to these prevailing in France. And in 1952, as a result of political pressure from the African and French trade union movements, a Code of Labour was instituted which met many of the workers' claims for minimum wage levels, shorter working hours, family allowances, holidays with pay and collective bargaining rights. Both these measures were important landmarks in the social and industrial advancement of the native population.

A favourable political climate for independence of the *loi cadre*, which laid down the general principles for a revision of the relationships between France and her African territories. Under this law new legislative powers were granted: in each territory a council of government was established and the powers of the governor-general reduced. The main

criticism of this measure was that it destroyed France's greatest contribution to tropical Africa: federal unity with freedom of movement for all. The *loi cadre* was liable to aggravate territorial nationalism. General de Gaulle tried to remedy this on his advent to power in 1958 through the creation of a new inter-territorial unit – the French Community. Consultative institutions were set up and the formulation of policy with regard to the affairs of member states was entrusted to them. Responsibility for the territories passed out of the hands of the French legislative chambers. An important feature in the Constitution of the Fifth Republic was the provision for a member state to choose, if the choice was confirmed by plebiscite, either autonomy within the Community or independence and withdrawal from the Community. But for a variety of reasons the Community was a failure, and by 1960 most of the West African states had chosen to go their own way, although the concept of federalism still remained alive in the area.

The brief account of some of the events and trends which finally unleashed the process of decolonisation in French West Africa was taken from 'French Speaking West Africa', by Philip Neres, a publication of the British Institute of Race Relations (Oxford University Press). The book itself affords only a brief outline of the political development of the area, but the facts presented are the relevant ones. Altogether the study provides the reader with an excellent aid to understanding the present day political and social structure of an area which once formed so important a segment of the French Empire.


Staff cuts on Rhodesian railways

 SEVERE LOSSES BY RHODESIA'S RAILWAYS, announced earlier this year, are leading to dismissals of large numbers of railway employees. A spokesman has also stated that no new staff are to be engaged and that there is no question of Africanization. Dismissals fall into three main categories: married women whose husbands are supporting them; 'over age' employees; and re-engaged pensioners. It is estimated that this will affect about 500 Europeans and 1,000 non-Europeans in the next month or two.

The ITF-affiliated Rhodesia Railway Workers' Union has attacked the Federal and Southern Rhodesian governments for permitting 'killing' competition be-


tween the railways and road haulage concerns, which the union believes is costing the railways up to £700,000 a year. An undertaking has been given to the union that none of its members (apart from those in the categories mentioned above) will be dismissed without joint consultation.

EAR & H deficit

 WE HAVE RECEIVED a letter from Brother M. E. Kaluwa, Deputy General Secretary of the ITF-affiliated Tanganyika Railway African Union, drawing our attention to certain questions raised in a short article we published in the February issue of the *ITF Journal*. This article reported that the East African Railways and Harbours Administration was facing a deficit as a result of extra costs incurred by Africanization (premature retirement benefits and extra training courses for African employees).

Our affiliate points out that whilst these costs are undoubtedly a drain on the EAR & H's resources at present, the ultimate savings will be considerable. The payment of premature retirement benefits will cease after a few years; crash training programmes for African staff will not be necessary once Africanization has been completed, and training costs will revert to their normal level; and the Administration will eventually be able to make considerable savings on leave passages and other inducements formerly granted to European staff.

Strike ban still in force in Aden


 THE ADEN INDUSTRIAL RELATIONS Ordinance of 1960, by which the Aden legislature has attempted to deprive workers of their right to strike, has still not been revoked.

Aden's national trade union centre (ATUC) was not consulted when the ordinance was promulgated and has made it clear that it will have nothing to do with its amendment or revocation. It has refused to associate itself within a joint advisory council proposed by the government to be composed of employers' and employees' representatives and to be headed by the Ministry of Labour. The ATUC has declared its intention to continue to negotiate disputes with the employers and to resort to strike action where necessary.


After the Industrial Relations Ordinance came into force a number of trade union leaders were arrested and convict-

ed for offences against the Ordinance. In December 1962 a group of trade unionists were arrested for issuing a seditious pamphlet and organizing a strike. Among those arrested were Abdullah Alasnag, general secretary of ATUC, Idris Hambala, organising secretary, and Abdullah Ubaid, ATUC official responsible for the distribution of publications. A court decision of February this year has reduced, and they have now been released.

May Day celebrations banned in South Africa

 BOTH AFRICAN AND EUROPEAN workers in South Africa were forbidden by government to take part in May Day demonstrations since the government considers that the First of May, the traditional day of the workers, has communist implications. The trade unions have therefore decided to hold Labour Day at a later date. In banning May Day celebrations the government has made it clear that if the trade unions do not fall in with its wishes it will refuse to negotiate on salaries or collective agreements. The ICFTU has protested on numerous occasions to the South African government and before the United Nations and the International Labour Organization against racial segregation in South Africa and the process of turning the country into a police state.

American seamen's centre in Japan

 A NEW HOME from home for American seamen was opened the United Seamen's Service in March in Yokohama, Japan. (The United Seamen's Service is a private American welfare organization which for 21 years has provided services for the wellbeing of American seamen in important ports throughout the world).

The new centre will provide information, communications, advice and recreational facilities for an expected 50,000 seamen during 1963.

The new welfare and recreation centre which was recently opened in Yokohama by the United Seamen's Service for the benefit of American seamen visiting Japan



Of shore and ships and satellites...

By E. CHAMBERS, *BOAC Meteorological Superintendent* *)



Photograph from TIROS IV Satellite showing most of Great Britain covered by cloud (the whitest areas). The surrounding sea and all of Ireland (top left corner of black square) are almost cloud-free. Such photographs are of great value to meteorologists



WE ARE ALL FAMILIAR with statements such as 'Flight delayed due to weather', and as comparatively little progress has been made in the art of modifying the weather, our objective must be to operate our aircraft on schedule despite the elements.

The provision of a meteorological service for aviation, and particularly for long range flights, is a very complex affair. Television viewers in Great Britain are familiar with the Atlantic surface weather maps required for forecasting general weather conditions over the British Isles. Likewise in order to provide meteorological information for a flight from London to New York we need weather maps embracing the western coast of North America, the Tropic of Cancer and the Arctic Circle.

Detailed reports of weather from a dense network of stations within this area are required to be made at least once every three hours and in the case of land stations once every hour or half-hour. Vertical soundings of the atmosphere providing measurements of temperature, humidity, wind speed and direction to 60,000 feet or more are re-

quired twice to four times a day and all these data must then be fed into the various forecast offices so that weather maps for various altitudes above the earth's surface may be drawn and analysed. Only then is the forecaster in a position to apply his scientific knowledge and produce his interpretation of the weather likely to be encountered during the course of the flight.

For a jet operation, charts are required to show wind speed and direction, temperature and significant weather conditions at all levels up to 45,000 feet to enable our specialist flight planners to select the most favourable track with the main but not the sole objective of having the flight completed in the minimum amount of time.

