

# International Transport Workers' Journal

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Monthly Publication of the International Transport Workers' Federation

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## Comment

### Blowing in the wind

*How many roads must a man walk down  
Before you call him a man?  
How many times must a man look up  
Before he can see the sky?  
How many times can a man turn his head  
And pretend he just doesn't see?  
The answer, my friend, is blowing in  
the wind,  
The answer is blowing in the wind.*

THESE WORDS from a modern American folk song in the white man's tradition have taken their place among the songs of protest which are part of the civil rights movement in the United States. The great March on Washington, now to be followed by a March on New York, was at once America's pride and her shame. The gathering of nearly 200,000 people in the Federal capital to affirm their belief in the total equality of the race was a fine demonstration in a noble cause. But the reality which prompted leaders of the civil rights movement to organize the March is a shadow on the conscience of a great nation. The courage and idealism which created America cannot survive intact unless all her people can truly feel that they are citizens.


The real danger in the civil rights issue lies not with men like Governor George Wallace of Alabama and the other Southern segregationists who pay allegiance to a Confederate flag which ceased to have any meaning a hundred years ago. Such people no longer have any real power to influence events. It is the less overt forms of discrimination which present a threat for the future – the lack of employment opportunities for Negroes, the *de facto* segregation of housing and education, and the thousand and one ways in which Negroes can be made to feel that whatever the law says they are not quite the same as white citizens.

Fighting racial discrimination is not just a matter of passing laws, although that is a beginning. The real change has to take place in men's minds. Those who are already convinced participants in the civil rights campaign, as the American trade unions have shown themselves to be, must continue the crusade by persuasion and example.

# Haiti - black spot in the Caribbean



*A group of Haitian rebels, part of the force which invaded Haiti earlier this year in an attempt to overthrow the government of President Duvalier. The picture was taken at Fort Dajabon in the Dominican Republic, with which Haiti shares the island of Hispaniola*

 ON THE 15 AUGUST the International Commission of Jurists published a ten page statement on the political and social situation in Haiti, containing some startling revelations. The statement is the result of a year's work (\*) which the facts Commission has put into collecting and examining information received. Its publication is one of a succession of events which have focussed the attention of the world on that small Caribbean republic.

*President François Duvalier of Haiti, in power since 1957. In the elections of 1961 Duvalier had his name printed on every ballot paper along with the name of the sole candidate for each seat in the legislative assembly. Subsequently the government announced that as his name appeared on every vote cast the President considered he had a mandate for a further six-year term of office, dating from 15 May 1963*



Over a number of years comments have appeared from time to time in the world press about conditions in Haiti, and as long ago as 1958 the International Confederation of Free Trade Unions made a formal complaint to the ILO against Haiti for the suppression of trade union rights and the persecution of trade union leaders. But the work of the Commission of Jurists and the invasion launched by free Haitians in August has brought Haiti properly before the eyes of the world.

Haiti won its independence from French colonial power in 1804, becoming the first sovereign state in Latin America and the world's first negro republic. The people are descended from the African slaves whom the French brought to the Caribbean to work on their plantations. They speak French - or more exactly Creole, the dialect which has evolved in France's Caribbean colonies. The people are the most unfortunate in Latin America. The vast majority of them - the population is estimated at between 4 and 6 millions - live in the countryside, eking a precarious living from the arid, unproductive land. Their calory intake is the world's lowest and their average per

capita income is thought to be about seventy five dollars per year, whereas the average for Latin America as a whole is 307 dollars. But such a figure is without meaning, for the majority of Haitians live outside the monetary economy. The illiteracy rate, something like 90 per cent, is one of the highest in the world. The rate of infant mortality is about 50 per cent, and the population succumb to disease and sickness at a greater rate than anywhere else in Latin America. Nevertheless the population is increasing with alarming rapidity, the economy is shrinking and the standard of living is constantly falling.

Since 1954 American financial aid has extended to 53 million dollars and assistance from the United Nations has amounted to 15 million, but a brief outline of the political situation in Haiti will make it easy to guess where the money has gone, for it certainly has not been used to relieve the plight of the Haitian worker or to put the country on the road of economic social and cultural development.

In 1957, thanks to the support of the army, François Duvalier had himself elected to the presidency. In April 1961 he dissolved the National Assembly and the Senate and made it his business to modify the constitution, so that there would only be one legislative assembly.

(\*) The International Commission of Jurists is continuing its work of documentation of the situation in Haiti and appeals to all who have information, knowledge or unpublished documents about current events there to communicate with the Commission at its headquarters at 2 Quai du Cheval-Blanc, Geneva, Switzerland.

In the election which followed only one candidate was put forward for each seat in the assembly, the candidate of the party in power, Duvalier's 'Democratic Party'. The President's name was printed on each ballot along with the name of the candidate. Then the government announced that, as Duvalier's name appeared on every vote cast, it was the unanimous wish of the electorate that he should be returned to office for another six years, when his presidency expired on 15 May 1963. This fraud was duly carried out and the ceremonies were accompanied with the kind of pageantry peculiar to Haiti. For such ceremonial occasions peasants are brought in lorry-loads from the countryside and herded into the squares and streets of Port au

Prince, the Haitian capital, where they are expected to sing and dance to the glories of the Duvalier régime. Songs about the benevolence of 'Papa Doc' – the Creole nickname for Doctor Duvalier – and chants to Duvalier 'Renovator of the land' are sung with great gusto by the peasants, the misery of whose lives is somewhat relieved by these remarkable festivals. When they have performed their functions, these peasants who have been herded into the town at gun-point are left to find their way back home on foot across the barren countryside.

Duvalier's police are the foundation on which the stability of his dictatorship rests. After he came to power he proceeded to reduce the strength of the ar-

my, diverting supplies of American arms to his police force. The main police force is the uniformed militia, which number some 8000. A presidential guard exists numbering 500 men, but the most dreaded of all Duvalier's policemen are the 'Tonton Macoutes' – a creole word meaning 'uncle grab-bag' – a sort of secret police who are armed but do not wear uniform, and who, like the militiamen, have a free hand to question, jail, torture and put to death citizens without prior authorization from any judicial body. They do not have to wait for commands from their superior in order to act, but can do so on their own initiative. In other words they are free to dispose of the lives, liberty and property of their fellows as their whims dictate. Individuals unfortunate enough to be marked out by the police as enemies of the régime or even as suspects simply

*The French-speaking inhabitants of the world's first negro republic are among the poorest of the world's underprivileged peoples. The illiteracy rate is about ninety per cent, infant mortality about 50 per cent and the population is an easy prey to sickness*





*This heavily armed woman is one of the guards who surround President Duvalier wherever he goes. Such is the Haitian dictator's popularity that he is in constant fear of assassination by political enemies. Strange tribute to the benevolence of 'Papa Doc' and to the kind of respect in which his bloodthirsty regime is held by the people.*

disappear without trace. But on the basis of facts known it is not hard to imagine what happens to such people.

'A night watchman entrusted with guarding a store of materials and equipment belonging to the Ministry of Public Works in the capital was bound with barbed wire and hanged in the main entrance to the depot. At Petionville, suburb of Port-au-Prince, another patriot was crucified with his feet and hands transfixed by nails.' These words, dating from 1962, emanate from a former Haitian diplomat, Pierre L. Rigaud. Cruel assassinations of this kind and sadistic tortures are common in Haiti. They are Duvalier's straightforward way of eliminating opposition to his régime and terrorizing his unhappy people into submission. Some of his victims are arrested, rushed to the airport and pushed, often with great brutality, on to the first plane leaving. This has happened to a number of people prominent in Haitian public life, including members of the legislative assembly, journalists and priests, whose independent views were not to the Dictator's liking. Foreign diplomats have also been treated in the same fashion.

Other opponents of Duvalier have not been so lucky. Clément Jumelle, his rival



*Desperate poverty and living conditions such as these are the lot of most of Haiti's people, while Duvalier is building flamboyant monuments to himself — the inevitable concomitant of dictatorship — and accumulating huge foreign bank balances against the time when he will have to flee the justice of a people too long oppressed*

for the presidency in 1957, was pursued and wounded. He succeeded in taking refuge in the Cuban embassy, but his wounds proved fatal. At his funeral the police dispersed the procession, seized the body and buried it in a secret place. On another occasion two of his brothers were mown down by the machine gunfire of the militia; another brother and his four sisters were arrested and spent some time in jail under intolerable conditions.

A seventeen year old youth died of torture at the hands of the tonton macoutes in the presidential palace itself. Early this year twenty young people of 16 or 17 were arrested for writing on walls inscriptions which were considered subversive. Eight of them were killed in jail. The others have not been heard of.

The press is an important target for police brutality. There are no legislative restrictions or censorship of the press, but its freedom is non-existent. Instead of legal authority the régime uses physical force for crushing a publication when it suits its purpose to do so. Several of the national newspapers have been interfered with in this way and many of their staffs have been arrested. A particularly scandalous case, which achieved publicity in the foreign press

despite the government's attempts to stifle it, was that of Madame Yvonne Hakim Rimpel, editress of the woman's weekly, *Escale*. She was dragged out of her home in the middle of the night, raped by her abductors in the presence of her granddaughter, tortured and left for dead outside the city.

Trade union freedom, likewise, does not exist in Haiti. Even before Duvalier, in 1956, when the Motor Drivers' Union called its members out on strike, most of the drivers were imprisoned, strike breaking vehicles were used, driven by the police, the headquarters of the union were seized and closed and the elected officials of the union were dismissed by the police. When Duvalier came into power the plight of the trade unions became worse. The National Union of Haitian Workers, affiliated to the ICFTU, was dissolved and the government tried to set up an organisation of the same name in its place. The ICFTU refused to recognize it and accepted the affiliation instead of a new centre set up in exile by the former leaders of the National Union who had fled to New York. Lydéric Bonaventure, its general secretary, had a miraculous escape from the tonton macoutes, who shot somebody they mistook for him. A colleague of his, Dacius Benoit, president of the Haitian Stevedores' Union was not so lucky. He

*A huge sign advertizing the Haitian state lottery. 'Heaven helps those who help themselves' is the slogan, but more questionable methods for financing public works are used with the aid of the infamous 'tonton macoutes', Duvalier's policemen, who have a free hand in the collection of funds. Armed men regularly visit businessmen to collect their 'voluntary contributions'*





*Those few Haitians who live in towns can count on a higher standard of living than the vast majority who live in the countryside, wresting a precarious living from the arid, unproductive land. Their calory intake is the lowest in the world and the average income per head is about 75 dollars a year, while the Dictator enriches himself on their labour*

went into hiding but was caught before he had chance to escape. He was tortured by the tonton macoutes, sprayed with petrol and burned alive.


