

International Transport Workers' Journal

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by Pieter de Vries, General Secretary

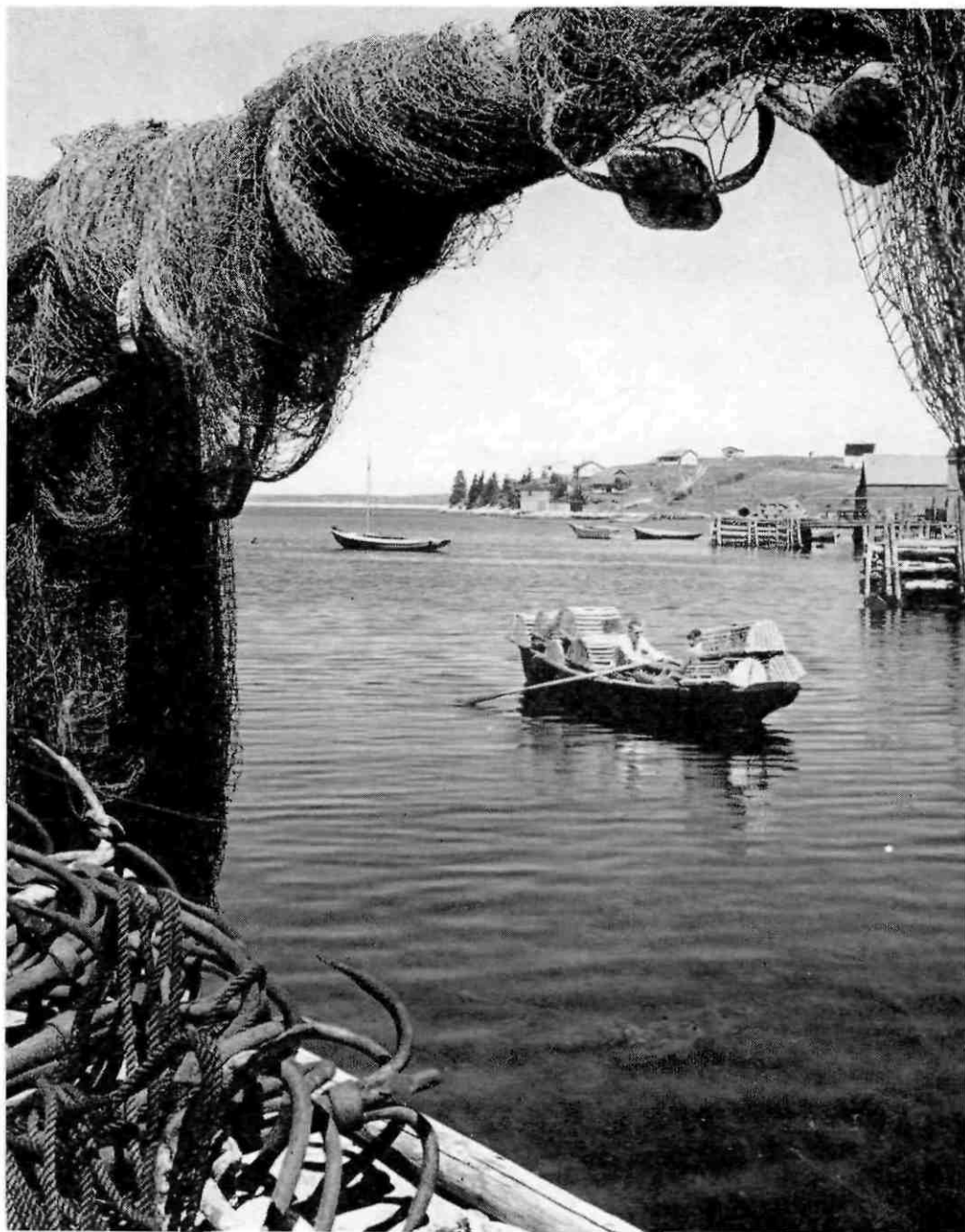
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Monthly Publication of the International Transport Workers' Federation

Pressure on South Africa

THE EVENTS at the recent International Labour Conference, when African and other delegations walked out in protest against the presence of a totally non-representative South African workers' delegate, have served once again to bring the South African Government's apartheid policy into the forefront of world controversy. No longer can apologists for Verwoerd's Nationalists claim that to attack apartheid amounts to an interference in South Africa's 'internal' affairs. Whatever the theorists may say about what 'internal' and 'external' affairs are, the treatment of the non-white majority in the South African Republic by the white minority not only represents an insult to the rest of Africa but is also a source of shame and disgust to the whole of the civilized world.

To an ever-increasing degree, pressure is being brought upon the Nationalists to at least modify their policy of repression and degradation of other human beings. The decisions taken by several countries to ban the export of arms to South Africa are the most recent examples of this pressure at governmental level. In addition, large numbers of individuals in many countries are refusing to buy or display South African goods in their shops, while dockers in Scandinavian ports have recently refused to handle cargoes emanating from South Africa. There is a possibility that the South African Republic will also soon be excluded from participation in all the activities of the United Nations and its specialized agencies.

All over the world in countries where racial prejudice still exists to the minutest degree efforts are being made either by governments or by enlightened sections of the population, and often by both, to re-educate the country into a state of mind where barriers of race and colour no longer have any meaning, a state of mind which accepts as a matter of course the need for equality, tolerance and understanding as a basis on which to build a better society. This is happening in countless countries where formerly the white man was master and where indigenous peoples were often exploited for his benefit. Peoples once living under colonial oppression are now running their own countries and playing their role as equal partners in world affairs. With her policy of white supremacy and here refusal to allow the vast majority of her people to have any say in governing their own country, South Africa now stands alone on the road to self-destruction.

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Forthcoming meetings:


London	19 August 1963 Management Committee
Copenhagen	15-18 October 1963 Road Transport Section Conference
London	4-6 November 1963 Executive Board
	7, 8 November 1963 Railwaymen's Section Committee
Copenhagen	27-29 November 1963 Seafarers Section Conference

ITF in the regions

by PIETER DE VRIES,
General Secretary



Brother de Vries, centre, listening to the address of welcome by Bahaman bin Samsudin during the opening ceremony of the Second ITF Asian Regional Conference in Kuala Lumpur, Malaya, November 1960. The first ITF Asian Conference was held in Tokyo

 WITHIN THE ITF GOVERNING BODIES and those of the international trade union movement generally it has become almost a cliché to assert that our work in the developing regions is gaining in importance and that upon our success in this sphere of activity will depend the whole future of free and democratic world trade unionism. Whilst it is no doubt encouraging that those of us who are actively engaged in this work have come to regard it as something which as a matter of principle no longer needs to be discussed, there are millions of ordinary trade union members — on whose behalf we are operating, after all — who have never heard of 'regional activities' and who quite possibly would need a lot of persuasion before they could agree that their money was being spent in a worthwhile cause.

Pieter de Vries, ITF General Secretary, author of this article which sets out the ITF's aims in its regional activities programme, and how it seeks to fulfil them



It is my intention, therefore, to set out here the main principles and facts which guide the members of the ITF's governing bodies in determining our regional programme.

The first and most important question which has to be answered, of course, is *why*. The people who are deciding how the ITF should use its resources in the regions have always to bear in mind the reasons why such work is felt to be necessary, in order to suit the programme to the purpose.

Fundamentally, the ITF's work in the regions reflects the desire of the labour movements of Europe and America, which after long years of struggle have reached a respected and relatively influential position, to help their brothers in the developing countries attain a position where they too can both influence the direction in which their countries develop and at the same time ensure that the benefits of social and economic progress are distributed fairly.

The idea that the strong must help the weak is second nature to trade unionists, not in the sense of the professional do-gooder whose patronizing and self-righteous attitude often does more harm than good — workers have always been suspicious of 'charity' — but through real generosity of spirit laced with a healthy measure of self-interest. After all, workers throughout Western Europe and North America have a vested interest in seeing that democratic societies, of which a strong trade union movement is not only a manifestation but one of the strongest bulwarks against the enemies of democracy, grow and flourish in the developing regions. And it is only by making the ICFTU and the International Trade Secretariats as strong and effective as possible that they can be used as links between the old and new trade unions, so that the world's labour movement can be prevented from splitting up into separate isolationist continental groups.

Having dealt with the reasons why the

ITF feels it necessary to help its affiliates in the developing areas, I now come to an account of the way in which we operate, the kind of activity which we have found to be most valuable, and the limitations which are imposed upon us. I think therefore that it will be useful to reproduce here some of the things I said in my reply to the debate on the Report on Activities at Congress last year.

"The ITF should do more." This has been said more than once in this discussion. I could not agree more. I know from my experience over the last couple of years that there is no shortage of suggestions on where the ITF could usefully spend more of its time and money. Indeed, if I were to catalogue all the proposals I have seen, it would read like a list of what is wrong with the world, industrially, socially and politically — and how to put it right. All we need, to attempt to do this, is a standard affiliation fee of a few pounds per member per month. Frankly, I do not think a proposal to that effect would have much chance here. Let's face it. We are operating on a budget of thousands when we would need to be talking in terms of millions if we were even to try to please everybody. The only thing to do in situation like this is to think hard and long about the best way of getting the maximum results for the comparatively meagre resources that we have. Believe me, this is not easy. If I have had to learn anything at all while I have been

This photograph shows Brothers Emile Laflamme and J. F. Soares, second and third from right, listening to the debate at ITF Helsinki Congress last year. Second from left is Brother Reint Laan, former ITF Director of Regional Affairs in London



Brother de Vries addressing the first meeting of the ITF Asian Advisory Committee in Tokyo, April 1962. On his left is Brother Reint Laan and on his right Brother Joe Soares

General Secretary it is to say NO and stick to it. I don't like the exercise, because nine times out of ten what we are being asked to spend money on is in itself worthwhile. We sometimes need the wisdom of Solomon to decide between competing claims on our funds. It is very difficult to have to explain to people that we cannot give the help that they ask for because other demands must take priority. Everyone's problems are the most important to themselves. Everyone's needs are more pressing than anyone else's. We — and the burden is borne mainly by the Regional Affairs Committee and Executive Committee — have the awkward job of turning ideas, often very good ones, down.

I think it is worth reflecting a bit on where we get our money from. We do not get a penny from governments. Unlike the WFTU, we cannot rely on a friendly regime to dip into its Treasury and throw a few million roubles our way. And if we were offered government money we would refuse it because we have always stood on our own feet and once we cease doing so, the whole reason for our existence, and therefore our existence itself as part of the free trade union movement, would come to a quick end. We get our money from our unions and they get it from their members. The people who keep the ITF alive are ordinary transport workers of all sorts of countries, faiths and occupations. I said just now that we had to be careful how

we spend our money because we have not got much of it, but we have to be careful for another reason: Because it would be shameful if we were to throw about money hard earned and given to us to use for particular purposes. If ever one has any doubt about whether the ITF should spend its money on this or that project it is not a bad idea to imagine how one would justify the expense to those from whom the money has come in the first place. Most of us have heard the story of the millionaire who was asked how much his yacht cost and replied: "If you have to ask the price you can't afford it." It is certainly true that money is only important if you haven't got it. Well, we aren't bankrupt by any means, but equally we aren't so well off that we can dismiss money as a vulgar subject which it is bad manners to discuss.

More and more we are devoting what resources we have to our regional activities. I don't intend to add very much on this subject to what has already been said in this debate where our work in the developing countries has had a thorough airing. However, it wouldn't be out of place to stress just how vital it is for the various parts of the international free trade union movement to get together more closely than up to now and work out what has to be done, who is to do it and who is to pay for it. When I addressed the ICFTU Congress recently in Berlin, I went into this topic at some

length because I am clear in my mind that it is one of the crucial issues facing the international movement. We can't afford to work in splendid isolation from one another — and that goes for all the ITSs and the ICFTU.

Some of the ITSs have displayed a totally unrealistic attitude to this problem. They seem to think in a negative and defensive manner as if their one concern was to protect their own independence. Now no one could teach the ITF anything about keeping its autonomy and freedom of action. We led the fight against the attempt by the old WFTU to relegate us to the position which the WFTU's trades union internationals now enjoy. We said then that we have been around too long to lie down in the face of imperialism of that sort. But we are not foolish enough to identify independence with isolation. Indeed, we have never suffered from the sort of inferiority complex which seems to have made some people fear that co-operation with other branches of the international movement is a kiss of death.

We are so confident of our ability to maintain our integrity that we can enter into co-operation and consultation with other ITSs and the ICFTU without any worry about the ITF's future as an organization with a mind and will of its own.

What is needed is a concerted effort of all the ITSs and the ICFTU so that we can really get down to the enormous

tasks we have set ourselves. I don't want to strike too pessimistic a note. Many of the faults of the international movement's work in the regions are of the movement's own making. This at least brings us the comfort of knowing that we can do something about them. Nor will I pretend that the ITF has always been blameless — we can't claim to be perfect — but I can say that we have worked hard and sincerely over recent years to bring about the concerted effort which we have to make and we are going to stick to our guns.

This leads me to say a few words about ITF's relations with the ICFTU. The ICFTU has troubles of its own. That is inevitable. It must be very difficult to hammer out policy in an organization consisting of such a wide variety of national centres. Our interests in the ITF are much more narrow. Our affiliates have industrial issues which they can readily discuss with similar organizations in other countries. They feel at once they have something in common with their counterparts abroad. It must be much more difficult in the ICFTU. All its affiliates share a general concern to strengthen free trades unionism but I imagine there is an infinite number of interpretations which one could place on what free trades unionism is and how to strengthen it. To me, it is remarkable that the ICFTU has made the progress it has made. If it has had its failures, they

have been more than outweighed by its successes.

The ITF, though of course independent, is one of the ITSs associated with the ICFTU. If association means anything at all, it is our duty to help the ICFTU as much as we can. And we have an obvious interest in seeing that the ICFTU is in good shape. Our relations with them are close and of the utmost value — I think they would say the same. Maybe we don't always share exactly their opinion on certain points of detail but differences of opinion are very few and on the whole I can say that over the past few years we have got on wonderfully well.

You will have seen from our financial report that we have benefited from assistance given by the ICFTU's International Solidarity Fund Committee. We have approached the ICFTU with programmes for work in the regions and asked for help from the Fund. These requests are consistent with everything that I have already said about the need for unity in the international movement. The fact that the ICFTU met our approaches so generously is an indication that they too recognize the important part we play. The ICFTU has a grasp of the overall picture which we, with our comparatively limited resources could never acquire. We have, however, the specialized knowledge and experience which can provide the bricks for the

Brother Emile Laflamme, right, ITF representative in West Africa, whose office is in Lagos, Nigeria, seen here at a trade union school organized by the TUC of Nigeria. Brother Laflamme is a citizen of America.



Brother Joaquin Otero, making notes during debate at the ITF Helsinki Congress. Brother Otero is the ITF's representative in Brazil, and works under the direction of Brother Azana in the Regional Office, Lima



Brother Fernando Azana, ITF Regional Director for Latin America and the Caribbean Area, speaking at the Latin American Transport Workers Conference in Lima, HQ of the ITF's activities in the area.





