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Comment

Asian seamen

The practice which has been growing during recent years among some shipping companies of Western countries of manning their ships with crews of Asian seamen at substandard wages and conditions has been causing a great deal of concern to the ITF's seafarers' unions. This concern takes two complementary forms. First there are the unions in Western Europe who feel that the standards of pay and conditions for which they have fought so long and so hard are being undermined by the lower standards which are considered by the shipowners to be appropriate for Asian crews. Their bargaining strength is significantly weakened by the existence of lower wages in the trades in which their members are traditionally employed.

On the other side of the coin is the existence of poor trade union organization and heavy unemployment among Asian seafarers. In an attempt to find a fair solution to these problems the ITF's Seafarers' Section set up a sub-committee which made recommendations on the policy to be followed in the employment of Asian seafarers. In trades where Asian seamen are traditionally employed, ships should continue to be manned by such seamen who should be organized by the unions of their own countries and covered by the latter's agreements. (These agreements should as a minimum conform with the standards laid down in ILO Recommendation 109 of 1958). Where owing to changing patterns of trade it becomes necessary to depart from customary manning practice, such departures must be the subject of agreement between the shipowners and seafarers' unions concerned. In trades where Asian seamen are not traditionally employed, however, they should be organized by and come under the agreements of the ITF-affiliated seafarers' unions of the flag concerned.

This policy formed the basis of preliminary discussions which were held early in December between representatives of the ITF and of the International Shipping Federation in London. A further meeting will be held early in 1964 after the parties have had a chance to report back to the constituent organizations.


Reducing noise on board ship



The seagoing worker cannot escape completely from his working environment, as can a man employed in a factory. The seafarer off duty is forced to remain within vibration range of the same noise that fills his ears during working hours and the damage goes on

A sound pressure level of 130 dB marks the threshold of pain. Seafarers at many work locations on board ship are exposed to an extraordinarily high intensity of noise. The highest noise level recorded in one study was an ear-splitting 126 decibels



 In 1961 the 19th Session of the Joint Maritime Commission of the ILO turned its attention to the deleterious effects that noise from machinery and equipment might have on the health of seafarers. In a resolution concerning the reduction of noise on board ship it proposed that the ILO should study the question with a view to considering what further action might be taken to promote a solution of the problem.

An article was published recently in the *International Labour Review* as an introductory contribution towards the study of this question. It was written by B. Bailey and entitled 'Engine-Room Noise on Board Merchant Ships'. The following consists mainly of extracts from Bailey's article.

The question of noise on board ships may be studied under three headings: its harmful effects on the seafarers; techniques of noise reduction and control; and the measurement of noise.

Noise in industry

A great increase in noise level has resulted from the growing use of diesel propulsive machinery and the trend towards higher power and higher r.p.m. generated by lighter main propulsion engines installed in a smaller engine compartment. For example sound intensity in the engine room increased some ten times when lowspeed diesels replaced the early opposed piston engine, and 100 times with the arrival of the high-speed, high-power diesel. Increase in sound energy

has placed maritime enginemen among the groups of workers most exposed to high level noise, which include men working in heavy industry or in proximity to large internal combustion or jet engines.

The two primary measurements of noise are the frequency, or the number of successive pressure waves per second (i.e. pitch - technically a measure of the effect of sound on man, not the sound itself) and the maximum pressure or force of these waves. It has become customary to express sound pressure by means of a logarithmic scale of 130 units (decibels), whose use also facilitates the computation of sound pressure changes.

The following are some examples of sound values in decibels (dB): threshold of hearing, 0 dB; quiet church, 20 dB; average office, home kitchen, 60 dB; inside aircraft, noisy factory, 100 dB; pneumatic drill, car horn at 3 feet (threshold of pain), 120 dB. Various investigations have been made into the amount of noise to which different workers are subjected in their jobs. It was found, in one

study, that a riveter was subjected to an average global noise of 80 to 95 dB, a forge worker to 96 dB, and engine test-stand workers to 105 to 110 dB. The highest work environment noise rating of 125 dB went to workers riveting inside locomotive boilers. Studies of noise in ships' engine rooms have also disclosed extremely high sound pressure levels at operating stations near main propulsion machinery. The three highest recorded were from a free piston engine at 113 dB, a converted 1,200 h.p. 240 r.p.m. submarine engine at 112 dB and a normal 2,500 h.p. 420 r.p.m. diesel at 111 dB. Another study reports global noise levels ranging between 100 dB and 110 dB in various locations in the engine room on two cross-channel vessels. The highest noise level was an ear-splitting 126 dB in a high-frequency band in an insulated generator room.

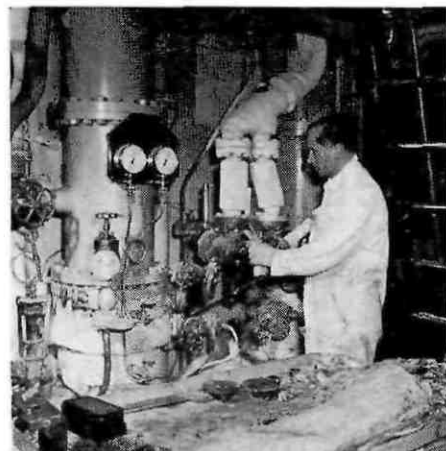
To sum up, industrialisation has resulted in numerous noisy occupations and the engine crew man on board a merchant vessel is one of the chief sufferers. It might be added that the seagoing worker has the added handicap of being unable to escape completely from his working environment as can, for example, the metal worker who, after an eight-hour shift, exchanges the clang of a drop-hammer for the quieter clatter of a city apartment or suburban

home; the seafarer is forced to remain within vibration range of the same engines which fill his ears with sound during working hours.

The psychological consequences of exposure to these noises vary considerably with the individual and are difficult to measure or to associate with a certain noise level. Discomfort, ill humour, lack of well-being and anger against the source of the noise, consciously or unconsciously, are normal reactions of high-noise workers; their ability to do demanding physical work is impaired, their morale is lowered and a decrease in working efficiency because of more frequent momentary errors and lapses has been established in laboratory experiments and in actual work situations.

Exploration of the non-auditory or general effects of noise is still in its initial stage and includes too many unknown factors to support generalisations concerning the effects on man of a high-level noise environment. The auditory effects, however, are known, and within the last two decades it has been clearly established that continuous exposure to high-level noise somewhere in the sound pressure area above 80-85 dB, where loud-voiced conversation is difficult, causes permanent and incurable loss of hearing through the damage and destruction of inner-ear structures.

Sound intensity increased some ten times when lowspeed diesels replaced the opposed piston engine, and 100 times with the arrival of the high speed, high power diesels. Maritime workers now number amongst those workers exposed to the highest level of noise



Shipboard engine noise can at the present stage of engineering technology be reduced. It is possible now to provide loudness levels not exceeding about 65 phons. The matter is one of economics rather than of skill

Although a medical treatment is possible for loss of hearing, there is often a slight recovery after a long period away from the noisy environment. On the other hand, continued exposure to noise after hearing loss has begun results in further and sometimes accelerated loss of sensitivity to sound.

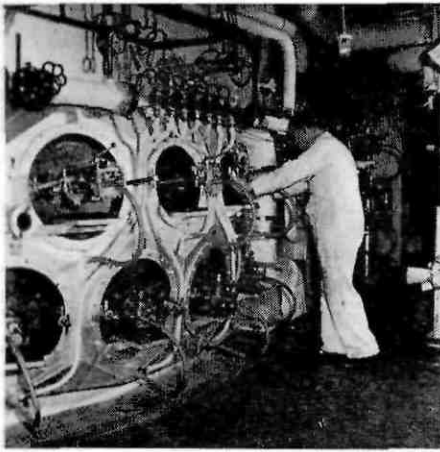
The first hearing loss normally takes place in the 4,000 cycles per second (c/s) frequency range which, although human hearing responds to sounds between about 16 and 16,000 c/s, is above the conversational range (500-2,000 c/s) and may go unnoticed or ignored for some time.

The effects of noise on the seafarer

Hearing loss is usually measured by the extra amount of sound pressure that is required to make a pure tone barely audible to the person with impaired hearing. For example if, in order to produce a sensation of hearing at a certain frequency, an individual ear needs 10 dB more sound pressure level than the normal threshold of hearing, the ear is said to have a 10 dB hearing loss at that frequency.

On board an opposed-piston steam-driven ship dating from before the Second World War the over-all noise at the engine control post was 91 dB, with 81 dB in the high frequency range. The audiograms of the engine-room crew showed no hearing loss which exceeded the normal loss of auditory sensitivity attributable to age.

On a newer, 180 r.p.m. diesel the average over-all noise level at the control post was considerably higher at 112



Other methods of combating noise are reducing the weight and improving the balance of moving parts and increasing the weight and rigidity of stationary parts. Acoustic hoods may also be used with advantage to isolate noisy components

dB, with 118 to 120 dB in the high frequency band. Eleven enginemen working on board this vessel, who had normal or above normal hearing when coming on board, were examined, and all were found to have substantial hearing loss of varying degrees of gravity. For example a 30-year-old engineman with 44 months on board showed an 85 dB loss in one ear at 4,000 c/s (where noise-induced hearing loss first appears) and a loss of about 40 dB in both ears in the 2,000 c/s (conversational) frequency range. He also complained of a buzzing in his ears, which usually disappeared after a month's rest ashore.

At the engine control post on a free-piston vessel the average over-all sound pressure level was 113 dB, with 98 dB in the high frequencies. The enginemen with over a year on the ship had varying degrees of hearing impairment, which was usually beginning to enter the conversational range, while men with less time on the ship still retained their normal hearing.

The latent period of damage, before hearing loss in the conversational range appears, was observed to be shorter — in one case, only 4 months — than the two- or three-year period postulated for high-noise-level industrial workers. This rapid evolution of noise-induced hearing loss was attributed to the continuity of the noise during watches in the tightly enclosed engine compartment and to the vibrations which, transmitted through the hull to the crew's quarters, continue to shake their inner-ear organs, during off-duty hours, at the same

frequency as during direct exposure to high noise-levels in the engine room.

Noise reduction on board ship

The same advances in engineering techniques that have made possible the more powerful, lighter, higher speed and noisier engines installed on ships have also taken place in the area of applied acoustics, thus making shipboard noise control more possible.