As to developing the nation's meagre resources, nothing at all is done. Organizations and funds have been started nominally for this purpose, but their true reason for existence is to extort money. One of these organisations is the office of 'Economic Liberation' which forces middle class people, officials and commercial employees, to buy treasury bonds and national lottery tickets. The 'Movement for National Renewal', which has been placed in the capable hands of the tonton macoutes, has a fund for financing public works, such as building of a new modern city centre, to be called 'Duvalierville'. No work has been done on the project for over a year, but the tonton macoutes have a free hand in the collection of funds. Armed men regularly visit

businessmen and tradespeople in order to levy their contributions.


It is not surprising for this sorry exposition of facts about Haiti — and the list of miseries and abuses is by no means a complete one — that so many Haitians find it impossible to live in their country. The best of Haiti's brains, its most outstanding professional talents, are at work abroad. A recent estimate puts the number to Haitians in exile at 40,000. The number of people assassinated runs into several thousands and the prisons of the land are overcrowded with Duvalier's victims. Even with Haiti's backward economy, its poor resources and the pitiful ignorance of its people, the situation could be improved. A free trade union movement and a democratic provisional government exist in exile, and there are enough capable Haitians to undertake the work of developing their country. Nothing constructive can be contem-

plated however until Duvalier and his armies of paid thugs are removed.

### Radio for Stockholm transport

 ABOUT 1,000 BUSES, trams and service vehicles in Stockholm are to be equipped with two-way radio-telephones. The new communications equipment will be used for reporting traffic congestion, accidents and unexpected traffic peaks.

### Index proposed for measuring flight crew fatigue

 AN INDEX SYSTEM as an approach to grading of flight-crew fatigue levels is set out in regulations drafted by Scandinavian aviation authorities. Planned as an aid and guide to operation scheduling, the draft proposal is at present under scrutiny by air transport operators and flight crew associations in the Scandinavian countries.

Under this system, crew fatigue is indexed at units of points values from 0 to 10 per service hour, with additional points for each landing performed. Conversely, crew 'de-fatiguing' is correspondingly graded in negative points values (see accompanying tables).

It is stipulated under the system that no flight-crew member be permitted to accumulate more than 100 index units in continuous flight service. A flight-crew member would not be allowed to set out from his home base on a flight duty period unless his fatigue indexing had been brought to zero. He would not be permitted more than two consecutive flight periods with a 'saved-up' fatigue level which had not been completely eliminated by rest periods. Each member of a flight crew would thus have to start at least every third flight from a zero fatigue level.


The system has been planned primarily as a tool for evaluation by aviation authorities of carriers' operational safety standards. Although a carrier would not be required to base his operational rules on this system, he would have to take into consideration the fact that aviation authorities would use it as a measuring rod to test such rules when submitting them for approval.

This index system, originated by the Danish aviation authorities at Copenhagen, has been tentatively approved by the authorities in Norway and Sweden. If it is finally accepted it will represent an inter-Scandinavian standard in rules

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# Mechanization of fishing craft

by JAN OLOF TRAUNG, Chief, FAO Fishing Boat Section

 THE INITIATIVE in developing a fishery can be taken on several fronts. While fishermen's training, improvements in gear, in marketing facilities and operation etc., may be no less essential, this paper limits itself to discussing the problems of mechanizing fishing craft.

What do we understand by 'mechanization'? To simply fit an engine into an existing boat should, perhaps, be called *motorization* rather than *mechanization*. Mechanization, it is often argued, should include not only the installation of a propulsion engine but also that of a winch for handling fishing gear. The first engines installed on fishing vessels, as a matter of fact, were used to haul nets rather than to propel the boat. A boat equipped with an engine but without a powered winch, however, can also be called mechanized, since, when it has to stream out its net or fishing lines, this can be done far more efficiently with the help of an engine than without it.

## Fundamental technical problems

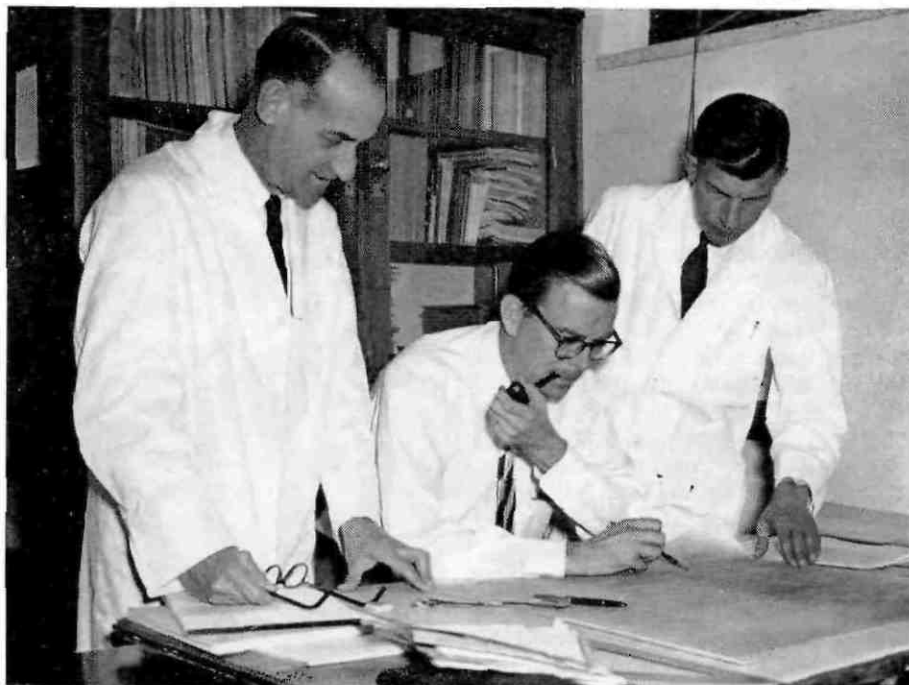
The technical problems of construction and operation are the same for small as for large boats. Speed and engine power do not increase in the same proportions. Engine power required increases by more than by the cube of the speed. There are practical limits to the maximum speed, the most economic speed always being lower. Speed is expressed by naval architects as *relative speed*, i.e. as knots divided by the square

root of the length (in feet) of the craft. A relative speed of 1.2 is about the highest economical speed for small fishing craft.

The price of an engine varies often not so much in proportion to the power expressed in h.p. but in proportion to the cylinder volume or to the torque of the engine. The greater the number of r.p.m. of an engine of a given price, the more horse power one obtains for one's money.

The h.p. of the engine is not the real factor determining propulsion efficiency and dragging capacity of the boat. The diameter of the propeller has a bearing on the thrust which the engine can deliver to the boat. To permit the installation of a less expensive, high r.p.m. engine and a large diameter propeller delivering large thrust, the engine may have to be equipped with a reduction gear which will reduce its speed to correspond to an efficient speed for the propeller. A large propeller diameter requires a large aperture for the propeller and great draught of the boat aft. This might make it impossible for the boat to land in certain fishing ports.

*Mr. Jan-Olof Traung, Chief of the Fishing Boat Section of the Food and Agriculture Organization, author of this article, which first appeared as a paper prepared for the UN Conference on Science and Technology early this year. Mr. Traung is seated*



*This article is based on a paper prepared for the United Nations Conference on Science and Technology held from 4-20 February, 1963 in Geneva, Switzerland.*



Chinese fishermen ready to sail for local trawling grounds from a village on the coast of Hong Kong. Mr. Traung points out that there many problems to be considered in choosing the most efficient way of mechanizing fishing boats. The choices between inboard and outboard engines, type of fuel and design considerations are vital

Boats, propellers and engines must be carefully matched. Engines are often delivered with so-called standard propellers for general use which are not very economical for fishing craft.

#### Inboard v. outboard engines

An inboard engine has the advantage that it can be permanently installed in the craft, well protected from the waves and the elements, and not subject to damage as the result of contact with other craft, with the wharf at the landing, etc., as is the case with outboard engines. The propeller is normally placed under the boat and equally well protected.

The outboard engine has the advantage that it can be more easily, and at less expense, installed on the stern or at the side of most craft as well as taken out again for maintenance or storage ashore. No hole has to be bored for the propeller shaft, no rudder arranged in the propeller stream, and no casing constructed for the engine. Also, the fuel tank is easily installed and no pipes for fuel or cooling water are required. The outboard engine propeller works as a rudder, giving very quick and positive steering, which is often of great advantage in the operation of small craft in heavy waves. Hulls for outboard engines are generally less expensive to construct.

Recently, several systems of a cross between inboard and outboard engines have been developed. Inboard engines are thus equipped with stern gears almost in the same fashion as outboard engines.

#### Fuel considerations

A second choice that has to be made in the selection of an engine is whether it should be of the ignition or the diesel type and, consequently, whether it is to be run on light or heavy fuels. Ignition engines run on gasoline and kerosene. In the latter case, they are normally started on gasoline, the switch-over to kerosene being effected only after the engine has warmed up. Engines operating on diesel oil are either low-pressure oil engines (sometimes started with the help of a hot bulb and called semi-diesels) or high-pressure diesel engines, where ignition is produced as a result of high compression.

For outboard use no successful diesel engine has as yet been developed, although experimental work in this direction holds out some promise for the near future. Small high-speed diesels are used for inboard/outboard drives. For inboard use, a wide choice of fuels exists.

Degree of utilization is a factor entering the choice. On land, the tendency is for trucks and buses — which have a very high utilization factor — to use diesel engines. Private cars which have a comparatively low utilization factor, on the other hand, are for the most part run on gasoline.

Ignition type engines are not popular

*The FAO believes that even in very poor fishing communities, engines can be put into boats and more than pay for themselves in extra catches. This Ceylon fisherman is one of many who proved eager to improve productivity by installing motors in their craft*



in fisheries. The reasons are many: the increased fire hazard, high cost of fuel (as a result, mainly, of the heavier taxation of gasoline), etc. As far as the cost factor is concerned, it is seldom realized that a motor has to be used for several thousands hours before the higher fuel costs begin to outweigh the savings connected with the purchase of the less expensive gasoline engine. Ignition engines, furthermore, are built to a simpler design than diesel engines and are more easily repaired also, because more people have experience in maintaining and repairing automobile and scooter engines. Ignition type engines take up less space and, if properly installed, fire hazards, too, can be very much reduced. The smaller size of an ignition type engine increases fish-holding capacity and provides more space for crew accommodation. Alternatively, it may permit reducing the size of the boat. The size of the engine, therefore, has a direct bearing on the overall size of the boat, and the investment required.

In certain cases, prohibition of engines using easily ignited fuel can be justified. In Hong Kong, where thousands of fishing boats congregate in a limited area during typhoon threats, fire breaking out on one boat might be disastrous for the entire fleet.



## Engine classification criteria

Engines below 30 h.p., which can be hand-started, are normally classified as small; those which have to be started by a mechanical starter are considered large. Engines can also be classified according to speed groups, with those under 1200 r.p.m. being considered as slow speed, those from 1200 to 1500 r.p.m. as medium-speed, and those over 1500 r.p.m. as high-speed. For large-size engines, other classes might be established.