This photograph was taken during a tour of the regions undertaken by Brother Laan, former ITF Director of Regional Affairs. It shows Brothers Laan and Laflamme, second and fourth from left, seated, with officials of the Nigerian Railway Technical Staff

basic structure the ICFTU has erected. There is no question of servant or master but of two complementary forces working for the same end.

This is not the time or place to reiterate why regional activities are important. We all know why the job needs to be done. The big question is how it should be done. It is worth remembering that — although it may seem longer — we have only been working seriously in the regions in the last few years. To a large extent we've been exploring virgin territory and have not really known what we needed in the way of equipment. We have had to proceed largely by trial and error. We have certainly made mistakes and that was inevitable. Perhaps we have now accumulated enough experience, however, to draw some conclusions from what have been essentially experiments.

One conclusion which I think all of us engaged in this venture have come to is that honest-to-goodness trades unionists with practical experience of trade union work can often do more good than any amount of material assistance. What many of the new trade union movements lack is a knowledge of how to go about everyday trade union work. Sometimes a union will write to us and say that it is about to go into negotiations with a management and wants us to say what the union should ask for! Obviously it is

impossible for us to do this sort of thing from London without any detailed knowledge of conditions in the industry, or even country, concerned. We have even had unions send us a copy of an agreement which they have signed and have been asked to explain what is in it! The managements in these countries are usually a step or two ahead of the unions they deal with. They can often have provisions put in an agreement which no experienced trade union would tolerate. On the other hand — perhaps because the managements sometimes have a very easy time — they have often grown soft in their negotiating and debating skills, and when they come face to face with a trade unionist who is their match, if not their better, then they collapse like pricked balloons. Now obviously we can't provide experienced trades unionists to conduct negotiations for all our unions in the developing countries, but what we must try to do more than ever is to have a body of experienced men at our disposal who can give our unions help and guidance and show them how to set about tackling their opponents on the management side.

Our unions' problems do not end with negotiations, of course. They need advice on things such as recruitment, administration and book-keeping procedures. Often they have to work with very few

full-time officials — sometimes none at all — and it is very hard to run a union in your spare time after a day's work. This is all the more reason why it is necessary to show them how trade union business can be done efficiently. If we can get these lessons across then the unions will be able all the more quickly to afford the full-time help they will need if they are to grow to any size. Men rather than material help — that, then, is the first and very important lesson we have learned.

We have already started recently to try to apply the lesson. We now have men in Asia, Africa and Latin America and I want here and now to pay tribute to their work. Demands — mental and physical — are made on them to the point almost of cruelty. They tend to live out of suitcases. The clock means very little as it is turned upside down by flights here and there. They are deprived of almost all the ordinary comforts which most of us expect. But they never complain. Indeed, they seem to relish the life that they lead and there can be no greater proof of their dedication than the fact they should lead the sort of existence they do, and enjoy it. I can only say that as General Secretary — and I am sure I speak for you all — I salute them.

Now we must look for ways of adding to their number. The very nature of the job means that this won't be easy because we need a special sort of person and there aren't many of them. We also have to make sure that, when we have found the people, we can find the money to pay them and give them an adequate salary for the arduous work they have to do. There has been a lot of discussion recently amongst the ITSS and with the ICFTU about the possibility of forming a pool of regional representatives so that we can use the limited man-power at our

After dinner speech by Julio Vetter Vargas of the Peruvian Civil Aviation Workers' Union, one of the hosts of the Latin America Transport Workers' Conference. On his left is Bro Azana, on his right Bro de Vries




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Our unions' problems do not end with negotiations, of course. They need advice on things such as recruitment, administration and book-keeping procedures. Often they have to work with very few

full-time officials — sometimes none at all — and it is very hard to run a union in your spare time after a day's work. This is all the more reason why it is necessary to show them how trade union business can be done efficiently. If we can get these lessons across then the unions will be able all the more quickly to afford the full-time help they will need if they are to grow to any size. Men rather than material help — that, then, is the first and very important lesson we have learned.

We have already started recently to try to apply the lesson. We now have men in Asia, Africa and Latin America and I want here and now to pay tribute to their work. Demands — mental and physical — are made on them to the point almost of cruelty. They tend to live out of suitcases. The clock means very little as it is turned upside down by flights here and there. They are deprived of almost all the ordinary comforts which most of us expect. But they never complain. Indeed, they seem to relish the life that they lead and there can be no greater proof of their dedication than the fact they should lead the sort of existence they do, and enjoy it. I can only say that as General Secretary — and I am sure I speak for you all — I salute them.

Now we must look for ways of adding to their number. The very nature of the job means that this won't be easy because we need a special sort of person and there aren't many of them. We also have to make sure that, when we have found the people, we can find the money to pay them and give them an adequate salary for the arduous work they have to do. There has been a lot of discussion recently amongst the ITSs and with the ICFTU about the possibility of forming a pool of regional representatives so that we can use the limited man-power at our

After dinner speech by Julio Vetter Vargas of the Peruvian Civil Aviation Workers' Union, one of the hosts of the Latin America Transport Workers' Conference. On his left is Bro Azana, on his right Bro de Vries





Brother Fernando Azana, ITF Regional Director for Latin America and the Caribbean Area, whose headquarters are in Lima. He is seen here being presented with a scroll of honour in appreciation of his help in settling a strike of Uruguayan railwaymen

disposal as rationally and economically as we can. Nothing concrete has come out of these discussions yet, but I still have hopes that we shall be able to put the idea into practice before too long. The difficulties are mainly technical but they don't strike me as being insuperable. If eventually we can get a pool of representatives we will have made a large step forward, in one direction at least, towards the concentrated and united application of the various forces of the international movement to which I referred before.


Whether we succeed or not in the regions depends, of course, on the strength of the ITF in those areas which have been the "ITF's backbone" almost since its foundation. It is no good thinking we can do anything worthwhile in Africa, Asia or Latin America unless the ITF enjoys the firm foundations which its older affiliates provide. I can't pretend that the last two years have been altogether free from trouble. I think you will all know what I am referring to and I am not going to say anything here that could make a solution of those problems more difficult. I just want to put in a word or two about international activities generally in the trades union movement and they will have some bearing on the difficulties I have in mind. We have to use tolerance and compromise as everyday tools if our organization is going to work at all. I don't mean by that we cannot have principles or that tolerance

and compromise can be exercised to a degree where fundamentals are forgotten. Far from it. Fundamental principles hold the ITF together and without them the whole organization would be a nonsense. What I mean when I stress the necessity for tolerance and compromise is that the ITF is drawn from so many countries and is compounded of so many different backgrounds, customs and temperaments that it would be foolish to try to lay down inflexible interpretations on the basic principles which we cherish.'

All democratic institutions, from government downwards, are in the last resort answerable for their action or inaction to the people in whose name they claim to work. It is a vital part of the ITF's duty, therefore, to see that information about what we are doing reaches the rank and file members of our organization so that they in turn are in a position to assess our achievements realistically. This we have tried to do through the medium of our publications and we intend to continue and increase the amount of news we give about the progress of trade unions in the developing countries and the contribution the ITF has made towards that progress. Our Publications Department plans to carry expanded reports on our regional activities in the ITF Journals.

But the difficulty is that our own publications on the whole reach only the headquarters offices of affiliates and we cannot hope to achieve a wider direct circulation than this. What I should like to see is a continued downward transmission of information about regional activities through the medium of our affiliates' own publicity machinery. I am aware that in certain countries — I am thinking particularly of Scandinavia — this process is already in full swing, and producing remarkable results. I am also aware that our own reporting of news from Asia, Africa and Latin America is often scanty. Regular communication with these areas is not always easy, but I would appeal to our affiliates in the developing countries to let us know of their difficulties and achievements, their progress and their setbacks, so that we can go on performing our task of strengthening the vital links between trade unionists in the old industrial nations which have been the backbone of the ITF for more than sixty years, and those in the new nations which are its future.

Public ownership in the US

 PRIVATE OWNERSHIP has brought the railways in the United States to a sorry state. American railwaymen are having to fight not only to retain their jobs, but also to keep necessary services in operation so that the nation at large will not suffer. All over the country services essential to the needs of the working population and of vital national industries are being cut simply because they do not bring in enough profit.

Michael Quill, President of the Transport Workers' Union of America, writing in his organisation's official organ, the *TWU Express*, has said that the best way the American public can be protected from the profit seeking activities of these carriers is for the government to take control of railway operation. He has gone further. He advocates the principle of public ownership for all vital industries and services in the United States mentioning amongst others the telephone system, the airlines, the munitions industry and the hospitals. This, he says, is the only alternative to large scale unemployment.


A plan has in fact been suggested for the transfer to operation by an interstate public authority of the 460 mile railway between Boston and Washington. This stretch crosses an almost continuous urban area, including Providence, New Haven, New York, Newark, Phila-

(Continued on page 155)

Brother Michael J. Quill, President of the Transport Workers' Union of America, whose article in the *TWU Express* on public ownership of the United States railways forms the subject of this item



EEC commission proposals for a common transport policy

 DURING THE MEETING of the General Assembly of ITF Unions in the European Economic Community held in Brussels on 27 and 28 May (for details see Press Report No. 12), M. Lambert Schaus, EEC Commissioner for Transport Questions, gave delegates details of the proposals being submitted to the Council of Ministers as the outline of a common transport policy for the Community. The proposals embody the ideas expressed in the Memorandum on a Common Transport Policy of 10 April 1961 and those contained in the transport section of the Commission's Action Programme within the Council of Ministers, the Economic and Social Committee, and the European Parliament.

The three most important proposals made are:

1. To establish a system of rate brackets applicable to road, rail and inland waterway transport.
2. To introduce a Community quota for goods transport by road between Member States.
3. To harmonize certain provisions affecting competition in the transport sector.

These proposals are designed to meet what the Commission feels should be the Community's three main preoccupations in transport matters: integration, organization and harmonization (including of course harmonization in the social sphere). They were due for initial discussion by the Council of Ministers last month (June), after which it will be referred to the Economic and Social Council and the European Parliament. This means that it will be possible for the Council of Ministers to adopt them by the end of this year.

The proposals themselves – which are dealt with in detail below – thus represent a first step towards the implementation of a common transport policy, the purpose of which is to create by the end of the transition period a jointly regulated transport market which will meet the transport requirements of the Community and eliminate all discrimination on the grounds of nationality.

THE PROPOSALS

Bracket rate system for the transport of goods by rail, road and inland waterway
In all countries the system of transport rates and conditions is an important element of transport policy. The Commission considers that at Community level this system should allow of the widest possible competition compatible with the special features of transport. With this object in view the Commission proposes the gradual introduction of a system of rate brackets within which carriers will be free to choose the rates they apply.

Interpreter Kazakos, left, helps along the conversation between Brother Manthos Petroulis, centre and Commissioner Lambert Schaus during the recent General Assembly of ITF unions in the EEC. Greece has been associated with the EEC since 1 November 1962





The novelty of this system is that the brackets leave sufficient latitude for free and fair competition between types of transport and between firms, the abuse of dominant positions being prevented by the upper limits and cut-throat competition by the lower.

However, the aims of the bracket system will not be fully attained unless the rates are based on costs and there is adequate transparency of the market. Only then can users choose advisedly the means of transport to supply the service they require on the best terms. Hence the regulation lays down common rules for determining the transport costs to be taken into consideration in the tariffs, and introduces appropriate arrangements for publishing tariffs.

In an initial stage, and pending the adoption of uniform criteria, the proposed regulation provides that the brackets shall have a range equal to at least 10% and at most 30% of the upper

limit, the level of the tariffs being fixed in accordance with certain principles of an economic nature.

The bracket rates, which it will be possible to differentiate according to types of transport and nature of the services supplied, will have to be approved by the public authorities in the Member States on a proposal from the carriers and after consulting users.

The proposed regulation also allows carriers in exceptional circumstances to conclude special contracts at prices outside the brackets and, as a general rule, subject to official authorization. Furthermore, Member States will be empowered, in the public interest and under certain conditions, to take special measures regarding transport tariffs.

The above-mentioned tariffs and special tariff measures will have to be published officially in the Member States concerned. Special contracts will be published after the event, only the essential

facts about the transport operations being given in order to respect the confidential nature of this type of contract.

The tariff system proposed is to come into force on 1 January 1965 and will apply throughout the territory of the Community to all national and international transport with the exception of short-distance transport, small consignments and transport effected by firms for their own requirements, i.e. transport 'on own account'. It will also apply to transport usually described as transport coming under the ECSC Treaty so far as is compatible with this Treaty and the arrangements pursuant to it.

The proposed regulation lays down procedure for establishing the tariffs, fixing the respective powers of carriers, users and public authorities, but it makes no detailed stipulation as to implementation. In national transport it leaves to the Member States the task of deciding on the implementing measures while at

the same time advocating the progressive unification of these measures. As regards transport between the Member States, Community machinery is still needed for standing co-operation between all the competent authorities with regard to the establishment and approval of tariffs and oversight of their application.

Finally the regulation provides for the possibility of adjusting the bracket rate system in the light of experience and of the development of the common transport policy, and also of setting up a special Community body to ensure the proper functioning of the system.

Establishment and operation of a Community quota for goods transport by road within the Community

One of the most difficult problems to solve in any transport policy is that of adjusting capacity to requirements. The reason for this lies in the special aspects of transport, and particularly in the mobility of enterprises and the insufficient elasticity of supply in relation to prices.

Whilst this problem also arises in inland waterway transport and in road haulage in the member countries, the Commission nevertheless feels that there is a specially urgent need to solve it as regards road haulage between the member countries. It is here that the present situation is least in line with the spirit and objectives of the Treaty; it is the outcome of bilateral or multilateral regulations and a great variety of bilateral

agreements. The regulation proposed by the Commission aims at liberalizing transport on own account and setting a Community quota amongst the Member States in respect of transport for hire or reward, which will ensure smooth and constant adjustment of supply to demand. It meets five desiderata since it opens the way to:

- i) permanent control of transport capacity;
- ii) sharing by carriers of all Member States on equal terms in international transport within the Community;
- iii) division of labour at Community level in relation to the productivity of carriers in the six countries;
- iv) development of road haulage commensurate with the needs of the Common Market and the potentialities of this mode of transport;
- v) more efficient use of vehicles.

Clearly, an innovation such as the Community quota can only be introduced gradually. Therefore, under the terms of the proposal, it will not be until the end of the transition period that all transport operations between Member States will be effected under Community licences issued within the limits of the quota. During the transition period this objective will be gradually approached by building up the Community quota and dismantling the bilateral system; the bi-

lateral quotas will be gradually brought down and the Community quota gradually built up.

Whilst the bilateral quotas can be automatically whittled down, the Commission believes – after careful study – that no automatic mechanism is possible to introduce and gradually to develop the Community quota. For this reason it is proposed to set up a committee which will ensure permanent and well-balanced co-operation between the Commission and the Member States in fixing the volume of the Community quota and distributing it among the Member States. The rules of procedure for the committee are so devised as to prevent any blockage of the system and to avoid unduly frequent intervention by the Council.

Despite every care in fixing and distributing the Community quota, it may still be necessary to deal with unforeseen developments or temporary imbalances. The need may also arise of coping with exceptional and transient requirements. The regulation provides the means for handling such situations. These means, which the Commission will apply, may be comprehensive or selective – the issue of Community licences or licences valid only for transport between two Member States.