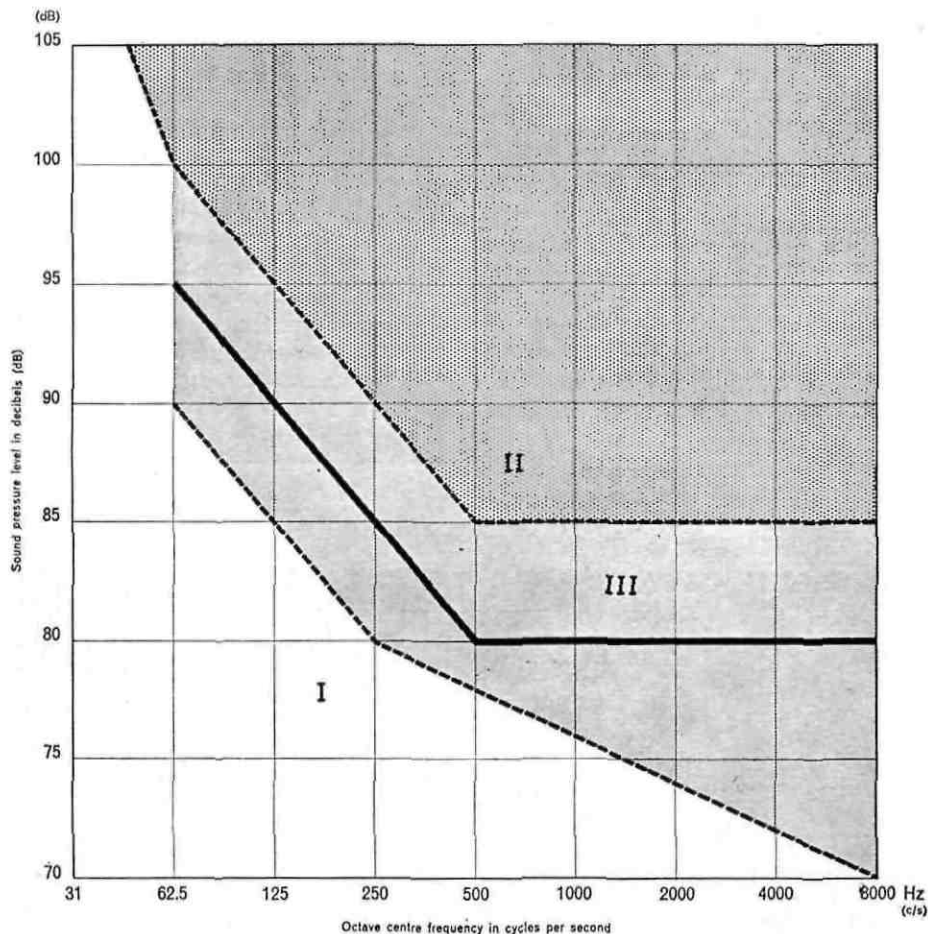
Shipboard engine noise can, at the present stage of the engineering arts, be reduced; and it has been said that 'with regard to the present status of the noise problem on ships... knowledge of

causes and treatment is now sufficient to provide loudness levels to exceeding about 65 phons (a phon is approximately numerically equal to a decibel in the middle frequency range) in the accommodation and 96 phons in the engine room, the matter being one of business economics rather than engineering skill'.

Coming directly from the engines, the many-pitched vibrations caused by moving parts, the dull explosive roar of fuel burning in cylinders or boilers, the high frequency whine of turbines, the high-pitched squeals of reduction gears, the grind of moving parts in contact and the insistent rumble of intake air create

A decrease of noise at its source has been shown to be the most effective means of noise reduction. Such a measure as the more accurate cutting of reduction gear teeth is reported to have reduced over-all noise by as much as 13 to 18 phons thus making it more bearable





a complex noise which assails the human ear through most of the range of hearing, while the enclosure of the engines in the tight metallic box of the engine compartment adds reflected airborne sound to the total noise level. In addition, vibrations travel through the engine mountings and connections to bulkheads and decks, which pass them on to the engine-room air.

As we have seen, not all of the complex of noise in the engine-room is of equal importance to hearing conservation, and it is in the middle and high frequencies that noise reduction is most necessary, for higher sound levels may be tolerated at the lower frequencies. Unfortunately, it is in the middle and high frequency range that sound level peaks on certain installations occur.

A decrease of noise at its source, and especially at these high-level sources, has been shown to be the most effective means of noise reduction. Such a measure as the more accurate cutting of reduction gear teeth is reported in one example to have reduced the over-all sound-level by 13 phons and in another by 18 phons. Similar, if less spectacular, reductions in

noise may be obtained by reducing the weight and improving the balance of moving parts and increasing the weight and rigidity of stationary parts.

The isolation of particularly noisy components by acoustic hoods has also proved a valuable technique of noise reduction.

Another technique is to isolate engine vibrations by means of elastic engine mountings, which diminish the noise energy transmitted from the engines through the ship's structure to bulkheads and other broad metal surfaces from which it could be radiated as airborne noise.

Most of these noise reduction techniques may be more effectively employed at the design stage, and their application to existing vessels may in some cases be limited, although enclosure of noisy components, use of intake silencers and so forth may still be carried out. However, on board vessels which continue to have an intolerably high level of noise after every effort has been made to reduce it at the source, other measures of noise protection (as distinct from noise reduction) must be con-

The figure shows the maximum noise level curve recommended by a French committee for the study of noise. The solid line shows the maximum noise levels measured in decibels against cycles per second, to which the human ear ought to be subjected

sidered. One method of personal protection is the use of ear plugs and ear muffs that cover the exterior of the ear as does a radio head-set. These ear protectors are capable of reducing the sound level reaching the inner ear by as much as 25-35 dB but a great deal depends on an accurate fit, and effectiveness may vary from one work situation to another.

Noise protection

The most effective means of noise protection appears at present to be the local screening of working posts from the general engine-room noise by a double-glazed enclosed control cabin or a 'sentry box' lined with sound-absorbent material. This system has been used on a number of new vessels and could perhaps with modifications be more extensively adopted.

Noise in the crew's quarters, unlike that in the engine room, where direct airborne noise is the principal component, is primarily caused by main propulsion engine vibrations transmitted through the ship's structure. These vibrations may be reduced by isolation of the main engine vibrations with rubber, plastic or other flexible engine mountings and connection, or otherwise by isolation of the accommodation space from the ship's structure by rubber- or felt-mounted walls and flooring. Also the crew's quarters may be located amidships and yet further away from the engines if these are placed three-

Whether in the engine room or not no crew member is far away from the sound of the engines. It causes him to feel discomfort, ill humour, lack of well-being and conscious or unconscious anger at the cause of noise



quarter aft or aft, other considerations permitting this design.

International standards to check noise

The establishment of precise maximum noise standards is a problem of considerable difficulty which first of all requires the adoption of a satisfactory noise measurement system. One of the principal difficulties is that a man's subjective reaction to a complex of different noises, such as those heard in a ship's engine room, does not always correspond with the objective frequencies (pitch) and sound pressure levels (loudness). Methods have been evolved to measure noise subjectively – i.e. as the human ear hears it – but have not been found to be entirely satisfactory. The present trend is to stick to an objective measurement in decibels and cycles per second.

Moves have been made at several levels to set maximum noise standards. On an international level the ILO has adopted a Recommendation that, among other matters, 'all appropriate measures should be taken by the employer... to eliminate or reduce as far as possible noise and vibrations which constitute a danger to the health of workers.' The International Conference on Safety of Life at Sea has touched upon the safety aspect of noise and has adopted a recommendation urging the study of methods of reducing machinery and equipment noise on ships' navigation bridges. The International Organization for Standardization is now considering recommended noise limits for traffic and for industry.

Only a few national regulations for noise prevention or limitation have been adopted. All these regulations have been in effect only since 1945 or later, and contain only general provisions similar to those of the ILO Recommendation.


The French Ministry of Health recently conducted a study of various proposed noise level limitations, expressed in diagrammatic curves showing sound pressure levels measured in decibels against frequencies measured in cycles per second. As there was no certainty as to exact level of noise above which the human ear sustains damage, the committee decided to adopt an average curve, shown by the solid line in the figure, as the recommended maximum noise level for French industry. The zone marked I shows the area of noise which may be considered harmless. Zone II is above the level considered dangerous by all.

Zone III shows the area where there is a presumption of danger.

Whether this or some other method of noise evaluation or limitations is used, and whatever the techniques of noise reduction at the source of individual protection that are employed to reduce noise to the determined limits in ship's engine-rooms and elsewhere, the suppression of harmful noise is one of the major tasks yet to be accomplished in order to provide the workers of our industrial civilisation with the safe and healthy environment to which they are entitled.

(Continued on page 272)

What to look for in port

 THE SHOREGOERS' GUIDE TO WORLD PORTS published in the United Kingdom by the British Seafarers' Education Service at 21s., is a guide book with a difference. No seafarer interested in what there is worth seeing in the ports his ship visits wants to take a whole library of guide books with him on the trip. The *Shoregoers' Guide* is in a sense a guide to the world. It is a compact volume containing information about most of the important ports across the globe and about many of the smaller ones too.


The Seafarers' Education Service, a voluntary organization providing seafarers with libraries and educational facilities, is anxious to avoid 'teaching its grandmother to suck eggs' with the publication of this volume. Telling seafarers what to look for in port might seem to be just that, but to acquire the information given in the *Shoregoers' Guide*

would need a residence of years in the various ports.

One hundred and sixty eight ports are covered and most of the entries are provided with street plans. Details given are designed to give the seafarers as complete an idea as possible of what there is worth seeing and visiting in the ports listed, what recreational facilities are available and where to find them, and a wealth of other interesting items. All places of cultural or sightseeing interest are detailed, as also seafarers' clubs, places to see sport, shopping centres, the best places to buy local commodities, places to eat and drink, places of entertainment, beaches, amusement parks, churches, hostels, seamen's missions, and where to get information locally.

The *Shoregoers' Guide* was compiled with British merchant seafarers in mind. Any seafarer able to read English however should find it well worth the trouble – and the money – to purchase a copy. A quick glance under the appropriate heading will enable him to use his time ashore to more advantage.

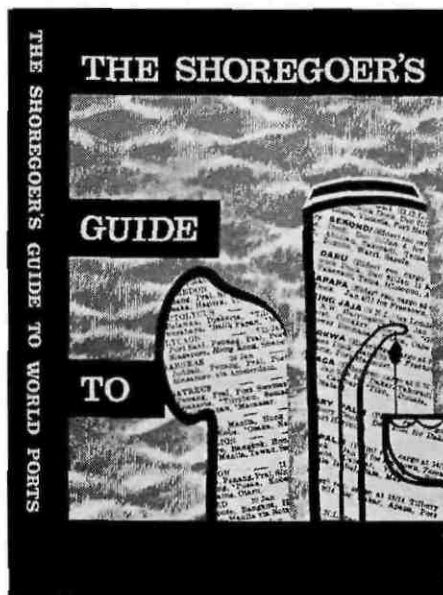
Rosenberg on automation - curse or blessing?

 LUDWIG ROSENBERG, President of the German Trade Union Federation, writing in the DGB Newsletter, has the following to say about the attitude of the trade unions towards automation:

Above all we must base our attitude on the principle that technical marvels only represent true progress if they make life easier and more secure for the individual. One too often hears people expressing the view that the invention of any new machine is 'Progress'. Progress is not a magic word.

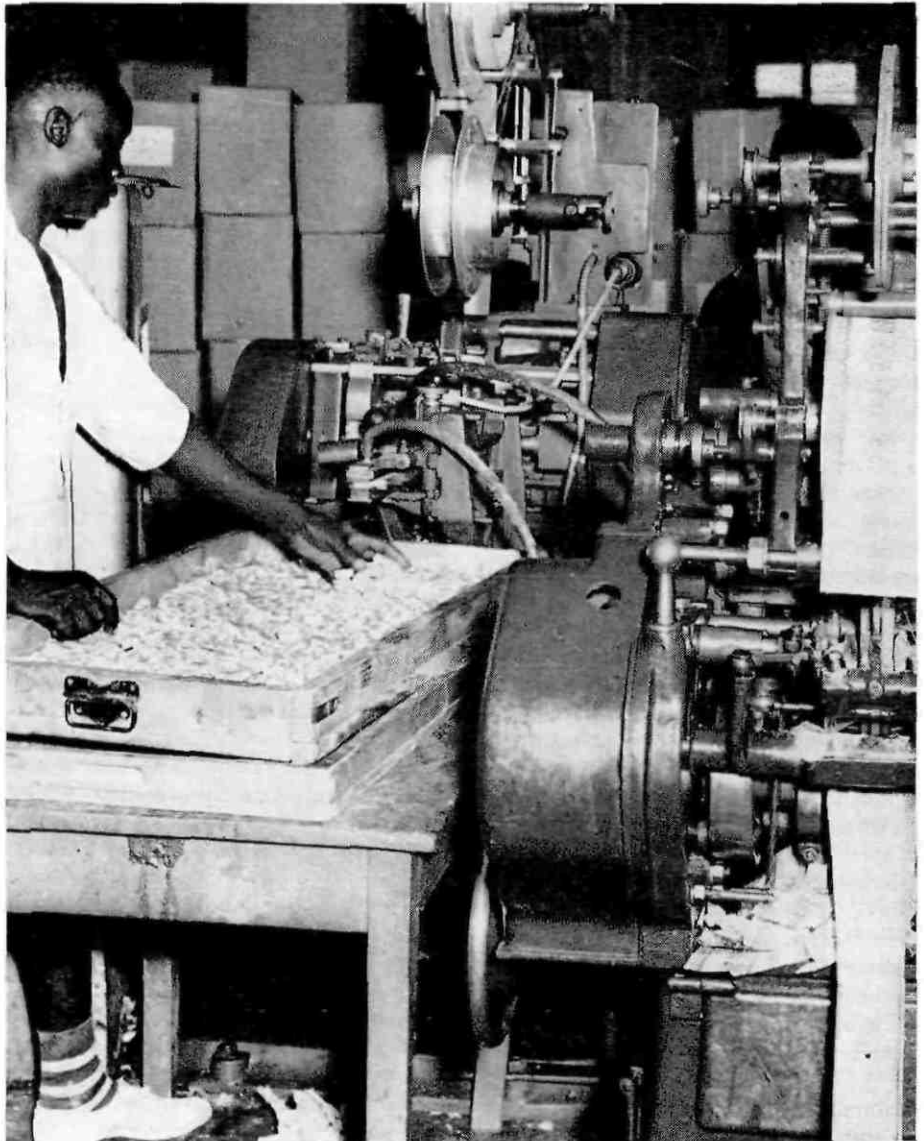
Those who believe that human beings must always take priority over machines have been and still are called naïve and accused of wilfully holding up Progress. But these are the people who could not be convinced that technical developments were a good thing just because they meant increased productivity and lower costs. They had to be shown that the new machines would mean a better life for people before they would accept their value, and were prepared to attack what they thought was harmful.