Although it is often said that a high-speed engine has a shorter lifetime than a slow-speed engine, wear and tear do not alone depend on revolutions per minute but also on piston speed and mean pressure. Differences in piston speed will often be smaller than one might be inclined to assume on the basis of differences in r.p.m. High r.p.m. engines are sometimes mass-produced with very close tolerances and to much higher standards of quality and materials than slow-speed engines.

When deciding on the power of an engine, one has to take into consideration what power is required for different speeds and must calculate what would be the most economic operation. Time is money; the faster the trip to and from the grounds, the more time is available for fishing. This is of importance also, of course, from a market standpoint.

## Design considerations

Certain technical considerations affect the choice of a marine engine. Crank case design is of less importance if the engine can be easily removed from the boat. If repairs have to be made on board, however, design will have a definite influence on ease of repair.

When placing an engine aft and with great inclination, care should be exercised that oil and cooling water circulation is not disturbed. Many stationary engines modified for marine purposes are quite impractical because the mountings are at the bottom of the crank case. The mountings should be as close together as possible to permit the use of engine bearers of reasonable size. Flywheels should not have too large a diameter so that they will not interfere with the engine bearers. If they are enclosed there will be no danger for the crew. At the same time, it will be more difficult to keep track of valve and pump timings.

Combustion chambers are of many types. Where skilled mechanics are



*Mechanization programmes have to be accompanied by parallel efforts to instruct fishermen in the use of mechanized craft, to improve transport by sea and land, and to create processing and distribution facilities necessary to expand markets and consumption*

scarce, individual fuel pumps can be more easily repaired and adjusted in the field than multi-unit pumps. However, individual pumps tend to lose efficiency due to uneven loading of cylinders and increased fuel consumption.

Crank shafts should conform to the specifications of Lloyds or some other classification society. In general, slow-speed engines vibrate more than high-speed engines because they produce more power per firing stroke and, therefore, require heavier engine foundations.

Air cooling is becoming more and more popular. In some cases, air-cooling engines are less expensive than water-cooled engines. Air cooling often requires air-ducting, this corrodes fast and forms an undesirable obstruction in small engine rooms. On the other hand, sea water is not the ideal cooling fluid because of its salt content and sometimes, too, because of the presence of sand or mud. Watercooled engines should, therefore, wherever this is feasible, be cooled by fresh water, with the aid of a heat exchanger or a so-called keel cooler.

The important parts of an engine must be accessible while fitted on the engine bearers. Oil changes might be difficult if the oil plug is at the bottom, as in the case of an automobile engine. A special pump for removing oil is, therefore, desirable.

Air starting is heavier and more expensive than electric starting but in tropical conditions is less subject to damage. In the case of engines that are not too big there should be, wherever possible, some kind of alternative hand starting. Engines should be so installed that the person cranking the engine can develop the maximum power. Retractable handles on the flywheel for starting can be very dangerous if they are not withdrawn automatically once the engine has started. An improvement is to have the starting handle fitted to the camshaft. A still better way is to have a

so-called raised-hand starter, preferably one which can be used from either side of the engine so that even two men, one at each side, can start the engine, if there are some difficulties. For hand-starting it is important that diesels be equipped with a decompressor so that the r.p.m. can rise as easily as possible to a rate sufficiently high for igniting. The controls of the engines should be so arranged that the engine and the tiller can be controlled simultaneously. Rods are to be preferred to cables.

It is sometimes suggested that engines in small fishing boats should be made for forward speed only to cut out the expensive gear boxes necessary for neutral and-reverse drivers. FAO's experience indicates that the gear boxes are, notwithstanding, desirable. A controllable pitch propeller in connection with a clutch is even preferred. Gear boxes for fishing

vessels must be especially strong because the clutches are used for prolonged periods during fishing operations. The gear box should also be lubricated separately from the engine to avoid clutch plates becoming sticky when the engine oil is dirty.

#### Engine maintenance

Maintenance costs for new engines normally are calculated at the rate of eight to twelve percent of the engine price. Complete reconditioning is substantially more expensive and may run as high as one-fourth of the cost of the new engine. Another paper prepared for this Conference points to the importance of adequate maintenance of agricultural machinery and recommends attention to preventive maintenance. The same is true for marine engines, with the added qualification that a breakdown at sea might mean loss of life. Servicing vans have proved to be very useful where fishing operations are scattered over a

*Ceylon. When there is no wind the fishing boats have to pole home, often as far as ten miles. Frequently they arrive too late to catch the market. Engines are expensive and financial aid schemes are absolutely essential if mechanization of fishing craft is to spread*



wide geographic area. Courses designed to teach fishermen simple repairs, preventive maintenance, etc. also are of great benefit.

### Mechanization of existing boats

When existing boats are mechanized, type, size, and construction must be studied in the interest of selecting a suitable type and size of engine. Further, in addition to the fitting of the engine bearers, the need for special strengthening has to be considered. Often a thicker stern timber has to be substituted so that the proper size hole for a propeller shaft can be drilled. Sometimes it pays to cut off the old stern altogether and replace it with a stern which is more suitable for the fitting of a propeller of sufficient diameter and having an improved hydrodynamic shape.

A simple way of determining where to place an engine is to make a mock-up and move it about inside the boat until one finds the spot where the engine will be as far out of the way as possible. The propeller may be placed on the side of the centre line rather than on the centre line itself, since in the latter position it may affect the operation of the rudders, etc. At one time it was believed that only very strong craft should be fitted with inboard engines. Subsequently, it was demonstrated that even rather flimsy craft can be fitted with light high-speed engines on suitable bearers and with adequate strengthening, or with outboard motors. The most remarkable development along those lines has been perhaps that in Ceylon, where rafts have been mechanized with outboard. A large number of similar rafts are in existence in India, Ecuador and Brazil; they could, perhaps, be mechanized as efficiently and economically as the rafts in Ceylon were. When existing boats are being mechanized, normally somewhat smaller engines have to be used than when new boats of the same size are being mechanized. As soon as a fleet of boats has been mechanized, the fishermen will, in ordering new boats of the same types, introduce design modifications to suit engine requirements. This has been the case in Pakistan, in some parts of India, in Hong Kong and elsewhere.

### Development of mechanized boats

Sometimes it is found to be simpler to introduce entirely new types of powered boats rather than to modify existing craft and install engines. The psychological



*Fishing boats in the port of Saigon. A whole family lives beneath the boat's reed roof. It is sometimes simpler to introduce entirely new types of powered boats than to modify existing craft and install engines. A fisherman may have more confidence in a new boat*

reason for this may be that the fisherman does not want to admit that his boat can be improved, or it might be that he has more confidence in an entirely new craft than in a remodelled one. Where new boats are introduced size and type most appropriate for the fishery must be determined in each case. Fishing methods vary, so do harbour conditions, wave conditions and available building materials. It is generally cheaper to have a boat built locally than abroad due to high freight rates. If, then, boats are to be built in a great many places around the world and not in a few big factories, like automobiles, mass production is not possible. There would, perhaps, be small savings if the design could be used all over the world. Specific requirements for certain types of catching operations make it quite unlikely that there will be any concerted desire to build standard boats.

### Government services

Lack of capital, credit facilities, and technical know-how have, in many cases, accounted for the relative absence of private initiative in the mechanization

of fishing craft. Government assistance has been limited, at the same time, because of failure to fully realize the potential contribution of fisheries to raising nutritional standards or to creating an export income and because of reluctance to give support to an industry characterized by such special hazards as are concomitant with fishery operations. In the allocation of limited public funds, preference has been given, therefore, quite often to other branches of the economy where money can be invested more safely and results usually appear to be more spectacular.

Also, in order to be truly effective, assistance must be provided on several fronts at once requiring plans that are too elaborate and funds too large for independent action by governments of many developing countries. Mechanization programmes, in particular, may easily fail in their purpose if unaccompanied by parallel effort in training fishermen to use mechanized craft, in improving transport by sea and land, and in creating processing and distribution facilities necessary for expanding markets and raising consumption. Where

governments have given effective assistance, they have resorted to a variety of measures and offered help greatly varying in scope.

### Technical services

Government institutes such as the Central Institute for Fisheries Technology in Cochin, India, give advice on the improvement of existing craft, the development of new craft, on how to convert locally built stationary engines for use in fishing boats, and on the operation and maintenance of engines. The Institute is also carrying out research on such problems as propeller operation, timber preservatives, etc.

Technical advice may be closely linked with financial schemes designed to promote mechanization and other development activities. The aim is to obtain better utilization of the funds made available to fishermen in the form of grants, subsidies, and credit facilities.

Technical services, in some instances, go so far as to take responsibility for the selection of equipment under financial assistance schemes sponsored in connection with mechanization of the boats and engines for which credit is made available. In Hong Kong, in contrast, the fishermen are free to select the equipment for which government loans are extended, although government inspection and approval is necessary. Whatever arrangement may be preferred it is essential that technical advice be available to meet the needs in different fishery situations, both before the acquisition of and during the operation of new equipment. While it is undesirable to undermine the independence and initiative of the individual fisherman, the latter is in need of guidance and sound technical advice which in many countries can be provided only by governments. This will be likely to be more acceptable and effective if based on consultation with the fishermen and on discussion with them of their own proposals and day-to-day problems.

### Financial aid

Fishing boats and engines are expensive. A 12 h.p. outboard costs about \$300, a 10 h.p. inboard diesel \$700 and a small inboard powered open 25 ft. fishing boat about \$3000.

Among financial aid schemes instituted in the interest of stimulating mechanization, loan assistance constitutes by far the largest element of financial assistance. Making assistance available to recipients on a payment basis involves them

personally in the effective use of the equipment, since they are obliged to make interest payments and repayments of capital on the due dates. The terms on which loans are given, the percentage of the total cost of the projects which are covered by loans, the rate of interest, the repayment period and the security required, vary significantly from one country to another. A recent analysis has shown that for public loans for the acquisition or improvement of fishing vessels, engines, gear and other equipment the percentage of cost covered ranged from 30 to 100 percent, the interest rate from nil to 12 percent and the repayment period from 6 months to 20 years.

Governments in the Far East have subsidized and assisted the fishermen in mechanizing their fleets. Loans for engines and boats are repaid in from 5 to 7 years and normal instalments are not collected during the months when no fishing activities are carried on. Recovery, in some instance, is made directly in the form of a levy on the catch proceeds. Some schemes require compulsory insurance on facilities for which loan assistance is made available. Mechanized boats in India today number about 2,500, with virtually no mechanization having taken place in the country until about ten years ago. India's second Five-Year Plan had a provision of 550,000 rupees for mechanization, the third Five-Year Plan a provision of 25,000,000 rupees. There are, therefore, many different ways in which credit facilities for fishermen may be organized and administered and, in view of the different circumstances in different fisheries, it is highly desirable that the arrangements be sufficiently flexible to provide for the special conditions obtaining in the particular fishery where mechanization is being introduced.