Provision is made for adjustments, adopted on proposal of the Commission, to the Community quota system in the light of the results attained and the general development of the common transport policy.

Finally, road haulage by firms for their own account, either with their own vehicles or with vehicles used solely by them for at least one year, will not be affected by the Community quota system or by any other system of quotas or licensing.

Harmonization of certain provisions affecting competition in rail, road and inland waterway transport

In the 'Memorandum on the general lines of a common transport policy' the Commission held that equality of treatment between modes of transport and between transport firms was a prerequisite for the creation of healthy competitive conditions in transport.

It has been found that certain regulations governing transport now in force in the Member States of the European Economic Community are having a marked impact on competition between the different modes of transport and between transport firms, and are therefore causing disparities.

Brother Philipp Seibert, Chairman of the Committee of ITF unions in the EEC — the Brussels Committee — in discussion during a break in the conference with Theo Rassehaert, Secretary to the Committee, and Sig. Levi-Sandri, member of the EEC Commission.





The elimination of the disparities arising from these regulations, which are distorting the play of competition both at Community and at national level, is one of the vital tasks to be undertaken under the common transport policy: it will enable business to be distributed between firms and modes of transport in relation to their natural advantages and respective levels of productivity. It is also particularly important in the context of Article 75 (1 b), which deals with the admission of non-resident carriers to domestic transport services in a Member State.

Unquestionably the organization and integration of the transport market, which the proposed regulations given in Annexes I & II are designed to promote, will be all the more easily effected the more closely they are linked with harmonization measures.

The Commission's proposals for the introduction of a bracket rate system and of a Community quota for road haulage between the Member States cover the entire transition period and involve commitments even after this period. Harmonization must therefore be phased over the same period. For this reason the present proposal attempts to establish a comprehensive, schedule for the operation planned, defining the fields it must cover, the measures to be adopted in each of these fields and the time-table for their implementation.

The choice of harmonization measures has been made in the light of the scope

and range of intervention by public authorities and of the effect of such intervention on competition in transport.

The fields in which harmonization is required are taxation, insurance and social legislation. The need to settle problems arising from certain forms of government intervention, notably with regard to public service obligations, and the need to normalize financial relationships between Governments and railways, have also been taken into account.

In the field of taxation, harmonization includes the abolition, by 1 January 1965 of double taxation, which affects international traffic through the taxata-

tion of vehicles. By the same date, it is also planned to standardize provisions concerning the free admission of fuel contained in vehicles' tanks. Present disparities between these provision affect competition since fuel taxes vary considerably in the six countries. The tax assessment of vehicles is also to be standardized - by 1 January 1966 - and this will make it less difficult to adjust tax systems applying to transport for hire or reward and transport on own account so that they become equivalent in effect.

From 1 January 1967 onwards, transport will be subject in each Member State to the general turnover tax system.

When taxation on transport has been adjusted in this way, it will be possible, from 1 January 1969 onwards, to carry harmonization further; infrastructure costs will be broken down and charged on an appropriate scale to users. The harmonization of fuel taxes will be carried out with due regard to the objectives of the common energy policy.

In the field of insurance, regulations will be issued, with effect from 1 January 1965, concerning compulsory third-party cover from road and inland waterway transport.

Regulations concerning insurance of the carrier against damage to freight will be harmonized for these two types of transport by 1 January 1966.

Certain forms of government intervention must be kept to a minimum, particularly those imposing on transport firms - notably the railways - obligations inherent in the public service nature of certain transport operations. This is left in the hands of the Member States, which will work on the basis of common prin-





Commissioners Levi-Sandri (responsible for social questions) and Schaus (responsible for transport) with Brother Seibert at the General Assembly of ITF unions in the EEC which met in Brussels earlier this year to discuss problems of EEC transport workers.

ciples to be agreed on before 1 January 1965. Compulsory compensation has been provided for to offset costs arising from the maintenance of public service obligations considered indispensable.

Before 1 January 1966 the accounts of railway firms will be normalized on the basis of common rules and from 1 January 1965 onwards the rules governing financial relationships between railways and Government will be gradually harmonized.

The harmonization provisions in the social field are designed to align in an upward direction from 1 January 1965 onwards – but before the end of the transition period – the rules and regulations governing working conditions within each mode of transport and to co-ordinate regulations on the composition of crews in each mode of transport on the basis of Community standards. This co-ordination is to be completed by the end of 1966. The harmonizing of regulations concerning working hours and time off in each mode of transport will take place from 1 January 1965 onwards concurrently with measures to harmonize overtime arrangements. This also is to be done by 1966. A log-book for each worker, ensuring compliance with regulations on working conditions, will be required from 1 January 1965 onwards, and in the field of social security a decision will be taken before 1 January

1966 as to the application of special arrangements to the transport sector.

The decision on harmonization also instructs the Commission to follow closely the progress made, so that any adaptations and additions which may prove necessary as the Common Market goes ahead and the common transport policy develops may be introduced in good time.

Organization of an inquiry into infrastructure costs in transport by rail, road and inland waterway

It is extremely important for the development of the common transport policy that types of transport and transport firms should be put on an equal footing as regards the burden of infrastructure costs they bear.



There can be no doubt that the present differences in this sphere between Member States and between types of transport and categories of users are likely to distort competition in the transport sector within the Community and impede the rational sharing of traffic according to the natural advantages of each type of transport.

As far back as December 1960, a committee of Government experts was, therefore, convened to help the Commission in its studies of transport costs, and the question of how infrastructure costs are determined and apportioned was placed high up on its agenda.

The committee of experts recognized from the outset that it was not possible to limit the study of infrastructure costs to an examination of methods but that it was indispensable to furnish the Community authorities responsible for devising measures in this field with comprehensive figures to enable them to take well-informed decisions.

The aim of the proposal now submitted to the Council is to establish the necessary legal basis for obtaining this information by organizing a general inquiry throughout the Community into the cost of the infrastructure of transport by rail, road and inland waterway.

The inquiry will cover the year 1965 and it is expected that the Commission will submit to the Council an overall report on the results before 1 July 1967.

The Commission feels that this inquiry will be a decisive step towards obtaining a precise knowledge of transport costs, which is rightly considered essential in order to establish the common transport policy on an economically sound footing.

Unifying of procedures for issuing licences for goods transport by road between the Member States


The aim of the directive unifying procedures for the issue of licences for





goods transport by road is to rationalize, at Community level, the various practices at present in force in Member States regarding bilateral quotas. It will be an effective help in the transition from the

Dutch seafarers keep their Spanish shipmates up to date

 THE PROBLEMS of Spanish seamen serving on Dutch merchant ships have been receiving a considerable amount of attention from the Dutch Seafarers' and Fishermen's Union (CKV)

These seamen knew nothing of the improvements in pay and conditions which our affiliate had secured for its members, and it became apparent from contacts made with them that in many instances wages they had received amounted to less than the rates stipulated in CKV agreements. It was thus of considerable im-

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portance that the Spanish seamen should be made conscious of their rights, not only for their own sake, but also in the interests of the Dutch crews, who did not want to see their conditions of employment jeopardised in any way.


The CKV's organization campaign was extended to the Spanish speaking seamen and the success achieved soon demonstrated the wisdom of the union's action. The amounts paid out to these men as a result showed that the union's fears that existing conditions and rates might be undermined had been justified.

Although the necessary adjustment had been made, it was clear that precautions of a more permanent nature should be taken to ensure that standards and conditions secured for Dutch crews should not be undermined by the employment of foreigners on board. It was important that the latter should be kept constantly informed on conditions of employment and union affairs. The solution was to issue a bulletin of news and information in Spanish, a proposal which was unanimously endorsed by the union's last general assembly. The first number of this new publication, entitled 'Correo Marítimo', appeared in February this year.

The favourable reactions so far regist-

tered give our affiliate reason to hope that 'Correo Marítimo' will serve its purpose admirably well.

Silver medal for brother Harms

 BROTHER DERK HARMS, of the Netherlands Seafarers' and Fishermen's Union (CKV), has been awarded the silver De Ruyter medal for his twenty five years of service to the seafaring trade union movement in the Netherlands. The presentation, accorded by the Queen of the Netherlands, was made at a meeting which brought together members of Brother Harms' family, his colleagues and associates in the union, a delegation from the shipping authorities and ministerial representatives. ITF General Secretary and former president of the CKV, Pieter de Vries, was present to offer his personal good wishes and the congratulations of trade unionists all over the work working on behalf of seafarers.

Twenty five years ago Brother Harms first entered service with one of the seafarers' organizations which were later to form the Seafarers' and Fishermen's Union (CKV), of which he has been acting as president since the unfortunate death of Brother van Driel. He has played a very significant part in the development of standards, rates and social institutions which have raised condition in the Dutch seafaring labour market to their present high level.

With the award of the De Ruyter medal his work has received the official recognition which it richly deserves, and we join in with his CKV colleagues in wishing him well.



Ministers study Europe's transport problems



THE EUROPEAN CONFERENCE of Ministers of Transport (CEMT), which brings together the transport ministers of OECD's European member countries, including Yugoslavia, has recently published its ninth Annual Report, covering the year 1962.

The report first of all reviews the European transport situation in general, then goes on to consider improvements and developments carried out on the main lines of communication, studies problems of general policy, and problems affecting railways, road transport and inland waterways in particular.

The situation in general

As regards rail transport, goods traffic rose or fell by a small percentage according to country, but the overall result showed little change from the previous years, in spite of a rise of about 5 per cent in industrial production in member countries as a whole. In passenger traffic, distances travelled continued to increase, but the number of passengers carried continued to decline, thus the increase observed in passenger kilometres was only slight.

Numbers of motor vehicles continued to increase in member countries at least as fast as in previous years, and the increase in fuel consumption was in line with this trend. In all countries there was a heavy increase in goods transport by road and this was even more marked for international traffic.

Inland waterways transport was satisfactory during the first part of the year though it was unfavourably affected by low water levels on the main rivers. Results on the whole however did not differ appreciably from those registered for 1961.

Most of the important European sea-ports noted a further increase in goods traffic in 1962 and for some time this was very substantial.

Transmission of crude oil through the pipeline connecting two Dutch North Sea ports with the Ruhr industrial area increased by 20 per cent in 1962, and there was a similar increase in the through-put of refined products carried by the Le Havre-Paris pipeline in France

Improvements and developments

The main development activities on the railways have been concerned with electrification of the network. This task has been completed in Switzerland and is nearing completion in Sweden and the Netherlands. In Austria, Belgium, France, Germany, Italy, Spain and the United Kingdom, electrification is also in pro-

gress; between October 1961 and October 1962 572 kilometres of line were electrified, bringing the total of electrified main lines up to 21,600 km. Steam engines continued to be replaced by diesel locomotives. Steam traction, in terms of gross ton kms. hauled, represents only 37.9 per cent as compared with 52.1 per cent for electric traction and 10 per cent for diesel traction.

Concerning Europe's motorway network, the road construction and conversion programme proceeded normally in 1962. In the course of the year 514 km. of new motorways were opened to traffic and 325 km. of the older type were converted to modern standards. Results in certain of the countries, such as Germany, Italy, the Netherlands and the United Kingdom, were satisfactory, but in others development was much too slow in view of the rapid increase in road traffic.

Progress was made during 1962 on the major development schemes for extending the network of waterways to conform with European standards. The most striking progress was made on the canalisation of the Main and the Moselle.

Pipeline construction continued during the year, of which one of the main results was the completion of the crude-oil pipeline linking Marseille with Strasbourg and Karlsruhe.

Legislative provisions, similar to those already applied in France, were introduced in the United Kingdom and Switzerland in 1962 to control the licencing and operation of pipelines.

General policy

In May 1961 the CEMT ordered a study of the legal and technical basis for a general transport policy which would be acceptable to the greatest possible number of member states. Full information is given in the CEMT Report on the progress made in this field. The report also contains information and statistics on transport investment in the various member countries.

Railway and road transport problems

Generally speaking the financial situation of the railways has not improved to any marked degree. The main reason for this is the continual rise in operating costs, accounted for by the improved

standard of living of railway personnel and the rise in the cost of materials. Although traffic is generally higher, expenditure is not balanced by equivalent receipts, partly because rates have not kept pace with the increase in the cost of living.

Other questions dealt with in the report concerning railway problems are the standardization of rolling stock, the activities of the European Company for the Financing of Railway Rolling Stock (Eurofima), and the introduction of automatic coupling, which is also being studied by the International Union of Railways (UIC).


In addition to its study of road safety, the CEMT also proceeded with its work on the coordination of national road traffic rules, the object of which is to create a 'European Highway Code'. A first series of texts have already been adopted by the ministers and embodied in the national codes of many member countries. A second series have now been approved by the ministers of 13 countries, including Spain and the United Kingdom.

Cooperation between surface and air transport

In 1961 an agreement was concluded with the European Civil Aviation Conference (ECAC) establishing cooperation between the two bodies in matters of common interest. As a first application of this agreement joint action has been decided upon to collect information on investment in airports and air safety precautions.

Copies of the ninth Annual Report of the European Conference of Ministers of Transport may be obtained free of charge from the Information and Press Service of the OECD, 2 rue André Pascal, Paris 16ème.

Jobless railwaymen transfer to the post office in Sweden

 THE SWEDISH POST OFFICE has agreed in principle to a scheme whereby railwaymen, who have lost their jobs on the state railways through rationalisation measures, may transfer to the postal services. The scheme will only apply to those areas where the post office is short of labour and where employment of the railwaymen will not spoil chances of promotion and training for existing personnel. The scheme has already put into operation in one area in the north of Sweden.

Kyu Chull Lee
President of the Korean Railway Workers' Union



Profile of the month

BROTHER KYU CHULL LEE, President of both the Korean Railway Workers' Union and the Federation of Korean Trade Unions, was born in 1917, the son of a poor farmer in central Korea. His formal education consisted only of primary school and railway training school. He entered railway service in 1942 at the age of 25 and has remained with the railways ever since.

His own experience of poverty and inadequate opportunities for education made him keenly aware of the similar position of other railwaymen and right from the beginning he was determined to fight for better conditions. But in those days Korea was part of the Japanese empire, and neither the right to strike nor the right to organize existed. Railway workers and others were virtually slaves. They had no way of backing up claims for better pay and conditions and although Brother Lee was energetic in seeking to win improvements for his colleagues, little progress was made and Brother Lee himself suffered for his actions in championing the workers' cause by being refused any chances of promotion.

In 1945 Korea was liberated from Japanese rule and the railways came into Korean hands. The labour movement began to take shape. In its early days, however, the Korean labour movement was only marginally concerned with industrial issues affecting the working conditions of its members. Its main activity consisted in fighting the hold which the communists had in most of the country's social organizations. Brother Lee was at the forefront of this activity, among youth organizations and on the railways.

But it was not yet possible to say that railwaymen were organized nationally. National collective bargaining did not yet exist, and conditions were negotiated at branch level. Eventually, however, the democratic labour movement consolidated its strength and collective bargaining flourished.


The end of communist influence did not mean that the Korean trade

union movement became free to pursue its legitimate ends on behalf of the workers. The political parties were quick to realize the importance of trade union influence and did their best to use the unions for their own ends. Brother Lee strongly opposed this trend both in the Federation of Korean Trade Unions and the Korean Federation of Railway Workers' Unions and, at considerable personal risk, organized those elements within the labour movement which wanted to see the latter quite free from outside influence and not dependent on outside financial assistance.