Trade unions have often had to put up with this sort of reproach; have been told that they are backward-looking, reactionary, short-sighted. But their one standard, and it is the only right one, has always been the well-being of ordinary people.




Labour legislation in the Sudan

by OMER M. OSMAN



Worker in a Sudanese sweet factory, Labour legislation in the Sudan falls into two categories: that relating to the regulation of employment conditions, and that dealing with industrial relations and the trade unions, introduced and revised between 1948 and 1960

In the opposite article^{*}), Mr. Osman, economics lectures, gives an outline of the labour legislation in the Sudan, with particular attention to the position of the trade unions and the regulation of industrial relations. After analysing the structure of labour legislation as it existed in the country when it achieved independence in 1956 and discussing the increasing difficulties met with in adapting into the new political, economic and social conditions, the author considers the changes made in that legislation since 1959 as they affect the creation, legal status and functioning of trade unions and the methods at present employed in dealing with labour disputes. A short comparison is made between the present and the previous system, showing the practical advantages and drawbacks of each, and the article concludes with some suggestions for improving the existing state of affairs

 LABOUR LEGISLATION in the Sudan consists of two distinct categories of laws: those which deal with the regulation of minimum working conditions and terms of employment, and those which deal with the formation and control of trade unions and the regulation of industrial relations.

The first category includes four ordinances passed between 1908 and 1939 regulating the employment of children and domestic servants, apprenticeship and the weekly closing day of factories and shops; and four other ordinances which had to be added to this category between 1948 and 1952 as a result of the rapid growth of wage employment during and after the Second World War, the sudden emergence of a militant labour movement and the eventual recognition of trade unions. The 'Employer and Employed Persons', 'The Workshops and Factories', and 'The Workmen's Compensation' Ordinances were passed in 1952. In addition, 'The Employment Exchange Ordinance' was enacted in 1956.

Employment ordinances

It is significant that the 1948 ordinances dealing with terms of employment and working conditions were passed at

^{*}) Reproduced from the *International Labour Review*

the same time as other ordinances which deal with the formation of trade unions and the regulation of industrial relations. The sudden emergence of a militant labour movement, closely associated with the nationalist movement, can cause much damage to industrial peace, and the ordinances in the first category were therefore designed to narrow down the field of industrial disputes, to provide workers with some measure of security and to guide workers and employers to the peaceful settlement of their disputes.

Although these ordinances have performed their functions well, there is a strong feeling now that there is need for the widening of their scope so as to provide workers with more security and more services by their employers and by the State. However, no such changes have yet been made.

The Trade Union Laws

The second category of laws consisted up to February 1960 of the following three ordinances:

1. The Trade Unions Ordinance, 1948.
2. The Regulation of Trade Disputes Ordinance, 1948.
3. The Trade Disputes (Arbitration and Enquiry) Ordinance, 1948.

The first of these, which deals with the formation and control of trade uni-

ons, has been radically changed by the Trade Unions Ordinance (Amendment) Act, 1960. The other two ordinances, which defined the rights of trade unions and stipulated methods of settling trade disputes, were repealed and replaced by a single Act, the Trade Disputes Act, 1960.

For a better understanding of the reasons for and significance of these changes it would be essential to refer back to the circumstances in which the labour movement developed in the Sudan and which gave rise to the 1948 laws, and to describe how trade unions developed, how they behaved in the industrial as well as the political field, and what political changes took place between 1948 and 1960. The scope of this article does not permit any detailed account of these facts. It will be sufficient for our purposes here to give a brief account of some of these facts and to indicate some of the criticisms which were made against the original laws and against the behaviour of the trade unions.

The first, and perhaps the most important, of these facts is that the labour movement in the Sudan emerged at the same time as the nationalist movement and was very well integrated with it. Leaders and members of the labour uni-

Strikes and disturbances became widespread after independence and threatened seriously to disrupt the national economy, since existing legislation did not make adequate provision for peaceful settlement of disputes, and at the end of 1958 all trade unions were suspended



The rise of the labour movement closely allied with the nationalist movement after the end of the Second World War gave rise to the first Ordinances dealing with the formation and control of trade unions, and methods of settling differences peacefully

ons played a prominent role in the political struggle for independence. Strikes were extensively used to achieve political ends, while trade union demands for recognition, higher wages and generally better terms of employment received the unanimous support of the political leaders and the whole nation. But once political independence was achieved in 1956 a conflict between the leaders of the two movements began. Those of the labour unions naturally wished to continue with their active role in the political field and the existing trade union laws did not prohibit such activities. Leaders of political parties were, on the other hand, jealous of the great influence which the labour leaders enjoyed and which they exercised to champion the more popular political ideas. The conflict continued and gave rise to an atmosphere of growing tension which reached its climax in October 1958.

Another, closely related, fact which has prevented the development of happier industrial relations is that the Government is a major employer of wage labour in the Sudan. Nearly three quarters of the total membership of trade unions in 1958 were employed by government departments performing such essential services as transport and other public utilities whose efficient and cheap operation is of vital importance to the progress of the whole economy. This meant that the Government was directly involved in all the major labour disputes and that it was unable to yield to the persistent demands for higher wages, shorter working hours and other impro-



The author of this article feels there is scope for liberalizing present labour legislation in the Sudan, and recommends the establishment of joint consultation committees in undertakings which would be able to end most disputes before they became serious and would perhaps replace compulsory negotiation which he considers unsatisfactory

vements in working conditions. This fact may also help to explain why the unions were so anxious to maintain their influence in the political field.

The labour movement, therefore, remained highly militant and was dominated for most of the time by the extremist leaders. Strikes, including long-lasting general strikes, were exploited to the extreme. Although a sizeable section of the general public continued to support the activity of the unions, mainly because of the continuous rise in the cost of living, many came to be critical of the 1948 labour laws which, while giving the unions almost unlimited powers, failed to provide adequate machinery for the peaceful settlement of disputes. Strikes and disturbances continued to be the distinguishing feature of industrial relations in the Sudan until November 1958.

Another criticism against the 1948 trade union laws is that they borrowed rather too much from similar British laws. A British trade union expert was invited in 1947 to advise the Government, and in a relatively short period produced six fairly complicated ordinances. Knowledge of local economic, social and political conditions was too limited to produce laws which reflected the real needs of the country. Moreover, it was naturally impossible for the

expert or for the members of the Government to foresee the economic and political changes which followed rapidly.

However, in fairness to those responsible for the 1948 labour laws, it should be emphasised that these had to be enacted at a time of very rapid political, social and economic change. It was therefore extremely difficult to model the type of legislation which would have suited the conditions of the country best. There had been no relevant experience in the field of labour organization on which the new laws could be based. The experience of many African and Asian countries which copied British laws had proved that they can work successfully. Furthermore, the Government was during that period planning the constitutional development of the country, leading to a system very similar to the British parliamentary system.

The Changes in Legislation

The tension between the Government and the trade unions led by the Sudan Workers' Trade Union Federation increased considerably in the second half of 1958, a period of serious economic and political difficulties. The outcome was the overthrow of the existing parliamentary system on 17 November and the suspension of all trade unions at

the beginning of December that year.

A commission was then set up by the Government under the chairmanship of a high court judge to review all the existing trade union laws and to recommend changes. The commission submitted an informative and intelligent report in November 1959 which contained realistic but nonetheless liberal recommendations. That report was studied by a ministerial committee which made several important amendments, and the new laws were finally passed in February 1960.

The scope of this article does not allow a detailed analysis of these changes; the discussions will therefore be confined to the more important ones, to show the basic issues of trade unionism and industrial relations which were affected by them.

Freedom of Association

The 1948 Trade Unions Ordinance, following similar British Acts, left the right to form or join a trade union open to almost all citizens, with the exception of members of the armed forces. Trade unions were defined as: 'Any combination . . . the principal purposes of which are . . . the regulation of the relations between workmen and employers, between workmen and workmen or between employers and employers'. No restrictive definitions of 'employers' or 'workmen' were included in this ordinance.

The 1960 Amendment Act did not make significant changes in the definition of trade unions. But freedom of association was seriously affected by the inclusion in Act of restrictive definitions of 'workmen' and 'employers'. The definition of 'workmen' is confined to 'manual workers', and the 'classified officials and the unclassified employees of the Government' are explicitly excluded.

Thus all non-manual workers are excluded from the right to join or form a trade union. The idea behind this restriction is the assumption that most of the non-manual workers are employees of the Government, which has the obligation to be the 'ideal employers', and that non-manual workers are thus not in need of a trade union to improve their working conditions. This argument overlooks two important facts: that a considerable, rapidly growing number of non-manual workers are employed by private industrial and trading firms, and that improvement of working conditions is not, and should not be, the sole object of trade unions. Furthermore, being better edu-

cated, the non-manual trade unionists are better equipped to provide good examples in the administration and general behaviour of trade unions.

Another amendment provided more – probably unintentional – restrictions. The minimum number of persons who can apply for the registration of a trade union was raised from ten to 50. The purpose of this change was to prevent the formation of very small unions, which are often financially weak and are therefore subject to too much outside influence. The change does not by itself restrict the right of association. In a developing economy like the Sudan's where capital is scarce and both entrepreneurial abilities and markets are limited, the average size of a firm tends to be small. There are relatively few trading, industrial or agricultural firms which employ 50 or more manual workers and they cannot account for a large proportion of the total number of manual workers. If the law allowed the formation of 'industrial', 'craft' or 'general' unions, the opportunity to join or form a union would have remained open to all manual workers. It is, therefore, subsection 3 of section 27 as amended that provides the real restriction, as it stipulates that workers can join only unions formed by workers of their own government or private establishments.

As a result the right of association is, in practice, limited to a small propor-

tion of workers. This restriction could have been avoided by the inclusion of a subsection empowering the Minister of Information and Labour to authorise the formation of some industrial or craft unions, particularly in occupations where very small firms are predominant, e.g. taxi services and bakeries.

Trade Union Federations

Another aspect of freedom of association is the right of individual trade unions to form or join trade union federations. There are many who oppose this right because federations tend to concentrate power in a few hands away from the leaders of the small unions and the members of the whole movement. Supporters of this right base their views on the fact that there are many important common problems which require a great deal of co-operation and co-ordination among all trade unionists; and that employers often unite in formal or informal associations.

