

# International Transport Workers' Journal

Volume XXIV • No 1 • January 1964

1

## In this issue:

**The big link**

**EEC common transport policy and  
the merchant marine**

by *Lambert Schaus*

**Labour relations in Tanganyika**

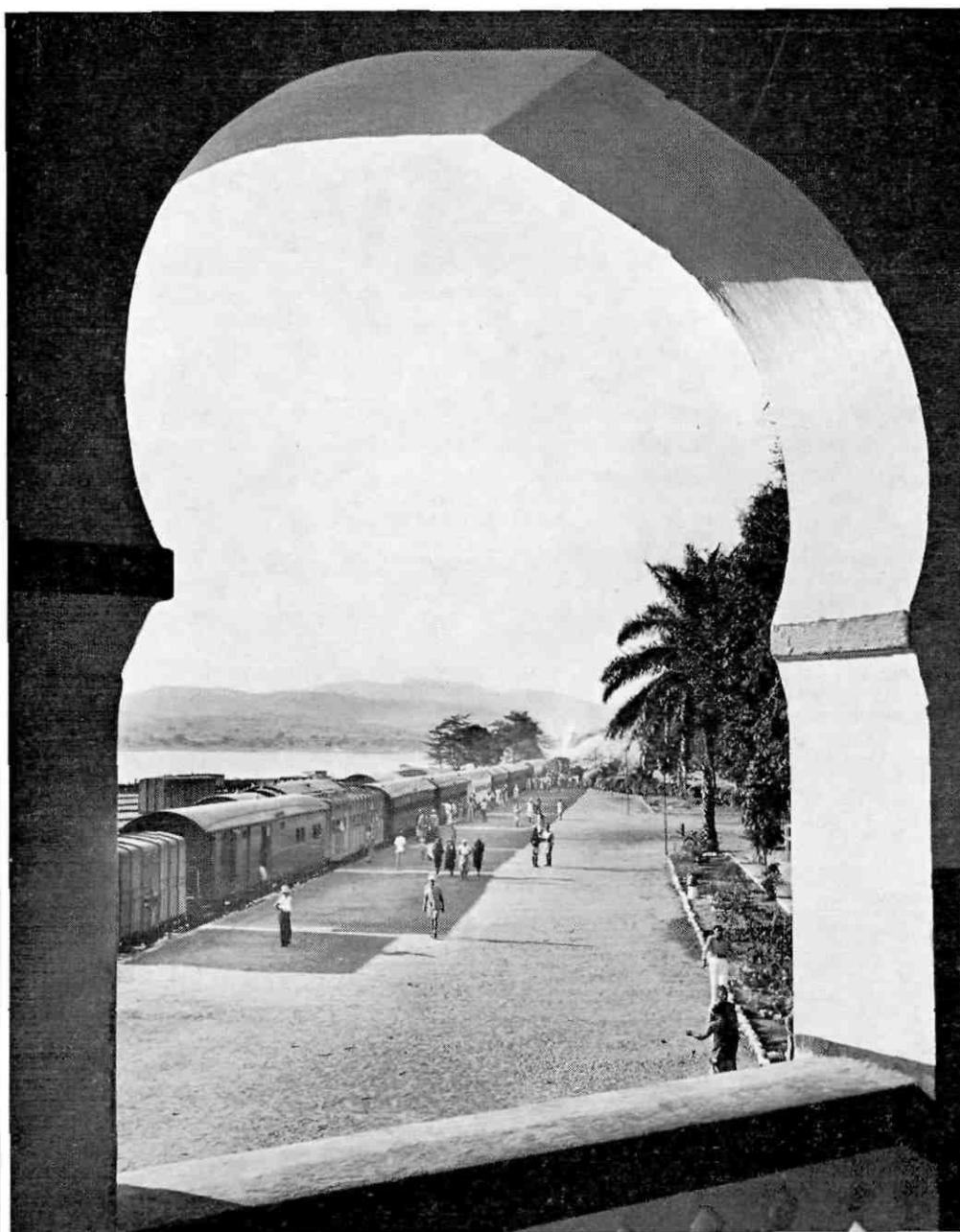
by *Hassan O. Kifile*

**A significant step forward**

by *Hans Düby*

**New training centre for rail staff**

*Kigoma Station, Tanganyika*



Monthly Publication of the International Transport Workers' Federation

# International Transport Workers' Journal

1

*Monthly Publication of the ITF*

Head Office: Maritime House, Old Town, Clapham, London SW4  
Telephone: Macaulay 5501-2  
Telegraphic Address: INTRANSFE

Branch Offices: ASIAN OFFICE – 143 Orchard Road, Singapore 9  
TOKYO OFFICE – Kokutetsu Rodo Kaikan, 1, 2 – chome,  
Marunouchi, Chiyoda-Ku, Tokyo  
AFRICA – 85, Simpson Street (P.M.B. 1038),  
Ebute Metta, Nigeria  
LATIN AMERICA – Apartado 1250,  
Lima, Peru

*Forthcoming meetings:*

London	29 January 1964 Management Committee
Stockholm	27-30 May 1964 Railwaymen's Section Conference
Vienna	8-10 June 1964 Executive Board

## Comment

### Overweight - Unsafe!

A REPORT PUBLISHED recently in a British newspaper has served to spotlight once again the very serious threat to road safety presented by the all too widespread practice of overloading road haulage vehicles. It is well known that some operators are consistently – and successfully – evading maximum load regulations. But knowing is one thing; doing something about it is quite a different matter. According to a report in *The Times*, it is only comparatively recently – and then only in certain countries – that the weight of lorry loads has been systematically checked and owners prosecuted for failure to keep within the limits prescribed by law.

The responsibility for enforcement lies not with the Ministry of Transport but with local authorities, who have only limited funds with which to organize inspection teams. However, in one county where 708 vehicles were sent to weighbridges during the year, 288 of them were found to be overloaded. On a conservative estimate, one in ten commercial vehicles on British roads are carrying excessive loads. And officials who have taken a particular interest in the subject are convinced that overloading is one of the main causes of accidents to road haulage vehicles, although this fact is seldom brought out in accident investigations. Operators more often than not find it worthwhile to take a roundabout route to avoid checkpoints – which are known to be within striking distance of weighbridges – or else to pay the fines and still carry excessive loads.

The difficulty of finding broadly acceptable standards for weights and dimensions of lorries has for many years been a subject of grave concern to the ITF's Road Transport Workers' Section. At its conference in October last year the Section debated the issue thoroughly and unanimously passed a resolution expressing determination to reject any attempts to increase the maximum weights recommended by the European Conference of Ministers of Transport (i.e. single-axle load of 10 tons). Apart from the fact that some governments, strongly influenced by road haulage and vehicle construction interests, are not prepared to stick to this maximum in their load regulations, there is the equally serious problem of effectively enforcing these rules.

# The big link

Story and photographs from East African Railways and Harbours



The inaugural engine on the new railway line which links the Central Line in Tanganyika with the Kenya and Uganda Section is seen breaking a ribbon in the Tanganyika national colours as it passed under a ceremonial arch at Makinyumbi Station. The locomotive, named 'Uhuru', was carrying President Nyerere of Tanganyika and other guests



HISTORY WAS MADE by the East African Railway and Harbours on the 17th August 1963, when two special trains, one drawn by a locomotive engine called 'Uhuru' and the other by an engine named 'Umoja', met at Makinyumbi — one of the stations on the new Ruvu-Mnyusi railway link line. This was where the President of Tanganyika, Mwalimu Julius K. Nyerere, was to perform the ceremony of the opening of this vital line.

On March 4, 1963 the two platelaying gangs, working from north to south, met at Mvavi River Bridge and placed the last rails linking both sections of the new link



The train which carried the President, the General Manager of the EAR and H, government officials and other important guests came from Tanganyika's principal port Dar es Salaam.

The other which brought guests from Tanga, Northern Tanganyika, Kenya and Uganda, came from Moshi.

In his speech, President Nyerere said that there was no doubt about the importance of this new line which spoke for itself and would continue to do so in the coming years. A sound transport and communications system was indispensable for nation building and development, and the Ruvu-Mnyusi line was another step away from the limited conception of railways as a means for closer administration, and towards a concept of a real system of communications between the different parts of this large country.

'We have, of course, a long way to go' said His Excellency 'but we are making progress. In addition to this line we now have a railway line which is gradually moving down from Mikumi to Kidatu in

the Southern Highland Region — and which we hope will eventually link us with our neighbours to the South.'