### Bridge links Germany and Denmark

THE 'VOGELFLUGLINIE' (known in English as the 'Bee Line'), linking Germany and Denmark, has recently been opened. The idea for this latest connecting link between the two countries dates back to 1865, but it was the pressure of post-war traffic which forced that idea to fruition. The new line between Grossenbrode and Nykøbing Falster speeds up train services and increases the amount of rail and road traffic. The new railway line and ferryboat services shorten by an average of 100 minutes the



The rail-highway bridge is 'Vogelfluglinie's' major engineering feature. The new link is expected to cut international passenger train journey times between Hamburg and Copenhagen by an average of 100 minutes



Ferry berths have elevated roadways to serve the upper decks of double-deck ferries. The 'Bee Line' entailed building 55 km of new railway track, two bridges for rail and roadways, and two new ferry terminals (photos and material reproduced by courtesy of International Railway Journal)

time it takes passengers to travel by rail between Copenhagen and Hamburg. The link necessitated 55 km of new track, two new bridges for road and rail traffic, two new ferryboat terminals and extensive modifications to existing installations.

### The economics of wages and the distribution of income

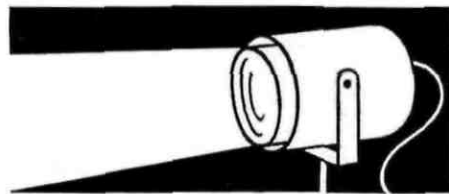
D. J. ROBERTSON, *London (Macmillan & Co. Ltd.), 242 p.*

THIS IS A TEXTBOOK and a bit more – at any rate, the author's approach is eminently practical. No less than 23 tables are scattered all over the text, drawn from different sources, but very helpful. In fact, comparisons of pre-war and post-war income figures are seldom available in such a readable and easily accessible form.

The author begins with an analysis of wages and wage payments (in Britain), and goes on with a discussion of the institutional set-up in the labour market. His grasp of organizational problems inside the trade union world is considerable; he successfully avoids the rather too frequent commonplaces one is accustomed

(Continued on page 214)

# Spotlight on Economic Integration




## Turkey associated with EEC

 THE AGREEMENT of association between Turkey and the European Economic Community has recently been signed. This brings to an end three years of frequently interrupted negotiations and means that the EEC will begin assisting the Turkish economy, both by providing an outlet for Turkish goods in countries belonging to the EEC and by giving financial assistance. Turkey will later be brought into a customs union, as a transition stage towards full membership of the EEC.

## View on an Asian common market

*We reproduce below the views of Bro. M. Alim, ICFTU officer in charge of relations between the Asian Regional Organisation and the ITs, published in PTTI-ASIA in a symposium on the idea of an Asian Common Market on the lines of the European Economic Community.*

 TODAY THE WORLD may be broadly regarded as composed of two societies – on the one hand, those which are highly industrialized and developed and, on the other, those which are newly independent and developing countries. The developing areas which account for two-thirds of the world's population, have only one-sixth of the world income, whereas the other part of the world, with one-sixth of world population, has two-thirds of the world income.

Of late, the tendency of widening the economic horizon of the industrialized nations of Europe through economic grouping has given rise to a great deal of speculation and concern on the part of the developing countries of Asia, who fear that this development will adversely affect their efforts towards economic salvation. After throwing off the colonial yoke, the newly-independent countries of Asia are vigorously engaged in the struggle for economic independence through industrial revolution in their respective countries. At this stage of

economic transformation the formation of the European Economic Community has shaken the Asian countries, many of them still to a large extent dependent on European markets.

However, it must be borne in mind that the fundamental economic problem of the Asian region is not enclosed within the confines of the little Europe of the 'Six'. The difficulties arising out of the formation of the EEC should not lead to forgetting or neglecting those arising in other regions; and negative and demoralizing attitudes will only result in devastating results. The opportunities for beneficial trade should fully be exploited through a firm joint trade policy.

Besides jute, rubber, tea, coffee, textiles, tin, mica, etc., the region is rich in iron and coal, two basic raw materials required for the production of steel. Malaya has iron, but no coal. Indonesia has coal but no iron ore, while the Philippines have good iron ore but no coal. The absence of a basic iron and steel industry hinders the development of all sectors of the economy.

Under the circumstances, the region is left with no alternative but to explore new export avenues and markets other than the EEC and the preferential areas and seek new sources of finance. Therefore it is only natural that less-developed regions in their anxiety for self-preservation get together for considering measures to improve their own export trade possibilities and economic prospects.

The ICFTU is not opposed to economic groups but it has always felt at the same time that any schemes of regional integration should be envisaged as steps towards broadening the area of international economic cooperation rather than restricting it, and that they should take full account of the interests of the countries outside the integrated areas. We therefore, urge that there should be continuing consultation through the GATT organization (General Agreement on Tariffs and Trade) and other international bodies concerned about the effects of regional integration measures.

Taking these factors into consideration, the ICFTU Asian Regional Organization resolved in September, 1959, to request the UN Economic Commission for Asia and the Far East (ECAFE) to examine the feasibility of promoting an organization for Asian economic cooperation along the lines of those set up or in process of formation in Europe and Latin America.

Economic integration will stand as a safeguard to the economic interest of the region and it will help in creating more avenues of employment and raising the living standards of the working class. These factors, important for the growth of a healthy trade union movement, will check the exploitation of workers by organizations interested in using workers for the purpose of undermining the democratic and free trade union movement.

It has to be remembered, however, that economic integration by itself is not a panacea for existing difficulties. It can only supplement domestic efforts undertaken by each country; and Asian countries must realize that they should make full and efficient use of their own resources of capital and labour, pursue progressive economic and social policies and carry out development programmes towards this objective in the first instance as a step towards regional cooperation. It must be remembered that in any economic integration programme, it is people who are concerned ultimately and, hence, it is necessary to improve the social and economic conditions of the people as a whole and the workers in particular.


The next issue of the ITF Journal will include articles on: prospects for the Turkish trade union movement; the long dockers' strike in the Philippines which ended recently; shipboard rationalization; and Communism in Latin America.

# Free labour in Brazil

By JACK F. OTERO  
ITF Representative in Brazil.



*Avenida Rio Branco, Rio de Janeiro. In this article Brother Joaquin Otero, ITF Representative in Brazil, points out that there are many misconceptions about the Brazilian labour movement and gives a clear picture of the true position of the free trade unions there*

 MOST OF THE STORIES we read nowadays in reference to Brazil point out quite accurately the tremendous potential for economic development of that huge country; the significant influence it exerts upon other Latin American nations in regards to its attitude towards world problems; the runaway inflation seemingly beyond any possible control and, among other things, the imperative need for the urgent social and economic reforms the Brazilian people so anxiously await.

On the other hand, however, when it comes to reports or news articles referring to the trade union movement of the country, public opinion is generally led to believe that communists have complete control of the labour unions and of the workers themselves. Such information could not be more misleading and inaccurate. While there is strong communist influence and infiltration in many of Brazil's 1,700-plus labour organizations, the communists are far from having total domination of this important sector of national life. In effect, they make it appear as if in reality all of the labour movement in Brazil heeds whatever order emanates from the 'facade organization' known as the CGT (Comando Geral dos Trabalhadores), which is financed and oriented by the now illegal Brazilian Communist Party.

Far from representing the workers and their legitimate aspirations the CGT, directed by a handful of professional communist-agitators, fellow-travellers and opportunists, has been the communist vehicle acting within the trade union movement with the aim of creating

as much confusion, agitation and unrest as possible, adapting its program to the request of ambitious and unscrupulous politicians who have used the CGT machinery for their own political stratagems, in return for government jobs, protection, political favour and financial cover.

Taking advantage of an enviable position in the national scene, the communist-oriented CGT has used the unions it controls to promote the aims of the Kremlin and Havana, thus giving the Brazilian labour movement a bad reputation in the eyes of the world; and it is assisted in this by uninformed and malicious reports published in some informative vehicles.

According to the Brazilian Labour Constitution (Consolidação das Leis do Trabalho), the CGT is unlawful and has no place in the trade union structure of the country which, incidentally, was copied from the 'Carta del Lavoro' or labour legislation enacted in Italy during the dark days of Mussolini's fascist dictatorship. Yet, in spite of its illegal status, the CGT receives attention and prestige

*Ministry of Marine on the waterfront in Rio de Janeiro. The work of the international labour movement in Brazil has been centred around strengthening the democratic unions in their internal structure and training leaders for the movement*



from government officials, who by their actions make it appear legal, contrary to the very content of the Law.

The Brazilian Labour Law does not provide for a central unified labour body. Instead, it permits national confederations grouping local unions and federations of specific categories. For example, there are today five national confederations: CNTTT (Land Transport Workers); CNC (Commercial Workers); CNTI (Industrial Workers); CNTMAF (River, Maritime and Airline Workers); and CONTEC (Bank and Credit Institution Workers).

Each confederation can be set up by at least three federations, and each federation is likewise duly recognized if composed of a minimum of five local unions.

Parallel to these officially recognized labour bodies, the communists have built up several 'front organizations' when they failed in their attempts to gain control. The most active of all has been the CGT, which has worked under various names, such as 'Pacto de Unidade e Ação'; 'Comando Geral da Greve'; 'Comando Sindical'; 'Comissão Permanente das Organizações Sindicais' etc. After the 1962 meeting sponsored by the CTAL (Latin American body of the WFTU) in Chile, which was attended by prominent Brazilian communists labour leaders, the CGT was given party priority over all 'facade organizations'. The scheme was, according to resolutions passed by the communist gathering in Chile, to impress upon the workers and public opinion in general that the CGT is the real head of the labour movement, seeking at a later date a modification of the labour code which would give the CGT official status and thus total control of the trade union movement. Once recognized, the CGT would then affiliate to the CUTAL, a new facade organization the communists dreamed up to replace the inoperative and non-existent CTAL. Though ably assisted by a former Labour Minister, the CGT failed in its attempts to obtain recognition by law, meeting violent reaction on the part of the democratic trade unions, which protested against the arbitrary actions of the Minister and refused to agree to any change in the labour structure.