The world's oceans account for about three-quarters of the surface of our planet and without regular weather

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observations from these areas weather forecasting would be virtually impossible. For the past 16 years seven countries including the United Kingdom have cooperated in the provision of nine stations in the North Atlantic (others are stationed at key points in the Pacific.) The North Atlantic weather stations are maintained by a fleet of 21 vessels, providing a constant flow of detailed weather reports and upper air soundings. Eleven other states contribute in cash to this ocean weather ships network, which also provides search, rescue and communication services and radio navigation aids to aircraft in flight.

In addition, the system of voluntary observing ships inherited from the pre-1951 International Meteorological Organization has been developed and extended, some 3,000 ships now participating.

Twelve minutes after launching the MERCURY ATLAS 4 Spacecraft on 13 September, 1961, Cape Canaveral received this photograph of hurricane 'Debbie' in the Central North Atlantic. The storm centre was 100 miles north of the projected flight line



A similar weather reporting scheme is operated by aircraft in flight and BOAC, of course, co-operates in this. With new aids such as the Doppler navigation system it should be soon be possible to provide more precise information on upper winds encountered by aircraft, e.g., in or near the cores of fast moving currents or 'jet streams' about which we have still much to learn.

Uninhabited parts of the world also present a problem in obtaining comprehensive weather reports. It is expensive, and sometimes impossible, to maintain a team of technicians far from civilisation and the only way of obtaining the weather reports from such localities is to mechanise the observations.

Automatic weather stations have been operated by France in the Sahara since 1952. A Canadian station on Axel Heiberg Island (70°N 90°W) is the world's first radio-isotope-fuelled weather sta-

tion with Strontium 90 as the power source. Since August, 1961, this station has been providing routine weather reports every three hours and these are picked up by Resolute and are broadcast with the rest of the Canadian weather reports.

The somewhat delicate task of obtaining met. reports from whaling vessels in the Antarctic is another notable development in view of the reluctance of such vessels to disclose their positions.

In addition to the route forecast there is a requirement for forecasts of weather at departure, destination and alternate airports as the law states that 'a flight shall not be commenced unless the available met. information indicates that met. conditions at either aerodrome of intended landing or at least one alternative aerodrome will at ETA (Estimated Time of Arrival) be at or above the aerodrome met. minima specified in the Operations Manual.'

The Met. Office at each airport is responsible for providing its own local forecasts at least four times a day, together with amendments as necessary, from the majority of international airports within a radius of 2,000/3,000 miles and sometimes beyond, e.g., San Francisco and Los Angeles. For shorter flights weather reports and forecasts are issued every hour or every half-hour and by way of example an exclusive teleprinter system now disseminates the European data so that the whole is available at any of the main airports in Europe within 10 minutes of the time of origin.

Weather information soon becomes out of date and it will be appreciated, therefore, that the efficiency of meteorological service is dependent to a great extent on rapid and reliable communications facilities. Unfortunately these facilities are grossly inadequate in certain parts of the world and the standard of met. service suffers accordingly.

Once airborne, there are various procedures whereby the latest weather information may be supplied to the Captain. Warnings of bad flying weather are communicated to aircraft in-flight in accordance with a world-wide Area Met. Watch system, while any specific information required by the aircraft may be obtained on request. On occasions BOAC VHF voice channels are used for this purpose. In general, weather reports and forecasts for the main international airports are broadcast throughout the 24

hours on VHF and HF/RT to alleviate the request/reply traffic.

However, all these procedures require the service of a crew member to receive the information and (usually) to write down the message and with the present cockpit workload the advantages of automatic reception of such data are obvious. BOAC has pioneered the use of airborne teletype for the purpose of receiving aerodrome weather data over the North Atlantic and it is hoped that this facility (or something better) will be extended to other areas in due course.

Finally, before beginning his approach to land the Captain must be assured that weather conditions will be above his 'minima' and accurate measurements of cloud base and of visibility are required. The pilot is concerned not so much with the general visibility at this stage of the flight as with the precise distance he can see along the runway on landing i.e., 'Runway Visual Range' (RVR). As motorists well know, mist or fog is often very patchy and relatively clear stretches may suddenly terminate with a wall of thick fog. Continuous watch on RVR is therefore necessary in conditions of poor visibility and we are striving to obtain this service at all aerodromes.

In the United Kingdom RVR is measured by human observers counting runway lights, etc., visible from near the runway threshold while in the USA automatic recording instruments labelled 'transmissometers' are used. Similarly instruments called 'ceilometers' are being perfected to provide automatic recording of the height of the cloud base or 'ceiling'. The human element is gradually disappearing from weather observing and indeed we may expect weather forecasting to follow suit. Many Meteorological Services are now producing prognostic surface and upper air charts with reasonable success by numerical methods (using electronic computers) and as our knowledge of the atmosphere improves so we can expect improvements in numerical forecasting. Furthermore, with meteorological satellites now an amazing reality, we are embarking on an exciting new phase of weather analysis which should produce some very worthwhile results.

Five 'Tiros' (television and infra-red observation) satellites have been launched by the USA since 1 April, 1960, and they orbit 400 to 500 miles above the earth's surface and circle the earth in about 100 minutes. A more advanced type called 'Nimbus' is due for launching next summer and will take a polar orbit facing the

earth at all times. Next will come 'Aeros', which at 22,300 miles from the earth will have its cameras continuously covering a hemisphere.

The great value of satellite photographs was dramatically demonstrated when Tiros III located a suspicious cloud area on 10 September, 1961, near 11°N 30° W, enabling hurricane 'Esther' to be detected, two days before she was identified by conventional methods. Detecting the hurricane is one thing, however; forecasting its movement is another matter. After following a somewhat normal course for 10 days with urgent warnings of her approach flashing along the New England coast, Esther thumbed her nose to the forecaster by making a complete southerly loop and returning to Cape Cod four days later before moving into Maine.

Meteorologists are the first to admit that in the present state of knowledge forecast 'busts' of this nature do occur from time to time and in fact in the Glossary of Meteorology (American Met. Society 1959) there appears an entry: 'Agnostic chart - a prognostic chart that no-one believes'

Reverting to satellites, on 20th December, 1961, the General Assembly of the United Nations passed Resolution 1721 on International Co-operation in the Peaceful Uses of Outer Space, one section of which is devoted to the atmospheric sciences. The outcome of this was a World Meteorological Organisation report for presentation to the UN Economic and Social Council - a report which includes recommendations for a co-ordinated plan for meteorological satellites and a World Weather Watch based on the establishment of World Centres and Regional Centres at strategic locations over the globe. Washington and Moscow have been provisionally designated as World Centres to prepare world and hemisphere analyses and forecasts from all the available weather data.