It was now possible to go from Mikumi in the South, right to the North of Tanganyika without leaving a railway coach. The new rail link would now relieve congestion on Lake routes and enable the increasing production of the whole of the East Africa to be transported to the appropriate markets without undue delay.

'But this line has even greater importance. It not only connects up two parts of Tanganyika; it also links all the railway stations of Tanganyika, Kenya and Uganda. I do not need to underline the importance of this at the present time. It is quite obvious that unity requires communications, and that we are therefore moving in the right direction', he said.

The new line meant that the people living in this previously underdeveloped part of Tanganyika now had a means of getting their produce to the market, 'and



Mr. G. Mackay, General Manager, presented an inscribed silver salver to the President of Tanganyika to commemorate the opening of the new Ruvu-Mnyusi line

merous pipes used on this construction were put together, they would be 834 miles long.

Second-hand railway track had been used on this line which had been recovered partly from re-laying on the Central Line, partly from re-laying in the Tororo area in Uganda and a small quantity from the Southern Region Railway in Tanganyika. In constructing this line, the engineers had employed a method which had been found to be an improvement on a previous one. The mechanised plate-laying was used on this construction for the first time, and proved so successful that it would continue to be used on all future constructions.

One of the most interesting sides to the construction had been the bridging programme. The country traversed was rather arid and there were only two rivers crossed which flowed all the year round — the Wami and the Pangani. However, there were numerous water-courses to be crossed, and altogether twelve bridges had been built with a total length of nearly a quarter of a mile. Nearly all bridges were founded on piles.

Mr. Mayanja-Nkangi pointed out that the construction of the link line took three years to be completed, and said that it was a fitting monument to the hard and loyal work put into it by the construction staff.

The idea of constructing a rail link between the Tanga line and the Central Line in Tanganyika had its origins in the period immediately prior to the 1914-18 War, when the Germans made a reconnaissance of a possible route between Korogwe and Ngerengere.

During the war they did, in fact, achieve a very temporary physical connection by a tramline from Kimamba to near Mombo, built with light track commandeered from sisal estates.

After the war it was not until the 1930s that further consideration was given to the matter and a survey was made of a route linking Korogwe and Kilosa. Then came years of economic depression and nothing could be done although it was generally accepted by the Managements of both the Tanganyika Railways and Ports Services and the Kenya and Uganda Railways and Harbours that the construction of a line linking the two systems was an ultimate necessity.

World war once more intervened from 1939 to 45, but in early 1948, just before

the amalgamation of the two systems, the Tanganyika Railways voted money for a survey of the route between Korogwe and Morogoro.

Still, however, the line was fated! During the early years of the amalgamation, with the exceptional upsurge in post-war traffic and development, including the groundnut scheme and the building of the Southern Province Railway in Tanganyika, heavy re-laying and realignment programmes in Kenya, the construction of the Western Extension in Uganda and much other urgent work and expenditure, it soon became evident that a link between the Tanga Line and the Central Line would have to await the settlement and financing of more urgent problems. The project, therefore, was once more shelved.

In 1951 a preliminary economic survey of the route between Korogwe and Morogoro was carried out and at about the same time an engineering survey team was put in the field. The economic survey suggested that the traffic prospects in the area to be served would be poor and would not of themselves justify the building of the line; while the engineering survey, which was not completed until some time later, suggested that the line would be about 195 miles long and using new 50 lb. track material, would cost about £4¾ million.

The views of the then Government were that on these findings the building of the line could not be given priority.

There the matter rested until in 1958 the EAR & H decided to take an entirely new look at the project. The traffic pattern emerging over the previous years had indicated that while the seasonal peak on the Kenya/Uganda line occurred during the months of January to March, that on the Central line of Tanganyika occurred during the months of July to November. And without a rail connection between these two parts of the system sufficient rolling stock had to be kept on each section to meet the local peak requirement. If, therefore, a link line could be built, the total fleet of rolling stock would only need to be sufficient to meet the peak traffic conditions on the larger part of the system, because rolling stock could be transferred from the one part to the other as required. In the result, the total amount of rolling stock to operate the system as a whole would be less than would be the case if the link were not built. The economies could be substantial and it was on this new basis that further in-

we can now go ahead with other plans for the development of the area,' President Nyerere stated.

Referring to the speech of welcome by the Uganda Minister of Commerce, President Nyerere said he associated himself with his expression of gratitude to the railway workers, the contractors, and many other people for their work in making the ceremony possible. 'For whatever grandiose plans we politicians and our advisers may devise, they are useless without the engineers, draughtsmen, administrators and the men who dig the holes that the Minister told us about', he commented.

Reflecting on past activities, the Minister of Commerce reminded his listeners that the economic and transport necessity of a connecting link between the Central Line and the Tanga Line had been accepted almost from the day when the German Colonial Government built the lines. The first survey for such a link was undertaken 50 years ago and several more were undertaken at specific points, but it was not until 1958 that a practical route was found.

The Minister congratulated Railway Management, the Chief Engineer and the Resident Engineer and his staff on a good job successfully completed. 'The staff on the site have had to suffer many hardships, working as they have done in an area which has yet to be developed. Not the least of the troubles they have experienced has been the weather and its effect on communications.'

Pointing out that the task of the various contractors employed on the earthworks and laying of pipe culverts was not a small one, the Minister said that some 3½ million cubic yards of excavation was carried out. If all the nu-



vestigation of the project was put in hand with two further variations: one, the decision to build the line over the shortest practical route and, two, to build it in second-hand materials, both measures being designed to reduce the initial cost to the lowest reasonable figure.

A short reconnaissance survey carried out that year suggested that going nearer to the Coast such a link line could be about 117 miles in length. Also such a location would avoid the broken country to the west. Management, therefore, then recommended that a full engineering survey over the proposed route should be carried out; and this was agreed.

At the same time an appreciation was made of the probable benefits and economies in operation which would result from the linkage of the two systems, the additional traffic which might be generated by the link line, and the benefits of such a line to the public. A report was then presented to the Transport Advisory Council in August, 1959, outlining the advantages which were likely to result from the construction of the link line, and briefly these were:

- (I) The rolling stock advantages already referred to, which on a conservative estimate were calculated to give an initial saving of approximately £600,000 on new wagons, plus a substantial annual saving so long as traffic continued to increase.
- (II) The line should be a powerful factor in encouraging interterritorial trade and there should be a substantial saving to transport users because on average, rail costs are less than road costs, and the distance between the Northern Province and Dar es Salaam by way of rail link would be less than the existing rail/road route.
- (III) The line would allow the railway to make combined use of its workshops at Nairobi and Dar es Salaam for the maintenance and repair of all its rolling stock, which at present is confined to one or the other.

All parties were unanimous that the line should be constructed and it was agreed also that it would be built without any special obligation on the part of Tanganyika: the benefit of the line would be to the whole System. The estimated cost was just over £2.1 million and financial provision was made under a new £5.5 million loan schedule. The Tanganyika Legislative Council and the Central Legislative Assembly having approved

the construction of the link line, work began on the first section on 1st September 1960.

Construction progressed satisfactorily and without any major setbacks until the onset of exceptional rains in the second half of 1961 which continued unabated for many months. On some sections of the route it became impossible to carry the work further whilst on other sections severe delays were unavoidable. In parts work which had virtually been completed was swept away and, in consequence, restoration and remedial action, intended to

prevent severe damage to the line in the event of future severe weather conditions, pushed the cost of construction well above the original estimate.

It had been hoped that once the 1961/62 rains had passed, construction would continue without difficulty. This hope, however, was not fulfilled and the 1963 wet season was again a severe one, causing considerable further damage and leading to additional delays. Each shower of rain turned the access roads into impassable tracks of mud and in April of this year the Wami River rose to an even higher

*This picture, taken early in 1962, shows extensive damage caused by the flooding of the Mkombezi River near the southern end of the line. The foundations for the permanent bridge were almost completely submerged and the embankment breached in several places*





preciation and credit facilities should be brought into line.

A study should be made of conditions of employment and social security among the maritime workers of the Community, and, as with inland transport, these should be harmonized. The free movement of workers in this sector within the Community should be ensured, and steps should be taken to harmonize manning regulations and obtain reciprocal recognition in all member countries of diplomas and certificates required in the performance of maritime jobs.

#### **Relations with other maritime nations**

At the end of the transition period, that is from the beginning of 1970, the Community countries will be pursuing an entirely common trade policy, with trade negotiations conducted and agreements concluded solely by organs of the EEC. It will therefore be a great advantage if a common policy for maritime trade re-

lations with third countries can be worked out and put into operation at the same time. It will be necessary to adopt a common attitude to the serious problems which have to be faced in world maritime trade, two of which are the 'conference' system and flag discrimination.