This question represents a most important fact in the history of trade unionism in the Sudan, mainly because trade union federation was responsible for much of the tension between the Government and the unions.

The 1948 Ordinance, again following British practice, was very liberal on this question. No serious restrictions were imposed on the right of unions to form federations. The only limitation was the prohibition of unions formed by public service employees from affiliating, federating or taking joint action with any political association. This clearly meant that all unions could form and join non-political associations and that non-public-service unions could associate freely with political parties.

However, all the successive governments, while recognizing the Workers' Trade Union Federation in practice, placed many obstacles in its way and refused its registration. In 1957, the ordinance was amended to allow the registration of federations, but this amendment, took away from the unions more than it gave them. Federations which, according to the original ordinance, could be formed freely and which, according to the report of the 1959 commission, could be registered, were by the 1957 Amendment restricted to unions of a particularly industry. This right was made subject to the approval of two-thirds of the members of the trade union. Thus formed and registered, Federations could form a confederation. But

both federations and confederation were denied many of the rights and privileges of trade unions, and were explicitly prohibited from dealing with any matters which did not directly concern their member unions or federations.

The 1960 Amendment Act carried further the attitude shown by previous governments. Subsection 4 of section 27 as amended stated: 'Any trade union, the members of which are engaged by one employer, shall not unite or federate or otherwise affiliate with any other trade union'. Subsection 1 of the same section prohibits affiliation, federation or joint action with any non-trade union organisation.

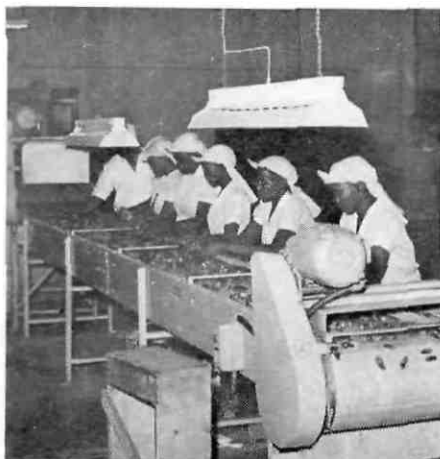
Before the conclusion of this part of the article dealing with freedom of association, a favourable development should be mentioned. The new Trade Disputes Act of 1960 goes further than the original legislation in strengthening and protecting the solidarity of those who are given the right of association. Section 18 of this Act prohibits employers from certain acts likely to undermine the solidarity of any trade union, such as rewarding or penalising workers to induce them to join or abstain from joining any union or intervening in the administration of any trade union.

The Legal Position of Trade Unions

The 1948 Trade Dispute Ordinance had provided trade unions with immunity against action of tort, conspiracy and breach of contract when taking action in furtherance of any trade dispute. In recommending its repeal, the commission had been of the opinion that this ordinance copied unnecessarily from similar British Acts, and provided unions with immunity against prosecution under laws which did not exist in the Sudan.

A more significant change, however, concerns the legality of strikes. The 1948 legislation contained no restriction on the right to strike by workers or the right to lockout by employers. Section 16 of the 1960 Trade Disputes Act, while admitting the right in principle, prohibits strikes and lockouts under any of the following conditions: (a) while negotiations, which are compulsory, mediation by the Commissioner of Labour, conciliation or arbitration are taking place; (b) during the currency of any agreement or decision of an arbitration tribunal; (c) when the Head of States declares that the strike is harmful to the public interest; (d) when the dispute is not a trade dispute.

Date factory. The trade union movement enjoyed the wholehearted support of Sudanese political leaders until independence in 1956, when a conflict of interest began to make itself felt which was due in no small measure to the fact that about 75 per cent of trade union members in the Sudan are employed by government departments





A Commission was set up in '58 to investigate and make recommendations on new labour legislation, as a result of which the 1960 Acts were passed. Under the new laws, a number of unnecessary restrictions are placed upon freedom of association — for instance, non manual workers are explicitly denied the right to join trade unions

Supervision and Control of Trade Unions

The 1948 Trade Unions Ordinance had made the registration of unions compulsory and stipulated that unions should provide audited accounts. Officers and members of unions failing to apply for registration are liable to a fine of up to £S. 5 for every day in excess of the time limit of two months. Unions whose registration is refused by the Registrar or, on appeal, by a judge of the High Court, are supposed to dissolve within three months from the day of notification. Officers of unions resisting dissolution were made liable by the 1948 Act to a fine of £S.5 for every day in excess of the time limit. The justification of this, the only significant departure from similar British laws, was that in 1948 trade unions were still an innovation in the country and therefore lacked sufficient experience and established traditions to guide them when performing their functions. It was, furthermore, argued that the majority of trade union members are not sufficiently well educated to follow closely the affairs of their unions and therefore needed the protection of the law. The need to maintain strict supervision and control was emphasized by the 1959 commission in its report. The Amendment Act therefore increased the powers of the Registrar of Trade Unions and increased considerably the penalties for

not observing the provisions of the law. For example, imprisonment for up to six months is added to the fine for failure to dissolve a union and the fine for failure to furnish audited accounts or information about changes in union rules is increased from £S.5 to £S.50.

The Settlement of Trade Disputes

All the statutory measures of the 1948 Trade Disputes (Arbitrations and Enquiry) Ordinance for dealing with trade disputes were voluntary. There was no compulsion of any kind on any party or on the Commissioner of Labour to follow a particular course in settling a dispute. According to this ordinance, a trade dispute could follow one or more of the following stages: (1) reporting by either party to the Commissioner of Labour for mediation; (2) voluntary arbitration; (3) investigation by a board of inquiry.

There was nothing in this ordinance to ensure that some peaceful means of settling a dispute would be followed before either party resorted to direct action. The atmosphere in which the labour movement developed did nothing to make these voluntary measures acceptable. The continuous tension between the Government and the unions prevented the Commissioner of Labour from playing an effective role in this field; as a senior government official, he could not have been much trusted by the unions and his intervention and advice were often rejected. According to the 1959 commission many trade union leaders persistently undermined the position of the Labour Office, if only to project their own powers in the movement. Furthermore, most of the trade union leaders firmly believed that strikes were the only successful weapons for achieving their aims.

The ordinance, therefore, failed to be of much use. In a period of 12 years, only two disputes were referred to arbitration and relatively very few disputes were reported to the Commissioner of Labour. In later years there was an encouraging increase in the number of disputes that were reported but hopes of improvement were dimmed by growing suspicion of the Labour Office by employers, who had in the earlier years recanted it on their side.

The 1960 Trade Disputes Act, therefore, discarded altogether the 1948 Ordinance and brought some radical changes in the import aspect of industrial relations. The Act stipulates four statutory

stages, involving considerable compulsion, through which a trade dispute may pass.

Negotiation

According to section 5 of the Act negotiations are compulsory and should take place within 21 days from the beginning of dispute. Unfortunately this section is not explicit enough as to what constitutes a dispute for its date of beginning to be clearly definable. Neither does the section lay down the procedure for negotiation, and this renders compulsion meaningless. The weakness of this section was clearly demonstrated in June 1961 in a dispute between the Railway Workers' Union and the Labour Office as to whether negotiations between the union and the railways administration were still in progress or not. The union exploited these weaknesses in the Act and gave notice for a seven-day strike which would have been perfectly legal. The only means under the Act of rendering the strike illegal was for the Head of State declare it 'harmful to the public interest'. Instead, the Government dissolved the union.

Reporting and Mediation

The second stage is the reporting of the disputes by either party to the Commissioner of Labour for mediation. Reporting is voluntary and thus there is nothing to ensure that a dispute will actually be reported. It is possible, where workers' grievances are genuine and the union leaders are militant, for neither party to report the dispute, and for perfectly legal strikes to follow.

Once a dispute is reported by either party the Commissioner of Labour is obliged to mediate, but the other party is not obliged to accept mediation.

Conciliation

Conciliation is compulsory, according to subsection (1) of section 7. This subsection gives the impression that conciliation boards are to be set up permanently but this is not confirmed in any other section of the Act. A further confusion is provided by subsection (a) of section 16, which refers to workers or employers applying for conciliation. No other section states that conciliation can be applied for; application is only for mediation.

But in spite of these confusions the new Act has the credit of introducing statutory conciliation. The conciliation boards consists of four members under

the chairmanship of a judge appointed by the Chief Justice, two representatives each nominated by one party and appointed by the Commissioner of Labour, and two independent members appointed by the Commissioner. The Act stipulates that within 15 days from the date of receiving the documents of a dispute the chairman shall fix a date for the hearing and that a decision shall be reached within 21 days.

Arbitration

Arbitration may be either voluntary or compulsory. The Commissioner of Labour can refer a dispute to an arbitration tribunal with the consent of both parties. But section 9 of the Act empowers the Minister of Information and Labour to refer a case, without the consent of the parties, to arbitration, especially where a government department is involved or where the dispute is likely to 'disturb public tranquillity or the distribution of supplies or public utilities'.

The composition of an arbitration tribunal is similar to that of a conciliation board, with the exception that the two members nominated by the two parties should have no direct connection with the dispute and that the two independent members are appointed by the Minister of Information and Labour instead of the Commissioner of Labour.

According to the 1948 Ordinance, an arbitration tribunal could be composed of a sole arbitrator assisted by a number of assessors nominated by the two parties and an independent chairman, all appointed by the Commissioner of Labour. The new Act therefore brought radical changes in the composition and character of the tribunal. The commission has re-

Under Sudanese labour legislation, strikes and lockouts are prohibited any form of negotiation or conciliation is in progress. The Trades Disputes Act provides for comprehensive mediation and arbitration machinery, much of which is compulsory



commended that semi-permanent tribunals should be set up in the various regions, which would mean that only the two members nominated by the two parties would be added whenever a dispute was referred to arbitration. But nothing has yet been done to implement this useful recommendation.

The new Act also gives both the arbitration tribunals and the conciliation boards all the powers of high courts for summoning witnesses, taking statements and documents, without being restricted by the rules of evidence in court proceedings. Section 13, however, states that an arbitration tribunal 'shall apply traditions and principles of equity in accordance with the general economic and social conditions of the region where there are no binding law, regulations or precedents; and it shall not give any award which conflicts with any existing law'. With the exception of this general restriction, a tribunal has all the powers of a high court and its decision, which is reached by a majority vote, carries the force of a decree.

The new Act goes further than the 1948 Ordinance in that it stipulates that every agreement reached as a result of negotiation, mediation or conciliation and every decision of an arbitration tribunal shall contain a clause fixing the period of its currency, during which it will remain binding to both parties.

The most significant fact about these recent changes in trade union laws in the Sudan is that they mark a clear shift from an almost entirely free system of trade unionism, where the obligation to register and to furnish accounts were the only restrictions and where the settlement of trade disputes was left to purely voluntary measures, to a very strictly controlled system and where the State plays a dominant role in the control of trade unions and the regulations of industrial relations. The old system was based on the optimistic view that strikes and disturbances would, as in many other countries, following the British system, be used extensively only in the earlier stages of the evolution of the labour movement, mainly to establish and to consolidate its powers, and that the movement would eventually mature and become more moderate, pushing into the background its unlimited powers as a reserve in case of need.

The experience of the Sudan during the past ten years has proved that this view was over-optimistic, for the leaders of the larger unions have maintained

their unfriendly attitude towards the Government and believed firmly that only such an attitude could achieve their objectives. It is true that in later years a number of prominent leaders expressed more moderate views, such as the necessity of freeing the unions from political and partisan influences. But in the confusing atmosphere of the political and economic difficulties of 1958, such favourable developments seemed to be making too slow progress to justify a call for more tolerance.