As stated earlier, one of the most important meteorological uses of satellites stems from their ability to photograph huge areas of the earth's surface. At night, when visual cloud observations are not possible, an approximate delineation of cloud cover may be obtained by measurements of infra-red radiation giving temperature of cloud tops. Future developments may permit measurements in the centimetre wave length band of the electro magnetic wave spectrum which will thus provide fertile fields of research into the very causes of wind and

weather, though undoubtedly it will be many years before the potential of satellites will come to full fruition.

However, with modern aids and new material available to us we can rest assured that Meteorology will be in a challenging position to meet the future requirements of civil air transport.

Death of Brother van Driel



THE DEATH OF BROTHER VAN DRIEL at the age of 57 came as a great shock to all who are intimately connected with the ITF and its work. For Cornelis Willem van Driel was himself a figure of great prominence in the ITF. He was a member of the Seafarers' Section Committee and of the International Fair Practices Committee and provided many a valuable contribution to the discussions on seafarers' problems during the few short years the ITF was able to enjoy his participation in its affairs.

Brother van Driel went to sea as a rating after finishing at primary school and worked up through the ranks until he became a captain. During the war he served with the allies in Curaçao. Whilst there he became the representative for the western hemisphere of the Dutch Union of Merchant Navy Officers (CKO), based in Great Britain at that time. When the union returned to Holland in 1945 Brother van Driel became a head office official. He was elected secretary during the years that followed and to this function was added that of treasurer. When his organization was fused with the merchant seamen's and fishermen's sections of the Federation of Transport Employees - changing its name to the Seafarers' and Fishermen's Union - he was elected secretary-treasurer of the new union.

Round the world of labour



Victims of merger fever

THE US RAILWAY LABOR EXECUTIVES ASSOCIATION has published in booklet form a 16-page report on the findings of an independent, on-the-spot survey by a Washington business firm to determine how the post-merger performance of a recently consolidated railroad compares with pre-merger promises by railroad management.

The finding: Instead of improved and more efficient service, businessmen and civic leaders interviewed along the route of the merged carrier now report a drastic curtailment and deterioration of service.

The study, entitled *Victims of Merger Fever*, was undertaken for the RLEA by Merkle Press, Inc., and was written by Roger Sheldon, of that organization, who interviewed shippers and other businessmen in the Minnesota River Valley, served by the Minneapolis and St. Louis Railroad, a once-prosperous carrier swallowed through merger by the Chicago & North Western in 1960. (Sheldon, a newspaper reporter and editor, was formerly Information Officer of the US President's Commission on the Status of Women).

As an inducement to shippers to support the merger the C&NW promised better and faster service to the customers of the M&St.L. On a recent field survey, Sheldon saw for himself abandoned facilities and listened to the complaints of farmers, livestock producers, public officials, shippers and others in the world's largest cash grain market and the country's second largest stockyard district.

These are some examples. Dennis Bell, manager of the Farmers' Grain and Fuel Company, Delhi, Minn., stated: 'The last few years we have seen a steady deterioration of railway service'. Mayor Walter Schmidt, of Gibbon, Minn., owner of the *Schmidt Lumber Co.*, told Sheldon a recent shipment took 17 days to go 240 miles.

The booklet is extremely well produced, with telling photographs and quota-

tions from railway officials and railway users – in short a most effective piece of propaganda in the hands of those who really care about the efficiency of the country's transport system.

Sweden's trade unions help developing countries

THE SWEDISH trade union movement's (LO) great fund-raising campaign 'Help across the frontiers', has exceeded its organizers' highest expectations. Ten million kronor have been received since the start of the campaign on 1 November 1961, and this means that the collection exceeded by a wide margin the result of the previous one, which totalled about seven and a half million. The two amounts together total nearly 18 million kronor, which is the target the Swedish trade union movement – and others interested in the idea – set itself over three years for work in strengthening the international labour movement.

The second drive was organized in collaboration with the cooperative associations, and together the collection amounted to almost 12 million kronor. It was natural that the trade unions should be responsible for the greater part of this sum, since the organization was already there for contact with the members. But it is of immense significance that two of Sweden's largest popular bodies should have acted in concert in this way, showing the need for international solidarity.

IAM doubles its scholarship

THE US INTERNATIONAL ASSOCIATION OF MACHINISTS (affiliated to the ITF) is awarding 10 four-year scholarships this spring, worth \$1,000 annually, instead of the five presented last year. The additional scholarships were made possible by the fact that IAM branch and district organizations contributed \$41,621 to the scholarship fund in 1962, compared to \$25,860 in 1961. 819 applications have been received from sons and daughters of IAM mem-

bers and from younger members of the union. A selection committee of educators not connected with the union will pick the winners, who may go to any college or university of their choice.

Foreign languages for British MN officers?

A CORRESPONDENT in the British magazine *Shipping and Shipbuilding Record* has called for the inclusion of at least one, if not two, foreign languages as part of the syllabus for the Ministry of Transport officers' examination. He cites a recent incident where a British vessel rescued nine French fishermen and left five behind because no one could understand what they were trying to say. He states that the British *Merchant Navy*, whose business is almost entirely in foreign countries, is alone in the merchant navies of the world in not demanding a high standard of proficiency in foreign languages from its officers.

A number of deeply-ingrained British prejudices may have to be destroyed in the process, but the writer claims that so far as cadets and apprentices are concerned it is relatively easy to build a good knowledge of language on the basic school tuition. Full use ought to be made at sea of foreign language broadcasts and gramophone records, and exchanges might be arranged with young officers from foreign ships. He adds that an increase in pay for proved proficiency in foreign languages might be an incentive!


ICFTU demands full freedom of movement

IN A STATEMENT to a meeting of the UN Sub-commission on the Prevention of Discrimination and the Protection of Minorities, held recently in New York, Brother Paul Barton of the New York office of the ICFTU called for the establishment of the right of all persons to leave or enter their own or any other country. He asserted 'The free flow of labour should be one of the main instruments of our efforts to bridge the

gap between the poor and the rich nations. Spontaneous migration of workers, duly supported by free trade unions, could not only help to relieve many a social hardship which afflicts the developing countries, but also accomplish the functions entrusted to expert missions which try to introduce to these countries the skills and technology that they lack.'