The conference system means that companies group themselves together in order to achieve better distribution of business, to coordinate departures and time-tables and to set stable rates for a certain period. The system brings certain advantages both to these companies and to their customers and it can be said that competition as regulated by these conferences has in general given good results. But from the Community point of view it will be necessary to eliminate certain practices and the abuses which arise out of the policy of the maritime conferences.

It will be also useful, in the interests of fair competition, to examine and if

necessary to control the different practices to which the conferences have recourse in order to compete with outsiders, and to gain customers. To maintain the system of conferences but at the same time eliminate the abuses, that appears to be the Community solution for maritime transport. On this basis the member states will be able to adopt a common attitude which may gain the agreement of other great maritime nations. By not acting in isolation they may be able more effectively to oppose protectionist activities which harm the proper functioning of the world maritime transport market.

#### **The fight against protectionism**

Certain countries outside the EEC especially since the end of the Second World War, have adopted protective measures on behalf of their merchant fleets, either on a permanent or temporary (crisis) basis. They have all had the effect of creating flag discrimination which has an adverse effect on fleets of other countries. Certain EEC member countries have already considered taking reprisal measures. But the effectiveness of their action would certainly be strengthened if it were taken at Community level, and other countries might feel they could associate themselves with such action.

As far as port activity is concerned, it has been suggested\* that all the many and varied port operations should be considered as a whole and that a common policy for the port industry should be drawn up. However, the Commission feels that each port activity – cargo handling, equipment and maintenance of ships, administrative and technical functions, commercial transactions, banking, etc. – should be considered in relation to similar activities wherever they occur and integrated into the whole system. There is no particular virtue in circumscribing these operations just because they take place in the port area.

Basically, the state of inter-port competition within the Community is determined by the success or otherwise of the common policy for inland transport, since the ports can be looked upon as the link between inland and maritime transport. In the field of inland transport, the common transport policy will include coordination of infrastructure investments. This action will have an

\* By Paul Kapteyn, on behalf of the Transport Commission of the European Parliament (Dec. '61).



important effect on the communications between seaports and the hinterland.

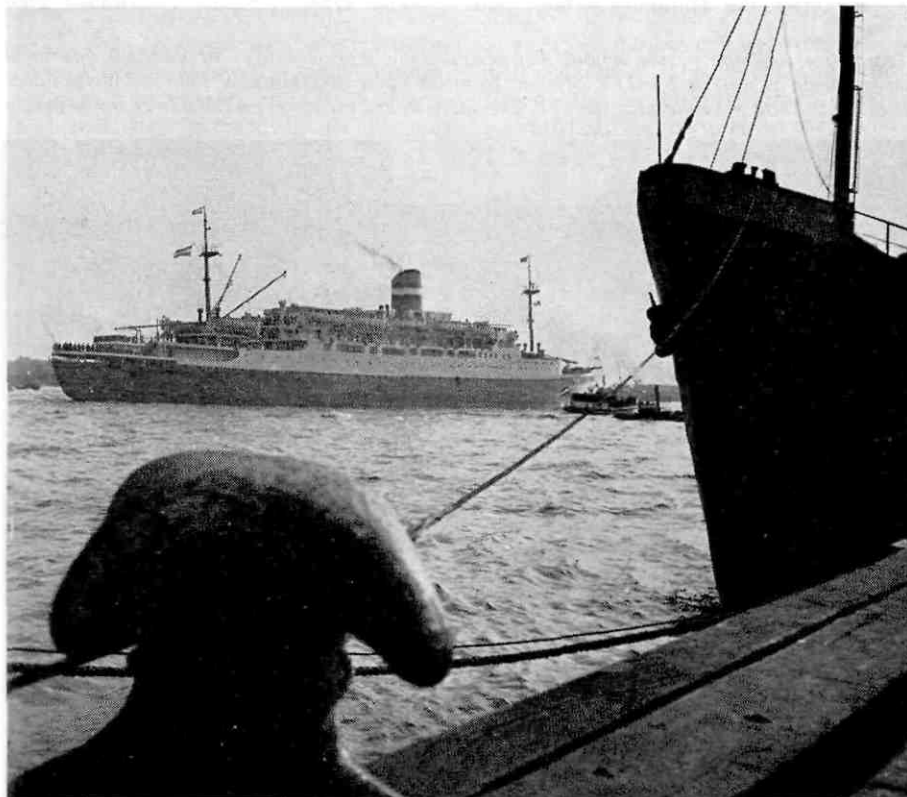
The treaty forbids discrimination for reason of nationality in prices and conditions for the transport of goods, and the establishment by governments of price subsidies.

These conditions should make it possible for the different ports, by respecting the rules of competition, to maintain the position which is theirs by reason of their geographical position and their natural competitive ability.

However, this does not mean that it will not be possible to take measures designed to develop the traffic of certain specific ports, when these are justified by economic and social necessity.

#### Community solutions

Where prices are concerned, by forbidding states to include any element of support in transport prices and conditions the EEC Treaty enables the Commission to authorize the establishment of equal prices and conditions, taking into




account, the demands of regional economic policy and the needs of the under-developed areas, and the effects of these prices and conditions on competition between the different means of transport.

The aim of the Community is to encourage the adaptation of the Common Market. It must have maritime transport and ports adapted to its needs and capable of satisfying the demands of its trade policy.

In supporting the view that the general rules of the Treaty can be applied to transport, and especially to maritime transport, the Commission has only been concerned to present a correct interpretation of the Treaty. What matters are the economic realities. The Commission must therefore seek Community solutions which are economically valid. It knows the complexity and the difficulties of integrating maritime transport into the Community economy. But it thinks that it is vital for the common market to find solutions to them.

#### Stirrings of progress in Spain ?

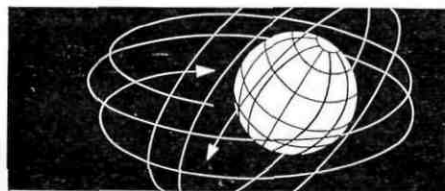
 THE FREEDOM of the democratic trade union movement in Spain was abruptly curtailed when the republicans were defeated in the Civil War. It is not surprising therefore that the natural desires of Spanish workers for freedoms and improvements in their wages and conditions, so rigorously suppressed, should explode from time to time into spontaneous bursts of protest, such as the recent wave of 'unofficial' strikes amongst the Asturian mine workers. These workers had to take the law into their own hands because the 'unions' which in Spain are not much more than government departments, would not support their just demands. The workers' actions were countered with the most appalling acts of repression, and it has since been announced that miners, previously exempt from military service, may now be drafted to the armed forces. Thus the Spanish régime is assured a greater measure of control over these workers.

Perhaps it is too much to hope that the events in the Asturias and fear of their repetition will lead the government to adopt a more reasonable attitude to the nation's workers. A report has come to us nevertheless of an interesting plan for transport in the town of Valencia. Here the municipal authorities have decided to

*(Continued on page 18)*




# Round the world of labour



The new ÖTV training school for seafarers in Bremen was officially opened on 31 October 1963. The ITF was represented at the opening ceremony by its General Secretary, Brother Pieter de Vries

## German union opens new seafarers school

 ON 31 OCTOBER 1963 a new professional training school for seafarers was officially opened in Bremen, Germany. The school, sponsored by the ITF-affiliated Transport and Public Service Workers' Union (ÖTV), is the second of its kind to be set up in Germany, the first one having been opened in Hamburg in 1961.

ITF General Secretary, Pieter de Vries, attended the opening ceremony, and was able to bring the union and particularly its seafarers' section the greetings and congratulations of the international transport workers' movement. He said that the German seafarers had formed an important part of the ITF from the first day of its existence, except during the tragic Nazi oppression. It was particularly fortunate that a powerful trade union movement of seafarers and other transport workers should have risen up again in the form of the ÖTV and should once again be playing an important role in the ITF. Referring to the

new school he said that in these days of rationalization and technical progress professional training played a part which it never had done before. A rationalized economy requires a well trained labour force, and therefore a well developed system of professional training. He commended the ÖTV's foresight in recognizing this need in good time and acting upon it.