Of the five national confederations, three (CNTTT, CNTC and CNTI) are affiliated to the international free trade union movement, either through the ICFTU and its Inter-American branch ORIT, or through the International Trade Secretariats. These three con-

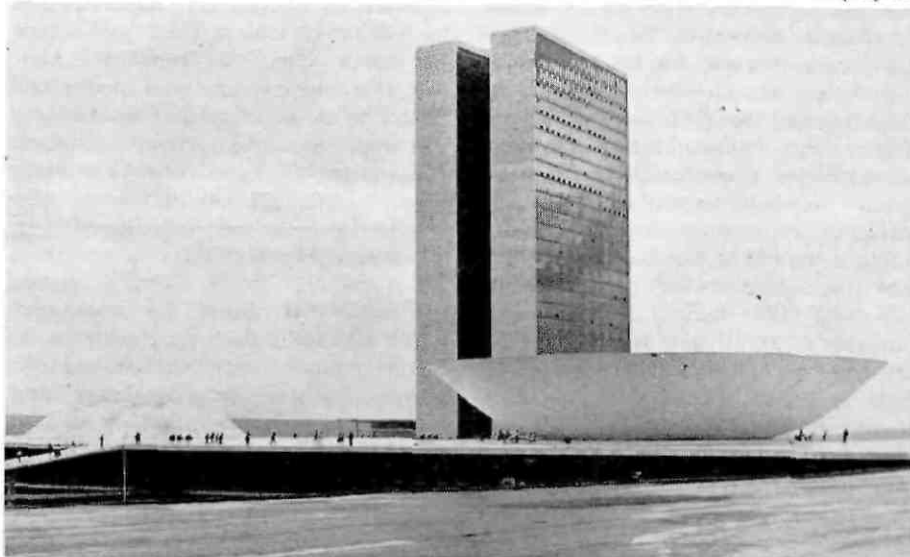


*Copacabana Beach, Rio de Janeiro. Brother Otero describes how the communists have tried without real success to gain control of the Brazilian labour movement, by setting up 'front' organizations which claim to represent the workers but have not won support*

federations are affiliated to the ORIT-ICFTU, with the CNTTT directly affiliated to the ITF. Federations grouped under CNTC and CNTI are also affiliated to the Trade Secretariats, for instance the Commercial Workers' Federation of São Paulo (affiliated to the International Federation of Commercial, Clerical and Technical Employees) and the São Paulo Metalworkers' Federation (affiliated to the International Metalworkers' Federation).

Other federations and unions not covered by a national confederation are also affiliated to the international free labour movement. For example, the National Federation of Telephone Workers; the São Paulo Telephone Union; and two telegraphers' unions in São Paulo and Santos are all affiliates of the Postal, Telegraph and Telephone International. The IFPW (International Federation of Petroleum Workers) has a very important affiliate in the National Federation

*Brasilia, the new purpose-built capital of Brazil. The real strength of the Brazilian labour movement lies in five national confederations grouping transport workers, commercial workers, industrial workers, river, maritime and airline workers and bank employees*





*Aerial view of city and harbour of Rio de Janeiro. Brother Otero concludes that there is much which the international movement can do to help the democratic unions in Brazil to achieve a position of real influence and so gain social and economic advancement*

of Commercial Petroleum Workers.

Two organizations grouped by the CNTMAF (Maritime, River and Airline Workers) have already requested affiliation to the ITF and there are many more unions now being aided technically by representatives of ORIT-ICFTU and ITSs, which upon achieving sound internal structures will become strong candidates for membership in the international free labour movement.

As of lately several ITSs, ORIT-ICFTU and the *American Institute for Free Labor Development* (AIFLD) have joined efforts in pooling financial and manpower resources to assist the democratic unions of Brazil, at their own urgent request, for the strengthening of their organizations. The joint undertaking calls for the training of labour leaders and future directors, working hand in hand towards the realization of a trade union movement free from any influence or control by government, political parties or totalitarian doctrines. The free labour movement oriented by ITSs and ORIT-ICFTU is also in the forefront of the struggle against reactionary employers, who in their absurd efforts to maintain the 'status quo' are playing into the Communists' hands, unaware perhaps that it would be they the first to stand at a 'paredón' (before the firing squad) were the communist subversion to be successful.

It is thus that we prove the myth of the communist domination of the Brazilian labour movement. There is much, very much work indeed, yet to be performed. The Brazilian worker is by nature non-communist. He is christian by upbringing and a democrat by conviction. Like any other worker in the world, what he wants is a better life for himself and his family. He wants a higher standard of living, he wants to live with dignity in his community, he wants to see his children educated, properly fed and clothed, and his ultimate wish is to have a home of his own. Under communism or reactionary totalitarianism he will never achieve these goals. That he knows! That we know! We hope that those in a position of power will reflect before it is too late *'because those who make peaceful revolution impossible, will make violent revolution inevitable'*.

*(Continued from page 210)*

to hear in that respect. The one aspect which is scantily dealt with concerns direct relations between workers and employers; this may be a weakness, considering the importance of shop steward initiative. The author refers to the latter, however, when discussing the fact that there might be some differences in outlook. He fully appreciates the fact that

'the system throws tremendous responsibility on the shoulders of a few men', and 'a few over-worked officials carry great responsibilities' (p. 73).

In his analysis of wage rates and earnings – which, according to him, rose three and four and a half times respectively between 1938 and 1960, the former doubling between 1946 and 1960, the latter between 1946 and 1956, he justly underlines the fact that the more rapid growth of earnings is to be explained not only by upgrading of workers and different age groups, but because of extra payments over and above nationally determined wage rates (p. 67). In other words: Extra earning, by virtue of competition for labour, are running ahead, with collective agreements hanging back.

So much for the famous battle cry that trade unionists are pushing the wage cart over into the abyss of inflation . . .

With regard to regional differentiation, the author thinks that there has only been some slight narrowing. Salaried workers have clearly been lagging behind wage movements ever since 1938; if one considers the fact that their numbers are increasing faster than those of wage earners, this means that official wage statistics show an exaggerated trend because slow-moving salaries are not included in that index (p. 79). Robertson even thinks some salary earners 'lost ground in real terms' – net figures after taxation turning out even worse (p. 79)!

There is an interesting 'salary tree' on page 82, showing that 'lower management' is still earning between three and five times as much as unskilled workers, up to six times as much as unskilled clerks – while senior management's earnings reach up to twenty times as much . . . The paragraph on international comparisons is sadly lacking in data.

The author makes short work of popular theories about 'monopolistic' positions of trade unions: 'There is for the most part no great possibility of a union controlling entry of new workers . . .; the behaviour of a union becomes much less amenable to being regarded as exemplifying the working out of a single economic hypothesis . . .' (p. 115).

The analysis of income distribution and taxation effects seems to indicate that the equalizing influence of the latter may have been somewhat overrated (table 20, p. 169), though lower income limits have certainly been raised. In the last two chapters – on the long-run

*(Continued on page 219)*



# Round the world of labour



*Why shouldn't she get married? This Air India hostess, like many of her colleagues all over the world, is discouraged by her employers from getting married. Some lose their jobs if they do so, and this particular form of discrimination has recently been condemned by the ILO (Air India photo)*



## The right to marry

*The following appeared in the July issue of Asian and Indian Skyways, and is interesting as an example of a view on the subject of marriage for air hostesses from a source which owes allegiance neither to management nor trade unions.*

**+** CAN AN AIR HOSTESS MARRY and continue in employment? The International Labour Organization, categorically answering this question in the affirmative, has passed a resolution at its recent meeting in Geneva, by an overwhelming majority of 166 votes to 12, that an air hostess has the right to marry and should not be removed from employment if she exercises this right. The ILO stand is perfectly consistent with its conviction that marriage like colour, race or nationality should not be regarded as a disqualification for employment. As is to be expected, this view is not accepted by the majority of world airlines including those of India.

Naturally, implementation of the ILO resolution by airlines is contingent on its ratification by the interested governments. While there is every hope of early ratification it is equally evident that unless compliance is made mandatory many airlines would disregard the ILO recommendation.

The airlines hold that marriage and motherhood are incompatible with the demands her profession makes on an air hostess, and tend to inhibit the poise and freedom of her attitude towards passengers. They argue that the responsibilities of child care and possible emotional disturbances of married life or every-day domestic problems will interfere with her professional competence. They further contend that as the cumulative effect of these conditions she will prematurely lose that grace and glamour so indispensable to an air hostess and like a fading flower cease to be an asset to the employer.

Not all the objections of the airlines to a married air hostess stem from in-

tangible reasons. There is the question of paid maternity leave extending at least to three months, every alternate year. This could mean having to employ extra hands to maintain normal service to passengers and even so for obvious reasons there could be no assured solution to the problem, while the financial burden on the airlines would be considerable.

However, it must be noted that the present embargo on marriage does not really work in favour of the airlines and money frequently spent by them on training turns out to be a bad investment as many of the air hostesses do not regard loss of employment too high a price to pay for marital status and sooner or later do get married. An additional safeguard against this occurrence is considered necessary by at least one of the two major operators of this country, Indian Airlines Corporation, which employs 175 air hostesses. Accordingly those joining IAC are required to pay a certain amount by way of surety and give an undertaking to serve the Corporation for at least three years. If for any reason an air hostess leaves before this period she loses the surety. While this measure obviously does not guarantee to IAC the benefit of her continued employment or celibacy after this period it is to be doubted whether it really discourages her from leaving the Corporation even during the three years. Air India, the other operator, which employs 86 air hostesses is not known to have this system in force but like many other airlines is not in favour of marriage for its air hostesses.

Thus in opposing the marriage of air hostesses the airlines are fighting a losing battle. On the other hand they are ignoring certain important aspects of the problem. Among these may be mentioned the inherent right of the air hostess to a married life without sacrificing her career. Denial of this right is basically unjust and does not in any way contribute to the upholding of social morality. In fact the effect may be quite the reverse. Another result would be to keep out of

the profession high calibre prospective entrants.


It is pertinent here to refer to a recent ruling issued by a French court of appeal. Mme. Anne-Marie Barbier, a 25-year-old Air France air hostess was dismissed from service following her marriage. Failing to get the airline to change its mind, Mme. Barbier took legal action but the court upheld the decision of her employer. She went to the court of appeal and obtained a ruling in her favour.

(Madame Barbier is married to Pierre Barbier of the ITF-affiliated French National Union of Commercial Flight Personnel. The appeal court ruling was reported in detail in ITF Press Report No. 11 of 23 May 1963).

In this judgement the presiding judge has raised several points which are applicable not only to Mme. Barbier but also to hundreds in her profession who desire to marry but are prevented from doing so by fear of losing their jobs. He observed that by forbidding marriage the airlines are indirectly encouraging illegitimate relations and thus a breakdown of good morals, creating in its wake considerable misery and a sense of guilt. To eliminate this evil air hostesses should be permitted to marry. It is chiefly because of this obnoxious rule – preventing air hostesses from marrying – many young ladies are shunning the idea of taking up this profession. Only those who are prepared to live without a home of their own can think of becoming air hostesses.

It is clearly in the interest of the airlines to revise their stand on this problem in the light of these considerations and accept, though it would mean a little loss of face, the recommendation of the International Labour Organization which is the outcome of enlightened thinking.

### College for sea catering at Liverpool

 WORK ON THE FIRST PHASE of the new Nautical Catering College at Liverpool is due to be completed in about one year's time. The new college will be the first in the country to be built specifically for nautical catering training. The second stage of the building programme provides for the addition of a residential hostel which will enable the college to take between sixty and 100 students from all over the country.