It is extremely difficult to state objectively which of the two systems should be preferred in Sudanese conditions. But it is easier to recommend a compromise between the two extremes. The 1948 Trade Unions Ordinance would have had a much better chance of survival if the Trade Disputes (Arbitration and Enquiry) Ordinance had included more positive measures for settling trade disputes, with some degree of compulsion, for that would have at least ensured that the true nature of a dispute was better understood by both parties and by the Government before the peace was disturbed. It is in this field of statutory measures for settling disputes that, in spite of some degree of untidiness, the 1960 legislation makes its greatest contribution.

But the new Act seems to have overlooked an important party to all disputes – the general public. Public opinion, even in a developing country, can have considerable influence on both parties to a dispute. Because of the close relationship between the nationalist and the labour movements and as a result of the steady rise in the cost of living, this important force was almost consistently on the side of the unions. The 1948 Ordinance recognized the importance of public opinion and intended to provide adequate information about all the important disputes through the boards of inquiry. This did not, however, in fact occur, mainly because it could be done only with the consent of both parties. The new Act should therefore have preserved this useful measure of educating the general public, the two parties and the staff of the Labour Office.

It should also be pointed out that the new system would have a greater chance of success if it stipulated the setting up within every undertaking of joint consultation committees which would be capable of ending most disputes before they became serious, and which would, perhaps, have replaced compulsory negotiation.


Belgian transport workers' union 50 years old

by ROGER DEKEYZER

Roger Dekeyzer, General Secretary of the Belgian Transport Workers' Union since 1946, and former President of the ITF



The BTWU's own sanatorium at Brasschaat, where sick union members can recuperate

 ON THE OCCASION of its 7th postwar Congress, the Belgian Transportworkers' Union held a special 'academic session', which was to celebrate the 50th anniversary of the organization.

The hall of the BTWU, situated in the heart of Antwerp, was decorated for the occasion, with banners, flags and the dates 1913-1963 in golden figures, to proclaim the union's fifty years of life.

Many prominent personalities were present at this memorable session. There were two ministers of state, the Speaker of the House of Representatives, three ministers of the present government, the Lord Mayor of Antwerp, the Governor of the province of Antwerp, numerous members of parliament and, of course, representatives of nearly all the European transportworkers', seafarers' and railwaymen's organizations affiliated with the ITF. Representatives also attended from all the unions affiliated to the Belgian Federation of Labour.

ITF General Secretary, Pieter de Vries, attended on behalf of the ITF and the ICFTU was represented by its general secretary, Omer Becu, one time general secretary of the BTWU's seafarers' section.

The commemorative session was opened with Rossini's Overture to Semiramis played by a local symphony orchestra, which gave renderings of other famous works of music during the intervals between each of the speeches. The Union's president, Roger Dekeyzer, till recently also president of the ITF, was the first

to speak. He retraced the History of the organization from its constitution in Ghent on 6 July 1913 through all its successive struggles and victories to the present day.

He was followed by Henry Fayat, Assistant Minister for Foreign Affairs, whose special function in the cabinet is to deal with matters relating to the European Economic Community. He spoke on the role which the transport workers' unions could play in the Community. The assembly was also addressed by his ministerial colleague, Edouard Anseele, chief of the postal services and formerly Minister of Transport, also the son of a labour leader. Both ministers congratulated the BTWU on behalf of the government.

Brother Nathalis de Bock, of the Belgian Federation of Labour, conveyed the centre's fraternal greetings and spoke on the very important role which the BTWU had played in the Belgian trade union movement. Louis Major, general secretary of the BFL, who was ill and could not attend, is himself still vice president of the BTWU.

Omer Becu, general secretary of the ICFTU, addressed the delegates not only in his capacity as leader of the 50 million strong workers' international, but also as former general secretary of the

Belgian Seafarers' and Mercantile Marine Officers' Union, an organization forming part of the BTWU. A warm ovation greeted his words of appreciation for the work achieved by his old union.

The last speaker was Pieter de Vries, ITF general secretary.

He recalled that one of the first actions of the BTB after its formation in 1913 was to affiliate with the ITF, since when it has been one of the staunchest members of the transport workers' international. He paid tribute to the BTWU's strong spirit of solidarity which it manifests not merely in home issues but also in the international field. He also reminded those listening of the significant part played by the Belgian transport workers in the Spanish civil war, giving one more proof of their deeply felt solidarity with brother workers of other countries. He praised the efforts of Belgian seafarers during the war who joined with their comrades from other occupied countries to fight Naziism from the shores of free England.

After paying tribute to Omer Becu, a former officer of the BTWU, who did much for the ITF during the time he held office, first as president and then as general secretary, he made a gift to the BTWU on behalf of the ITF and decorated Brother Dekeyzer with the ITF's gold badge for his services to the international movement.

The session was closed with fraternal greetings and gestures of recognition from the delegates, who presented the BTWU with flowers and numerous gifts.

In closing, Brother Dekeyzer thanked them and assured them that the new generation leading the BTWU would try their utmost to carry on the work of



1927: Belgian seafarers demonstrate for the introduction of a 48 hour week at sea

their predecessors, with the sole object of serving the labour movement in general, and that of the transport workers in particular.

The BTWU organizes portworkers, seafarers (including all ranks of officers), road transport workers, workers in inland navigation and, finally, all workers employed in the fishing industry. The organization was born in Ghent on 6 July, 1913, when unions organizing these workers agreed to amalgamate into a single transport workers' organization.

Organizing was not easy, as strike leaders could in those days be penalised by law. The first general secretary, Chris Mahlman, and his colleague of the seafarers, Jan Chapelle, both got jail sentences for their strike leadership. It was

Mahlman, the founder of the BTWU, who took the initiative in the union's affiliations with the ITF.

It may be remembered that in that period and until after the first world war, workers in Belgium had no social security whatsoever. Insurance benefits for unemployment, sickness and accident, pensions, family allowances, and all such social benefits, which today are taken for granted, were non-existent in those days. The dockworkers played a prominent part in the struggle for better working conditions. Not only did they obtain better wages, but already in 1919 they had joint industrial councils for the different ports. In 1928 they obtained official hiring halls and provisions for the registration of dockworkers. Gradually

Some of the BTWU's executive members. From left to right: W. Cassiers, National Secretary of the seafarers' section; Louis Eggers, National Secretary of the inland navigation section; Georges Hendrickx National Secretary of the road transportworkers' section





Fishermen — the 'forgotten' workers. For many years these men were regarded as independent workers rather than wage earners and did not obtain many social benefits

social conditions were improved but apart from the achievements of other workers, the dockers remained the backbone of the union.

The year 1936 was again marked by strikes in practically all industries. The results were paid holidays and, exceptionally, the 40 hour week, with wages equal to those for a 48 hour week. Later, the workers got double paid holidays (Today they get a fortnight's holiday with four weeks' pay. The BTWU is at present demanding three weeks with six weeks pay). The employers also had to guarantee a weekly income, allow 10 national holidays per year with pay, give a daily allowance for work-clothing, etc., and assure an industrial pension over and above the legal pension to which the workers were entitled.

Our seafarers and inland waterway workers won the same gains. Here, apart from our own struggle for better living conditions, very substantial achievements were registered due in large measure to the activities of the ITF and its specialised sections.

Developments in the field of road-transport were perhaps less spectacular, owing to the attitudes of other unions


which also organize workers in this sector. Nevertheless, the BTWU has amongst its members several thousand drivers with reasonably good wages and working conditions.

And last but not least the 'forgotten workers', the fishermen. They also began organizing as far back as 1907, but their struggle was more arduous than that of other workers, due to the fact that the vessels were mostly family concerns. For many years, the State and the courts regarded the fishermen not as wage-earners, but as independent workers. This meant that for many years fishermen did not achieve the social benefits won by other wage-earners and it is only due to the activities of the BTWU that at long last they were more or less placed on an equal footing.


The commemorative congress held last July thus celebrated fifty years of constant trade union activity within the ranks of the Belgian Transport Workers' Union. It was a fitting occasion on which to pay tribute to the great trade unionists, like Mahlman and Chapelle, who helped build the union. Over that time Belgian transportworkers have seen vast improvements in their standard of living

and enjoy a professional status which their predecessors in the early days of labour organization did not have. The BTWU has set the pace in many fields and has been at the forefront of many activities in the international plane. There is still plenty to do, but improvements are going on all the time. The BTWU has proved its *raison d'être*.


Rude porters

 PORTERS AT BRITISH RAILWAY stations have long been a target for the criticism of exacting passengers, and their supposed lack of zest for work and their readiness to receive generous tips is the subject of many a variety show joke. We are happy that these characteristics have at last been exploded as either myths or generalisations. The British Research Institute for Consumer Affairs has recently been investigating London's railway stations. The team of investigators did not find much truth in allegations that porters were rude. On the contrary the faults often lay with passengers anxious to avoid tipping. At some stations the team found an 'almost Victorian sense of service'. One porter said 'thank you' for a very meagre tip and another had to be chased in order to be given his.

Indian seafarers have their own publication

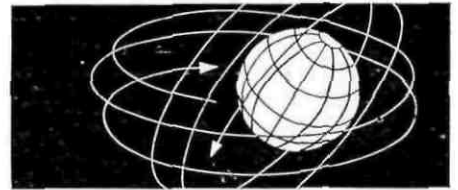
 THE INDIAN NATIONAL UNION OF SEAFARERS, with its headquarters in Bombay, has begun publishing its own paper. The first number of the new publication, entitled the *Seafarer*, came out in August last.

Piece work in transport


 A MATTER WHICH HAS RECENTLY come in for some discussion in Sweden is that of paying piece wages for road haulage operations. The Swedish Transport Workers' Union has been discussing the possibilities of such a system being introduced for drivers in Continental road freight transport. The system would be based on the haulage rates per ton-mile; compensatory payments would be made for stops and delays.

Piece payment systems in the transport sector are a controversial subject in Sweden. Objections have been raised on various points. One delegate to the conference which the Transport Workers' Union held recently on the subject pointed out that it was not in the interests of road safety for a driver to be harassed into overloading his vehicle.

Round the world of labour




Korean dockers celebrate two years of industrial unionism

 AUTUMN 1963 saw the second convention of the Korean National Dockers' Union. It was only 9 months before that the Korean dockers affiliated with the ITF. During the two years that the NDU has been organizing its country's port workers on an industry wide basis, it has registered some substantial achievements for its 17,000 members. Organization has been considerably extended, putting the dockers in an immensely stronger position vis-à-vis their employers. Corruption and confusion formerly existing in the dock labour market have been cleared away. Wages and working conditions have been improved:

notable gains have been achieved on security of employment and the closed shop. Progress will not stop there however, for the Korean dockers intend to pursue their struggle for improvements. They appreciate the value of international solidarity and have already shown proof of this in their support for the Manila strikers.

Tanker safety

 THE INTERNATIONAL ORGANIZATION of Masters Mates and Pilots, the ITF-affiliated merchant navy officers' union in the United States, has recently launched a thoroughgoing programme of safety improvements aboard tankers of the US merchant fleet. The programme is designed to eliminate conditions and practices on board which are dangerous to life and property.

The MM&P have set up a Safety Committee, consisting of union officers, to conduct the campaign. The Committee has already instructed officials of over 40 locals across the United States to begin a thorough investigation of conditions on their contracted vessels, and to make sure that the precautions for which the union is campaigning are put into practice.

The main abuses against which the campaign is directed are: failure to gas-

free tank vessels properly and effectively after discharge; present practices regarding a vessel's speed in fog and conditions of low visibility; present practices regarding the regulations which require an officer to have full watch on deck during loading or discharging.