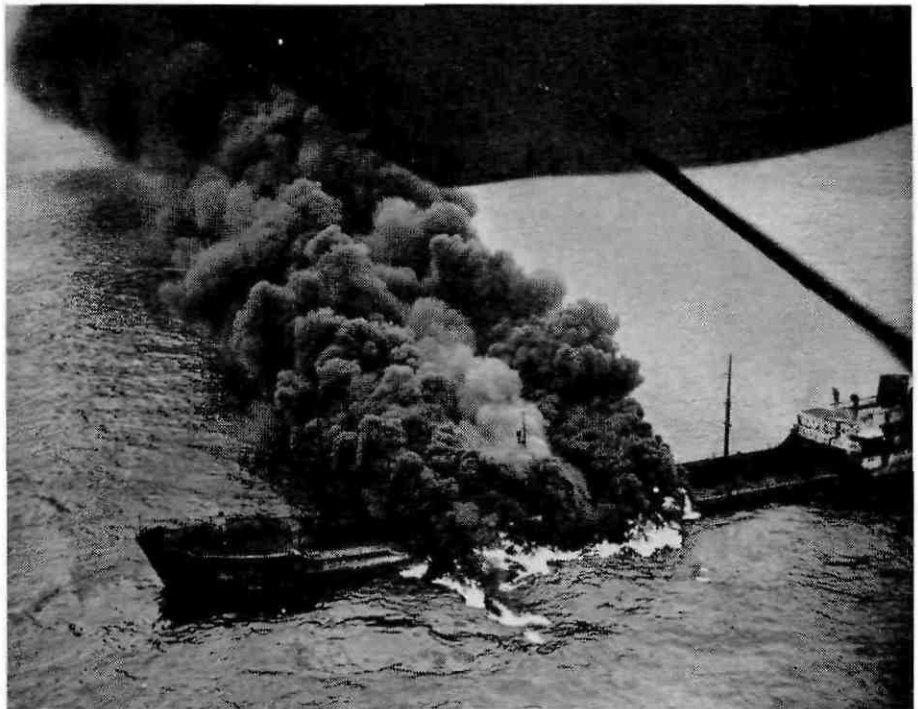
On the question of people leaving any country because of the establishment of dictatorial regimes, Brother Barton stated that 'the need for freedom to leave any country has considerably increased, because of the existence of totalitarian regimes whose endeavour to mould society according to a preconceived pattern leads to the elimination of entire social groups or categories. People belonging to such a category officially singled out for elimination can be more or less sure of being sent sooner or later to a concentration camp or to another form of forced labour unless they get the opportunity to leave the country.'

Radio communications system in Stockholm harbour

 STOCKHOLM'S PORT AUTHORITIES have installed a system of communications by radio and radio telephone to facilitate port operations. The new communications system consists of three different networks: a harbour radio, a radio telephone system and a crane radio. The first will enable the port authorities to contact ships using the docks; the radio telephone system will be used for communication between the vehicles and vessels of the port and will help in the movement of dockers' gangs to their places of work.


The crane driver will benefit greatly by the new installations. Thanks to the radio he no longer needs to feel isolated from his workmates below. He no longer has to leave his cabin in order to get fresh operational directions. He can now ask questions about manoeuvres whenever there is some point about which he is not clear. The crane radio network has a selective call system, whereby a call can only be heard by the crane driver for whom it is intended.

The new communications system in the port of Stockholm came into full use at the beginning of January this year. Besides the improvement which it offers in the efficiency of port operations and the standard of services to the port users, it also brings with it considerable betterment in the conditions of Stockholm's dock workers.




This was the result when the Swedish tanker Johannishus collided with a Panamanian freighter in the English Channel. Swedish unions are pressing their government to improve regulations covering safety and manning provisions on board ship to prevent accidents

Safety at sea

 A NUMBER OF ACCIDENTS to Swedish ships recently, which resulted in considerable loss of life, gave rise to questions in the Swedish parliament about the enforcement of safety regulations. The Minister of Commerce announced that the Swedish government would shortly make known its views on a number of proposals to increase safety at sea which were put forward by a committee of experts last year.

Pension scheme for trawlermen in British port

 A PENSION SCHEME was set up with effect from 31 December 1962 for the employees of trawling companies operating from the British fishing port of Grimsby. The scheme is to be called the 'Fairtry Trawlermen's Pension Scheme' and is to be based on contributions of 9d per day by employers and employees.

Trawlermen, who have become members, begin contributing at the age of 18, or at whatever age they start work on the trawlers, and cease at retirement age which is 65. At 65 contributions cease, but, if a member of the scheme chooses to go on working, his benefits will continue to increase at the same rate. If his death occurs whilst he is on pay, or

within 26 weeks after his signing off, a lump sum of £500 is paid immediately to his widow. On retirement the trawlerman will receive his full accrued pension, which will be paid to him monthly by the trustee of the scheme. The pension is guaranteed for 5 years, so that if his death should occur within that period, the pension will continue to be paid to his dependant for the remainder of the five year period.

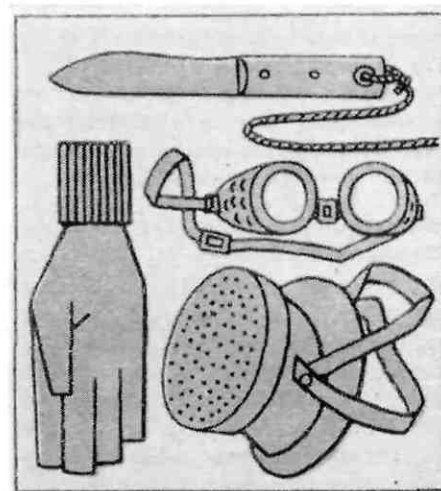
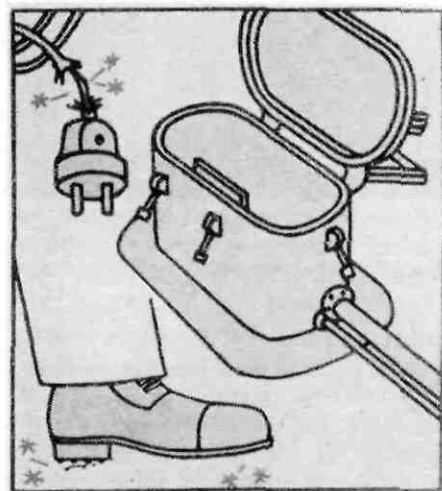
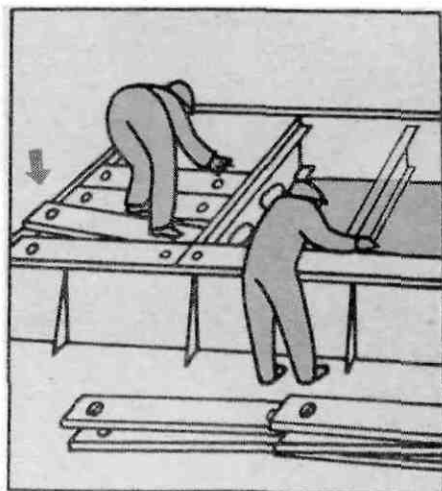
Examples of the pension amounts, for a man who has been in continuous employment with the owners sponsoring the scheme, and continues his contributions up to retiring age, are as follows: age of entry 18 - £7.3.10 per week; age of entry 25 - £5.0.1. per week; age of entry 35 - £2.17.6 per week.


The Fairtry Scheme is similar to the pension arrangements already in operation for trawlermen in other British fishing ports. It was started as an alternative to the State Scheme, and has been designed to offer greater advantages.