Finally, in 1960, he succeeded in gaining election to the presidency of the Korean Federation of Railway Workers' Unions. His task was made extremely difficult because of lack of funds - money from political sources was naturally withdrawn - and there were many urgent questions concerning pay and working hours which had to be solved. In January 1961 he led the first strike involving state employees and won a 30 per cent pay increase. This action alone gives him a deserved place in the history of the Korean labour movement, but his achievements go deeper than this. Not only did he fight for and attain the establishment of a democratic and independent trade union for Korean railwaymen, against extremely tough opposition. When the military revolution of May 1961 appeared to have destroyed once again all he had worked for, he succeeded by his determination and perseverance in talks with the military authorities, in restoring to the trade unions their previous position.

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Transport workers' social security in the common market

 THE PROBLEMS of a harmonised social security system for transport workers in the countries of the European Economic Community were one of the main items for discussion at a meeting of the Committee of ITF Unions in the Community held last May.

In an address on this subject, Brother Pierre Felce, Vice-Chairman of the Committee pointed out that at the European Conference on Social Security of December 1962 a declaration of workers' and employers' representatives had been issued, stating that a first appreciation had been made of the problems posed by the task of harmonising the national social security systems of the six countries in the Community. Further meetings would be necessary, but the ultimate objective had been defined: gradual harmonisation by stages. Also the systems should be considered both in their entirety and against the social and economic background of each country.

As regards transport workers there is a choice to be made between two alternative procedures. Either a close interdependence should be established in the process of harmonisation between the systems for other workers and that for workers employed in transport, or transport should be dissociated from the other sectors and the systems in force should be harmonised independently of the general process.

The latter solution has already been suggested by the European Economic Commission. If this is pursued, any solution restricted to the transport sector

Brother Pierre Felce, Vice-Chairman of the Committee of ITF unions in the European Economic Community, addressed the recent General Assembly of the unions on the problems of a harmonized social security system for transport workers in the EEC



would nevertheless have to follow as a complement to the general pattern. This means that transport workers' organisations in the Community must have the opportunity of working with the national trade union groups, whose task it will be to present the trade union case. The other important decision to be made will concern the working out of particular solutions for the transport sector.

More immediate than the problem of harmonisation is that of co-ordination of the social security systems. This is of particular interest to the employees of undertakings whose field of operation covers more than one country. Co-ordination presents special problems in the transport sector because of the prior existence of several international instruments. A study was undertaken of the problems involved here and a report has now been made. It appears from this that certain transport workers engaged in international operations are covered twice over, while others are not covered at all.

In a resolution adopted at the end of the Assembly delegates called for positive action to ensure that harmonization of social conditions keeps pace with other integration measures.

(A table showing the timetable proposed for harmonizing social conditions of transport workers in the EEC was published in Journal No. 5, May 1963. For a full report of the discussion and decisions of the General Assembly of ITF unions in the EEC, and summaries of other speeches by Commissioner Lambert Schaus, Brother Philip Seibert, Brother Koppens and Brother Hans Imhof, see ITF Press Report No. 12 of 6 June 1963.)


(Continued from page 157)

A further significant achievement which can be attributed to Brother Lee's initiative has been the reorganization of Korean workers into fourteen industrial unions. In September 1961 he was elected to the Presidency of the Federation of Korean Trade Unions; he is thus in a strong position to ensure that his country's labour movement continues along the path of democracy and independence.



The author of the book reviewed in this article, Hans Gottfurcht, who from 1952 was Assistant General Secretary of the International Confederation of Free Trade Unions till he retired eight years later

Trade unions make history

 EVERY FULL TIME TRADE UNIONIST — and undoubtedly many socially conscious workers — will often have come up against questions which they have been unable to answer for lack of a comprehensive work of reference on the history, problems and tasks of the international trade union movement.

Such a work is now available^{*)}. Its author has been active for over fifty years in the trade union movement and it is therefore not surprising that this is not just a record of historical facts. Herr Gottfurcht wrote this book out of his own experience and his opinions are based on his belief in the free trade union movement and democratic socialism. For this reason his judgment of the events and the way he presents them are particularly illuminating.

The book is in four parts, the first part covering the period from the beginnings of the international trade union movement until the outbreak of the first World War. The author records the founding of the International Workers' Association on 28 September 1864 in London and the reasons which led to its dissolution in 1876. He writes of the first industrial congresses and we discover that as early as 1893 an international railwaymen's conference was held, at which the creation of an international trade secretariat was proposed. The rest of the first part describes the gradual establishment of the International Federation of Trade Unions, which in 1913 consisted of nineteen national centres with a total membership of 7,199,000.

The second part deals with the period from the outbreak of the first World War to the foundation of the World Federation of Trade Unions in February 1945. It would take too long to report in detail on the organizational problems of

those years, but this part contains the answer to many questions which each of us must have asked at one time or another: When was the 8-hour day first demanded at international level? When did the trade unions begin to pursue a united campaign for better social conditions and what demands did they make? How did the ILO come to be set up? When did the conflict with communism begin? What were the results of Hitler's rise to power? etc. All these questions receive detailed treatment. The third is entitled 'An interlude' and describes the disastrous history of the WFTU. The fourth part begins with the foundation of the ICFTU and carries on up to the present time. Here the author gives an illuminating account of the structure and functions of the ICFTU, of its work in the less developed areas of the world, of its educational activities and of its efforts in the sphere of human rights and trade union freedom. One chapter on the International Trade Secretariats contains a list of all ITSS, with details of their headquarters, names of the various General Secretaries, number of affiliates and total membership.


Because of the diversity and rapid development of the international trade union movement, numerous organizations have sprung up whose names we know only by their initial letters. What lies hidden behind these initials? What are ORIT, ARO, INTUC, AITUC, UTUC? What are ZENRO unions? The answer to all these questions can be found in a comprehensive glossary of all abbreviations mentioned in the text. This glossary is followed by a bibliography and two appendixes giving a list of the main officials of IFTU and the ICFTU and a time-table of conferences and congresses of the international free trade union movement.

The book is in no way dry or pedantic and the reader often has the feeling that the author 'was there'. And indeed, Hans Gottfurcht became a trade union member at the age of 17 in 1913. From 1919 to 1933 he was active in the German Central Union of Employees and throughout his career has made notes, on which his book is based. From 1933 to 1938 he organized the work of illegal trade unions supported by the pre-war International Federation of Commercial, Clerical and Technical Employees. In 1938 he fled to England where he acted as chairman of the national group of German trade unionists in Great Britain, and after the end of the war he was ap-

pointed as liaison officer between the British and German trade unions. At the beginning of 1950 the ICFTU called him to Brussels as head of its Education Department. In June 1952 he was elected Assistant General Secretary of the ICFTU and held this office until 1960, when he retired.

^{*)} The International Trade Union Movement in World Events (history, problems, tasks) by Hans Gottfurcht, with a foreword by Omer Becu, published by Bund Verlag Köln.

Attracting the traveller

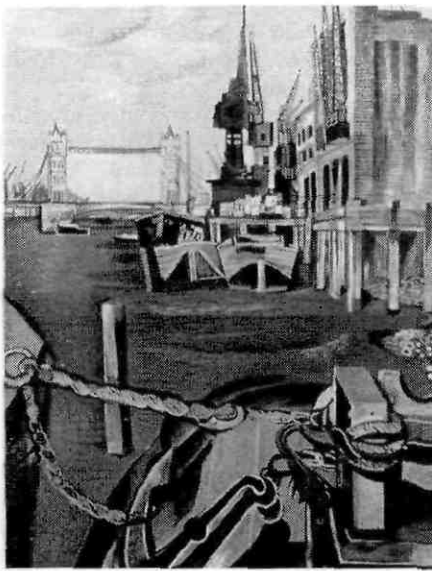
 WE DO NOT USUALLY THINK of transport undertakings as patrons of the arts — and perhaps even less as patrons of the artist. A new book just issued by London Transport, however, serves as a telling illustration of the undeniable fact that in the advertising field the transport authorities of London have done both art and themselves a great service by ensuring that their public inducements to travel combine effectiveness with attractiveness and marry the skill of the public relations man with the brilliance of the artist. 'London Transport Posters' (published by London Transport Board at 35s) is a colourful record of five decades of work in this field and at the same time a fitting tribute to the farsightedness of one man, Frank Pick, who did so much to make design an integral feature of London Transport's thinking, in this field as in so many others.

As is pointed out in the book's excellent introduction by London Transport's Publicity Officer, it was Pick who first had the idea that stations should have front windows — illuminated invitations to sample the attractions on sale within. Infinite pains are taken to ensure that the invitations are both arresting and tempting, with a colourful challenge which is never braked by information better given inside, when invitations have been accepted and the public has arrived.

The point is emphasized by the selection of posters which makes up the greater part of the book. Few of them carry advertising slogans or texts and, where they do, these are kept to an absolute minimum. All of them, however, have this in common: they are designed to make an immediate visual impact on the traveller; to remind him of the many facilities — both natural and artificial — for enjoyment, entertainment and education which are available to him in London; and of the huge variety which he can sample by using London Transport. They are designed not to inform but to



'No need to ask', by John Hassall, 1908. This early poster is a good example of the policy adopted of making Underground stations into shop windows to attract the potential traveller and let him or her know what is on offer in the way of travelling facilities.



stimulate the imagination and to suggest ways in which the Londoner can make better use of his leisure.



'Kew Gardens' by Edward Bawden, 1936. The original of this striking advertisement features a brilliant montage of lino-cuts by one of Britain's most distinguished illustrators.

1.

'Tate Gallery', by Rex Whistler, 1928. This whimsical picture, which at first glance has no direct bearing either on the famous art gallery or on London's Underground, shows how the posters reflected the growing sophistication of the travelling public.

2.

'Pool of London', by John Minton, 1951. 1951 was the year of the Festival of Britain, when the term 'commercial art' began to lose some of its sneering overtones as a result of increased public awareness of the importance of design and art in public life.

3.

'Guardsman', by Hans Unger, 1962. The original of this poster is a mosaic of stained glass, which is to be mounted into a wall of services operate on an international scale.

3.




A glance through the book will also satisfy the reader on another point: London Transport has always made use of the best talents available to it in the artistic field. Its index is at the same time a cavalcade of top British artists during the last fifty years. No particular policy has however, been followed by London Transport in its selection of the artists which it has commissioned. The innovations of artistic genius here rub shoulders with the equal genius of more conventional and traditional artistic schools.

As the introduction rightly stresses, the posters reproduced 'are intimately and rightly related to contemporary art fashions — there are period pieces and museum pieces, there is the Beggar's Opera period and the flat-colour heyday, there is even a touch of the abstract and the surrealist. But throughout, there is a healthy savour of realism, and of brilliant landscape painting, which have a universal appeal to balance occasional brave ventures into more esoteric fields'.

TAXI!

(*Taxi!* by MAURICE LEVINSON, Secker & Warburg, 15s.)

 A NATIONAL MYTH has grown up in Britain around the person of the London taxi-driver. It is by no means complimentary. According to the myth, all cab drivers are surly, ungrateful, rude and inconsiderate. They never stop when hailed, never carry any loose change, drive like lunatics, wear five overcoats, beat their wives and have never heard of the Highway Code. Their only aim in life is to drive pedestrians and other drivers from the roads, either by knocking them down or frightening them to death.

In his book, Maurice Levinson shows that cab drivers are not monsters but human beings, and describes the difficulties and frustrations, as well as the rewards, of driving a London taxi. A cab driver himself for twenty-seven years, Mr. Levinson's book is largely autobiographical, and this is one of its main strengths. From the very first page the force of his personality sweeps the reader off his feet; his narrative is so lively and carries such conviction that even the most bigoted 'cabbie-hater' must be won over.

Mr. Levinson turned to taxi-driving during the pre-war depression. A cabinet-maker, he had been out of work for two years and applying for a licence to drive a taxi was for him an act of near desperation. Before he could even begin to

study for the Public Carriage Office tests, he had to satisfy the police in meticulous detail that his personal character was above suspicion. A conviction for any criminal offence, even if it was only riding a bicycle without lights ten years previously, might be enough to disqualify a man for good.

The next step is the knowledge of London test. He describes the long painstaking months of 'learning London' — getting to know every street, every important building, every alley-way within a six-mile radius of the centre of London as well as the main roads in a radius of about 40 miles. The same procedure has been followed by prospective taxi-drivers for as long as any of them can remember. Equipment: pins, a reel of black cotton and a bicycle or moped; method: stick two pins in a map of London, stretch the cotton between them to find out the most direct route, map out three or four routes in this way and follow them on the bicycle for the rest of the day, taking note of all the crossings, traffic lights, one-way streets, important buildings and their entrances, in fact, every yard of street. It takes just under a year on average to reach the required standard.

'I might have thought that the police were imposing on us an impossible task. It was a fantastic challenge to any man who wanted to become a taxi-driver. It needs a lot of will-power and stamina, or perhaps some other strong incentive — in my case, a desperate need of a job.'

After passing the knowledge of London tests, and a driving test, the licence is issued. A taxi-driver can choose either to buy his own cab — at a cost of £1,230 — in which case he is completely independent, or become a 'journeyman' for a company owning a fleet of taxis. In the latter case he works regular hours and keeps one third of all meter fares plus any extras, while two thirds of the meter fare goes to the owner of the taxi.

Mr. Levinson describes his first few months of 'plying for hire' in the streets of London, when he thought there could be no finer job in the world. A taxi-driver going through this period of euphoria is known as a 'butter-boy'. The glamour soon wore off, however, when the nature and diversity of the regulations hemming him in began to make themselves felt. 'It soon became clear to me that the police were my friends and my worst enemies at the same time. At first I thought that they were deliberately trying to persecute me, until I discovered that it was the Hackney Carriage regul-



Maurice Levinson, author of the book reviewed in this article. Mr. Levinson has been a taxi driver for twenty-seven years, and his book, partly autobiographical, gives a very entertaining picture of the life of a London cab-driver (Photos: Helen Craig)

ations that were persecuting me and not the police. I also discovered that the Hackney Carriage regulations were so outdated that if the police carried them all out, to the strict letter of the law, they would be reporting every cab-driver in London for a summons at every minute of the day.'

The first Hackney Carriage Acts date back to the time of the horse-cab. 'Until recently every taxi applicant was asked at the Public Carriage Office whether he wanted to drive a taxi driven by a motor or a horse. As far as I know all the horse-drawn cabs have disappeared. The police took a long time to wake up to that fact'. Many of the regulations are contradictory; still more are impossible to carry out in modern traffic conditions. One even stipulates that a taxi must carry a bale of hay in the luggage space! A driver can still refuse to take passengers more than six miles, under a regulation drawn up to spare the weary hooves of a horse.

No taxi driver can fail to fall foul either of these regulations or of ordinary road traffic rules. For instance, a taxi driver is obliged to stop when hailed, but more often than not he has to cause an obstruction when doing so in London's narrow, crowded roads. If a driver fails to get out and open the door for a passenger, even though this would mean opening his door in the face of oncoming traffic, he is considered boorish and rude. All ways, he loses. However, one bright spot is the fact that the Cab Section of the Transport & General

Workers' Union will give the driver free legal advice and pay his fines for him.