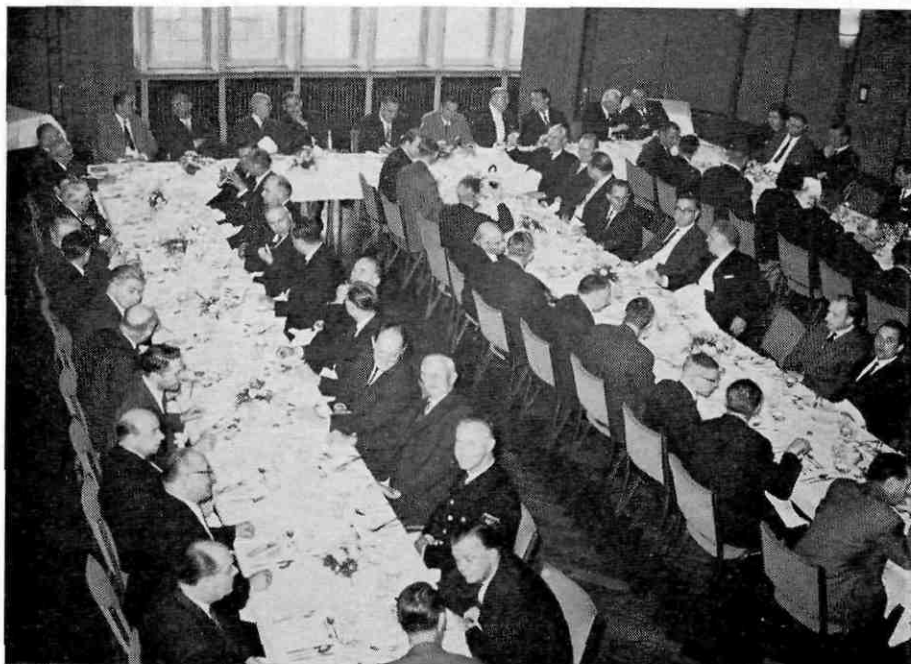
From its inauguration up until 31 December 1962, the Hamburg school carried out 224 courses which were attended by 2,048 trainees. Since 1958 it has been compulsory for an aspiring seafarer in Germany to pass an examination in order to get his AB certificate. The failure rate in the examinations however at first proved to be very high and it is this fact which prompted the ÖTV to set up suitable training facilities. Between 1958 and 1960 the failure rate was as high as 26 per cent, but in 1962, a year after the Hamburg school had

been inaugurated, only 8 per cent of the candidates in Hamburg failed the examinations. In Bremen however 18 per cent were unsuccessful. An important cause for these failures is the fact that the schooling period is at the beginning of the young seafarer's apprenticeship, and that during the 33 month period he is at sea for his practical training he gets no refresher teaching in the theoretical side of his studies.

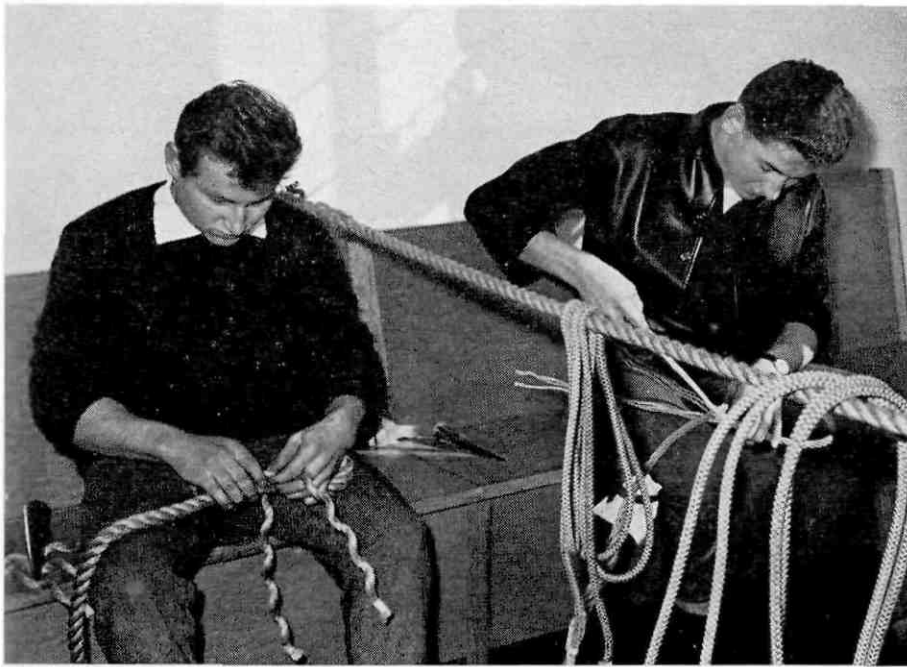
The new Bremen school, which with its two large lecture rooms and room for practical instruction can take 60 to 100 pupils at a time, will contribute still further towards reducing the high failure rate and will help put an end to the practices of some German shipowners who have been hiring foreign seamen to fill the gaps in their crews. The law says that if they hire German seamen the latter must have passed the statutory examinations.

The ÖTV considers it unjust that

*The official opening of the school was attended by representatives of national and local government as well as by ÖTV officers from all parts of Germany. The union's national President, Adolf Kummernuss, an ITF Executive Board member, presided over the occasion*







The new school, with its two large lecture rooms and room for practical instruction, can take between 60 and 100 pupils at a time (Photographs by courtesy ÖTV)

German seafarers should have to compete against foreigners for employment on board their own ships and feels that they should be offered every opportunity to qualify so that they stand a better chance of jobs.

#### Eurocontrol installed in Brussels

**✈** THE EUROPEAN ORGANIZATION for Air Navigational Safety (Eurocontrol) which groups Germany, France, Belgium, Luxembourg and Great Britain, was officially installed in its Brussels headquarters in October last year, by Hans-Christoph Seeböhm, German Transport Minister and Chairman of the Permanent Eurocontrol Commission.

Dr. Seeböhm said that the aim of Eurocontrol is 'to institute a new system of air traffic control perfected and standardized for the whole area covered by the agreement'. Such a system, he continued, must be able to provide control services appropriate to all air traffic, whether military or civil. Dr. Seeböhm also announced that a Eurocontrol experimental centre was being set up at Bretigny, near Paris, and that studies had been carried out in recent months at the Atlantic City Experimental Centre with the help of the US Civil Aviation Department. These studies concerned the Benelux-Germany air space, which presents various urgent problems in view of the number of aerodromes and the volume of air traffic in the area.

#### East German railwaymen not trusted by regime

**🚂** THE EAST GERMAN COMMUNIST PARTY recently decided to merge the railwaymen's union with that of the postal and transport workers. According to informed observers, the purpose of this measure, which goes against the constitution of the East German centre, was to ensure better control over the railwaymen's activities. The independent attitudes of this group of workers are apparently causing concern to the Pankow regime.

#### Unfair burdens

**🚂** THE FOLLOWING IS an editorial from the British National Union of Railwaymen's paper, *Railway Review*: 'One of the factors in deciding on the continuance of a branch line is the number of level crossings which have to be maintained and manned. We know of one line which has to bear an expenditure of £8,000 a year for this alone. These level crossings were made at a time when railways had a monopoly of inland transport in this country and road transport was insignificant. Governments, throughout the developing period of the railways and of their pre-eminence, felt it necessary to curb the power of the railway tycoons who could at that time well afford to maintain these crossings.'

Nowadays most level crossings are used primarily by road vehicles who pay

nothing towards their manning or upkeep. Instead of the road being an impediment to the railways, as was originally the case, it is the other way round now. Yet the road communications have to be preserved by the railways. On British Railways there are 4,386 public crossings with gates. The labour costs alone to keep these free for the passage of road vehicles are well over a million pounds a year. There are also 281 crossings without gates and nearly 20,000 occupation crossings which exist for the benefit of farmers and the like.

Although these latter are not manned there is some maintenance necessary, in fact, a piece of road over the railway lines. And all this is a burden on the railways. Hard-earned money has to be diverted from these purposes which have very little to do with railway operation. Much the same argument can be adduced in connection with road bridges over railways. If some of this expenditure — quite out of date in modern conditions — could be placed where it rightly belongs, on road users or the local or national authorities, it would produce more in savings to the railways than many branch line closures.

But to this saving we would add another. That is, the provision and maintenance of fences alongside our railway lines. Quite apart from new fencing, and the fact that some fencing is made out of old railway materials, the actual maintenance of many many miles of fences costs the railways more than a million and a quarter pounds every year. In most other countries railways are not fenced. They, too, have farm animals. But if farmers want to be sure that they don't stray on to the railway they have to provide their own fencing protection.

Why should British Railways have to bear such a burden, primarily for the benefit of the farming community? Where railways run through residential areas and there is a risk that children may wander freely on to the railway there may be a case for fencing. Yet, as we all know, children do get on the railway despite the fencing, which can fairly easily be climbed over or crawled under. In fact, the fencing does not stop people from getting on to the railway if they want to.