Great care has been taken in its design to reproduce, as nearly as possible, shipboard conditions. The basement, for example, will house a bonded store for wines and so forth. Located on the

ground floor will be the principal's room, the general office and stores, vegetable preparation rooms, the main bakery kitchen (for breadmaking and confectionery), lecture theatre (to seat between 60 and 70 incorporating a demonstration bar) and the examination kitchen.

This will be devoted to experimental purposes when not in use for examinations, though as established seagoing personnel may commence training on any Monday during term time, the room is likely to be well used in its primary role.

The main restaurant (dining saloon), together with cabin and lounge, will be on the first floor and above the main entrance. Also on this floor will be two kitchens servicing the restaurant, a central wash-up, a larder kitchen and a laundry. It is hoped that permission will be granted for a licensed bar to be run in conjunction with the restaurant.

Housed on the second floor will be two large kitchens for basic training, each designed to take 18 students, all of whom will have their own stoves, working tables, sinks and salamander in self-contained units.

These kitchens will service the adjoining students' refectory and can conveniently be adapted for either waiter or cafeteria service. The refectory will accommodate about 200 at a sitting. Also on this floor will be the demonstration classroom, incorporating butcher's blocks, demonstration tables and laboratory benches for use in conjunction with food science training. In addition there will be three classrooms for the teaching of general subjects – English, Mathematics and French.

The third floor will be basically a 'games deck', housing a large recreation room where shipboard games will be taught, library, senior and junior common rooms and a proposed female common room, for it is envisaged that stewardesses and stewardettes will receive their training at the college. Finally, a penthouse staff common room will be built on the fourth floor.


At present, 13 courses are available to students at Oldham Street and further courses will be introduced when the college is established at its new locale. The existing courses are as follows: Apprentice cooks (12 months); assistant cooks (three months); second cook/baker (three weeks); ship's cooks' certificate of competency (six weeks); ship's cooks' special refresher (six weeks); higher-grade cookery (three weeks); higher grade



*A model of the Nautical Catering College, Liverpool, work on which began at the beginning of this year. The first stage is due for completion in October next year, and the college will be the largest centre for nautical catering training in the country*

cookery refresher (four to seven days); advanced cookery (six weeks); bread and confectionery (three weeks); preparatory stewards' course (12 weeks); assistant steward's course (three weeks); and advanced waiting course (two weeks). Fees range from five guineas for the advanced cookery course down to £1 for the higher-grade refresher course; there is no fee for either apprentice cooks' course or for the preparatory stewards' course.

### Return to 'grass roots'


 BROTHER NILS PETERSEN, a secretary working at the headquarters of the ITF-affiliated Swedish Transport Workers' Union, recently went back to work for a fortnight in the port of Gothenburg to find out how dock labour has changed in the 20 years since he was a stevedore.

Petersen reports that he started work at 6.38 a.m. Three gangs, thirty-three men, were required. They reached their allocated vessel in the free port at 7.15. By 7.30 they had removed the hatch covers. They began loading the first hold at about 8.15, after the papers and documents had been cleared. Petersen worked on the same ship for the next two days but reports that practically nothing could be done between 7 and 8 every morning and numerous hold-ups occurred during the day while they were awaiting deliveries to the quayside. The ship was fully loaded by 3 p.m. on the afternoon of the third day, and the total time taken had been 756 man hours, although the effective working time was about half that due to the delays.

The following day he was put to work on unloading 800 tons of timber for delivery to Gothenburg, Norrköping and

*(Continued on page 223)*

# Complaints on board ship

 THE BRITISH NATIONAL MARITIME BOARD has been considering methods of dealing with complaints on board ship and has now drawn up a model code procedure which takes account of existing systems and is designed so that it can be adapted to cover all vessels, whatever the size of the crew. Discussions began on this subject after the National Union of Seamen had presented proposals for a scheme based on the election of ship representatives acting through ship committees.

**The model code is as follows:**

1) A complaint will normally be made individually by the person who feels he has a genuine grievance, to his head of section; for example, if he is a rating in the deck department he will make his complaints to the boatswain. The individ-

ual himself best knows the facts and his case will be dealt with on its merits. The complaint should be made verbally in an orderly way, and at a time when a proper hearing can be given.

2) If the complainant considers that his complaint has not been satisfactorily disposed of by the head of section he will

*The British National Maritime Board, prompted by the National Union of Seamen's proposals for a system of shipboard representation, has recently been considering methods of dealing with complaints on board ship. The model code of procedure described here is the result of these discussions between representatives of shipowners and maritime unions*





*If no satisfaction is obtained from the head of section, the complainant(s) can take his grievance first to the head of department, then to the master and finally to the management, at which level the union can handle the complaint when the ship docks or sooner if it is a matter of urgency*

have the right to request to see the head of the appropriate department and if it is so decided to put the complaint in writing.

3) It will then be the duty of the head of department to interview the complainant with the head of section. If the complainant is still not satisfied he will have the right to request to see the master and the head of department will arrange for this. The master will then handle the case personally.

4) If the complainant is still dissatisfied and wishes an appeal to management he will have the right to request the master to forward his complaint in writing to management. It is expected that the complainant would also wish to communicate with his union or association and the master will afford him any necessary facilities for doing so.

5) In ships with very large crews, it may be convenient to adopt a variant of 2) above. Instead of the procedure providing for the individual complainant to make a request to see the head of department, it may require the head of section to record the complaints, and the head of department to inspect the record at least once a week (or more often) and deal with the complaints recorded as in 3). Thereafter the procedure follows as in 4).

6) If representations are made to a head of section which satisfy him that a complaint is not individual, but that a number of men feel that they have the same ground for complaint, he will, unless it is relatively trivial involving no question of principle, record the circumstances. If within his authority he can satisfy the complainants and he does so, the record when one has been made will be endorsed.



*Issuing dry stores. If a satisfactory settlement cannot be reached while the ship is still at sea, and it is felt that a decision must be taken before the voyage ends, the master should report to management and give facilities for the complaint to be reported to the appropriate trade union*

7) If the complainants are not satisfied, the head of section, as the person responsible for his section, will bring the complaint to the notice of the head of department as soon as practicable. The head of department will then investigate the complaint. When interviewing the complainants, the head of department will as far as possible, do so in the presence of the head of section.

8) If the complaint is not resolved at this stage, the matter will be referred to the master, and may be referred to

management as in the case of individual complaint (see 4) above).

9) If a complaint involves another department, for example, complaints from the deck department about catering, the appropriate representative of the catering department will be present when the complaint is being investigated by the head of the department concerned.

10) It is a primary duty of every head of section and leading rating to keep himself informed of any cause of dissatisfaction in the section and to report to the head of department. One of the duties of leadership demands that it should be the particular concern of officers and petty officers to understand the difficulties and problems of the members of the crew for whom they are responsible and that they are directly charged with their general welfare.

11) The recommended procedure does not preclude a member of the crew from making a request to see the head of his department, staff captain or the master on any private matter. But it will be understood that if it is considered that the matter is one which should have been dealt with under the complaints procedure, instructions will be given that this course must be followed.

12) National Maritime Board agreements can only be varied by the Board itself,

*Testing a lifeboat engine on board a British tanker. The model code for processing complaints on board ship is designed to that it can be adapted to cover all vessels, whatever the size of the crew. Whenever a grievance arises, it should first be reported to the head of section who will put the matter right if it is in his competence to do so*



and the constitution makes provision for the adjustment of any dispute arising out of a National Maritime Board agreement. If, during a voyage, a member of the crew considers that his conditions of service are not in accordance with the appropriate National Maritime Board agreement, he will make his complaint to the head of section and the procedure set out in paragraphs 1) to 3) will be followed.

13) If, after the complaint has been discussed with the master, there is a difference of opinion as to the correctness of the way in which the agreement is being applied, the circumstances will be recorded and, normally, further discussion be deferred until the issue can be handled by representatives of the owners' and seafarers' organizations.

14) If, however, the voyage is likely to be prolonged and it is considered essential that the difference should be resolved before the end of the voyage, the master will report to management and give facilities for the complaint to be reported to the appropriate seafarers' organization. The facts in the reports should be agreed so that they are not in doubt in any discussions between the company and the organisation and, if necessary, at the National Maritime Board.

15) It must be clearly understood that no one making a complaint in good faith and in accordance with the foregoing procedure, will be penalised in any way for making the complaint.

The National Union of Seamen has not given up its original idea of elected shipboard representatives, but for the moment will not press the plan. The Merchant Navy and Airline Officers' Association, which was never happy about the NUS plan, has the following comments to make about the discussions which took place on the National Maritime Board system.

'The approach to the problem included recognition of the fact that the maintenance of proper discipline was essential not only for general contentment on board ship, but also in the interest of both safety of life at sea and efficiency. Also, there must be acceptable procedures for dealing with complaints speedily and quickly without fear of victimization or the possibility of legitimate complaints being stifled. At the same time the chain of authority aboard ship had to be maintained and strengthened. Obstacles in the channels of communications between members and their or-

ganizations should be removed.

'A pleasing feature of these very frank discussions was the sense of responsibility displayed by all. There was no balking of awkward questions or evading of issues. Representatives of owners, masters, officers and ratings all realized the importance of finding an agreed system, which would fulfil the needs of the situation. In (our) view, this has been done.'

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share of wages which is known to be rather stable, and on wage policy in a depression - one must regret the absence of references to prevailing theories in what is, generally speaking, a greatly stimulating book.

Dr. Karl Kühne

### Automation advances in ship design



THE REVOLUTION in the design and construction of ships, reducing labour requirements to new minima, is occurring with ever increasing rapidity in all parts of the seafaring world. Norway, the United States and Japan are three of the seafaring nations which have recently been in the news with projects for automated ships.

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governing the evaluation of flight-crew fatigue and might become an initial step towards the setting up of international

The Norwegian Institute of Naval Technological Research has invited Norwegian shipowners to cooperate in the construction of a first experimental ship, in which rationalisation and automation would be effected to the furthest extent permitted by the present state of technical knowledge. To help in the realisation of this project the Institute has set at the disposal of any company or group of companies willing to undertake the task the professional services of all its qualified engineers at no cost. The Institute has appealed to interested shipowners and shipbuilders to send their best experts to contribute the work.

On board a ship such as this the traditional crew structure would be abandoned. The crew, instead of being split between deck and engine room would be divided into operational and maintenance personnel. This means that the same men would have to be capable of working either on deck or in the engine room as the need arose. Crews would be substantially reduced, but during a transitional period the same number of seafarers would be employed as on conventional ships.

Although three ships of the Norwegian fleet have already been equipped for automated operation. Norwegian law is stricter on crew complement than that of

*(Continued on page 224)*


standards for determining schedules.

Both operators and crews, however, have reservations about the system and will probably suggest a number of revisions before it can be finalized.