The next-but-one number of the ITF Journal (English edition) will be a double issue for July and August

Accidents to Swedish seafarers

A statistical analysis by
ANDERS OTTERLAND



 ACCIDENTS AT SEA have always captured the public imagination. Literature is full of dramatic accounts of shipwrecks and accidents to seafarers, and the news media of our age – television and radio, not to mention the daily press – are quick to follow up any reports of a vessel in danger. What lies behind these dramatic reports? How many are injured, and what are the factors leading up to these accidents?

Questions like these are viewed much more realistically by people with seafaring experience than by the general public. They have all learned to recognize the circumstances surrounding accidents, either from actual experience on board or from knowledge gained during years of writing accident reports. The many individual cases are transformed into figures but it is only when all the different sets of figures are gathered into a central statistical record that a complete picture of all the different types of accidents at sea, and their causes, can be revealed. Such a view is more difficult to obtain in seafaring than in other trades where occupational accidents occur in a relatively limited area.

The seafaring community has long un-

derstood the need to maintain detailed records, and since 1917 official accident reports have been published every year. These give information about all the factors underlying accidents at sea. I have made a careful study of the figures for the ten years from 1945 to 1954, and for the year 1957 and, since the pattern of accidents and fatalities remains substantially the same from year to year, have drawn some general conclusions.

Each year, every eighth seaman can expect to meet with an accident sufficiently serious for him to be off work for at least three years. About 60 per cent of accidents are slight, whilst the remaining 40 per cent I shall classify as 'serious'. (In fact there are two categories, 'average' and 'serious', but as they overlap to

some extent I am amalgamating them for the sake of convenience). In analysing the causes of accidents, I have tried to distinguish between technical and human factors. By technical factors I mean factors connected with the ship or navigation, machinery, wind and weather, etc., whilst among human factors are included sickness, the effects of alcohol, taking risks, lack of skill, and ignorance.

Human factors as the chief reasons accounted for 56.2 per cent of the serious accidents among Swedish seamen during the period studied; the other 43.8 per cent could be attributed to technical causes. I also found that the incidence of the human factor as chief cause of fatalities was almost exactly the same as for non-fatal accidents – 56.5 per cent as against 56.2 per cent mentioned above.

A comparative study of accidents and fatalities related to the type of job being performed reveals that a far greater proportion of fatal accidents occurred on land than on board ships. This demonstrates something which seafarers know quite well – that an accident in the dock area is potentially much more dangerous than an accident on board ship. When a seaman falls from the quay, he either drowns because he has hit against the quayside as he fell, or else he comes out of it completely unscathed. A seaman on shore leave may also be involved in a traffic accident, and this kind of thing is far more frequent than injuries on board caused by machinery or during work on deck.

Certain accidents on board, of course, do have serious consequences, a fall into the hold or into machinery, for instance. If a seaman falls overboard, the same conditions apply as in a fall from the quay. Either he drowns or comes out relatively unharmed. But it is far more usual for a seaman to fall into the water from the quay than from on board a ship. It is worth noting, too, that acci-

dents on board occur more usually when the vessel is in port, and that the human factor is a more frequent cause of accidents to Swedish seamen in foreign than in Scandinavian ports, so that strange surroundings can be counted as a contributory factor.

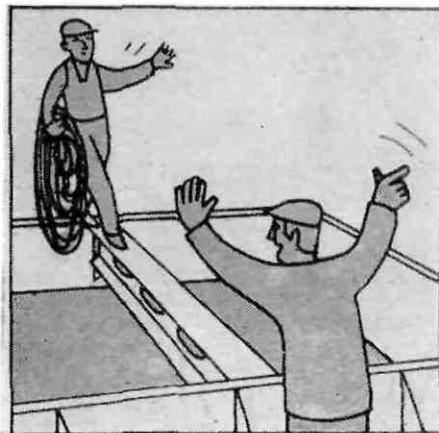
I have found also that age has no bearing on the incidence of the human factor as a cause of accidents and fatalities. Human factors and technical factors in the causal chain occur in the same proportions within the various age groups year after year. Nor is there any evidence that those who meet with serious accidents and those who only suffer slight injury can be classified according to age. On the other hand the statistics clearly show that a large proportion of accidents occur amongst the lower age groups.

The human factor occurs in more or less the same proportions for all categories of seafarer on board ship and its incidence is constant as a cause of both accidents and fatalities.

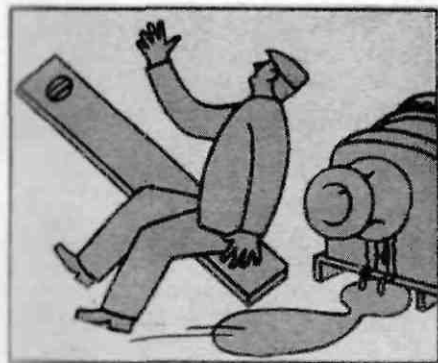
Nor does a comparison of accident statistics in the different forms of shipping – coastal, foreign trades, etc. – show any difference in the proportion of serious accidents and fatalities.

On attempting to discover whether marital status affects the incidence of the human factor as a cause of accidents, we find that, whilst in the case of non-fatal accident the human factor occurs in the same proportion whether the man is married or not, in the case of fatal accidents the human factor occurs much more frequently in the case of unmarried seamen. Even so, when the figures for serious accidents and fatalities are put together, it is the married man who appears more likely to die from injuries than the unmarried man. This may have something to do with the fact that younger, i.e. unmarried seamen respond better to medical treatment after a serious injury.


As a general rule it can be said that



technical and human factors account equally for accidents leading to death and for accidents resulting in serious injury. And every serious accident is potentially a fatality. Safety posters distributed recently (see illustrations) are an attempt to help in the cause of accident prevention. It was thought that these would be more effective than pamphlets, which are easily thrown away, whilst a poster can be put up on the notice board and as a seaman is looking at the day's orders he may at the same time subconsciously learn something about the way accidents can happen. Instruction in accident prevention is essential, and it pays dividends. Studies of industrial accident statistics have shown that the accident rate falls when steps are taken to make people aware of dangers, whilst the rate is higher where such precautions are lacking. I estimate that about one third of the accidents in seafaring could have been prevented, or their effects lessened, by means of safety equipment of various kinds, and a further one third of injuries might have been less serious if the seafarers had the benefit of instruction on how to behave once the accident had occurred.



Russia's merchant fleet expands

 THE SOVIET UNION has declared its intention to increase its present merchant fleet of 4.5 million tons gross to 10 million tons gross by 1970 and to 21 million tons gross by 1980. The prospect is alarming for western shipping because the Soviet Union already carries four fifths of its own trade. Seafarers and shipowners cannot help asking themselves the question: where will the additional tonnage be employed?