British Railways would be well justified if they asked the Government to pay the cost of fencing, recovering some of the cost from farmers and other beneficiaries. Or as in other countries,


(Continued on page 18)

# Labour relations in Tanganyika

by HASSAN O. KIFILE,  
International Labour Office



*Mount Kilimanjaro, perpetually snow-capped, Africa's highest mountain, in the Northern Region of Tanganyika. A very large majority of the country's African population are self-employed peasant and stock-keepers living in rural areas (Tanganyika High Commission)*

 TANGANYIKA, the largest of the East African countries, is a fully independent Republic with a total area of some 361,800 square miles or approximately the same size as Nigeria and almost as large as the whole of Pakistan or Venezuela. The population of the country is not homogeneous, but consists of many communities, the bulk of which is formed by the indigenous Africans who account for almost 99 per cent of the total. The remaining one per cent comprises Indians, Pakistanis and Arabs and a numerically small group of Europeans also of various nationalities. An estimate made in mid-1961 put the total population of the country at 9,403,700, of which more than 9,250,000 were Africans.

## **Wage earning labour**

A very large majority of the African population are self-employed peasants and stock-keepers living in rural areas. Trade, together with some small-scale manufacturing, is largely in the hands of the Asians, while the Europeans are mainly civil servants, technicians, and owners or managers of mines, agricultural plantations and other industrial and commercial enterprises.

Statistics of African wage earners do not show the total number gainfully employed, but only the reported and estimated figures. The number in paid employment as recorded in June 1962 was 387,670 persons of both sexes and all races, or approximately five per cent of the total population. The ratio of adult males in wage-earning employment to the number of adult males in the total population is very low indeed, being only

*Meeting of Tanganyika railwaymen listening to a report on their dispute in 1960, when their strike action was brought to a satisfactory conclusion with the help of representatives of the ITF and ICFTU. Trade unionism became a real force in Tanganyika after the formation of the Tanganyika Federation of Labour in the year 1955*



about 15 per cent. Out of the total wage-earning labour force 90 per cent were adult males, six per cent were women and four per cent children and young persons between the apparent ages of 12 and 18 years. Only 18,854 of those in paid employment were non-Africans, mostly holding skilled and supervisory jobs. The majority of the African wage earners are unskilled or semi-skilled labourers. Tables I and II show the distribution of African wage earners by main industrial divisions and in the public and private sectors.

workers proceeding from tribal areas to centres of employment, mainly in the plantations, where they were engaged for relatively short periods, usually ranging from three months to a year, before returning to their home districts. However, the migratory pattern which characterised past labour trends is now changing and there are strong indications of a gradual stabilisation of labour following major wage increments in the last few years and improved working conditions necessitating also better utilisation of labour as costs rise.



*View in Tanga, one of Tanganyika's most important ports. A large proportion of African wage-earners are employed in the public services, particularly the East African Railways and Harbours Administration*

*Table I. Employees by main industrial divisions (Africans)*

Main industrial division	Males	Females	Young persons	Total
Agriculture, forestry, fishing and hunting	168,025	15,662	13,133	196,820
Mining and quarrying	7,920	163	4	8,087
Manufacturing	22,207	1,598	1,204	25,009
Construction	39,849	88	37	39,974
Electricity and water	4,808	9	21	4,838
Commerce	12,093	216	87	12,396
Transport & communications	20,780	33	24	20,837
Services	56,557	3,513	785	60,855
<b>Total</b>	<b>332,239</b>	<b>21,282</b>	<b>15,295</b>	<b>368,816</b>

*Table II. Wage earners in the public and private sectors (Africans)*

Sector	Males	Females	Young persons	Total
<b>Public service:</b>				
Central government	59,499	1,537	104	61,140
Local government	19,589	503	26	20,118
Posts and telegraphs	1,356	5	—	1,361
Railways and harbours	12,898	11	6	12,915
Others	501	9	—	510
<b>Total public services</b>	<b>93,843</b>	<b>2,065</b>	<b>136</b>	<b>96,044</b>
<b>Total private industry</b>	<b>238,396</b>	<b>19,217</b>	<b>15,159</b>	<b>272,772</b>

A significant feature to be noted from the tables is the large number of wage earners engaged in plantation agriculture, and in public services in relation to other employing enterprises. These figures, moreover, do not include wage earners employed in African-type farming, which also employs large numbers of workers, particularly in the production of cotton and coffee. Domestic servants in private households are not enumerated, but the total is estimated at 30,000.

For many years a substantial proportion of the African wage-earning employment has been of a migratory nature, the

### The Employment Ordinance

The Employment Ordinance (No. 47 of 1955 as amended) with its comprehensive subsidiary legislation, provides the basic labour legislation in the country regulating the conditions of employment of the majority of wage earners. It only lays down minimum standards in regard to the engagement and continued employment of workpeople and applies only to labour earning less than £420 per annum; it does not cover those employed in pensionable offices of the government and the East African Common

### Services Organization.

The ordinance confers special powers on the Labour Commissioner and Officers of the Labour Department who, in addition to being administrators of the ordinance, are also empowered, in the course of their duties, to enter, inspect and examine any place, structure or article where or about which any employee is used, and including kitchens in which food provided for the use of employees is stored, prepared or eaten. If, as a result of such inspection, the Labour Commissioner thinks fit, he may prohibit the further employment of workers engaged in any place of employment where he is satisfied that the conditions do not comply with the requirements of the law.

### Contracts of service

The ordinance makes provision for two types of contracts:

- (1) Oral contracts; these are contracts at will which are not required to be in writing and, in the absence of any more specific conditions, are deemed to be contracts for the period by which wages are calculated. Continuation of employment after the contract period has ended is deemed to renew the contract;
- (2) Written contracts: these are made for six months or more or stipulate conditions of employment differing materially from those customary in the district of employment for similar work or are foreign contracts of service relating to employment in another country.



Once he has entered into a contract, whether oral or written, the employer is obliged, unless the employee has broken his contract, or the contract is frustrated or its performance is prevented by a trade dispute or by an act of God, to provide his employee with work for the period of the contract and if the employer fails to do so, he must pay the worker wages at the same rate as if he had been continuing to perform the contract.

The same obligations as required of the employer are also applicable to employees; an employee may be subject to summary dismissal if he absents himself from work without the permission of the employer or without genuine cause. As a result of the amendments to the Employment Ordinance the old system of 'ticket contracts' has been abolished. Under this system workers were allowed between 36 and 42 days to complete the period of work of 30 days specified

in the 'ticket contract'. The changes following the abolition of this type of contract include the calculation of the payment of wages on a monthly basis, that is 26 days worked calculated at the daily rate and four days' rest. This amendment has changed the basis of work contracts for a large proportion of the African labour force.

#### Dismissals

The conditions and circumstances under which an employee may be dismissed summarily by an employer are specifically set out in the Employment Ordinance. Where an employer terminates the contract of a worker for reasons other than those calling for summary dismissal, and in the absence of any agreement providing for a period of notice of longer duration, the law requires the employer to give notice to the employee of: (a) twenty-four hours where the contract is for a period of less than a week; (b) fourteen

days where the contract is a daily contract under which, by agreement or custom, wages are payable not at the end of a day, but at intervals not exceeding one month; (c) thirty days where the contract is for a period of one week or more.

#### Severance allowance

The law imposes a liability on employers to pay a severance allowance to their employees when their employment comes to an end, or to their dependants if an employee dies during his employment.

The allowance is payable to employees on both oral and written contracts of service but does not apply to: (a) employees exempted from the provisions of the Employment Ordinance; (b) employees who

*Adequate communications are vital to the growth of Tanganyika's economy. This picture shows the bridge across the Wami river near the eastern town of Mandera (Photograph: Tanganyika High Commission)*



voluntarily terminate their employment for reasons other than old age, and illness, injury or death not occasioned by an employee's own serious and wilful misconduct; and employees who are summarily dismissed.

The qualifying period for the allowance is continuous employment with an employer for three or more months on or after 25 June 1962, but service during ten years before the effective date has also to be taken into account in calculating the allowance. The allowance must be paid at the rate applicable at the time of cessation and calculated as follows:

(1) where the employee's service does not exceed one year, 15 days' wages; and (2) if it exceeds one year, 15 days' wages for each completed year and part of a year exceeding six months.

There are provisions for the abatement of the allowance where the employee receives a pension or a benefit from a provident fund, or any gratuitous allowance or certain payments under the Workmen's Compensation Ordinance.