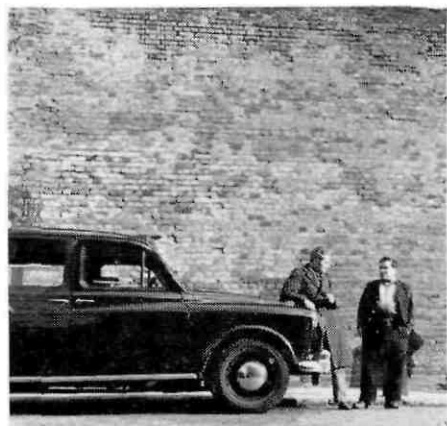
Mr. Levinson has a few uncomplimentary things to say about private motorists, particularly women, and pedestrians. But he points out that although most people think taxi-drivers are dangerous drivers, police records show that the London taxi-driver is the safest driver on the road.

Some of the author's hardest knocks are reserved for the minicabs which menaced the London cab trade in recent years. These radio cars, whose drivers did not have to pass any of the cab-driver's rigorous tests, and which did not have to conform to the Hackney Carriage Regulations or police road-worthiness tests, were using an ambiguity in the law on 'plying for hire' to grab a lot of the traditional taxi-trade. However, after the novelty of the minicabs wore off, the public has apparently returned to the taxi, and the former are now a rare sight in London.


Mr. Levinson relates some of the amusing, frightening, heartwarming and incredible incidents in his own relationship with passengers and policemen. But he emphasises that a taxi-driver's job is more often than not thankless, exhausting and unrewarding, and enlivening incidents are few and far between.

'The London cabbie doesn't ask for a pat on the back. All he wants is for people to regard him as an ordinary worker who is trying immensely hard to carry out a difficult task'.


Mr. Levinson describes the difficulties and frustrations, as well as the rewards of driving a London taxi: the strict tests of character, knowledge of London's streets, and driving ability which a prospective cab-driver has to pass before obtaining a licence; the Hackney Carriage regulations which make his life on the roads a misery; and some of the incidents which occur with passengers



ITF executive board meets in Oslo

 THIS PHOTOGRAPH of members of the ITF Executive Board, elected at the Congress in Helsinki last year, was taken when they met in Oslo early in May. Front row, 1. to r. Mrs. I. Barea, interpreter; Brother Hans Düby, President of the Swiss Railwaymen's Federation and ITF Vice-President; Frank Cousins, General Secretary of the British Transport & General Workers' Union and ITF President; Pieter de Vries, ITF General Secretary; Gunvald Hauge, President of the Norwegian Seamen's Union. Second row, 1. to r. Mrs. Düby, Brothers G. J. H. Alink, President of the Netherlands Transport Workers' Union; R. Kamisawa, International Secretary of the All-Japan Seamen's Union; Josef Matejcek, President of the Austrian Railwaymen's Union; Fernand Laurent, French Railwaymen's Federation FO; Roger Dekeyzer, President of the Belgian Transport Workers' Union; William Smith, General Secretary of the Canadian Brotherhood of Railway, Transport & General Workers; A. Okon, Nigerian Dockers', Transport & General Workers' Union. Back row: 1. to r. Adolph Kummernuss, President of the German Union of Transport and Public Service Workers; Humberto Hernandez, President of the Venezuelan Transport Workers' Federation; Helge Pettersson, President of the Swedish Transport Workers' Union; Herminio Alonso, President of the Argentine Locomotivemen's Union 'La Fraternidad'; Ze'ev Barash, General Secretary of the Israeli Seamen's Union; Don Beattie, US Railway Labour Executives' Association; Donald U'ren, General Secretary of the Malayan Railwaymen's Union; and Hans Imhof, ITF Assistant General Secretary.

New accommodation for Arctic dockers


 NEW ACCOMMODATION for dockers at Canadian Arctic ports during summer operations is to be provided by the *Narwhal*, a new 2,518 ton depot vessel of the Canadian Coast Guard.

The *Narwhal* will provide living quarters for sixty stevedores at the Arctic ports where large quantities of cargo

have to be put ashore. In the past, owing to a complete lack of shore housing facilities, stevedore crews have been put up in temporary accommodation on other Coast Guard vessels. The new ship will leave these vessels free for other duties. More detailed reports on the work of ITF Regional Representatives, and the activities of affiliated unions in the regions, will be given in future numbers of the ITF Journal.

Careers in air transport

*Selection and training of Air France
personnel*

 IN AN ARTICLE RECENTLY PUBLISHED in the French monthly, 'Transports', René Guibert, chief of Air France's Selection and Training Service, has set down and explained the principles which guide the company in its choice of personnel and the various elements which are necessary not only to ensure the smooth running of all services but also to afford each employee the maximum opportunity of advancing in his profession and getting the best out of his career. The following contains some details of Air France's staff policies and methods of selection and training.

Human investment

A well run enterprise has to take into consideration in every instance one basic factor, the ultimate reason for its existence: man. Production in any sense of the word is by man and for man. Thus the operation of an undertaking should be based on two fundamental considerations: man the consumer and man the producer. As far as the latter is concerned a good relationship between the aims or purposes of an undertaking and the means which it employs to achieve them depends on a double imperative: suit the man to the work, suit the work to the man.

The first implies the selection of the right men to do the work in the first place, and secondly training them for specific jobs, supplementing the training they have already received, keeping them informed on new developments within the undertaking, affording them the opportunity of increasing their competence with a view to promotion and maintaining a good morale amongst the personnel. 'Suiting the work to the man' concerns the division and distribution of the work and calls for the best possible conditions for the employees.

These are, in the long run, the most profitable investments for an undertaking.

25,000 employees

Air France is an extensive undertaking. To give an idea of its size and the extent of its operations it is sufficient to quote that, over a period of twenty four hours, an average of 8 to 10 passengers per minute somewhere in the world book seats on an Air France plane. It is not surprising therefore that the airline's commercial services alone employ a large proportion of the total personnel. The flight staff, pilots, flight engineers, navigators, radio officers, stewards and hostesses, account for a relatively small proportion. Together they number some 2,500, a small but vitally important section of Air France's staff of 25,800. The vast majority of the airline's personnel are rarely, if ever, seen by the passenger, but they are also indispensable for the smooth running of the whole. They in-

clude some 6,500 workshop staff, 5,500 operational ground staff and 3,000 commercial staff. These figures give an idea of the complex employment requirements of the 350 different professions which are necessary to ensure the efficient operation of all of Air France's services.

Four main types of training

Air France has a central service for selection and training of personnel, attached to the company's personnel office. This service works in close co-operation with all departments and sections of the company and is fully up to date with their various requirements as regards aptitudes and qualifications in candidates for posts. The Selection and Training Service organizes competitive examinations and interviews, which are reserved exclusively for them. Promotion is in fact the most favoured means of filling vacancies. Between October 1961 and October 1962 a total of 12 competitive examinations were organised in which 4,166 candidates took part and 1,237 were successful.

During the same period some 500 training courses were offered by Air France, in which 7,378 trainees took part. The courses held fall into four main categories. Courses of primary training include those in which specialized activities, unknown outside the sphere of commercial aviation, are taught and are designed to prepare candidates from scratch for the career which they wish to pursue in the airline. Air France undertakes, for example, the training of airline captains, flight mechanics and the commercial flight personnel. A second variety of courses, supplementary rather than basic, are designed to maintain, renew and extend knowledge already absorbed and to keep participants abreast of new developments in their particular branch of the service. A third type of course is concerned with the transfer of employees on to different work. For example a pilot or a flight mechanic changing over from one aircraft to another needs additional training in order to adjust to his new work. Lastly infor-

mation courses are arranged with the purpose of broadening the participant's general comprehension of his work and its place in the company's operation as a whole, and of informing him about the airline's services, its objectives and policies.

In 1955 courses of all types offered numbered 80 for technical flight personnel, 16 for cabin staff and 51 for ground staff. Numbers taking part in Air France courses had risen from 2,210 in 1955 to 7,378 in 1962.

Planning of programmes

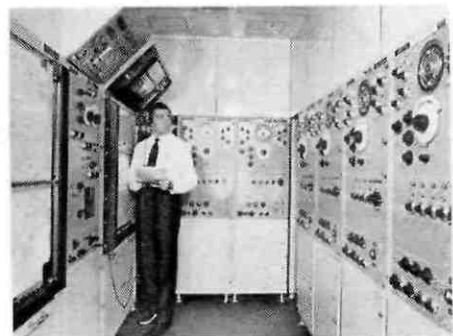
Some of the principles which guide Air France in planning its training courses are discussed in the following. Training in this context is not an end in itself, as may be said of school education. It should be carefully planned to meet the exact requirements of the jobs in question. Training of this type should bring all participants to the same level of competence. It calls for an entirely different approach in teaching methods from that which is practised in the schools. Psychological factors are considerably different in adult teaching.

The managements of the various departments and sections of the company know their employees and what knowledge and experience they require to do their jobs. The managements should therefore be in constant touch with what is being done in the field of training; they should keep the matter under constant review and take a significant part in the organizing and planning of the various courses.

Allied to this is the importance of careful selection and preparation of the teaching staff. In certain cases instructors may be recruited from outside the undertaking. This means that they must be carefully informed on procedure in the jobs for which they will be preparing candidates. Discrepancies between the knowledge a trainee has received and the work he will afterwards be doing are to be avoided at all costs. If instructors are taken from amongst ordinary qualified personnel steps should be taken to ensure that they have the necessary educational grounding and experience, before they are given teaching responsibilities.

Methods

A good training programme, which aims at the most effective and profitable results, should take into account the following essentials. The teaching premises should be functional but not too aca-



These two pictures show flight deck crew undergoing training in an Air France Boeing flight simulator, and the instructor operating controls which simulate flight conditions

demically in character. Participants embarking on courses as newcomers to the undertaking should at their reception be informed as fully as possible on the organization of the course and its professional scope. The best possible conditions should be offered for studying and assimilating instruction, but every bit as important as the concrete considerations of facilities and surroundings are the psychological factors which influence the progress of each individual in his course. The managements of the various sections of the undertaking, in which the trainees will be active once they have completed their courses, should be present when they arrive in order to show their interest in and concern for the trainees' progress.

The actual teaching should not be too academic; as much use as possible should be made of audio-visual aids and material should be presented in as concrete a fashion as possible. Theory should be alternated with practice to as great an extent as possible. Extensive use should be made of active-repetitive methods individually and collectively. The course should be well supported by discussions, individual and group exercises and individual interviews.

Above all the instruction should be carefully planned with reference to conditions and practice which the trainees will meet with in the workshops, aboard the aircraft or in the offices where they will be employed. Contradictions between what they have been taught and what they find on the job may be avoided if the courses are adequately planned.

Training programmes

The central coordinating body for all Air France various training facilities is the Selection and Training Service, which employs 17 persons as its permanent staff. The regular staff of this depart-

ment are assisted by representatives of the various sections of the company. The actual training programmes are devised and carried out in conjunction with the Selection and Training Service by a number of bodies concerned with the various facets of the company's operation.

Training for flight personnel is given at the Parisian airports, Le Bourget and Orly. The former has facilities for pilots only and employs some 50 instructors. Orly caters for all technical flight personnel, has over fifty instructors for all fields of specialisation, and is equipped with flight simulators for practical instruction. Orly also has a school for cabin staff which has ten instructors. Full size models of the main airliners are on hand, so that the conditions of flight may be created for particular tuition.

Air France has various training facilities for ground personnel. Training centres for workshop staff are amply provided with all equipment for demonstration and practical instruction. One of the centres in Paris for commercial personnel has even devised a course by gramophone records designed for trainees employed in agencies abroad.

The following details of the various elements which make up the courses for co-pilots and cabin staff may serve to give an idea of the extent of the training required and of the great variety of subjects taught.

The first phase of the co-pilot's course lasts 70 weeks and includes: preparation for theoretical exams, 1,000 hours; electronics, radio-electronics and radio-navigation, 150 hours; navigation, 150 hours; aerodynamics, 50 hours; flying equipment, 150 hours; use of flying equipment, 50 hours; regulations, 100 hours; meteorology, 60 hours; radio-telephony, signalling and radio equipment, 100 hrs.; English, 50 hours; tests, 50 hours; mis-

cellaneous, 90 hours; flying (DC 3) 65 hours; link trainer, 40 hours. After completion of this part of his training the candidate is eligible for examination for his professional pilot's certificate. During the second phase of training which lasts 20 weeks candidates are prepared for examination to qualify as airline flying and 25 hours link trainer. After qualifying a co-pilot must have at least 5 years experience before he can obtain a command.

The course for cabin staff takes five weeks and includes: reception and individual interviews, 3 hours; meal service, 54½ hours; hotel duties, 20 hours; administrative duties, 15 hours; department 10 hours; general knowledge (geography, meteorology . . .), 7 hours; languages, 16 hours; miscellaneous (dress, types of aircraft, Air France, etc.), 6 hours; administrative procedure, 2 hrs.; practical exercises, 23 hours; (courses for hostesses: child care, make-up, hair fashions, etc., 7 hours); revision, 3 hours; examinations, 8 hours.

After these five week's basic training come an additional one week of flying, one week devoted to first aid and two weeks to problems of safety.

Promotion

The preparation of employees for promotion to new functions and their adaptation to their new work occupies an important position in Air France's training programmes. It is hardly possible to

go into every aspect of what is being done here, but an idea may be gained from the following description of promotion facilities for workshop staff.

Workshop employees who wish to become technicians in their departments are given every opportunity to work up to the required level of competence. Provided they satisfy certain conditions of grade and seniority, candidates are entered for three examinations designed to test their competence and ability for such positions. These cover general knowledge, technology and professional ability. Workshop employees wishing to qualify as technicians may study for these examinations by means of correspondence courses which are paid for by Air France. Courses of this kind are followed by some 350 workers. (The same type of training is available for operational employees.) In addition to the examinations candidates for workshop technician status also have to complete a six month course of practical training in a department which is especially set aside for this purpose. The names of candidates, who have successfully passed through both these stages of their training, are submitted for selection.