Getting to know your pilot

✈ IT WOULD BE IMPOSSIBLE for the ordinary airline passenger with no special knowledge of aviation to reconstruct in his mind the complex processes which go into the flying of an aircraft. If he has ever seen the flight deck of one, the scene which met his eyes could not have meant more to him than a bewildering battery of instruments, whose various functions and rôles in the flying of the aircraft he could not begin to understand. The few questions he might pose to members of the crew would possibly lead him to understand one or two things, but to inform himself of the intricate procedure by which the pilot flies his aircraft he would need more than the answers to a few random questions.

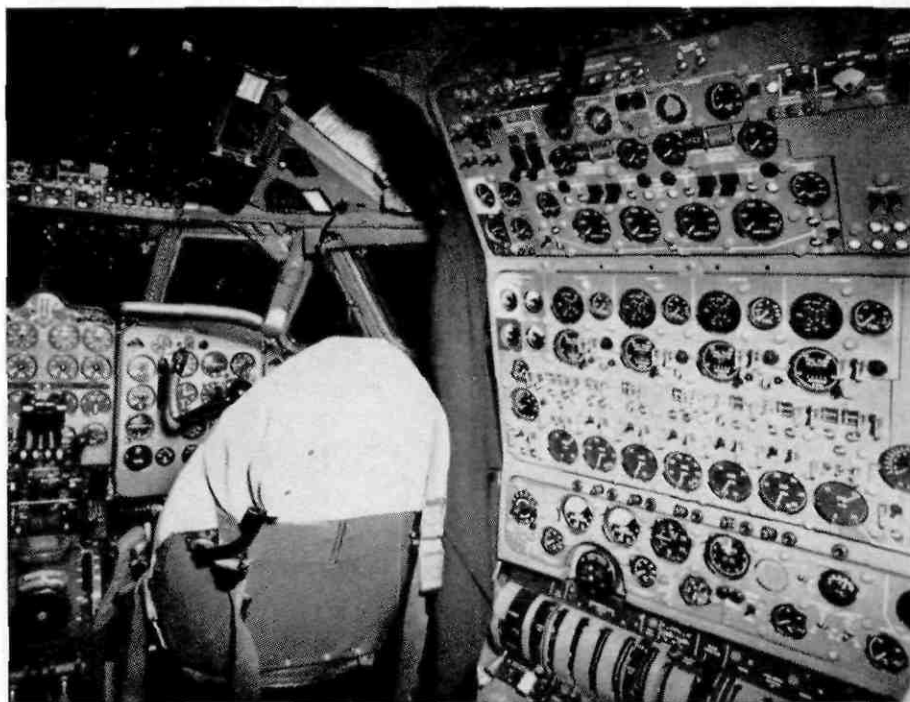
A good picture of what happens at the controls of an airliner is presented by Captain Lincoln Lee in 'Three-Dimensional Darkness' (published by George Allen & Unwin). Captain Lee does not get his readers lost in technicalities, but only dwells on them insofar as they help laymen to understand flying and to get an idea of its intricate processes. The deeper complexities of aviation he has left in the textbooks.

From the trade unionist's point of view the most interesting parts of the book are those in which the pilot appears as an ordinary human being doing a job of work. And indeed these are the parts which predominate, for the book is about the pilot and not about aviation.

The airline pilot carries a heavy weight of responsibility on his shoulders. Accidents to aircraft are classified by subsequent investigation under a variety of

headings. The broadest heading is however that of pilot error. Although in many cases the accident has not been directly due to a fault of the pilot, something like half of the accidents are attributed to pilot error. It goes without saying that this job is a strenuous and exacting one. Qualities which the author considers essential to the make-up of the airline pilot are stability, perseverance, patience and unlimited common sense. In his estimation these are more important in civil aviation than sheer genius in flying. For although a pilot may be capable of outstanding feats of brilliance in the air, this will not be much good to him unless he has the temperamental stability necessary if the lives of thirty or forty passengers are to be entrusted to him. Other traits of character which Captain Lee considers important are the ability to make crisp decisions, and yet amend

To the airline passenger who has no special knowledge of flying, the flight deck of an aircraft may present a bewildering scene of instruments and clock faces, whose various functions he could not begin to understand. This picture shows the flight deck of the Comet 4. On the right, behind the co-pilot's seat, are the flight engineer's panels: electrics at the top, fuel in the centre and below that the pressurisation and anti-icing controls





The airline pilot carries a heavy weight of responsibility on his shoulders. A pilot may be capable of outstanding feats of brilliance in the air, but this will not be much good to him unless he has the temperamental stability necessary if the lives of thirty or forty passengers are to be entrusted to him. Stability, perseverance and unlimited common sense are more important than genius



The primary responsibility of the air traffic control officer is the separation of traffic. His duty is to maintain 'a safe, orderly and expeditious flow of air traffic' at the airport where he is employed. He is the man with whom the pilot must keep up continuous radio contact on take-off and landing. The picture shows an ATC officer at London Airport transmitting instructions to a pilot



The pilot's profession is a hard one, and makes demands all of its own. He works long and irregular hours, and unlike most other jobs, his requires maximum concentration and effort at the very finish of his period of duty — when he is bringing his aircraft in to land. The strain on his nerves is great particularly at such critical moments in a flight (photos supplied by the publishers)

them in the light of changing circumstances; wide and varied experience; and a natural disposition to attract good luck.

The pilot is subjected to frequent and stringent checks on his professional ability. In general he may be expected to submit to checks about six times in two years. Most of these take place at base without passengers on board the aircraft but some of them will be route checks carried out during flights. The pilot will have to demonstrate his ability to fly accurately on instruments in difficult conditions, and to cope with a wide variety of emergencies and equipment failures.

Besides these periodical checks the pilot must go back to school every five years or so in order to convert on to a different type of aircraft. This will be a very difficult process when he is making the changeover to an aircraft completely unrelated to the type he has been flying, and will cost him a considerable amount of mental effort. He will have to take examinations during the course of these conversions, and each failure does a great deal of harm to his record. If he fails to convert to the new aircraft altogether it means virtually the end of his career, for, even if he is allowed to continue flying the aircraft he has been used to, once this becomes obsolete, he is without an aircraft on his licence.

The pilot's profession is a hard one, and makes demands all of its own. He works long and irregular hours, and unlike most other jobs his calls for maximum concentration and effort at the very finish of his period of duty — when he is bringing his aircraft into land.

The strain on his nerves is great, particularly at such critical moments of the flight as take-off and landing and in bad weather conditions. But one of his biggest enemies is fatigue. This becomes more of a burden, the greater the change in local time. A flight may possibly be begun and ended at the same time on the same day; after so many hours of being awake the human body is prepared for a night's rest, but if there is no night it is not so easy to sleep. Members of airline crews do not stay long enough in one place to adjust themselves to the changes; all they can do is to condition their minds and bodies to the irregularity.