The case of the *Mission San Francisco* disaster in 1957, in which ten crew members were killed, is quoted by the MM&P in support of their demands that more time and attention be given to thorough gas-freeing of tank vessels after discharge. If this had been done in the case of the *Mission San Francisco*, the collision in which it was involved would not have resulted in such a heavy toll of lives. The federal court investigating the tragedy afterwards laid the blame squarely at the door of the US government, as owners of the ship, for their negligence in not having the necessary gas-freeing equipment available to render the vessel fit for sailing. The court held that 'the slogan *time is money* may have its place in business but is unacceptable where human safety is involved'.

Gas-freeing procedures are detailed in a new Tanker Safety Code put out by the British Chamber of Shipping, as also all other practices and precautionary measures to ensure the safety of life and property aboard tank vessels. It is de-




signed to help owners prepare their own safety regulations, or in their absence, to be used by itself. In this case it is up to the master to make sure the recommendations in the Code are observed.

In the United States there have been cases in the past where operating companies have pleaded part responsibility of masters and officers in the event of a disaster and have demanded their share in a company's financial losses. They have even sought recovery from a deceased officer's estate, where the officer lost his life in the accident. Provisions in the MM&P's latest collective agreements however have put a stop to this practice.

The MM&P's Safety Committee is nevertheless anxious to bring home to its members their responsibility in making sure that all safety procedures are observed aboard their vessels, and that if equipment or procedural regulations are inadequate, this should be brought to the notice of the owners so that the necessary changes be made.

Air accidents and crew complement

 THE NEWS OF A BIG AIR DISASTER is given headline treatment by the press, but when some time afterwards a small article appears giving the results of the investigation all has been forgotten, except by the few people immediately concerned with the tragedy. The public tends to accept plane crashes as inevitable. However 138 deaths in three accidents in a single week cannot easily be brushed aside.

Safety is the first operational requirement of any airline. It takes precedence over economic considerations and other factors such as regularity and passenger comfort. Airlines are not entirely self-supporting. Governments spend considerable amounts on the construction and upkeep of airports and allow substantial subsidies to the airlines themselves. It will be a long time before they are able to support themselves. Thus economies which may result in lower safety standards should not be considered.


These are some of the points raised in a recent *Interavia* editorial. The writer considers crewing policy: 'As aircraft have become larger and more complex and traffic has become denser, the work load in the cock-pit has been concentrated into fewer hands. Men with long experience in aviation such as specialist navigators and flight engineers have been displaced for no clearly stated reasons other than to effect economy'. Hardly a valid reason if it results in a

lowering of safety standards. Such economies are further offset by the salary improvements to which the pilots are entitled if they are to undertake additional duties. 'Many pilots contend that a two-man crew can operate a modern jet quite efficiently until an emergency arises. It may be logical to suppose that, in at least some cases, the emergency would never have arisen if there had been an experienced engineer available on the flight deck.'


'Every airline', the editorial further states, 'should be required to employ a flight safety officer, with pilot and engineering qualifications. His duties and powers should not only include emergency procedures and training, but also accident prevention. He should approve all operational procedures before they are adopted and such men should assist at investigations involving other operators' aircraft. These duties normally fall within the competence of chief pilots and line captains who are subjected to numerous other pressures which they cannot ignore'.

The highest standards of safety are aimed at in all sections of the air transport industry. Nevertheless aircraft technical failures still occur, aircraft still fly into high ground and collide in the air. Such occurrences should not be considered as inevitable, on the contrary all possible efforts should be made to eliminate them. Safety must be the number one priority: noise, empty seats, supersonic transport should be placed second to this.

Automatic railway meals

 THE NEW YORK CENTRAL railway recently started an automatic meal service, which provides a variety of meals at popular prices. Food is stored at refrigerated temperatures until purchased and the passenger prepares it in a do-it-yourself microwave oven. Sandwiches take ten seconds to warm up to eating temperature; a hot meal is ready to serve in two minutes forty-five seconds. The restaurant car has 53 seats and there is an attendant to help passengers and to replenish the nine vending machines as necessary.

Norwegian railwaymen to get holiday centre


 THE NORWEGIAN RAILWAYMEN'S UNION and Footplatemen's Union, both affiliates of the ITF, have for a long time been working with the railway administration to get a holiday

centre built for employees of the service. At last their efforts have been successful: a plot of land at Otta, near Oslo, has been earmarked as a site for this centre.

The building will provide space for 120 beds, kitchens and dining rooms, sitting rooms, a library, a lecture room and facilities for sports and games. The centre will serve also as a convalescence home for members of the railwaymen's sickness fund. It is hoped that it will operate all year round.


Financing of the centre will be undertaken initially by the railway administration, but the unions will hold the greater part of the shares in the project.

Shipboard representatives for British crews

 THE BRITISH NATIONAL UNION OF SEAMEN, at its annual general meeting held recently in London, decided to press for new talks on the introduction of shipboard representation. Some time ago the union had submitted to the British National Maritime Board a scheme under which NUS representatives would be elected on board ship. Their duties, broadly speaking, would have been to act as a liaison between the union and its members at ship level and to represent these having grievances against the owners or masters.

The owners turned this scheme down and eventually evolved a complaints procedure, which was accepted by the union. Although it was a step in the right direction, it was not what the union wanted. Hence the NUS has decided to persevere with its efforts to get proper union representation on board.

Women bus drivers do well in Sweden


 THE FIRST WOMAN DRIVER employed on a Swedish state railways bus service, who was first engaged three years ago, has now been joined by two female colleagues. More are on the way. Between 1956 and 1959 there was a cut-back in the number of bus conductors, and those who became redundant were offered the chance of training as bus drivers. About thirty women applied, but for one reason or another most dropped out or failed the course. They had to go through one year working in the garage on vehicle maintenance, cleaning, etc. Then came the theoretical instruction and the strict driving test. The district manager has declared that the women drivers do the job excellently.

A general transport policy for Europe

by MICHEL MANGE,
Secretary of the European Conference
of Ministers of Transport



Transport by inland waterway: a picture of the Rhine harbour at Basel in Switzerland

 THE DECLINE IN RAIL TRANSPORT and the corresponding increase in road traffic; a Europe-wide scheme for financing modern railway equipment; the improvement and extension of major European transport links; road safety and the framing of a European Highway Code, these are some of the major preoccupations of the European Conference of Ministers of Transport (CEMT), whose close connections with OECD and its predecessor, OEEC, have existed since its foundation in October 1953. Also included in its competence are the development of the European oil pipeline network and the standardization of waterways and barges.

Twice a year, the Ministers of Transport of the eighteen CEMT member countries – all the European members of OECD with the exception of Iceland and the addition of Yugoslavia – meet in Paris at OECD headquarters, where the CEMT Secretariat is attached for administrative purposes to that of OECD, or in one of the Member countries' capitals. Between these meetings, a Committee of Deputies prepares the meetings of the Council and deals with any matters that may be assigned to its care.

The specific questions mentioned above, and others affecting the European transport system as a whole, are dealt with by ten subsidiary bodies; special restricted groups are also set up from time to time to study points of

specific interest to certain Members, as for example to follow the activities of the 'Eurofima' Company, to which reference is made later in this article, or to co-ordinate road traffic regulations. One of these restricted groups consists of the 'Six' – the Member countries of the European Economic Community – and is responsible for the preparations of information on EEC transport problems for transmission to CEMT, where it can obtain the views of non-EEC members on these problems.

The conclusions reached at meetings of the Conference are given effect by countries endorsing them, each Minister taking or proposing appropriate action in his own country within the limits of his competence at national level.



In no member country has rail traffic grown in proportion with the gross national product

Changing patterns

Each year the Conference makes a detailed analysis of statistics for rail, road, inland waterways and pipeline traffic during the previous year. It is clear from these that the traffic carried by the railways and inland waterways has not grown in the same proportion as the gross national product and the industrial output of Member countries; whereas road transport shows a definite increase in closer keeping with the current economic expansion of most European countries.

The reasons for this changeover are not far to seek: coal has lost ground to other forms of energy which are either not transported (electricity) or are carried by other means (pipelines); at the same time the tendency to construct large iron and steel complexes near ports, and to obtain supplies from cheaper overseas sources has led to a sharp decline in the transport of ore by rail or water. In contrast, road transport figures are climbing upward, since this

often forms the most convenient means of carrying semi-finished and finished products from the factory to the consumer.

The development of the European pipeline network is of special interest as a new venture in the story of transport. So far, all the major European pipelines now functioning or being laid are intended to carry crudes (with the exception of the Le Havre-Paris pipelines which carry refined products). Operation of these pipelines has reduced the tonnage of crude products carried by rail and water, and future laying of pipelines for refined products will reduce the latter's present share in their carriage. Recommendations by the CEMT Council and the Assembly of the Council of Europe have led France, Switzerland and the United Kingdom, among Member countries, to introduce legislation to regulate the laying and operation of these pipelines.

Policy and pressure

This changeover from an old-establish-

ed pattern to more modern methods of meeting transport demands clearly calls for a general transport policy to improve efficiency and cut out waste. The Conference has therefore studied various aspects of such a policy: the financial situation of the railways, liberalisation of road transport (especially between countries), the fixing of common standards for weights and dimensions for road vehicles, and the coordination and financing of investment. An instance of practical action in this respect was the setting-up by CEMT of 'Eurofima', a European concern for the financing of railway equipment. CEMT also helps to work out international financing for projects which cannot be given sufficient priority at national level, such as the motorway over the Brenner Pass which passes through Austrian territory to link the German and Italian motorway network.

Also, as part of the general transport policy, the Conference has embarked on a study of the trend of demand for transport up to 1970. In this indispensable forecasting exercise it is assisted by the Secretariat of OECD.

The map of the major European lines of communication has changed considerably in recent years, with the opening of Alpine road tunnels under Mont Blanc and the Grand St. Bernard, the construction of new motorways, the canalization of the Moselle and Main and the laying of pipelines linking North Sea and Mediterranean ports to industrial centres in the Rhine basin.

Recently a new direct link has been opened between Germany and Denmark which reduces the road and rail journey between the Continent and Scandinavia by several hours. To ensure that such new developments are of the greatest possible use to the European economy as a whole, CEMT keeps a close watch on plans for railway electrification, motorway construction and the completion of major inland waterways, and exerts its influence with Member governments to expedite some of these projects where this is warranted by the increase of traffic.

Safety and standardization

The question of road safety is one of general concern in these times, when road traffic is increasing out of all recognition. The Conference has adopted a series of Resolutions in this connection, dealing with the standardization of conditions under which driving licences are

issued, the fixing of speed-limits, the education of road users (especially in schools) and safety-belts and crash-helmets for the protection of road users. Liaison has been established in this respect with a group of experts in scientific research on road safety set up by OECD.

A scheme of great practical interest, the standardisation of national road traffic regulations, has been under CEMT study for three years, as a prerequisite for the framing of a European Highway Code. Some of the texts already adopted by the Ministers have been, or will be, included in the highway codes of individual Member countries; for example, Sweden, the only country of the European mainland where traffic still drives on the left, has decided to change over as from 1967.

Lastly, with regard to waterways, the Ministers of Transport have agreed upon a series of measures relating to standard dimensions for future civil engineering works of European interest, together with standard dimensions for barges, which take into account the 'pusher' technique now coming into general use on the main rivers of Western Europe. In its work to improve the efficiency of European transport, CEMT has not extended its activities into the fields of air or maritime transport. But as Euro-

The Rotterdam-Rhine pipeline now forms part of a system linking the Mediterranean and North Sea ports with the Rhine Basin



Development of road transport is in close keeping with economic expansion in Europe

pe's watchdog to ensure the contribution of transport to economic growth, the Conference maintains close relations with world-wide organisations dealing with the carriage of goods and passengers by sea and by air. During its ten years of existence the European Conference of Ministers of Transport has performed a very useful service.