Fatigue index units for flight crew	per hour	per landing
Unassisted pilot IFR <sup>1)</sup>	10	10
Unassisted pilot VFR <sup>2)</sup> and assisted pilot IFR	6	6
All other duty on ground or in the air except when zero indexing applies	4	—
Supernumerary crew members when relieved during flight time and with access to horizontal rest	0	—
<sup>1)</sup> Instrument Flight Rules <sup>2)</sup> Visual Flight Rules		
'De-fatiguing' index units for flight crew	per hour	
Effective rest time between 22.00 hours and 06.00 hours local time	— 6	
Effective rest time between 06.00 hours and 22.00 hours local time	— 4	

# News from the Regions

## OAS holds conference of labour ministers

 FOR THE FIRST TIME labour ministers from the Americas came together at a conference which was held recently in Bogotá, Colombia, under the auspices of the Organisation of American States. All American states were represented, with the exception of Canada, which is not a member of the OAS, Haiti and Cuba. Representatives of the Latin American Regional Organisation of Workers (ORIT), and of ITSs were present. The ITF was represented by its Latin American regional director, Fernando Azaña. National trade union representatives were also present in many of the delegations.

The wonderful speeches made by some of the ministers at the conference are obviously not to be taken literally. They spoke of excellent conditions under which trade unions were able to operate in their countries and of the backing they got from their governments. The reality of it is often very different however. ILO conventions, particularly those embodying the most fundamental requirements, for trade union functioning are ratified in many countries, but not put into practice. The freedom of which ministers spoke certainly does not extend to all categories of workers. The state employees, for example, are widely denied the most basic trade union rights. In many cases they are not allowed to form trade unions; they have not the right to strike and do not even have collective bargaining rights.

The Brazilian delegate severely criticised the Alliance for Progress, stating that the Brazilian trade union movement had no faith in it whatsoever. The ITF representative replied to his speech, pointing out that Brazil had since the war received more than \$4,000 million in aid from the US and none of this money had been used to the benefit of the Brazilian workers. He stated that the trade unions in Brazil were largely under the control of the government, and

that government interference in their affairs was not necessarily to their benefit.

But in spite of discrepancies in what many of the ministers said, the overall effect of the conference is one of hope for Latin America's workers. If the promises made are fulfilled, the way will be opened to greater progress in the raising of standards of living, in the improvement of working conditions and the bettering of workers' social standing.

A great many important recommendations were made. The following are a few examples:

Permanent commissions should be established with representatives of the workers and employers to advise the Ministries of Labour on all programmes related to economic and social development.

The Government, the employers, and the labour organizations should take on the responsibility of training the working force.

Technical and economic assistance from the Alliance should be facilitated to social welfare programmes aimed at improving the living conditions of the marginal sectors of society not included in the salaried sectors.

Trade union freedom, internationally guaranteed by the rules contained in the ILO's Conventions 87 and 98, which include the freedom of association, and the freedom to organize and bargain collectively, constitutes essential basis for ensuring the workers a permanent role in national development activities.


Transport, consumer, housing, distribution, and credit cooperatives, among others, should be encouraged, as they could greatly contribute toward rapid development and toward strengthening the popular masses as producers and consumers.

It can safely be said that the First Inter-American Conference of Labour Ministers constitutes an important milestone on Latin America's path of social progress.



Mario Lopes de Oliveira (left), President of the Brazilian National Confederation of Land Transport Workers (CNTTT), who, together with Brother Joaquin Otero (ITF representative) and the President of the São Paulo State Federation affiliated to the CNTTT, is helping to run a campaign to bring transport workers in the state into democratic trade union organizations

## Organization campaign in Sao Paulo province

 THE ITF HAS AGREED to participate in a campaign to organize into democratic unions transport workers not yet organized, and to attempt to prevent the spread of communist control. The campaign, to be undertaken jointly by the National Confederation of Land Transport Workers (CNTTT), the São Paulo State Federation of Bus and Truck Drivers (an affiliate of the CNTTT), and the ITF, will be directed at transport workers in the Brazilian province of São Paulo.

The decision to embark upon this campaign, as reported by the ITF's representative in Brazil, Brother Joaquin Otero, arises out of the intensive work of the communist party within the transport unions in Brazil, in an effort to dominate this vital sector of the nation-

al economy. Whilst the São Paulo State Federation of Bus and Truck Drivers is the most active and best financed Federation affiliated to the CNTTT, and claims a membership of about 100,000, several of the local associations which go to make up the Federation are in a very precarious situation regarding their future leadership. Failure to find strong democratic leadership for these local groups would give the communists their opportunity to move in and the result would be a weakening of the Federation and ultimately the CNTTT itself.


To find and encourage potential democratic leaders to fight the communist threat in key areas is therefore the first and more urgent task of the campaign organizers. The second job they have is to form new democratic local associations where none exist, and help in the process of obtaining official recognition of these associations and their integration into the national union structure.

Two full-time organizers are to be employed on this campaign, Geraldo Effreios de Moura, who has been trained by the American Institute for Free Labor Development, and Francisco Lima Freitas, a part-time officer of the State Federation who is taking a two-month leave of absence from his job to work on the campaign. They will work under the supervision of the State Federation President, the CNTTT President Brother Mario Lopes de Oliveira, and Brother Otero for the ITF, who will join them from time to time during the campaign to offer assistance and advice.

The campaign programme is divided into two parts: the first covering those cities where to combat a serious communist threat the organizers will hold discussions in the various local associations to select potential leaders, and will help the latter in their election campaigns; and the second covering cities in which no associations exist, where the organizers will again select potential leaders and help in the establishment of democratic organizations.

São Paulo province is Latin America's largest industrial complex and Brazil's most densely populated state: 'Operation Paulista', as the campaign is to be known, is therefore playing a vital part in the strengthening and development of the Brazilian free trade union movement.

### **We don't need the ILO!**

 WITHDRAWAL from the International Labour Organization will hold no harmful consequences for the

South African worker, said a recent leader article in the newspaper of the Co-ordinating Board for South African Trade Unions (Nationalists, white).

It had now become clear that the workers' delegates were in the minority at the conference, it continued. For this reason it was not at all surprising that the ILO had deteriorated into a political arena, where in reality little was said about matters concerning labour. The South African workers, therefore, did not benefit from it. (This of course is not entirely the ILO's fault: of 118 ILO Conventions, the South African government has a grand total of eight full ratifications and one conditional ratification. Needless to say, this score does not include either Convention 87 or 98, which guarantee the right to organize and bargain, and the freedom of association. One might say that no workers would benefit from the activities of the ILO unless some governments were prepared to take those activities seriously.)

The article continued that the majority of the member countries of the ILO consisted of underdeveloped countries. The result was that the minimum standards laid down by the ILO regarding working conditions, housing, wages and nutrition of the workers, were much lower than the standards enjoyed by the non-white workers of the Republic — not to mention the Whites. 'Because we are far more advanced, we don't need the ILO to improve our conditions'.


You're all right, Jack! But is your black brother?



### **Korean railwaymen get closed shop**

The ITF-affiliated Korean Railway Workers' Union reports that it has succeeded in obtaining the insertion of a clause in its collective agreement stipulating that all railway employees shall join the union. This photograph shows the scene as this agreement was signed 1. to r. Brother Kyu Chull Lee, President of the union; Brother Sang Kyu Oh, Vice President; and representatives of the Korean government which administers the railways

### **Union officer becomes councillor**

 BROTHER PAUL K. TOMUSANGE, who works in the Kampala District Superintendent's Office of the East African Railway & Harbours, and is Assistant General Secretary of the Railway African Union, has recently been appointed a councillor of the City of Kampala. Brother Tomusange joined EA Railways and Harbours as a clerk in 1956.

### **Conference of Nigerian permanent way workers**

This picture shows the delegates to the eighth Annual Delegates Conference of the ITF-affiliated Nigerian Railway Permanent Way Workers' Union held in Sabon-Gari, in April this year



# Looking ahead

Bro. George Woodcock, General Secretary of the British Trades Union congress



🌐 A SPECIAL REPORT laid before the ninety-fifth meeting of the Trades Union Congress defines the objectives and priorities of British trade unionism. Stressing that 'trade unions grow and develop by reacting to the circumstances in which they operate', the report invites unions to make detailed study of the implications for trade unionists of economic planning and the extent to which it can be used to influence economic developments. The report recalls the establishment by the government of the National Economic Development Council (NEDC) in March 1962 and the TUC's association with that body, and mentions four main problems which have so far emerged from this brief experience of planning. The first are the difficulties associated mainly with staffing and the provisions of adequate statistics; the second problem involves the nature of planning itself. In this connexion the report makes it clear that the British TUC considers that the potential value of the NEDC lies in the fact that it provides a forum in which agreements can be reached between the government and the two sides of industry. Even before it agreed to join the Council the TUC made it clear that it was not interested in membership of a body whose job would be 'to exchange economic banalities or to transmit to trade unionists the government's views of the needs of the economic situation'; and, although it does not categorically say so, the report conveys the impression that the continued participation of the British TUC in the work of the NEDC would depend very much on an interpretation of the purpose of the Council as *one of tripartite consultation and planning*.

From the strain put on its own representatives and staff as a result of its comparatively short association with the NEDC, the TUC recognizes that the third problem in this field is posed by the needs the unions will experience on them if they are to play an effective role in joint planning activities at various levels. The report envisages a situation in which trade unionists and employers on the Council and on industrial planning commissions enter into agreements on policies affecting their members – a situation calling for development in union technical equipment and methods of communication. These developments, it is thought, will inevitably affect the structure of British trade unionism, the presentation of co-ordinated trade union views coupled with joint working on industrial commissions tending to encourage operational and organizational unity, thus giving impetus to the trend towards rationalization of industry and of trade union structure already observed in the case of the working of the Joint Industrial Councils.

As the fourth problem to be encountered in the field of economic planning, the report discusses prices and income policy. In this connection it points out that TUC acceptance of the government's invitation to join the NEDC did not imply that it accepted government views on income policy in general or wage restraint in particular. It further asserts that considerations of income policy do not constitute the natural starting point for finding a solution to economic problems.

Turning to the question as to what

economic planning will mean to the British trade unionists, the TUC report sees in this no panacea for solving all economic problems or eliminating differences of view between government, trade unions and employers. It does however expect planning in the form envisaged to clarify these differences and establish a framework within which agreement can be reached by negotiation and compromise. As regards trade unionists, it will compel them to re-examine the priorities in which they arrange their objectives and to determine what the functions and methods of trade unions should be in such a situation. In this connexion a number of issues will have to be faced by trade unions and, although the problems associated with them may vary with individual unions, the overall picture is one in which the increase of automatic processes in industry and associated redundancy, the scope of collective bargaining in an economy characterized by rising output, and employee participation in decisions influencing conditions of work, represent elements in industrial relations which are assuming increasing significance and constitute a growing challenge to union adaptability and resources.