There are also various other educational activities on a smaller scale which are designed to meet specific requirements. The teaching of languages, for example, is of the greatest importance in any air transport undertaking. Intensified language courses, falling un-

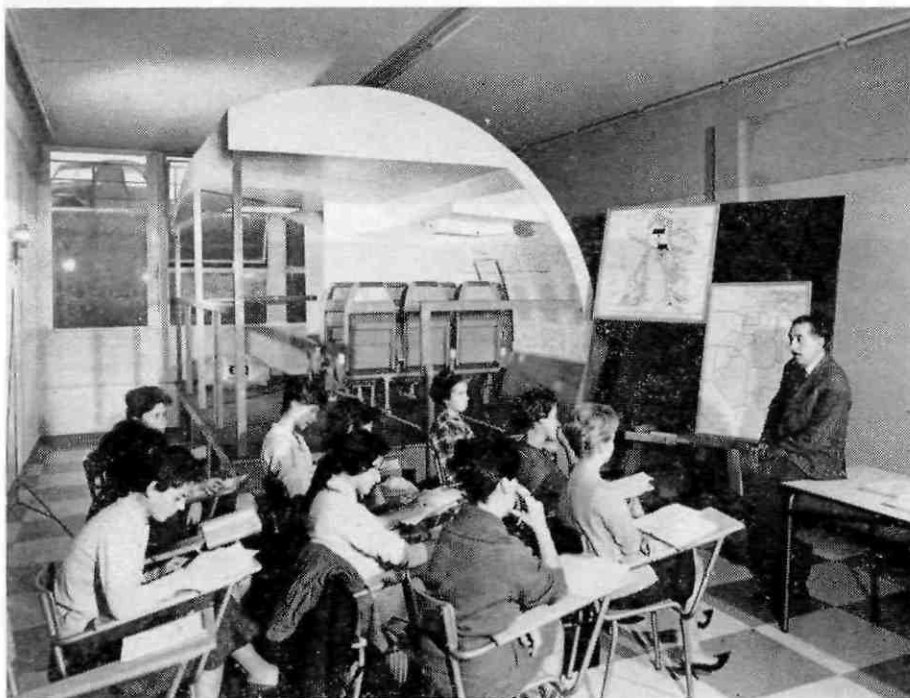
der the heading of supplementary training, have been introduced for executives and technicians. The methods evolved in these courses are remarkable for the rapid results they achieve. In the case of English, for example, students are given five whole days intensive tuition plus six sessions lasting four hours each, and this is sufficient to bring their English, learnt at school and largely forgotten, up to fluent conversational standard.

Training for higher executives - SIPCA

Ten years ago, when the extent of Air France's operations was developing at a particularly rapid rate, the need made itself felt for some sort of facilities to enable higher executives to keep abreast of developments. Thus a series of sessions were launched for their benefit, aimed at bringing them up to date on the enterprise as a whole and all its manifold operations and at broadening the sphere of their functions which were often too localised and restricted. The success of these first session known by their French abbreviation, SIPCA (Sessions d'Information et de Perfectionnement des Cadres), prompted the company to continue and enlarge them. Since then training activity at this level has not ceased and has undergone considerable developments.

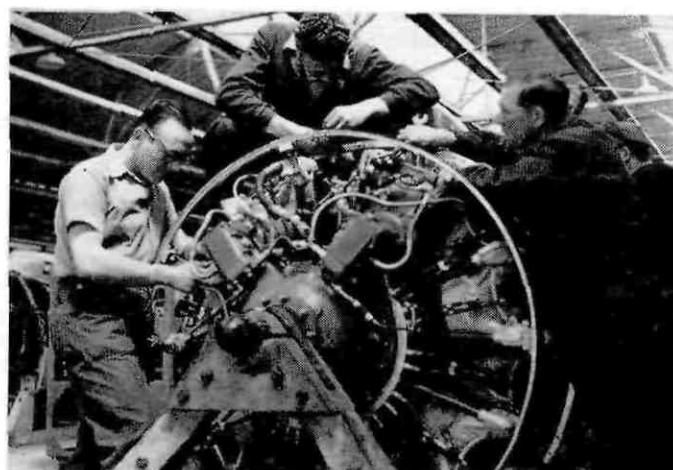
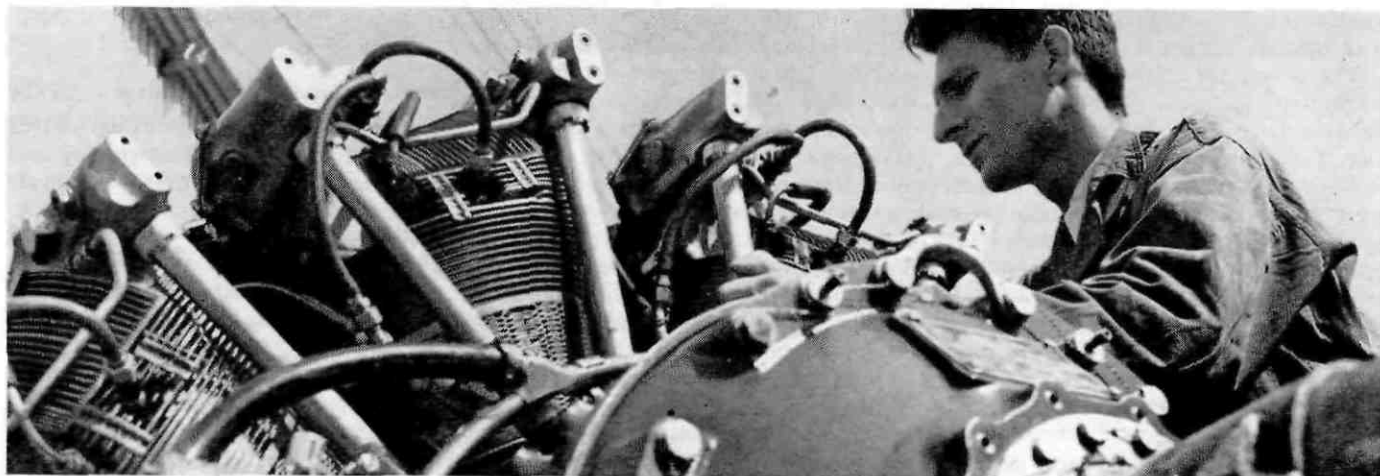
From the beginning they were attended by outside observers and after the first two years participation of the latter had set them on an inter-company basis. Later a second phase was added to the courses which was concerned less with the internal problems of the undertaking than with the economic and social background in which it exists. Two years ago a third phase was introduced which consisted of a 'club' of former participants. The club offers short five day sessions designed to bring information up to date, and presents the opportunity of going in greater detail into any subject already discussed in the main part of the course.

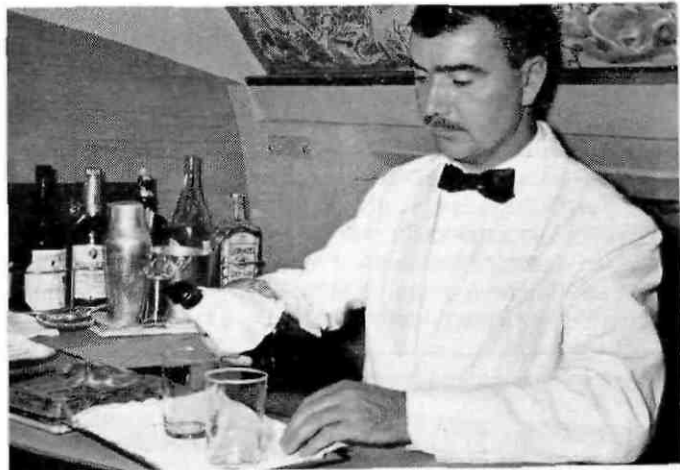
Recently, owing to the development of air transport in the newly independent nations of Africa, Air France along with other airlines with centres of operation in those countries has seen the need for increased training facilities for locally recruited personnel. This need is particularly pressing in respect



Air France personnel receiving instruction in the way in which Search and Rescue services operate on an international scale

The photographs which illustrate this article show employees of Air France at work: pilots, steward and stewardesses, catering staff, aircraft maintenance workers, etc. (Air France photos). Those on this page show maintenance men and, bottom, flight crew at their stations. Those opposite are of cabin attendants, stewards and kitchen staff performing just a few of their many and varied tasks.







An instructor from one of the local unions leads a discussion group. Two teaching methods were used throughout the course. The morning sessions consisted of lectures attended by all participants at which the theme of the day was presented. The afternoons were taken up with discussions for which the students split up into groups according to their professional category

personnel for as many education programmes as were envisaged.

With the help of the American Institute for Free Labor Development (AIFLD) this difficulty has been eased to a certain extent. Thirty three Brazilian trade unionists are now receiving intensive training at the AIFLD's educational department in Washington (DC). These students, after completion of their training, will return to work for the organizations, which sponsored them, in planning and conducting training programmes.

One of the long term proposals put forward at last autumn's conferences was for the establishment of a permanent trade union educational institute in Brazil for the purpose of training teachers for the local federations and unions. This project is under study and it is expected that action will be taken on it in the near future. The seminar of last April served as a course of preparation for the leaders and active members of local unions who were selected. They will at some time in the near future embark on more advanced training courses in the permanent institute.

The seminar was attended by fifty participants. The seven transport participants were sponsored by the ITF. Ten others were sponsored by ORIT, nine by the International Federation of Commercial Clerical and Technical Employees, nine by the International Federation of Petroleum Workers and fifteen by the

Postal, Telegraph and Telephone International.

Intended as an elementary course, the seminar was specially devised so that the material corresponded well with the trade union experience of the participants. Thus an important part of the program-

me centred on the definition of trade unionism, its history, structure and aims. It was possible in this way to remove any misconceptions of the purposes of labour organization. Subjects dwelt upon in greater detail were union administration, union finances and the collective contract.

Two different teaching methods were used throughout the seminar. In the morning sessions the theme of the day was presented by an instructor in lecture form to all participants collectively. In the afternoons they split up into groups according to category, in order to discuss the theme in the light of its special application to their field of trade union activity. These 'round table' sessions enabled any participant who might be confused or in doubt about some point raised in the morning session to have it clarified with the help of the instructor leading his group. Moreover the instructors were able by virtue of this closer contact to

At the opening ceremony of the four day seminar of basic trade union orientation, held last April in São Paulo, Brazil, participants were told what they might expect during the few days to follow. Amongst those conducting the course is ITF representative, Jack Otero, speaking into the microphone; on his immediate right is John J. Snyder of the PTI



SEMINÁRIO DE ORIENTAÇÃO BÁSICA SINDICAL
 PATROCINADO POR
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estimate to what extent the members of their groups had understood and absorbed the material presented.

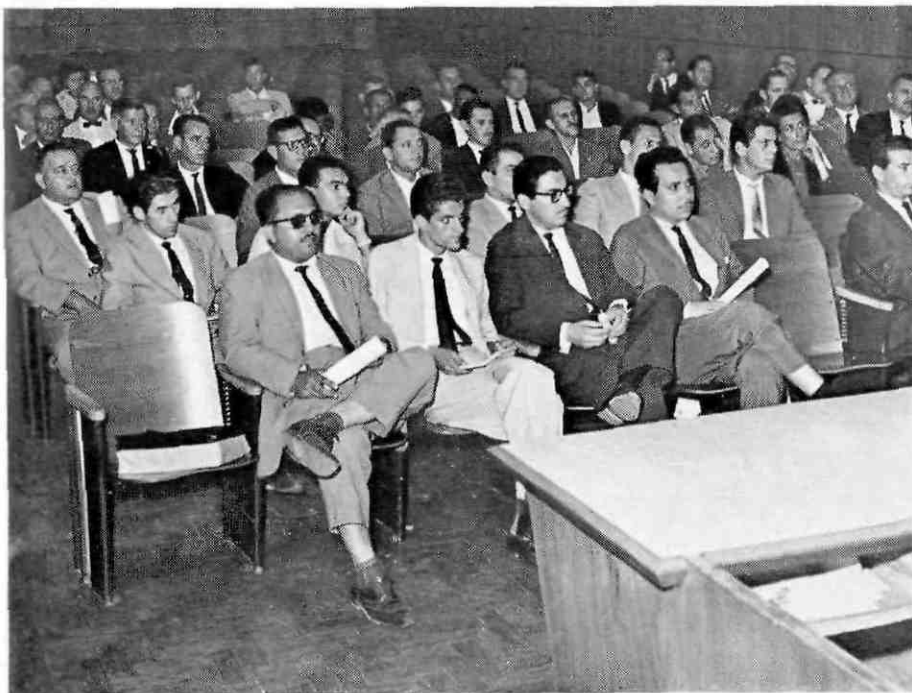
The morning sessions were of particular benefit in that they brought together trade unionists from all professional groups. The knowledge that all categories of workers had a common ground in

union education resulted in a camaraderie among the participants hitherto unknown. The high attendance figures bear witness to the enthusiasm and interest of those taking part, three quarters of whom received full wages from their employers. These things contributed in large measure to the success of the seminar.

The seminar of basic trade union education was held at the headquarters of the Brazilian Telephone Workers' Union in São Paulo city. In the picture are the fifty participating trade unionists, the majority of whom will be going on to receive advanced training also under the scheme, once facilities for this have been brought into operation in Brazil



Altogether fifty Brazilian trade unionists attended the seminar. Some were sponsored directly by ORIT, Latin American wing of the ICFTU, but most were able to take part through the good offices of the ORIT ITS's and their affiliated unions. The other ITS's involved in planning and carrying out the seminar, along with the ITF, were the Clerical and Technical Employees, the Petroleum Workers and the Postal Workers Internationals



Being the first of its kind, the seminar was largely an experimental venture. Its organizers were able to assess its faults and omissions and will thus be able to provide the returning AIFLD trainees with a good guide to the requirements which will have to be met by such courses in the future.

(Continued from page 168)

somewhat different. The evolution of democracy in free Europe and America and the almost general acceptance in the industrialized countries of the western world of the rights of working men, have put the trade unions in an established and relatively powerful position.

'It is the working people of Latin America, Asia and Africa, newly liberated from dictatorship and colonialism and only now becoming industrialized to any extent, who need the strength of responsible trade unions to ensure that the aims of social and economic democracy are attained.

'Only they cannot afford the fifty or so years of struggle through which American and European trade union pioneers had to wait before they saw the achievement of their goals. Nor have they any need to wait. The trade unions in Europe and America which have reached positions of respect and influence have long recognized their duty to help their brothers in the developing countries and it is mainly through international bodies like the ITF and the International Confederation of Free Trade Unions that this work is carried out. . . .

'ITF representatives are intermediaries between the old and the new, links between all that is best in the democratic societies of the western world and the hopes and aspirations of the new nations. Let us not underestimate the significance of the work they are doing. We tend sometimes to forget that a strong, free trade union movement is not merely one of the manifestations of a democratic society: it is also one of its chief bulwarks.

'It is clear, therefore, that it is in our own interest, quite apart from the idealistic motivation, to do our part to ensure that democratic institutions - of which the trade union movement is but one example - grow and flourish in these underdeveloped regions of the world. It is no longer enough to tend our own gardens: we have a duty to help out in our neighbour's garden as well'.

Security of employment for Swedish seafarers

by YNGVE GYLLIN

From the Swedish maritime law of the sixteenth century, which bore the influence of the Hansa merchants and of conceptions of sea law reaching much further back in time, there is almost a direct continuity through later maritime law to much that is to be found in today's seafaring legislation.