The case for civil rights

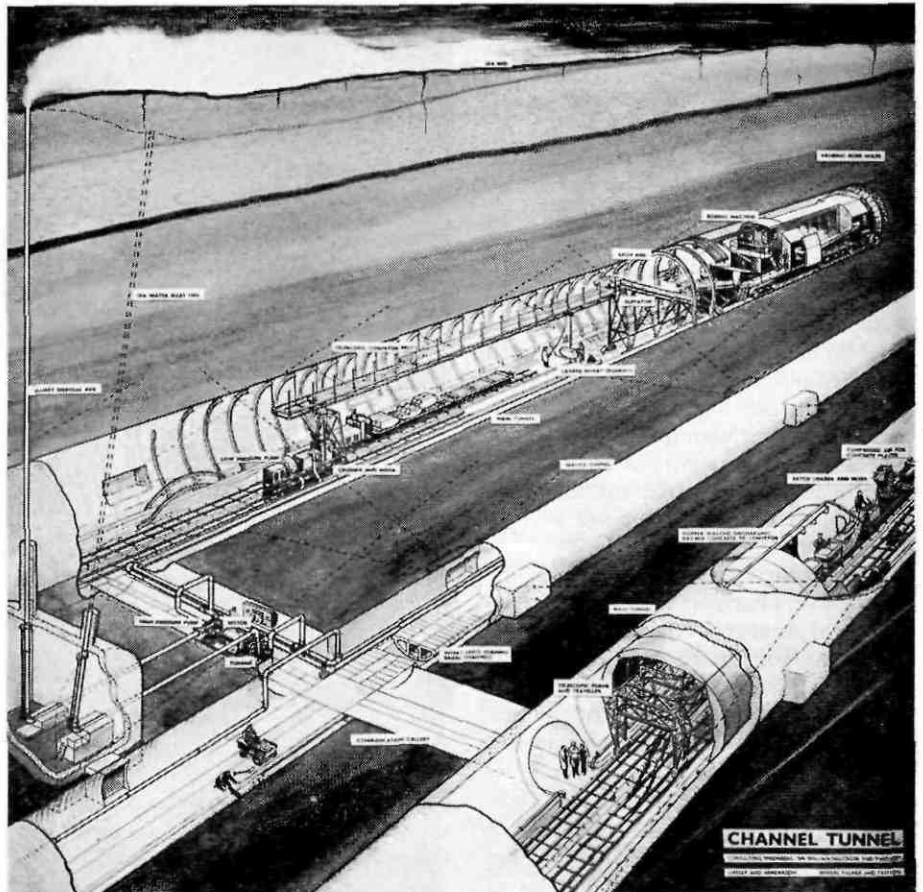
The following are quotations on the issue of racial discrimination in the United States, published in an excellent booklet put out by the Transport Workers' Union of America entitled 'TWU and the fight for Civil Rights'.

'Now the time has come for this nation to fulfil its promises. The events in Birmingham (Alabama) and elsewhere have so increased the cries for equality that no city or state or legislative body can prudently choose to ignore them. The fires of frustration and discord are burning in every city, North and South. Where legal remedies are not at hand, redress is sought in the streets in demonstrations, parades and protests, which create tensions and threaten violence — and, therefore, lives. We face, therefore, a moral crisis as a country and as a people. It cannot be left to increased demonstrations in the streets. It cannot be quieted by token moves or talks. It is a time to act in the Congress, in your state and local legislative body, and, above all, in all of our daily lives. It is not enough to pin the blame on others, to say that this is a problem of one section of the country or another, or deplore the facts that we face. A great change is at hand, and our task, our obligation is to make that revolution, that

(Continued on page 269)



Bridge or tunnel?



Plan showing cross section of the tunnel link proposed by a British group of consultants, showing two main tunnels with a service tunnel in the middle. The joint Anglo-French study group has published a report on a fixed Channel link and concludes that the tunnel rail link is more economical and less dangerous than a bridge for road and rail traffic



WE GIVE BELOW A SUMMARY of the recently-published report by the joint Anglo-French working party on possibilities for a fixed link across the English Channel, or the extension of present methods of crossing.

The tunnel

The working party studied proposals from two main groups, advocating respectively a rail-only tunnel and a road and rail bridge. Detailed plans were considered for two separate bored tunnels, each containing a single rail track, with a service tunnel, terminal installations and connexions with the main transport system of the two countries. Apart from the normal passenger and goods trains, the tunnels would also provide a frequent service of car ferry trains at intervals of between five and thirty minutes, according to demand. Vehicles would be driven on and off these special trains, which would consist of enclosed flat single or double-decked wagons, running on a continuous circuit with a loop at each end. Each train would carry either 150 or 300 cars, as well as most types of goods vehicles, trailers and coaches.

It is estimated that the time between terminal stations, allowing for waiting, loading and unloading of trains, and customs formalities, would be about 65 minutes, of which about 45 minutes would be taken up by the actual journey. Assuming a five-minute service, the tunnel could carry 3,600 vehicles an hour in each direction but for practical purposes this could be estimated at 3,000 vehicles an hour.

The bridge

It is suggested that the bridge should follow a straight route 21 miles long (34 kilometers), between Cap Blanc Nez and the English coast near South Foreland (east of Dover). It would consist of metal spans resting on about 140 reinforced concrete piers. The normal length of span would be 738 feet (225 meters) between axes of piers, but 10

spans would have a length of 1,447 feet (441 metres) and would give a clearance height above high water of 230 feet (70 metres) so as to allow the passage of the largest ships in normal weather. There would be a carriageway giving six traffic lanes, flanked by emergency lanes, with a rail track on either side.

The road traffic capacity could reach 6,000 vehicles an hour, up to 4,000 in one direction. To this would be added the ability to carry normal rail traffic.

Traffic capacity

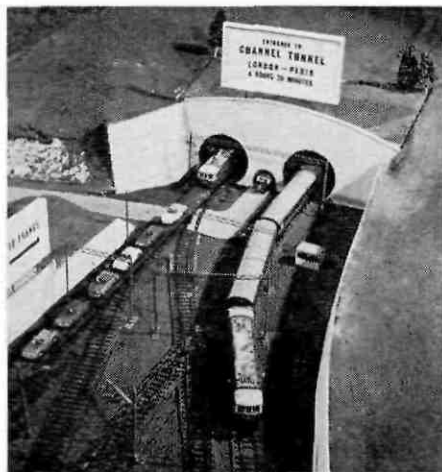
Either of these projects would offer considerably more cross-Channel traffic capacity than at present. Travelling time between the two countries would also be reduced; for example, the train time between Paris and London, at present 7 hours by the Golden Arrow, would be cut to 4½ hours.

The maximum traffic capacity of either project would be sufficient to meet foreseeable needs for a great number of years. The working party have estimated that for 1985 the maximum number of vehicles likely to arrive during peak periods at one end of the fixed link would be 1,200 per hour for the tunnel and 1,400 per hour for the bridge, and both of these figures are well within the maximum capacity estimate given above.

Cost

The estimated cost of a tunnel, including fixed railway equipment and terminal installations, would be about £160 mil-

Working model of a rail terminal to serve the English end of a Channel tunnel link, prepared by the British Transport Commission. It shows (left) a train to carry cars through the tunnel and (right) a passenger train which would make the journey from London to Paris in 4 hours 20 minutes



lion (2,250 million francs). For the bridge the cost would amount to some £329 million (4,600 million francs) if the cost of the rail link on the British side were met by British Railways, plus the cost of navigational aids.

Conclusions

The working party concludes that of the possible fixed Channel links examined, the bridge is the least satisfactory. 'The capital cost of this project is likely to be about twice as high as that of the tunnel but the difference in cost is not justified by a sufficiently large foreseeable increase in the traffic nor by any other advantage offered. Except at the 'very high' traffic level, this solution is less favourable from the economic point of view than continued reliance on establishment means of transport'. The completed project would be a serious hazard and source of delay to shipping, and could not be undertaken without international negotiations which might be prolonged and the result of which would be uncertain.

In the view of the working party, the rail tunnel project does not present the same practical disadvantages as a bridge; 'from the technical point of view it is satisfactory, and from the economic point of view it constitutes a preferable solution to the continued use and development of established means of transport.'

In October 1961 the ITF Road Transport Workers' Conference met in Vienna and adopted the following resolution on the construction of a permanent traffic link between Great Britain and the European Continent:

This . . . Conference

CONSIDERS that in view of the development of passenger and goods transport the construction of a permanent traffic link between Great Britain and the European Continent has become an urgent necessity;

NOTES the various projects at present under consideration concerning the construction of such a traffic link and

HAVING CONSIDERED all important factors, such as building costs, efficiency, safety of operation and the maintenance of services regardless of weather conditions;

IS OF THE OPINION that the construction of a railway tunnel would be most likely to meet the urgent necessity of extending traffic connexions between Great Britain and the Continent;

EXPECTS, however, that full and ap-

propriate consideration will also be given to the requirements of road transport with a view to promoting transport co-ordination between road and rail.

(Continued from page 267)

change peaceful and constructive for all. Those who do nothing are inviting shame as well as violence. Those who act boldly are recognizing right as well as reality'

The late President J. F. Kennedy

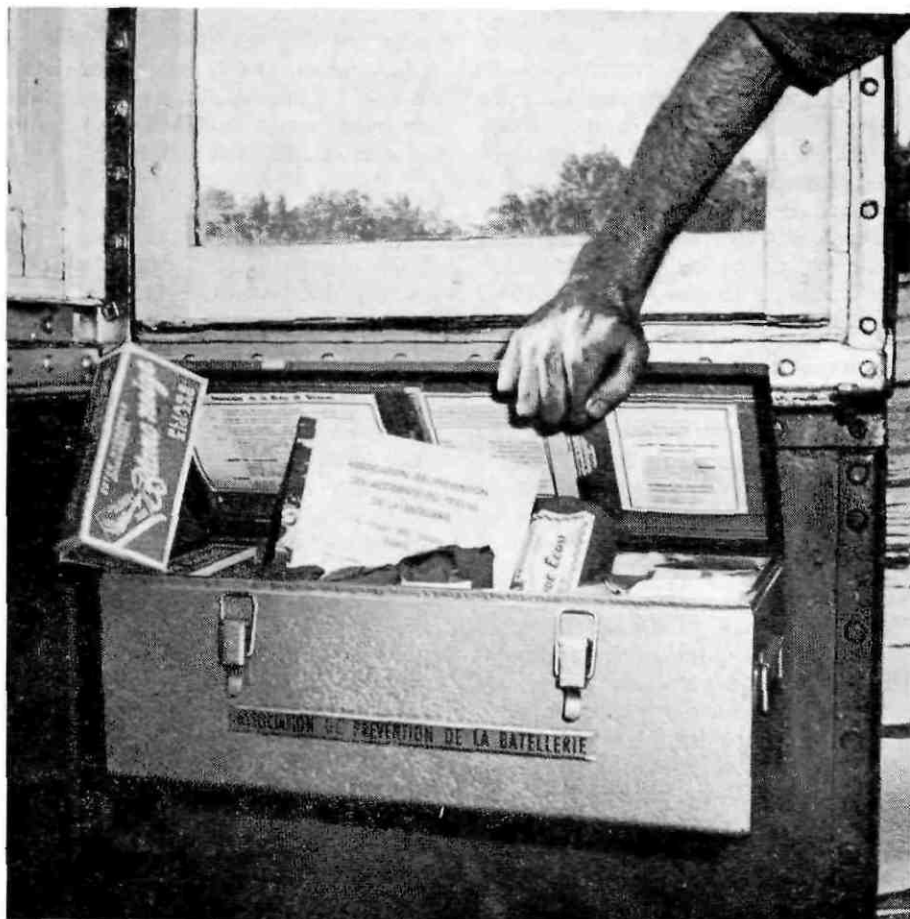
'There is no time for half measures. We can no longer expect Negro Americans to be content with a little liberty. They are entitled to full liberty, full citizenship, full standing in the community, not next year but now. The nation as a whole has at last awakened to the urgency of this problem and legislation of various kinds is being formulated to secure the rights so long denied. But even as we are girding ourselves for the legislative battle that must be won, we must also realize that equal opportunity has meaning only if there is full opportunity for all. It is an incontrovertible truth that the greatest single contribution that could now be made towards equal employment opportunities for Negroes is full employment opportunities for all Americans'.