Standards and conditions have improved for the airline pilot since the early days of civil aviation. Insurance premiums have decreased to reasonable levels. Some crew members complain that the most dangerous part of an air journey is the drive to the airport — the air services operating in the western world over a number of years have averaged 91.5 million passenger-miles for every passenger fatality. Thanks in large measure to the airline pilots' associations their salaries have increased considerably, so that a senior captain in the top grade may receive something like £5,000 in Britain and \$25,000 in the USA.

'Three-Dimensioned Darkness' considers the pilot's work from many of its interesting angles without getting the reader too entangled in technical intricacies. It is an extremely readable book, both for the professional and for the

layman who takes an interest in those who work on the flight deck.

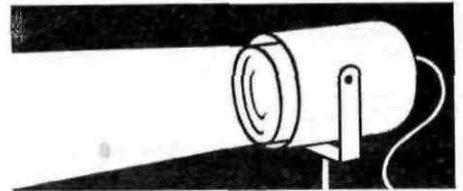
Book review: A manual of seafaring law

 THE GERMAN TRANSPORT AND Public Service Workers' Union (ÖTV) has produced another volume of seafaring information, which is going to prove an indispensable work of reference for all those employed in the German seafaring industry. Bearing the title 'The Law of the Collective Agreement and of Seafaring (Das Tarif- und Schifffahrtsrecht)' the book sets out all laws, regulations, agreements and conventions applying to the merchant vessels of the German Federal Republic and to the men who sail in them.

The 'Seaman's ABC', which was published a year or two ago to coincide with the opening of the ÖTV's training school for seamen in Hamburg, gives the aspiring seafarer the grounding which he needs in order to be able to do a good job on board. The latest volume gives him the means of acquiring a thorough knowledge of his profession. All the legal information which a seafarer is likely to need is included, as also complete reprints of the current collective agreements.

The manual is concluded with a list of addresses which would be of use to the seafarer. These include hiring offices and seafarers' schools at home, seafarers' unions, seamen's missions, and embassies and consulates of the Federal Republic abroad.


Spotlight on Economic Integration



EEC timetable for harmonization of social conditions in transport

Road Transport	Inland Navigation	Railways
1963 Adoption of timetable for harmonizing regulations on working hours		
1964 First steps taken towards harmonization of working hours and rest periods	Adoption of timetable for harmonizing manning regulations working hours and rest periods	
1965 Application of harmonization measures for social security		
1965 Application of common regulations on the change-over to two-man operation in certain forms of transport Application of harmonization measures for the payment of overtime	First steps taken to put into effect the timetable agreed above	
1966 Application of measures to coordinate the different social security systems.		
1967	Application of measures to facilitate the schooling of children of inland navigation workers	
1968 Complete harmonization of working hours and rest periods	Measures in the field of vocational training for inland navigation workers	
1969	<i>Complete harmonization of manning regulations, working hours and rest periods</i>	<i>Measures applied to harmonize manning regulations, working hours and rest periods and payment for overtime</i>
1970 Harmonization of working conditions between the three forms of transport		

New measures for safety in the air

 EUROCONTROL, the organization which is to provide air traffic control over Great Britain, France, Germany and the Benelux countries, formally came into existence recently when France signed the convention governing the new body. Eurocontrol has already been studying practical arrangements and equipment for the control system, one of which, a British system known as Harco, is a development of the Decca navigation system.

Part of Harco consists of a push-button device which would enable a pilot to dial his destination, whereupon the aircraft would be automatically flown to any point up to 1,000 miles away. If the plane has to take a devious route the device would automatically navigate to the first turning point, where the pilot then selects the next point. The device contains a group of 'keys' each cut to control the plane to a particular point. After selection, ground signals from the Decca Navigator system or from any other navigational aid, keep the plane on the correct track irrespective of wind or other causes of deviation.

Other forms of safety aids are being developed as well. In 1962 the flight safety record for scheduled airline services in the western world was the best ever. Yet there were many passenger fatalities, of which half occurred in a single type of accident: 369 passengers died in collisions with high ground. An American firm has developed a terrain radar which could greatly reduce this type of accident, and a British firm is making similar equipment for the TSR 2.

The American equipment, weighing only 40 lb., comprises a forward-looking radar, a radar altimeter and a computer. Altitude and the distance to any obstacle in the flight path of the aircraft are measured continuously and compared within the computer with pilot-selected

(Continued on page 119)

AFL-CIO summer jobs for African students

By MAIDA SPRINGER



Mrs. Maida Springer, who works as an AFL-CIO international representative, writes in this article of the efforts currently being made by the American labour movement to help African students to pay their way during vacation. Mrs. Springer is seen here with participants in a two-day school on the problems of Africa's unfinished struggle for freedom



DURING THE SUMMER OF 1961, public attention was drawn to the fact that many African students, if unable to find summer employment, have to discontinue their studies in the United States and return home without completing their studies.

AFL-CIO President George Meany saw the plight of these students, who are guests in our country, as the direct social responsibility of all of us. He wrote to the presidents of affiliated national and international unions asking them to cooperate in a program of summer employment for African students by employing them in union offices. He proposed that the AFL-CIO would, if necessary, pay up to one-half of the cost of such employment.

Earlier in the year, Pres. Meany had written to AFL-CIO state central organizations from New York to California urging them to give special attention to job opportunities for African students in unionized industries.

The best example of the response to the president's appeal was the effort made by a union in California. A job as clerk in a department store was found for a student. However, the student was

enrolled in a summer course and special arrangements had to be made to fit her school hours. The union not only found the job, but also worked out an arrangement to fit her summer school schedule. Last summer, in the heat of a local union strike in Chicago, a Nigerian student, employed for the summer in the union's health and welfare department under the AFL-CIO African Student Placement Program, went to the harassed president and said, 'I would like to offer my services to assist you in office work during my free time and at no expense to the union'.

The administrative assistant to the president of a national union with headquarters in Washington had this to say about a young woman from Sierra Leone employed as an economic research assistant: 'After a very brief orientation period of approximately several days, Miss Babin was given specific assign-

ments. During the course of her employment in the Communications Workers of America's Research Department, it was her responsibility to independently update complicated corporate structure and interlocking directorate charts of the Bell System and the non-Bell portion of the communications industry. In addition, she was asked to make recommendations for revisions in the format, etc. This work involved using such sources as Moody's Public Utilities, Annual Stockholder Reports, and other financial source books. In fact, the changes made the charts more correct, technically.

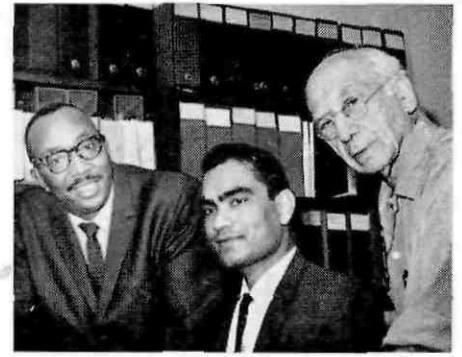
In addition, Miss Babin was assigned the responsibility of updating various productivity tables and in the course of her work unearthed an arithmetic error for the base year which may completely change the productivity figures for the telephone industry which CWA has been using.