It is interesting to recall in the same connection that the latest agreement for high sea shipping includes a memoran-

The joint operation or co-operation committees which have been formed in the labour world of our time are by definition advisory and not decision taking, and it may be curious to note that the ancient law, at least in some instances, extended further than this in its jurisdiction to a form of democracy by majority rule. A master was, for exam-

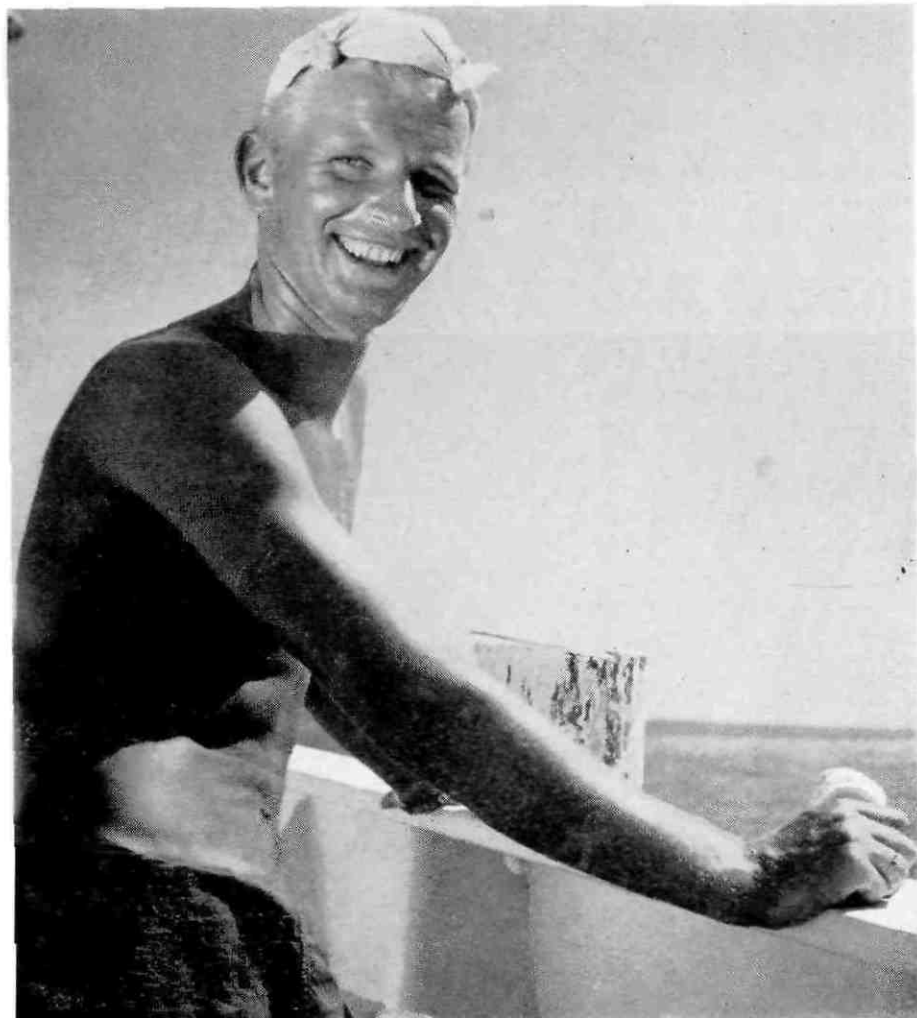
dum which aims at a greater democracy of operation in seafaring; this has its counterpart in the sixteenth century law. In the seafarers' present agreement the memorandum runs: 'the parties are agreed that during the life of the agreement discussions will be held concerning the setting up of co-operation committees on board vessels. For this purpose the parties shall set up a special working party.'

ple, in those days obliged to consult his crew before sailing as to whether they considered the wind and weather suitable for sailing. He was bound to fall in with the majority opinion.

Off duty time also regulated

The confinement of the seafarer to his workplace which is his ship was also re-

The Swedish Seamen's Union is working for the achievement of stable employment for its members. Under the conditions favoured by the Union seamen would be employed directly by the shipowning company; they would no longer seek employment aboard the vessel itself. Discussions are to be held between the seafarers and shipowners as to how this is to be brought about. The employers have prepared their own memorandum on the subject



(The following is an article first published in the journal of Swedish Trade Union Federation, Fackföreningsrörelsen, and the conditions described are those of Swedish seafarers. What is discussed is however of interest to seafarers all over the world.)

flected in the old law. The crew were not allowed to leave the ship without the master's permission, and, if they did so, they were liable to pay compensation for any damage which occurred to the ship in their absence. In the modern law a seaman is entitled to go ashore when he is off duty, provided he is not required to remain on call aboard the ship.

The present day Seaman's Law in common with older maritime law contains provisions for disciplinary procedure. These include forfeiture of not more than seven days' wages, for example, in cases where a seaman fails to go on duty at the proper time, goes ashore without permission or does not return at the proper time after having been ashore. It is to be noted that the offence in question must be examined by a disciplinary committee, consisting of the officer in charge, a presiding officer and including two members specially selected for each individual case.

The regulations of time off duty is a special characteristic of seafaring legislation. Workers on land can generally dispose of their off duty time as they please. They do not have to remain at their place of work after work has finished for the day. For the seafarer it is a different matter. The special conditions governing service at sea may necessitate his staying on board even when his ship lies in port - consideration of maritime safety may demand this. In the revised Seamen's Law the seaman is entitled in principle to leave the vessel when he is off duty during the vessels' stay in port or at a safe anchorage.

But this is only in principle. He may be ordered to stay on board if this is necessary in the interest of the safety of the ship, of its cargo or of those on board, if he is required for some necessary duties or because the ship is preparing to weigh anchor. It is up to the officer in command - or to someone to whom he has delegated his authority in the matter - to decide which members of the crew shall not be allowed to leave the ship. The provisions of the law aim only to defining the crew's right in general to go ashore. But it is also clear that in special cases the commanding officer may be fully within his rights in forbidding a man to go ashore when he is off duty. This may be the case for example when there is some pernicious epidemic in the locality, or when it is generally



Legislative provisions for conditions of employment in the Swedish seafaring industry have an unsound basis. A shipowner is entitled to dismiss a seaman without giving any reason 'in the interest of maritime safety', but the seaman must remain aboard the ship for at least one year and is not granted a free passage home before completion of two year's service. He is thus at a distinct disadvantage compared with employers on land

known that foreign seamen are interfered with by the authorities.

Transferring employment from ship to company

A memorandum has been added to the latest agreement for high sea shipping which may possibly have a wider implication in the sphere of employment security than that which deals with the question of co-operation committees. This memorandum aims at a radical reorganisation of conditions of employment. As

far as the men are concerned employment is at present tied to the vessel and not to the company. The memorandum runs as follows:

'The parties shall during the life of the agreement enter into discussions on the possibility of the company giving the personnel permanent employment in its service. The purpose of this will be to offer the employee greater security of employment, at the same time affording the company the possibility of binding to itself a more permanent working

force. To this end a special working party shall be set up by the parties.'

It may be remembered in the same connection that the shipowners' side had already in the first stages of the negotiations for the agreement put forward a draft proposal on how this ought to be achieved. It is likely however that the whole thing will be subject to a good many alterations if and when the working party which is to deal with the question comes into existence. At any rate there is basic agreement between the parties that forms must be found for binding employment directly to the ship-owning company.

At present, with employment tied to the vessel, the contract of a seaman of

rating status causes on sickness, call-up, and on loss of the vessel. He must sign off even if he wishes to take leave to which he is legally entitled. This is a direct consequence of the fact that employment applies to the vessel itself and is not bound to the company which owns the vessel. These examples must stand out in sharp contrast against conditions enjoyed by employees in shore industries.

Difficulties in terminating contract

In the Seaman's Law are to be found stipulations concerning the service contract, the employee's obligations with regard to his service and the benefits he may count on regarding sickness. The law regulates the right to terminate con-

tract in the particular cases and deals with the collective agreements entered into between employees on board ship and the shipowners' organisations. Under maritime law at the time of the sailing ship seamen had to sign on for a season which generally lasted from spring till late into autumn. He had no right whatsoever to leave the ship until the season was over.

Without making comparisons with the conditions prevailing at that time it may be said that even in our time there are obvious difficulties for a seaman who wishes to leave his service because the conditions of work and employment do not come up to what he has been led to expect. This is demonstrated on repeated occasions in representations made to the Swedish Seamen's Union and is underlined in a resolution moved at the union's 1959 congress in Norrköping by the crew of the tanker Carl Gothon. The resolution contains a demand for a revision of the motion pointed out 'that developments in the Swedish merchant fleet show an ever increasing tendency to include more and bigger tankers which to a large extent sail on time charter without putting in at any Swedish or other Scandinavian port. The stipulations of the Seaman's Law put severe limitations on the possibilities of terminating contract in these conditions.'

It is pointed out further in the motion 'that workers on land may, by observing a very short period of notice, give up their jobs after only short periods of employment. This possibility is not afforded those employed on board ship'. As a rule the latter are compelled to remain on board the vessel for one year. Generally it is stipulated that the service contract shall expire in a Swedish port. The speakers also pointed out that if a member of a crew stayed on board for the year prescribed by the service contract he ran the risk of having to bear the heavy costs of the journey home from the place of signing off. But if he cannot or is not willing to take upon himself such expense but intends to the day of signing off to seek work on a different vessel, he may let himself in for a considerable amount of difficulty and inconvenience. The seaman's right to a free passage home is also subject to certain conditions, for instance, that he should have served with the same company for at least two years – under certain circumstances up to two and a half. The speakers urged that the limit of one year's service for terminating contract should be reduced to six

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months and the minimum length of service to warrant a free passage home to one year.

Unsatisfactory advantages

The deciding factor in the right of terminating contract is that the seaman concerned should have been employed on one and the same vessel for one year. After such time has expired he is entitled to terminate his contract within one month (for officers) or seven days (for men) in any port at which the ship calls for loading or unloading cargo or take on supplies.

In the Swedish labour market the principle is generally observed that all conditions of employment should be regulated by the parties concerned themselves. This has become standard procedure. One of the characteristics of seafaring however is the fact that since the notorious hiring law was revoked the only authority which lays down detailed conditions governing the individual contract is the Seaman's Law. This has led to elaborate tricks of interpretation in which both sides seem to be well versed. The Seaman's Law thus does not settle the question whether all of its stipulations are compulsory or can be overruled by agreement between the two parties. In certain cases it is apparent from a regulation's wording that it is only to have effect if nothing else is agreed upon; in other cases it is clear that an enactment is compulsory and that disregard of it is subject to a penalty. Nothing prevents an agreement from ensuring advantages over and above those provided for in the seaman's law, but those of its provisions which apply to maritime security are of a compulsory nature.

It is also important to give attention to what is meant in the Seaman's Law by termination of contract and dismissal or resignation. Resignation or dismissal occur when the employee leaves his service before the agreed or legally prescribed period or in any other way than that prescribed in the agreement or the Law.

A point worth noting in this connection is that it has been deemed necessary to give the shipowner the unconditional right to dismiss an employee when and where he pleases and without giving reasons. In the Seaman's Law sickness and injury are specified as reasons for dismissal. The commanding officer has the right to dismiss a seaman who through sickness or injury has for some time been unable to carry out his

Vid påmönstringen af Sjökaptenen

J. Pedersen's
Besättning har *Jurman Jan Paulsen*
Skuesjen som är *16* år gammal, hemma i *L. Skanuf*
samt gift, aflagt följande Ed:

Jag *Jan Paulsen Skuesjen* lofvar och svär, vid Gud och Hans Heliga Evangelium, att jag städse skall vara min rätte Konung, den Stormäktigste Furste och Herre, CARL XV, Sveriges, Norriges, Göthes och Wendes Konung, samt det Kongl. Huset huld och trogen. Jag skall och med lif och blod försvara det Konungliga väldet samt Rikets Ständers fri- och rättigheter; allt i öfverensstämmelse med Rikets Grundlagar, dem jag till alla delar skall lyda och efterkomma.

Dernäst vill och skall jag i alla mål ställa mig till hörsam och underdånig efterlefnad Sveriges Sjölag och det för Svenska Coopværdie-Skeppare och Sjöfolk utfärdade Reglemente, af den 30 Mars 1748, samt hvad än vidare redan är, eller framdeles kan blifva om Svenska Sjöfarten stadgadt och förordnadt, såsom och i synnerhet utomlands ej gå utur min antagna samt vid utmönstringen antecknade tjänst, och blifva utur Riket borta, utan ofelbart vara vederbörande Skeppare hit till riket tillbaka följaktig.

Detta lofvar jag på heder och samvete hålla.

Så sant mig Gud hjelpe till Lif och Sjal!

Hvarföre detta bevis lemnas med vederbörlig underskrift och Sigill.

Göteborgs Sjömanshus d. *20 Mars* 186*3*.

J. Pedersen


The forerunner of the present day service contract, this was the signing on document for Swedish seafarers of the last century. Under the law in force at the time of the sailing ship seamen had to sign on for a season which generally lasted from spring till late into autumn. They had no right whatsoever to leave the ship until the season was over

duties or suffers from a sickness which entails risk for the others on board. It is nevertheless to be noted that dismissal for these reasons puts certain economic obligations on the shipowner.

A seaman who behaves badly on board or commits some transgression or negli-

gence may be punished in a way other than by dismissal. Cases were a commanding officer is entitled to dismiss are specified in the Seaman's Law.

But before a seaman is dismissed he should if possible be given a hearing, so that he may explain the circumstances in

which the offence was committed. The commanding officer must also make a record of his decision.

At the hearing jurors should be present and the accused has the right to bring witnesses or a witness. The commanding officer's decision on the penalty depends on whether the hearing has been conducted in a proper legal manner. The most usual and the most widespread penalties are forfeiture of wages. The commanding officer has the right to impose this penalty in respect of anything, from one to seven days' pay.

The concept of joint consultation is nothing new in seafaring, and at any rate it may be said that, when the project of joint cooperation committees has become an established part of the high sea shipping agreement, it will be possible to build to a large extent on traditions of *joint consultation* which have already formed and developed in seafaring. It will be another matter of course, to reach agreement on the functions of the committees and their place in modern seafaring.

Liability for compensation

The right of the shipowner to give notice at any time, without giving reasons and without regard to the time and place specified in the agreement or in the law for termination of service, is subject to a certain liability which must be observed. There is, juridically speaking, a form of dismissal conflicting with contractual provisions which gives claim to compensation. According to the 1922 seaman's law the standard of compensation to employees who have been 'given the sack' should be equivalent to the loss incurred through the dismissal. In the revised Seaman's Law it has been laid down that the compensation for dismissals in conflict with contractual provisions should be the standard amount, which for officers means three months salary and for men two months' wages plus a free passage with board to the place where service should by rights have terminated.

In dealing with this question it was pointed out in the legal committee 'that the occasion may arise for a shipowner to dismiss an employee without giving a reason in the interests of maritime security'. This is a standpoint which is not in harmony with the accepted conception of a worker's security of employment. It is a legislative measure with an unsound basis, bearing in mind that in the opposite instance a seaman can be penalised

for desertion. This is why the legislative committee found it just that the seaman should be able in the event of a dismissal in conflict with contractual provisions to expect a compensation which is not too meagre.

Lack of protection against dismissal

At the conference on security of employment held under the auspices of the Swedish Trade Union Federation (LO) in Stockholm in Autumn 1961 a matter which received particular emphasis in speeches and debates was the principle that workers should have protection against dismissals for which there is no valid reason.

Numerous agreements for land industries do contain provisions against unjustified dismissal.

In seafaring however, the position is very different. In collective agreements applying to seafarers there is an absence of any provision which is specially intended to protect the seaman from the termination of his contract through no valid reason. This brings to mind once again the unconditional right to terminate a seaman's contract claimed in the interests of 'maritime safety'. This is the reason that the rules in the Saltsjöbad Agreement (¹) have not been adopted in the Seaman's Law. Efforts have however been made in other ways to apply the actual spirit of the Saltsjöbad rules in the Seaman's Law. The following directive appears in its text: 'If a seaman, whose employment has lasted more than six months, is dismissed from service aboard a vessel with a crew of at least ten men, he has at the most three days in which to take council concerning the termination of his contract in a joint committee...'