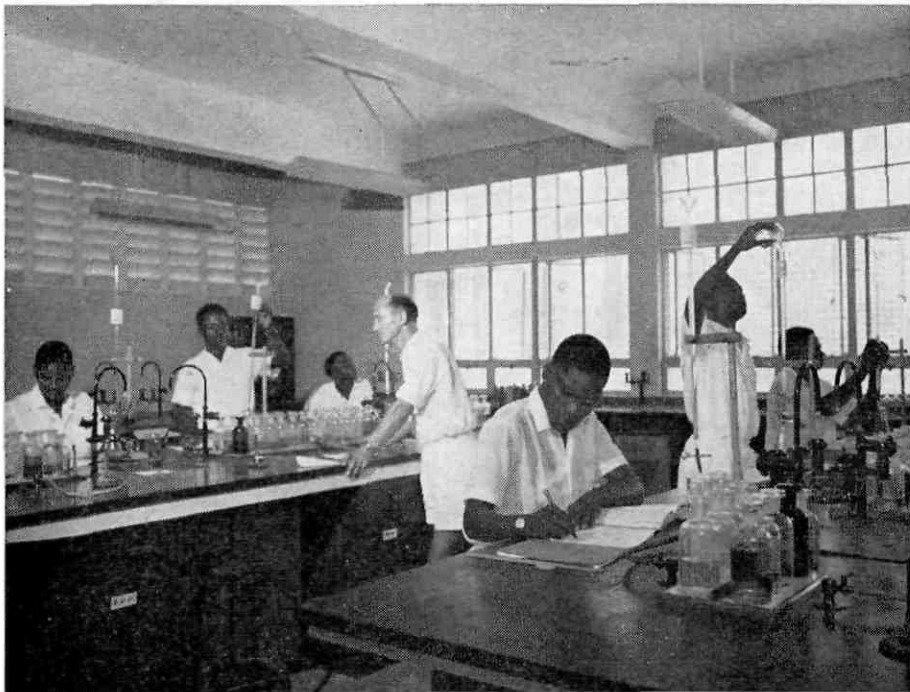
### Holidays

Except for an employee employed on a contract to execute piece work or to perform a journey, and subject to any agreement providing for holidays with pay not less favourable to an employee, the law requires that every employee who has worked for an employer on not less than 288 days within the preceding 12 months shall be entitled to a holiday with full pay at the expense of that employer at the rate of one day in respect of each period of two months' service, to be taken at such time as shall be agreed between the parties. In addition it is obligatory on every employer to grant all the statutory public holidays to their employees, with full pay; or to pay them double if required to work on such days.

Furthermore, an employee is not required to work for his employer for more than six consecutive days without a day's rest, to be taken on such day as is agreed between the parties. Where an employee is employed on a contract under which wages are calculated by reference to a period of one week or more, no deduction can be made from his wages on account of his not working or attending at his place of employment on the weekly rest-day.

### Employment of women, young persons and children

It is prohibited to employ any child under the apparent age of 12 in any capa-



*Student health inspectors in the chemistry laboratory at the Technical Institute, with Scottish instructor. Tanganyika is trying to develop an economic structure based on the needs and capabilities of her own people instead of on models from overseas (COI photo)*

city whatsoever, unless in company with its parents and then only in light agricultural work or such other work as approved by proper authority. A child between the ages of 12 and 18 can be employed only on a daily basis and must return to its parents every night. No children may be employed in industrial undertakings except in technical schools and institutes approved by proper educational authorities. There are also restrictions imposed on the working hours, types and places of employment for women and young persons; for example, no woman may be employed in a mine on work involving manual labour

### Protection and safety of workers

Legislative provision is also made for the payment of workmen's compensation for injuries sustained during the course of employment and there is a comprehensive Factories Ordinance, enforced by qualified officers of the Labour Department, which prescribes standards of safety and welfare for factory workers.

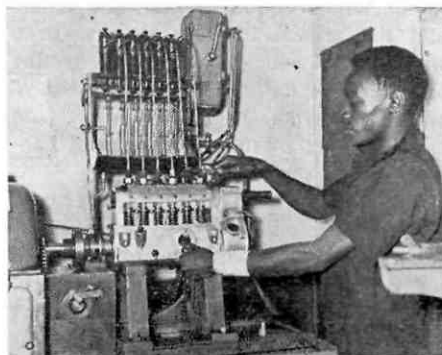
### Wages

In all contracts of service the wages of employees must be paid in the currency of the country. Apart from deductions for government taxation and for compensation for damage to employer's property, no deductions from the wages

of a worker can be made without his express consent. Furthermore, besides deductions for food and housing provided by the employer at the request of the employee, it is illegal to pay wages in kind. However, according to recent statements by the government, urgent consideration is being given to the question of the issue of food to labour.

A notable feature of the wage structure in Tanganyika is the great disparity between the lowest and the highest incomes of wage earners. This is primarily because the structure of government ad-

*In a situation where the African workers tend to be unskilled while the skilled jobs go to Europeans and other racial groups trade unionism has developed more or less along racial lines. However, a wide policy of Africanization is now being implemented*





*Moshi station. Mount Kilimanjaro can be seen in the background. The machinery for negotiating on wages and working conditions is now well developed in Tanganyika. Provisions exist local works committees and national joint councils for certain industries*

ministration and of the private business sector have not grown naturally from local origins but have been developed according to models derived from overseas. The effect of this has been that a foreign salary and wage structure belonging to high-income countries overseas was superimposed on the low income structure that Tanganyika has been able to develop so far out of its own resources.

However, the present disparity of income in the country, which for historical circumstances tends in most cases to run on racial lines, is likely to lose in importance gradually in the light of the government's vigorously pursued policy of increasing higher educational facilities for the African, simultaneously with the rapid Africanization of both the public and the private business sectors. In a statement of policy issued jointly by the Ministers for Labour of Uganda, Kenya and Tanganyika, in August 1962, and later endorsed by the government of Zanzibar, it was declared that:

'No country can be completely independent unless it is able to provide personnel from its own indigenous people for its public services. It is, therefore, logical that all East African governments must continue to move rapidly towards

Africanization of the public services... Industry and commerce throughout East Africa cannot afford to lag behind government, and must Africanize as fast as possible for them to harmonize their interests with the new political outlook and climate of opinion throughout East Africa.'

The wages of workers in Tanganyika, in common with other developing countries of the world which depend on the export of primary produce, have been

*Street scene in Dar-es-Salaam, capital of Tanganyika. Employers are obliged to operate the check-off system if so requested by a registered trade union, but the purposes for which trade union funds can be expended are stipulated in detail by the law* (COI photo)



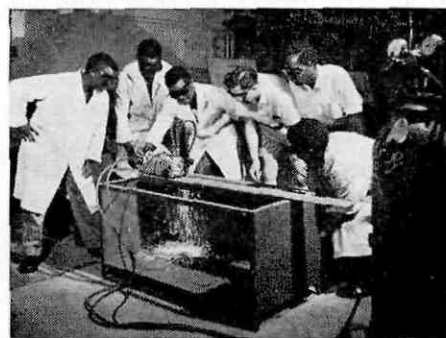
traditionally low. On this question the government is determined to ensure that future wage trends contribute to the aim of attaining a high-wage economy. It is the government's policy that 'there should be a smaller number of persons in paid employment earning a comparatively high wage rather than employment of a greater number at a lower wage'.

In their joint statement of August 1962 the three Ministers of Labour also stated that: 'the future policy must be based on a high-wage economy, and that each East African government should review its wage structure aiming at a minimum wage that would provide a worker and his family with a reasonable standard of life.' Furthermore, although in principle the Ministers admitted that the matter of determining wages should be achieved through collective bargaining between employers and trade unions, they still felt that: 'governments would have to give a strong lead in this matter, and would continue to have overall responsibility to ensure that the wages negotiated moved along the lines of government policy, i.e. towards a high-wage economy'.

The three Ministers also emphasized the need for the rate for the job. While the trade unions expect higher wages for their members they should: 'continuously preach to the workers the need for higher productivity. Such high productivity is a necessary part of the plan for economic growth and expansion, and to create the means with which to improve the standards of life for the working people'.