Economic development and planning, the supplementary report on which is summarized above, was one of a wide range of subjects covered by the TUC's General Council Report to the 1963 Annual Trades Union Congress. Other matters covered included workers' participation in the nationalized industries and the problems connected with the reshaping of British Railways.



The subject of worker participation in the nationalized industries was broached at the 1952 Congress and has since been more closely studied by the TUC General Council. As the result of inquiries made it was found that all the industries concerned — including British Railways, other nationalized transport and civil aviation — have comprehensive machinery to facilitate joint negotiation, consultative committees existing at local, regional and national levels. Whilst the general framework of the consultative machinery is broadly similar, there are differences of detail which reflect the varying structures of the industries. The relationship between the consultative machinery and that of the trade unions also differs from industry to industry, the link between committees and union branches being *closer in some than in others*.

The General Council of the TUC found some cause for disquiet with regard to the joint consultative committees. It noted, for example, that in some industries, notably the railways and civil aviation, these are organized on an *occupational basis with different trades forming their own committees or panels*. Difficulties had consequently been experienced in ensuring adequate consultation and liaison between different occupational groups. On the other hand, the system obtaining in civil aviation, with *different occupations having separate panels at local and national level*, is open to criticism as too elaborate. The General Council also stressed the importance of ensuring that workplace committees are integrated into the whole structure.

Assessing the value and significance of joint consultation, the Council found that, broadly speaking, most unions regard it as a useful device in promoting better industrial relations. It has not, however, achieved all that was hoped of it at the time of nationalization. There is a regrettable lack of interest at local level. At the same time the attitude of the unions themselves is capable of improvement: no union appears to have training courses specifically designed for instructing members in joint consultation and union attempts to interest members in the process could be more positive.

The TUC General Council does not regard it as likely, however, that joint consultation will revolutionize work-people's attitude to work. At local level, it sees no more than an 'interested minority' associating itself with the process, while its value at regional and national level is to augment union influence on

management already exercised through collective bargaining. Collective bargaining, it states, remains the decisive factor in industrial relations.

The TUC is also looking ahead in the field of transport. Last year the TUC Congress sharply criticised the government's transport policy and called for policies designed to create a properly integrated inland transport system. It is particularly concerned at the government's insistence on treating the railways as a separate entity and emphasises that it is *neither proper nor possible for decisions, such as those set out in the Report on the Reshaping of British Railways, to be put into effect on the basis of a study confined to the operational characteristics of the railways in isolation*. A proper transport policy, it urged, *could be pursued only by initiating parallel studies of other forms of transport, notably road freight and passenger services*.

Following its own advice to the government, the TUC is now engaged with leaders of the British transport unions in a far-reaching inquiry into modern transport problems with the object of drawing up a comprehensive policy.

Delegates from the transport workers' union gave these matters full attention at the TUC meeting. A resolution calling on the government to reconsider its transport policy was carried unanimously. It appealed for postponement of any final decision on the Beeching Report, which proposes extensive rail closures, until a thorough survey of other transport services has been made and a national plan covering all sectors of the transport industry has been formulated. Discussions also centred on the question of public ownership. A motion calling for the nationalization of road transport, aircraft, steel, shipbuilding and electrical engineering was also carried unanimously.

The Report on economic planning was duly debated by Congress and approved by an overwhelming majority. The resolutions concerning wage restraint were also discussed and adopted. One declared that no incomes policy would be accepted unless it included control of profits and capital gains. The other delegate moving the resolution pointed out in his speech that he was referring to wage restraint under a Conservative government. This year's meeting of the TUC has thus been a significant one for the future of British trade unionism. The need for more comprehensive economic

planning and even a certain amount of wage restraint, under the right conditions, in the interests of achieving a substantial growth in real earnings has been accepted by British trade union leaders. One thing we are to understand however is that British workers are not going to make sacrifices themselves while their employers apply no restraint on their side. The trade unionists who will be working on questions of planning, through NEDC and elsewhere, we may rest assured, will not allow the burden of economic development to fall on the shoulders of the workers they represent.

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Malmö. The timber for the latter two places was thus in transit, and as the *unloading took place was sorted according to different markings*, although when it was reloaded for shipment on to Norrköping and Malmö it was probably all mixed up again. The delivery for Gothenburg had to be sorted according to 121 different markings. Petersen wonders whether this was really necessary at this stage with a large ship, costing up to 10,000 kr. a day in port charges, waiting until they had finished. This sorting work was really only for the benefit of the firms taking delivery, who then did not need themselves to employ men to do this work. Dock workers, whose real job is simply to unload the ship as quickly as possible, were being used as warehousemen, and this obviously affected the port's efficiency.

Petersen found many other instances where unnecessary delays and inefficient methods slowed down the work. The fact that road transport has taken over from the railways a lot of the delivery work to the docks means that it is more difficult to get a regular flow of goods for loading. A train wagon load of 10 to 20 tons can wait at the quayside until it is convenient to unload it. A ship usually carries cargo for different destinations and loading cannot begin until the cargo is sorted into corresponding lots. However, a lorry has to be unloaded at once, and this means that its load is usually put down wherever there is a free space instead of properly be sorted according to destination. This can cause endless delays when the ship comes to be loaded.

The ITF Journal is also published in London in German four editions annually) and Swedish (six editions annually).

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certain other countries where automation may proceed unhindered by seafaring legislation.

Work on shipboard automation is being done in many of the seafaring nations of the world. In Japan, especially, the degree of automation has been extensive. Two Japanese industrial concerns have recently put into operation the first entirely automated cargo loading and unloading system for petroleum tankers. Operations are effected by the mere pressing of a button. But although shipboard automation has progressed to a considerable extent in Japan, it has not yet been taken so far on a single ship as is contemplated in the new Norwegian project.

In the United States on the other hand the design for a new automated tanker has been put forward which would reduce crew requirements to one third the normal complement. This 50,000 dwt tanker would be operated by a crew of fourteen. The plan was presented at the American Petroleum Institute's annual conference held last May.

The conference also heard details of the US Maritime Administration's automation programme, under which crew complements would be reduced from a range of 48 to 58 to a range of 15 to 20.

The tanker, the design of which was presented at the API's conference, is the final stage in an automation programme which is aimed at reducing shipping costs to facilitate more favourable competition with pipelines. The intermediate stage was the 'Sinclair Texas' which was launched last April, and which can operate with a crew of 30.


The International Organization of Masters, Mates and Pilots, an affiliate of the ITF, has undertaken in conjunction with the Maritime Cargo Transportation Conference of the US National Academy of Sciences a research study in connection with shipboard automation which is to 'examine the characteristics of the maritime work force, its utilisation under current and proposed systems and the relation between manpower and total system costs'.

The first step in the study which the union took was to send a questionnaire to the 11,000 deck officers whom it represents, asking for information on their family status, education, present maritime qualifications, past employment and future job preferences.

It is hoped that the information obtain-


ed through the study will enable government, labour and management to approach the problems of automation in a constructive fashion.

### Liferafts on Dutch coasters

 AS FROM 15 NOVEMBER this year liferafts will be compulsory on board Dutch vessels of under 500 gross tons, sea fishing vessels and seagoing tugs. The authorities will not issue new certificates of safety after that date if the rule is not complied with.

### Trade unionism and the closed shop

by CLARENCE DARROW

 TRADE UNIONISM is not a question of ideals. It is a question of what is adaptable to the times and place where we live. No trade unionist believes that trade unions are ideal. But they are there to give a measure of protection and education, and advantage to the workingman in the unjust struggle in which no individual working man can possibly stand alone. They are adapted to this time, place and condition; but they are not to be made a fetish of.

Society is constantly changing; governments are constantly changing. A government fit for people a thousand years ago is not fit for people today. Government fit for them today will, let us hope, not be fit for them a hundred years from now. An industrial organization that is fit today was not fit a hundred years ago and will not be 50 years from now. Everything in a way is fitted to the time and place.

There are a great many catch words and expressions used against the closed shop. We are told by people that don't believe in it — rather, don't want to believe in it — that a man has a right to work for whom, with whom, and for what wages he pleases; that a man has an inalienable right to work.

That sounds good, doesn't it? The next time anybody tells you that, ask him where your job is. There isn't any such thing as an inalienable right to work, or an inalienable right to do anything else.

An inalienable right is something that cannot be taken away, and I don't know what that is; but it certainly isn't a job, because that can be taken away. Is the workingman justified in demanding the closed shop?

The other fellows have a closed shop, and therefore they are stronger. The steel trust has a closed shop; there is but one place where you can get their goods. The doctors have a closed shop, and you must belong to their union or you haven't the right to kill anybody. The lawyers are about the same, and the ministers are lightheartening out their course of study — whatever it is — so there won't be so many of them.

Employees know it is harder to control working men who are organized than it is to control individuals. So when work is slack and men are laid off, the jobs usually fall to the non-union man because he can be used against the union.

It is a matter of business; he makes a favorite of the man he can control. He doesn't want men who give their first allegiance to the union; he wants the first allegiance.

When a working man becomes a member of a union, he knows that the non-union man, or scab, will be used to cut down his wages; that he will work in an unsanitary factory, and long hours; that he will stand for anything because he stands alone; and when men stand alone, they are helpless — no matter how good they may be. Goodness has nothing to do with it.

It means a good deal of expenses, troubles, and pain to carry on your obligations as a member of a union. It means a great deal to give up your freedom as far as you do and put your life in the hands of the union; to leave the non-union man to undermine not only the union man but himself.

Really, the open shop means in the end the destruction of the union, opening the back door to send the union man out. Then — however tyrannical and unjust as it may seem to be — still the union is the only thing to secure independence to the working man.

Trade unionism will hasten the building up of a better system that is surely coming. And someday, willy-nilly, men will learn that the highest good is the common good of all.

*These words were published originally in the May 1913 issue of 'The International Steam Engineer' — official journal of the United States International Union of Steam & Operating Engineers of 50 years ago. The keen thinking Mr. Darrow — world famous Chicago lawyer and legal counsel who died at the age of 81 — is just as meaty today as it was in 1913. We reprint this from the Railway Carmen's Journal*

# 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 (Ex  
Faroe Islands \* Finland \* France \* Germany \* Great Britain  
Greece \* Grenada \* Honduras \* Hong Kong \* Iceland \* Indi  
Indonesia \* Israel \* Italy \* Jamaica \* Japan \* Jordan \* Kenya  
Lebanon \* Liberia \* Libya \* Luxembourg \* Madagascar \* Mal  
Malta \* Mauritius \* Mexico \* The Netherlands \* New Zealar  
Nicaragua \* Nigeria \* Norway \* Nyasaland \* Pakistan \* Panam  
Paraguay \* Peru \* Philippines \* Poland (Exile) \* Republic o  
Ireland \* Rhodesia \* El Savador \* 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