George Meany, President, AFL-CIO

'Government action is not the whole answer to the present crisis, but it is an important partial answer. Morals cannot be legislated, but behavior can be regulated. The law cannot make an employer love me, but it can keep him from refusing to hire me because of the color of my skin. Labor unions can play a tremendous role in making economic justice a reality for the Negro. Trade Unions are engaged in a struggle to advance the economic welfare of those American citizens whose wages are their livelihood. Since the American Negro is virtually non-existent as the owner and manager of mass production industry he must depend on the payment of wages for his economic survival. The Negro then has the right to expect the resources of the American trade union movement to be used in assuring him - like all the rest of its members - of a proper place in American society. He has gained this right along with all the other workers whose mutual efforts have built this country's free and democratic trade unions'.

Reverend Martin Luther King

Accident prevention on French waterways



First aid box of the type distributed to boats operating in French inland waterways. The French Association for the Prevention of Accidents in Inland Navigation has succeeded in having these boxes placed on board, but finds it hard to see they are properly stocked

❖ THE PROBLEMS POSED BY ACCIDENTS in inland navigation have for a long time been seriously neglected. Despite the tragic consequences which accidents too often bring in their train, even those people who fall victim to them, whether directly through injury to themselves or indirectly through damage to their business, have too readily believed that these problems were the responsibility of the public authorities, or else simply insoluble because accidents were inevitable in the nature of things. It was to combat this fatalism and neglect that the Association for the Prevention of Accidents in Inland Navigation was set up. The Association, although established by the employer side, has tried to bring together all those affected by its aims in a tripartite committee including government and trade union representatives.

The Association has been in existence now for nine years. Its first task was to make people aware of accident risks, and next to seek the most effective and economical methods of avoiding, or at least limiting, their occurrence. Not the least difficult task has been that of convincing owners and workers of the usefulness and profitability of accident prevention.

In statistical terms, the Association's efforts since its foundation in 1954 do not seem to have produced any marked reduction in accidents. The percentage of

inland navigation workers injured in accidents has remained at about 19 per cent. However, this does not mean that this percentage, or any percentage, of accidents should be considered as inevitable. It may not be possible to eliminate accidents altogether, but the rate can certainly be cut by improving equipment and methods and above all by convincing every individual engaged in inland navigation of the importance of constant vigilance.

The Association's propaganda activities are limited to the publication of a

Condensed from an interview with Monsieur Pierre Piketty, President of the Association for the Prevention of Accidents in Inland Navigation, published recently in Revue de la Navigation Intérieure et Rhénane.

bulletin and statistical information transmitted to the employers. There is also an annual safety competition, but these methods alone cannot ensure that the message is reaching all those for whom it is destined; the Association has to rely on owners – who are often sadly lacking in enthusiasm for the cause – to pass on the information to their employees. The difficulty is therefore primarily one of communication.

When the Association first began its work it was boosted by the generosity of the social security service in distributing first-aid boxes, so that these could be supplied to all craft. However, since that time interest in accident prevention has undoubtedly flagged, both among employers and employees.

The reasons why it appears to be so difficult to convince people of the advantages – economic, financial and social – of a measure of accident prevention are complex and difficult to overcome. To begin with, most owners will not be persuaded that accidents are not an inevitable part of life. Secondly, accident prevention methods often come up against the stumbling block of habits which, however bad they may be, have the advantage of being deep-rooted. Physical modifications in the boat can often only be undertaken when the boat goes to the yard for repairs, long after the original decision has been made. Whilst an owner may be quick to improve his craft following an accident, it is quite another matter to expect him to go to this trouble to prevent an accident which he has never personally experienc-

Rustremoving can be a dangerous business and it is essential that workers engaged on this should wear some form of eye protection. The Association experiences difficulty in convincing owners and workers alike of the value of elementary safety measures



Barge equipped with a guard rail. Falling overboard is one of the most frequent accidents experienced in inland navigation, and the risk of this happening can very easily be minimised by fitting a simple rail such as this for the convenience of members of the boat's crew

ed as a loss to himself.

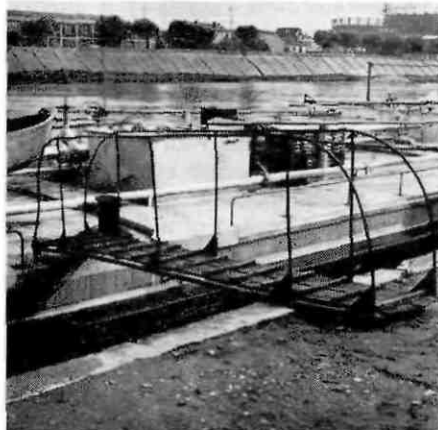
From the beginning the Association has tried to ensure the inclusion of accident prevention instruction in the schools for children of waterway workers, in the belief that ideas inculcated at school will leave a deep and lasting impression. But how many of these children subsequently go to work in inland navigation? Such measures are very limited in scope; it is among adults that the real work must be done.

All accidents are serious, even accidents which did not happen but might

have done. Every accident, whether spectacular or not, must be investigated and the cause found; a slip may have no consequences, or it may lead to a man falling in the water and drowning.

On one particular point the Association has had quite encouraging success: that is the wearing of protective gloves. In this case the employers understood, and distributed gloves. However, they also tended to forget that gloves wear out, that a worn glove offers no protection and can even constitute an additional danger.

Gangplanks like this are seldom found in inland navigation, yet they are immeasurably safer than the ordinary plank which usually serves as a path between boat and shore and which is often slippery, wobbly, narrow and particularly unsafe at night



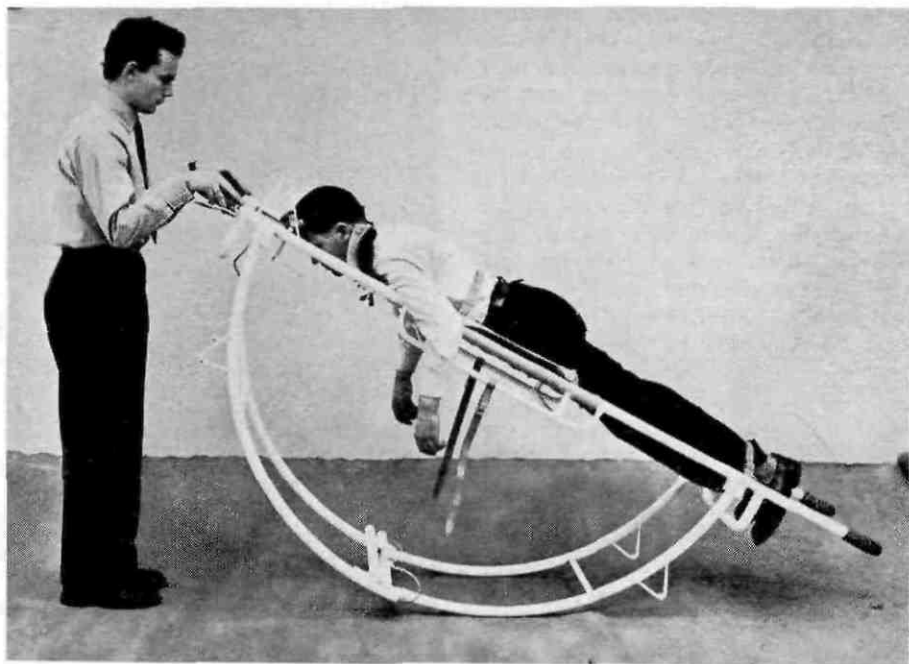
The danger of falling overboard is ever-present, as in this operation – taking river water on board in a bucket. A sudden jerk or noise would probably be enough to make this man lose his balance on the greasy deck and injure himself in falling





Trials of a recently developed life jacket, designed for wear by inland navigation workers doing jobs where there is a constant risk of falling in the water. The jacket allows a man to work freely and is buoyant enough to hold him up in the water for a limited period until someone brings him help

Every year drowning claims many victims in inland navigation. It is only recently that a form of life-jacket has been developed which is peculiarly suited to inland navigation. At sea the danger of drowning can usually be foreseen: following shipwreck or during particularly dangerous manoeuvres. But in inland navigation danger is ever present, so the workers need a life jacket which they can wear all the time without it impeding their movements. Such a garment would not need to keep a man afloat for any great length of time. Suitable life jackets are now available and it is to be hoped that they will be generally distributed.



The apparatus shown here can be used either as a simple portable stretcher or as a 'rocking' stretcher in the application of artificial respiration (photos by courtesy of Revue de la Navigation Intérieure et Rhénane in which the original version of this article appeared)

Meanwhile, the Association recommends that there should be one of these jackets on board each boat, for the use of rescuers if not for continuous wear by those doing dangerous work.

The most serious difficulty encountered by the Association has been and re-

mains one of propaganda and persuasion. Its aim is to instil into owners and workers alike an automatic awareness of the importance of accident prevention so that whenever it comes to ordering equipment or doing any kind of job on board safety will be uppermost in their minds.

(Continued from page 253)

Resolution

The following resolution was adopted by the ITF Seafarers' Section Conference, which met in Copenhagen at the end of November.

This Conference,

Noting the improvements in the standards of crew accommodation on board ship,

Noting in particular the advanced stage reached in the techniques of air conditioning and the practical possibilities of applying them to accommodation on board ship,

Noting the view held in responsible circles that the installation of air conditioning in crew quarters in ships trading in hot and humid zones increases the efficiency and welfare of the crew,

Considers that air conditioning should be installed in the crew accommodation of new ships and, where not deemed impracticable by the appropriate au-

thority, in existing ships undergoing substantial repairs or structural alterations.

Noting the increase in noise level due to the use of modern types of propulsive machinery in ships and the harmful effects on seafarers,

Welcoming the study made by the Maritime Division of the ILO into techniques for controlling and reducing noise,

Urges that such techniques be improved as much as possible in their application to ships.

Noting that the ILO Convention No. 92 on Crew Accommodation, needs to be brought into line with improvements which have taken place in the sphere of crew accommodation, particularly as regards the provision of air conditioning and the reduction of noise,

Expresses the hope that all countries concerned will cooperate in supplying the ILO with the fullest possible information and material on developments in this sphere, so that the next session of the JMC may find the question ripe for re-

commending speedy action on revision of Convention in these and other respects.

'Automation isn't always perfect'

THE NEW YORK HERALD TRIBUNE recently used this headline to spotlight a problem which the Transport Workers' Union of America has been complaining about for five years — long queues of passengers at New York subway stations where automatic ticket machines are installed. Rush hour congestion has built up to ridiculous proportions because of the machines' failure to cope unaided with the crowds of city workers who use them. Mechanical failures and the inability of the machine to hold enough tokens have helped to make the public understandably unfriendly towards this technological wonder. The TWU has repeatedly asked the New York Transit Authority to employ extra workers at stations where passenger flow is particularly heavy, at least during rush hours.

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
- 311 affiliated organizations in 83 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 (Exi
Faroe Islands * Finland * France * Gambia * Germany * Gr
Britain * Greece * Grenada * Honduras * Hong Kong * Iceland
India * Indonesia * Israel * Italy * Jamaica * Japan * Jordan
Kenya * Lebanon * Liberia * Lybia * Luxembourg * Madagasc
Malaya * Malta * Mauritius * Mexico * The Netherlands * N
Zealand * Nicaragua * Nigeria * Norway * Nyasaland * Pakist
Panama * Paraguay * Peru * Philippines * Poland(Exile) * Repub
of 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