Twenty-eight hundred of the 60,000 foreign students in the United States are from Africa. Most of these students are so determined to get an education and prepare themselves for a role in their newly independent countries, that they

come to the United States very often with little more than their passage and expenses for one semester of schooling. Even when they are fortunate enough to obtain scholarship aid, this is of a limited nature and they must find summer employment in order to maintain themselves during vacation and to save toward their books, clothing and tuition in the fall.

We have tried to demonstrate our appreciation of the sacrifices these future leaders of Africa are making by planning their placement in union offices with emphasis on their work experiences in their chosen or related fields of study. The positions African students have been placed in have ranged from research assistants, accountants, in organization departments, as laboratory technicians in union health centres, statisticians, secretaries, and hospital attendants. These careful placements were in addition to more general placements in factories and hotels.

Students from Egypt to South Africa and from the Malagasy Republic to Ghana have been introduced into our work force. In all, students from 14



Prabhasker J. Joshi (centre) from Kenya, a student at the Bernard M. Baruch School of Business Administration, of City College, New York, is one of about 250 African students placed in summer jobs by AFL-CIO affiliates. He worked in the Research Department of the National Maritime Union, and is seen here with NMU Representative Robert Nesbitt, left, and Assistant Research Director Solon DeLeon at Maritime Union headquarters in New York

countries in Africa, India and the West Indies have been welcomed within our work forces. Seventy of the more than 200 students worked directly on union staffs and in an apprenticeship program. Thirty-four national and international unions, Group Health Insurance and CARE joined to make his effort a success.

Overseas students learn that there is no stigma attached to the working student, but rather, respect for the students who work to finance their education. They have observed their American counterparts in employment from baby-sitting to lumber jacks at saw mill camps.

The students' experiences with us will add to their knowledge of the union's role in the whole society. They have worked with us in our duties, from the picket line to citizenship activities, to programs for retired workers. They have observed, too, that as a free trade union movement, we safeguard the working man's rights and at the same time are mindful of the national interest. In turn, they have added to our knowledge of the countries from which they come by this personal contact.

Foreign students in the United States attending some 1,800 post-secondary

The AFL-CIO itself employed three African students, Harrison Nwozo and Julius Anamalechi of Nigeria and Violet Lewis of Sierra Leone. With them are AFL-CIO Secretary Treasurer Schnitzler (left) and International Representative Harry Goldberg



schools from New York to Hawaii will have some of the most important experiences of their careers during this period of education to political maturity. They have come to the United States to complete their education for a variety of reasons; perhaps the most important one is the belief that we offer a broad based education and wide opportunities for the lesser privileged. As a part of their non-credit course they observed the United States grappling with the gravest constitutional crisis since the Civil War, as the State of Mississippi tried to deny James Meredith admission to the State University.

The firm action of the federal government in dispatching 10,000 troops to safeguard the rights of a single citizen is an object lesson of the application of law and principle. Protection of the rights of the individual is an exercise that requires unremitting and constant vigilance. The American labor movement is groping to establish unequivocally the democratic ideal. Therefore, the experiences gained in this country will leave indelible impressions on the future leaders of independent Africa.

Our welcome of these young peoples as co-workers gives to them and to us an unequalled opportunity to establish the fact that intellect, integrity and dignity are not the special prerogatives of any one race, sex or nation. The American worker and the students have been mutual beneficiaries in the AFL-CIO Summer Employment Program.



A visitor from Tanganyika, C. R. Tambo, is shown around a seafarers' hall by Alphonse Okuku of Kenya, employed by the Seafarers' International Union under the AFL-CIO Summer Placement Programme



In Chicago, Francis M. Mwiha of Kenya, one of several students employed by the Building Service Employees International Union during last summer, is shown with BSEIU Secretary Treasurer G. E. Fairchild

(Continued from page 116)

reference values. When either measured value falls below its corresponding datum a 'climb' command is signalled to the pilot.

The second largest single cause of scheduled service passenger fatalities in 1962 was premature termination of flight short of the runway on final approach.

Here again scientific aid is imminent. Aircraft have for some years been able to carry out automatic approaches down to 200 feet above or 1,200 yards from the runway threshold. Equipment which is capable of automatic control throughout the approach, levelling off and landing run as now been proved experimentally and will be fitted to the Trident, the VC10 and, to customer specification, to the BAC 111.

The equipment is designed to the accepted reliability standard of not more than one failure in 10 million landings. Once it had been proved in practice to the satisfaction of pilots and the Air Registration Board (by about 1968-69) fully automatic airline landings in conditions of virtually zero visibility will become routine. Although equipment of such reliability cannot economically be fitted to existing airline fleets, improved auto-pilots and ground control equipment will in these cases permit automatic approaches down to 100 feet and thereby further reduce the scope for human error.

New developments will enable the pilot not only to monitor an automatic approach, but to complete it manually without visual references apart from levelling-out and touch-down.

One of these systems presents the flight information required in a wind-screen display, which the pilot can look through to the emerging runway ahead.



Working with President A. Philip Randolph of the Brotherhood of Sleeping Car Porters is Danielette Nelson a student from Liberia. Thirty-four national and international unions employed African students last summer and had high praise for the ability of the young men and women working for them



Lucretia Babin comes from Sierra Leone. In this photograph she is pointing it out to President Joseph A. Beirne of the Communication workers, where she was employed under the AFL-CIO scheme last summer. Both the union movement and the students have benefited from the holiday scheme

Seafarers meet in Hamburg

1. Brother Tim O'Leary (centre), joint Chairman of the Fair Practices Committee, with Brother L. White, Seafarers' Section Secretary and Brother P. de Vries, General Secretary. 2. Brothers Wiemers and Hildebrand of the German Union of Public Service and Transport Workers (OeTV), with Brother R. Santley (right) of the ITF Secretariat. 3. Brother de Vries making an after-dinner speech. With him are (left to right) Brothers Nicolaisen and Hildebrand (OeTV) and Brother Hogarth of the British National Union of Seamen. 4. ITF interpreters Brothers Wümsche and Iddon, with members of British seafarers' delegation in the background. 5. Scandinavian seamen's delegates: left to right, Brother Wälläri (Finland), Selander (ITF interpreter), Larsson (Sweden) and Sønsteby (Norway). 6. Brother B. Majumder, GS of the National Union of Seamen of India. 7. Representatives of the United States National Maritime Union. Brothers Mel Barisic and Shannon Wall. 8. Left to right, Brothers Opmeer (Netherlands), Giorgio (Italy), Kazakos and Petroulis (Greece).



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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 people 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 * Malawi
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