The purpose of this regulation is to prevent hasty and unjustified dismissals, without thereby restricting the freedom to bring a service agreement to an end through dismissal. The seaman concerned has not the right to attend discussions between the members of the committee, which may be held after it has been in session. The committee is a consultative not a decision taking body and it should be remembered that the regulations for consultation apply to the termination of contracts and not to sackings as such — between which the Seaman's Law makes a distinction. As mentioned above the right to a hearing before a special committee does not apply in the case of a sacking.

Rationalisation on board

Following on the representations made to the parties by the Institute for Technical Research in Shipbuilding concerning frequency studies on board vessels as to the section of the industry which may prove suitable for automation measures, the parties undertake to cooperate in this work in a positive spirit and to work likewise for the rationalisation of labour on board'.

To this promise the decision to develop co-operation committee is a natural complement, but it must not be limited to the technical side. Labour at sea has so many social aspects, not the least of them the question of security in employment, that there is a rich field for co-operation and reforms. With the progress of rationalisation and automation in seafaring the time is ripening for a reappraisal and revision both of the Seaman's Law and of contract conditions. The new agreement for high sea shipping points decisively in this direction.

The name of the first frame agreement concluded between the Swedish Trade Union Federation (LO) and the Employers' Federation (SAF), which lays down basic rights and conditions and has provided a frame for subsequent agreements between individual unions and employers' federations.

New sea rescue device from france

Our affiliate, the French National Merchant Marine Federation FO, has informed us that a new type of distress signalling equipment has been approved by the French Government, which comes into operation automatically immediately it is placed in the water. The transmitter, broadcasting on 2182 kc/s, gives out a distress signal to ships and coastal stations.

The telescopic antenna, three meters long, extends automatically, giving a range for the signal of about 100 km for more than 100 hours. The antenna also comprises a flashing light which can help to fix its position by night, and the buoy is equipped with fixtures which make it possible for a shipwrecked man to hang on to save himself from drowning.

The statistical chances of finding a victim of shipwreck if he has one of these LAREX buoys are substantially the same as of not finding him by conventional methods — which are very high indeed.

flected in the old law. The crew were not allowed to leave the ship without the master's permission, and, if they did so, they were liable to pay compensation for any damage which occurred to the ship in their absence. In the modern law a seaman is entitled to go ashore when he is off duty, provided he is not required to remain on call aboard the ship.

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In the Swedish labour market the principle is generally observed that all conditions of employment should be regulated by the parties concerned themselves. This has become standard procedure. One of the characteristics of seafaring however is the fact that since the notorious hiring law was revoked the only authority which lays down detailed conditions governing the individual contract is the Seaman's Law. This has led to elaborate tricks of interpretation in which both sides seem to be well versed. The Seaman's Law thus does not settle the question whether all of its stipulations are compulsory or can be overruled by agreement between the two parties. In certain cases it is apparent from a regulation's wording that it is only to have effect if nothing else is agreed upon; in other cases it is clear that an enactment is compulsory and that disregard of it is subject to a penalty. Nothing prevents an agreement from ensuring advantages over and above those provided for in the seaman's law, but those of its provisions which apply to maritime security are of a compulsory nature.

It is also important to give attention to what is meant in the Seaman's Law by termination of contract and dismissal or resignation. Resignation or dismissal occur when the employee leaves his service before the agreed or legally prescribed period or in any other way than that prescribed in the agreement or the Law.

A point worth noting in this connection is that it has been deemed necessary to give the shipowner the unconditional right to dismiss an employee when and where he pleases and without giving reasons. In the Seaman's Law sickness and injury are specified as reasons for dismissal. The commanding officer has the right to dismiss a seaman who through sickness or injury has for some time been unable to carry out his

Vid påmönstringen af Sjökaptenen

J. J. J. J. J.
Besättning har *J. J. J. J. J.*
S. S. S. S. S. som är *16* år gammal, hemma i *J. J. J.*
samt gift, aflagt följande Ed:

Jag *J. J. J. J. J.* lofvar och svär, vid Gud och Hans Heliga Evangelium, att jag städse skall vara min rätte Konung, den Stormäktigste Furste och Herr, CARL XV, Sveriges, Norriges, Götches och Wendes Konung, samt det Kongl. Huset huld och trogen. Jag skall och med lif och blod försvara det Konungsliga väldet samt Rikets Ständers fri- och rättigheter; allt i öfverensstämmelse med Rikets Grundlagar, dem jag till alla delar skall lyda och efterkomma.

Dernäst vill och skall jag i alla mål ställa mig till hörsam och underdånig efterlefnad Sveriges Sjölag och det för Svenska Coopværdie-Skeppare och Sjöfolk utfärdade Reglemente, af den 30 Mars 1748, samt hvad än vidare redan är, eller framdeles kan blifva om Svenska Sjöfarten stadgadt och förordnadt, såsom och i synnerhet utomlands ej gå utur min antagna samt vid utmönstringen antecknade tjänst, och blifva utur Riket borta, utan ofelbart vara vederbörande Skeppare hit till riket tillbaka följaktig.

Detta lofvar jag på heder och samvete hålla.

Så sant mig Gud hjelpe till Lif och Sjal!

Hvarföre detta bevis lemnas med vederbörlig underskrift och Sigill.

Göteborgs Sjömanshus d. *20 Mars* 186*3*.

J. J. J. J. J.
J. J. J. J. J.


The forerunner of the present day service contract, this was the signing on document for Swedish seafarers of the last century. Under the law in force at the time of the sailing ship seamen had to sign on for a season which generally lasted from spring till late into autumn. They had no right whatsoever to leave the ship until the season was over

duties or suffers from a sickness which entails risk for the others on board. It is nevertheless to be noted that dismissal for these reasons puts certain economic obligations on the shipowner.

A seaman who behaves badly on board or commits some transgression or negli-

gence may be punished in a way other than by dismissal. Cases were a commanding officer is entitled to dismiss are specified in the Seaman's Law.

But before a seaman is dismissed he should if possible be given a hearing, so that he may explain the circumstances in

which the offence was committed. The commanding officer must also make a record of his decision.

At the hearing jurors should be present and the accused has the right to bring witnesses or a witness. The commanding officer's decision on the penalty depends on whether the hearing has been conducted in a proper legal manner. The most usual and the most widespread penalties are forfeiture of wages. The commanding officer has the right to impose this penalty in respect of anything, from one to seven days' pay.

The concept of joint consultation is nothing new in seafaring, and at any rate it may be said that, when the project of joint cooperation committees has become an established part of the high sea shipping agreement, it will be possible to build to a large extent on traditions of joint consultation which have already formed and developed in seafaring. It will be another matter of course, to reach agreement on the functions of the committees and their place in modern seafaring.

Liability for compensation

The right of the shipowner to give notice at any time, without giving reasons and without regard to the time and place specified in the agreement or in the law for termination of service, is subject to a certain liability which must be observed. There is, juridically speaking, a form of dismissal conflicting with contractual provisions which gives claim to compensation. According to the 1922 seaman's law the standard of compensation to employees who have been 'given the sack' should be equivalent to the loss incurred through the dismissal. In the revised Seaman's Law it has been laid down that the compensation for dismissals in conflict with contractual provisions should be the standard amount, which for officers means three months salary and for men two months' wages plus a free passage with board to the place where service should by rights have terminated.

In dealing with this question it was pointed out in the legal committee 'that the occasion may arise for a shipowner to dismiss an employee without giving a reason in the interests of maritime security'. This is a standpoint which is not in harmony with the accepted conception of a worker's security of employment. It is a legislative measure with an unsound basis, bearing in mind that in the opposite instance a seaman can be penalised

for desertion. This is why the legislative committee found it just that the seaman should be able in the event of a dismissal in conflict with contractual provisions to expect a compensation which is not too meagre.

Lack of protection against dismissal

At the conference on security of employment held under the auspices of the Swedish Trade Union Federation (LO) in Stockholm in Autumn 1961 a matter which received particular emphasis in speeches and debates was the principle that workers should have protection against dismissals for which there is no valid reason.

Numerous agreements for land industries do contain provisions against unjustified dismissal.

In seafaring however, the position is very different. In collective agreements applying to seafarers there is an absence of any provision which is specially intended to protect the seaman from the termination of his contract through no valid reason. This brings to mind once again the unconditional right to terminate a seaman's contract claimed in the interests of 'maritime safety'. This is the reason that the rules in the Saltsjöbad Agreement (1) have not been adopted in the Seaman's Law. Efforts have however been made in other ways to apply the actual spirit of the Saltsjöbad rules in the Seaman's Law. The following directive appears in its text: 'If a seaman, whose employment has lasted more than six months, is dismissed from service aboard a vessel with a crew of at least ten men, he has at the most three days in which to take council concerning the termination of his contract in a joint committee . . .'

The purpose of this regulation is to prevent hasty and unjustified dismissals, without thereby restricting the freedom to bring a service agreement to an end through dismissal. The seaman concerned has not the right to attend discussions between the members of the committee, which may be held after it has been in session. The committee is a consultative not a decision taking body and it should be remembered that the regulations for consultation apply to the termination of contracts and not to sackings as such - between which the Seaman's Law makes a distinction. As mentioned above the right to a hearing before a special committee does not apply in the case of a sacking.

Rationalisation on board

Following on the representations made to the parties by the Institute for Technical Research in Shipbuilding concerning frequency studies on board vessels as to the section of the industry which may prove suitable for automation measures, the parties undertake to cooperate in this work in a positive spirit and to work likewise for the rationalisation of labour on board'.

To this promise the decision to develop co-operation committee is a natural complement, but it must not be limited to the technical side. Labour at sea has so many social aspects, not the least of them the question of security in employment, that there is a rich field for co-operation and reforms. With the progress of rationalisation and automation in seafaring the time is ripening for a reappraisal and revision both of the Seaman's Law and of contract conditions. The new agreement for high sea shipping points decisively in this direction.

The name of the first frame agreement concluded between the Swedish Trade Union Federation (LO) and the Employers' Federation (SAF), which lays down basic rights and conditions and has provided a frame for subsequent agreements between individual unions and employers' federations.

New sea rescue device from france

Our affiliate, the French National Merchant Marine Federation FO, has informed us that a new type of distress signalling equipment has been approved by the French Government, which comes into operation automatically immediately it is placed in the water. The transmitter, broadcasting on 2182 kc/s, gives out a distress signal to ships and coastal stations.

The telescopic antenna, three meters long, extends automatically, giving a range for the signal of about 100 km for more than 100 hours. The antenna also comprises a flashing light which can help to fix its position by night, and the buoy is equipped with fixtures which make it possible for a shipwrecked man to hang on to save himself from drowning.

The statistical chances of finding a victim of shipwreck if he has one of these LAREX buoys are substantially the same as of not finding him by conventional methods - which are very high indeed.

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;

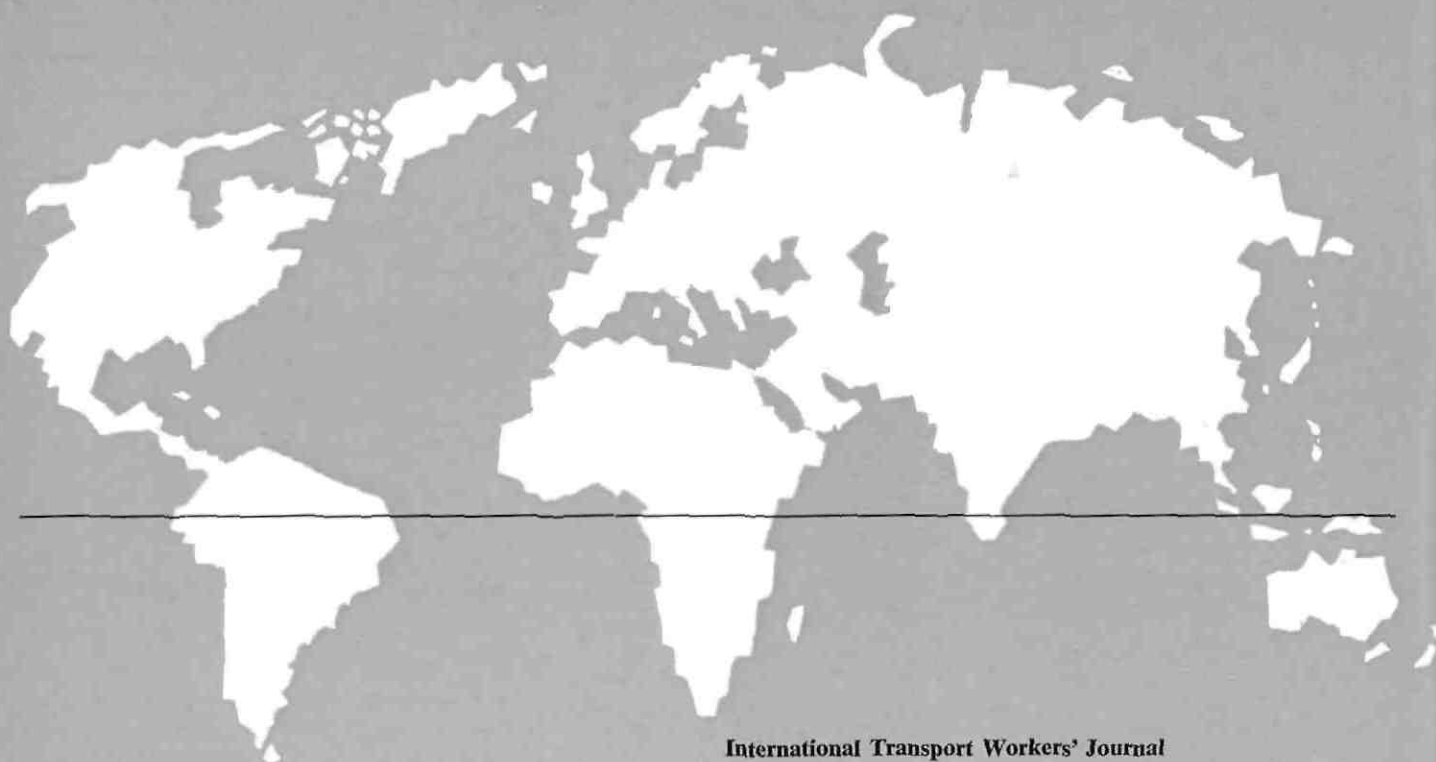
to represent the transport workers in international agencies performing functions which affect their social, economic and occupational conditions;

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 (E
Faroe Islands * Finland * France * Germany * Great Britain
Greece * Grenada * Honduras * Hong Kong * Iceland * Ind
Indonesia * Israel * Italy * Jamaica * Japan * Jordan * Kenya
Lebanon * Liberia * Libya * Luxembourg * Madagascar * Ma
Malta * Mauritius * Mexico * The Netherlands * New Zeal
Nicaragua * Nigeria * Norway * Nyasaland * Pakistan * Panam
Paraguay * Peru * Philippines * Poland (Exile) * Republic
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