Although legislation (the Regulation of Wages and Terms of Employment Ordinance) empowering the government to

*A group of trainee teachers at the Dar-es-Salaam Technical Institute being instructed in oxy-acetylene steel cutting. Until fairly recently there was very little trade training for Africans; consequently they found employment only in unskilled or semi-skilled occupations* (COI photo)





create machinery for fixing statutory minimum wages was enacted as early as 1953, advantage of this power was not taken until 1957, when the then Tanganyika government issued an Order setting up a minimum wages board for the town of Dar-es-Salaam, the capital of the country. The rates fixed by that board were not reviewed until 1 August 1961, when, for the first time in the history of Tanganyika, the present government appointed a Territorial Minimum Wages Board comprising representatives of employers and workers, with government assessors and an independent chairman.

The Board reported in March 1962 recommending an overall increase of nearly 33 per cent over previous wages for the whole country, calculated on the basic rates applicable in each area. Its recommendations were implemented *in toto* by the government as from 1 January 1963 and it is obligatory on every employer, except those exempted by the Board on economic considerations, to implement the minimum rates. It is understood that the tenure of this Board has been extended indefinitely, although with a slight change in membership.

#### Workers' organizations

Until well into the middle of the 1950s there was no semblance of collective organization of wage earners in Tanganyika. Wage levels and other conditions of employment were determined unilaterally by employers, including the government. The first significant development of trade unionism began with the formation of the Tanganyika Federation of Labour in 1955, just under a year after the launching of the national liberation movement. It was the Federation which formed and organized the unions, and in the year of its formation the trade union movement implanted itself in many of the principal sectors of the economy.

The beginning of trade union activity was closely followed by the enactment of the Trade Union Ordinance of 1956 requiring the compulsory registration of every trade union before it could operate. The ordinance bestows certain immunities and privileges on the unions, one of which, in particular, is the right to sue, be sued or prosecuted under a union's name. All unions must keep books of accounts and must submit to the Registrar of Trade Unions, annually, balance sheets of all moneys received and expended. Failure to submit proper ac-

counts can lead to the suspension of the officials responsible. It is compulsory for all persons joining a trade union to be workmen actually engaged in an industry with which that union is directly concerned.

The ordinance of 1956 was amended in 1962 by the Trade Union Amendment Act which, besides continuing the above principles, aims at consolidating the unity of wage earners. Thus, one of its main clauses empowers the Minister for Labour to appoint a 'designated' federation of which every workers' trade union is required, as a condition of its continued registration, to become and to remain an affiliated member. No other federation of worker unions is legally allowed to exist as long as the designated federation continues to enjoy the recognition of the government. The designated federation now is the Tanganyika Federation of Labour; under the express provisions of the law its policy is that membership of trade unions should be open to persons of both sexes, all races and all creeds.

Furthermore, the designated federation has power to direct any of its member unions to pay to it a specified contribution, and the Minister can order the federation to employ a qualified accountant. Though this sum requires the approval of the Minister of Labour, it is significant that no limit as to the amounts to be demanded is provided and that failure to comply constitutes an offence.

All trade unions operating in the country are organized on an industry and nation-wide basis, and almost all have full-time officials at headquarters, regional and branch levels. In addition to the unions organizing employees in the service of the government, local authorities and departments of the East African Common Services Organization, the workers' unions of greatest importance and influence are the Transport and General Workers' Union (ITF), the Plantation Workers' Union and the Dock Workers' and Stevedores' Union (ITF).

Statistics on union membership are not always reliable indications of the strength of unions, since most trade unions tend to keep in their rolls members who do not pay their dues regularly, and sometimes even include persons who have long ceased to be in paid employment. However, experience has shown that most of the workers in the country are union sympathisers, and although even some of those enrolled are inactive and

may take little interest in the day-to-day affairs and responsibilities of their unions, in times of industrial disputes they all come out as one body, member and non-member, in full solidarity.

With only a short history of existence leaders of the trade union movement in Tanganyika have yet to inculcate into the minds of the majority of the workers the spirit of active participation in the affairs of their unions and the shouldering of full trade union responsibility. Unfortunately, to most workers trade unions are just organizations to run to in times of trouble. So long as there are no difficulties, the necessity of contributing regularly to the unions' coffers does not occur to the majority of workers. Most of them only pay in times of impending industrial disputes.

The scattered nature of industrial enterprises, particularly the plantations in the rural areas in a country poorly served by communications, further adds to the difficulty of regular collection even where dues would be readily forthcoming. With this lack of funds, therefore, few, if any, of the unions have been able to extend the scope of their activities to provide for educational and other social facilities for their members.

In order to ensure regularity of income and stability of funds, it was felt that the introduction of the check-off system could provide the solution.

Legislation has now been enacted in Tanganyika making it obligatory for any employer of not less than ten employees to operate the check-off system if requested to do so by the General Secretary of a trade union. Before dues can be deducted from the wages of a member it is, however, necessary to obtain his written authorization. Members can also contract out of the check-off system.

In giving such facilities to unions, the law also stipulates the purposes for which union funds can be expended; these are: (a) the payment of salaries, allowances and expenses of officials, and the payment of other associated expenses, such as contributions to the designated federation; (b) the conducting of trade disputes on behalf of the union or any member and the compensation of members from loss arising out of a trade dispute; (c) the payment of allowances to members or their dependants on account of old age, sickness, death or distress through circumstances beyond the member's control; (d) for educational, cultural and vocational training, and for

the purchase of books, newspapers and other literature and for the upkeep of a reading room for use by members; and (e) for the organization of any theatrical performance, concert and reception on behalf of the union.

Furthermore, the Registrar of Trade Unions is empowered, if he is satisfied that the funds of a trade union are being used in an unlawful manner, to suspend from office the officers of the union and to apply to the High Court for the appointment of a receiver. Officials of a union so suspended can appeal to the Minister against the action of the Registrar.

### Employers' organizations

Prior to the formation of trade unions in the mid-1950s, such employers' organizations as existed in the country were in the form of chambers or associations of trade, commerce and industry. In the absence of any organized labour movement it is understandable that there could not be any strong force bringing the employers together to collaborate on labour matters; the rates of wages and other terms of employment they offered were seldom challenged by the workers. However, with the formation of the trade union movement the employers also had to come together to present a united front against the unions, and the year of the registration of the Tanganyika Federation of Labour also saw the birth of an effective employers' trade union, the Dar-es-Salaam Employers' Association, which developed in 1960 into the Federation of Tanganyika Employers.

Besides the Federation of Employers, each industry has now organized an employers' association affiliated to the Federation. Most of the employers' associations have a secretariat and the mem-

bers meet frequently to collaborate on general policy to adopt towards the problems of labour. These associations form the basis by which employers negotiate with unions on matters of wages and other terms of employment of labour.

One of the problems faced in the relations between employers and workers, as will be discussed later, is the racial division between master and servant. With the exception of the government, which is African directed, there are few Africans in Tanganyika who can, strictly speaking, be called employers. The government is, therefore, doing all it can to bridge this gap, and besides its campaign to wipe out racial prejudices in the country, it is also urging employers, as one of its measures towards attaining racial harmony, to encourage the emergence of Africans as employers and to take them into their membership.

It is also government policy to encourage the emergence of strong and effective employers' organizations in the country which, besides cooperating with the trade unions in dealing with their industrial labour problems, can also provide a forum for consultation with the government on labour and general economic problems.

In addition to appealing to all employers in the country to join the Federation, the Minister of Labour has advised the Federation to maintain close working relationships with the trade union movement through informal contacts and by establishing some form of a standing committee which they could use to review their mutual problems.

### Relations between employers and trade unions

In order to understand the problems of labour-management relations in Tanganyika, one has to bear in mind the following basic factors which initially determined the attitudes of both parties towards one another, and to some extent still underlie their relationships.

As has already been mentioned, all enterprises which employ large numbers of labour are foreign-owned and most of their managerial and other supervisory personnel are non-Africans.

Coupled with this factor is the background against which trade unionism developed. The trade union movement, it has been pointed out, was born at the same time as the national liberation movement. Both organizations cooperated and collaborated in the struggle against the colonial regime. African nationalism,

like other nationalisms, is in part a revolt against an inferior economic and social status. The fact that employers were of wholly expatriate origin whereas wage earners were mostly indigenous complicated the situation, since both parties naturally had different aspirations and allegiances.

### Development of collective bargaining

Since independence, in spite of all these deep-rooted problems, genuine attempts have been made by both sides of industry, with the encouragement of the government, to set up voluntary collective bargaining machinery; and for disputes which cannot be settled by the parties themselves the government has provided comprehensive legislation for the institution of conciliation and arbitration tribunals. There are also special provisions under the law concerning the settlement of disputes in essential services.

The development and consolidation of collective bargaining on an industry-wide basis and aided by cooperation and consultation between trade unions and employers' organizations is increasingly becoming the dominant feature in the pattern of industrial relations. The idea of consultation between management and workers is now widely accepted as a necessary provision for the prevention and settlement of industrial disputes.

At the end of 1961 there were 286 formally constituted joint consultative committees catering for nearly half the total wage-earning labour force, and the terms of employment of some 60 per cent of wage earners were regulated by voluntary collective agreements.

The structure of negotiating machinery varies from industry to industry, depending upon the size of the enterprise. In the sisal industry, for example, consultations with labour were conducted at two levels, representatives elected from works committees meeting together in one joint industrial council to take decisions on matters raised at the lower level. In 1962 this machinery, which was regarded by management as purely advisory in function, was replaced by a National Joint Council for the sisal industry.

In smaller industries the works committee at the factory level may perform both consultative and negotiating functions. In larger ones it is purely consultative, dealing with such matters as welfare, recreation, sanitation and health, education, discipline, tasks, efficiency and dismissal. Although demands for wages,

*Ferry at Bagamoyo, Eastern Province of Tanganyika. The 1956 Trade Union Ordinance, amended in 1962, requires the registration of every trade union before it can be recognized as a bargaining agent*





*Boats at Tanga. Collective bargaining machinery is supplemented by conciliation and arbitration, the latter in some cases compulsory. The right to strike is limited by conditions set down in the Trade Disputes (Settlement) Act of 1962, which Kifile explains here*

sick and leave pay, holidays and working hours may start at this level, except in very small and isolated undertakings the tendency is to refer them to the joint industrial negotiation councils for decision. It is, furthermore, common practice in most industries for the union secretariats to formulate all the demands rather than the works committees.

In the conditions prevailing in Tanganyika, although the existing negotiating machinery works with some success, there is often friction between employers and unions and differences arise from time to time for which the machinery fails to provide a solution. This is evidenced by recent trends in the settlement of most disputes through conciliation and arbitration.

#### **Settlement of disputes**

Because of the country's low level of income and its urgent need of development, the present government's industrial relations policy is to preserve a climate of industrial peace in which development plans can go forward unhindered by recurring industrial strife, and capital investment can be encouraged. As already stated, the majority of the population are peasants living at a very low level of income estimated at present to be about £20 per head per annum. Most of the five per cent who are in wage-earning employment earn about the

same annual income and, although they may in certain cases be contributing more to the national economy than the average man, their interests must be equated with those of the whole nation.

Although the right to go on strike is a democratic right, like many other rights it has sometimes been abused and this has led to the imposition by the government of strict regulations on the use of the strike and lockout weapon. The Trade Disputes (Settlement) Act of 1962 strictly limits the right to strike or to declare lockouts. Under the Act no one may call or go on strike or effect a lockout unless: (a) a trade dispute exists and has been reported to the Labour Commissioner; (b) a conciliator has been appointed and has failed to effect a settlement; (c) the Labour Commissioner has reported the dispute to the Minister for Labour and 21 days or such extended period as the Minister may have allowed has elapsed and either (i) the dispute has not been settled or referred to a tribunal or board of inquiry; or (ii) it has been referred to a board of inquiry, the Minister has received the board's report, 21 days or any extended period allowed has elapsed since he received it and the dispute has not been referred to an arbitration tribunal. In short, a strike or lockout cannot take place unless the Minister permits.

According to procedure laid down un-

der the Act, any trade dispute must be reported to the Labour Commissioner by notice in writing given either by or on behalf of the employer or on behalf of the employees by the General Secretary of a registered trade union of which they are members. Non-union employees are thus excluded from reporting a dispute. When a trade dispute has been reported, the Labour Commissioner is empowered to appoint a conciliator for the dispute; but if he is satisfied that any machinery for the settlement of disputes has not been made use of, he has to refer the dispute back to the parties for negotiation and settlement. Where there is insufficient or no machinery for the settlement of disputes in the industry where the dispute arose, the Minister may, after consultation with the parties concerned, direct that such machinery be established.

Furthermore, where a trade dispute exists, whether or not the dispute has been reported, the Labour Commissioner may inquire into its causes and circumstances and, with the approval of the minister, refer any matters appearing to be connected with or relevant to the dispute to a commission of inquiry. At any time when a trade dispute exists, the Minister may direct the Labour Commissioner to refer to a board of inquiry any matters connected with the economic or industrial conditions of the country.

Except in essential services, reference to arbitration is not compulsory. In regard to non-essential services, the Minister may only refer a trade dispute to an arbitration tribunal if both parties con-

*Workers of the Meru Cooperative Union drying pyrethrum. Relations between employers and trade unions still leave a lot to be desired. Nevertheless, genuine attempts have been made by both sides to make collective bargaining a really effective instrument for the benefit of all*





sent. If either party withholds its consent and the dispute is not resolved the Minister may appoint a board of inquiry to 'inquire into the causes and circumstances of the dispute and after considering its report may then refer it to arbitration'.

Arbitration tribunals are appointed specially for each case. Their awards must be submitted to the Minister for his confirmation and approval. Negotiated agreements are, however, not subject to ministerial confirmation. The Minister can reject a tribunal's award and refer it back to the tribunal for revision, or can revoke the appointment of a tribunal and appoint another to consider the same dispute. On confirmation of an award, the Minister may also direct its application in other branches of the trade or industry related to the one in which the dispute had arisen. No application can be made to vary an award until 12 months have elapsed from the date of its publication in the Official Gazette.

Although the enactment of this legislation can be considered as tantamount to the imposition of compulsory arbitration, compulsory arbitration may not in and can well become an obstacle to full itself be a guarantee against strike action development of collective bargaining by removing the initiative to set up and effectively maintain voluntary negotiating machinery. Experience has indeed cast serious doubts on the efficacy of compulsory arbitrations as a means of promoting industrial harmony and preventing stoppage of work.

*(Continued from page 7)*


entrust the running of local public transport to a workers' cooperative. This surprising project was not realized without a good many difficulties. Special legislation had to go through the Spanish parliament to enable it to become effective. But the cooperative was inaugurated, with some two thousand workers participating.

Is this another of Franco's red herings or is there some democracy stirring in Spain after all?

*(Continued from page 9)*

the obligation to put fences alongside railway lines should be lifted. There are many other out of date burdens which the railways have unjustly to bear. We believe that if they had pressed as hard for relief on this account as they have for branch line closures they would have received public support instead of criticism.'

## Night work and the radio

 THOSE OF US who normally sleep during the night know very little about those who work during the hours of darkness. We only occasionally come into contact with them, if a new baby suddenly arrives in the middle of the night or if we travel by night train. Unthinkingly we enjoy the products of their work: our morning paper; the fresh fish we eat. It is not often that anyone takes the trouble to look into their working conditions, the demands which night work makes on them, the effects on their family and social lives. It is therefore interesting to read of study undertaken by Swedish Radio into night workers' listening habits, which also turned up some interesting information about their working conditions in general.

The material was gathered during a course of interviews with about 400 fishermen, night-watchmen, taxi and long-distance haulage drivers — almost exclusively men. (It is estimated that there are about sixty to seventy thousand night workers throughout Sweden, and the number is decreasing; instead of giving higher pay for the inconvenience of night work, employers are now tending to find ways of abolishing it together. Only in certain industries where the high cost of plant and machinery make it necessary to keep going 24 hours a day are night shifts worked regularly). These workers were found to be the only groups

who could be said to have the opportunity to listen to the radio for any length of time and their average was remarkably high — three hours at a stretch. Long distance lorry drivers are the best listeners with an average of four and a half hours. The reason for this is probably partly because they work in surroundings — the driving cabin — which are suitable for listening. But the psychological factors are thought to be even more important. From their replies in interviews it appears that they have fatigue problems and they describe their jobs as boring and therefore tiring. They have difficulty in relaxing. They work alone, complain of loneliness and pay spontaneous tribute to the great importance of radio music at night as 'companion-ship', and as 'relaxation from monotonous work'. The transport firms are aware of this problem and realize how much a radio can help. Most lorries are equipped with radios now.

On the other hand, taxi drivers listen to the radio considerably less than lorry drivers, on an average for two and a half hours. Many of them, 15 per cent, had difficulty in saying how long they listened for. The reason was not, as might be supposed that they were prevented from listening for long by having to keep an ear open for their own communications radios and an eye on the customers. In fact it was found that the taxi-drivers' situation was similar to that of the long-

*(Continued on page 22)*




# News from the Regions



Brother Fernando Azaña

## Port workers' conditions in El Callao

by FERNANDO AZAÑA, ITF Regional Director for Latin America and the Caribbean Area

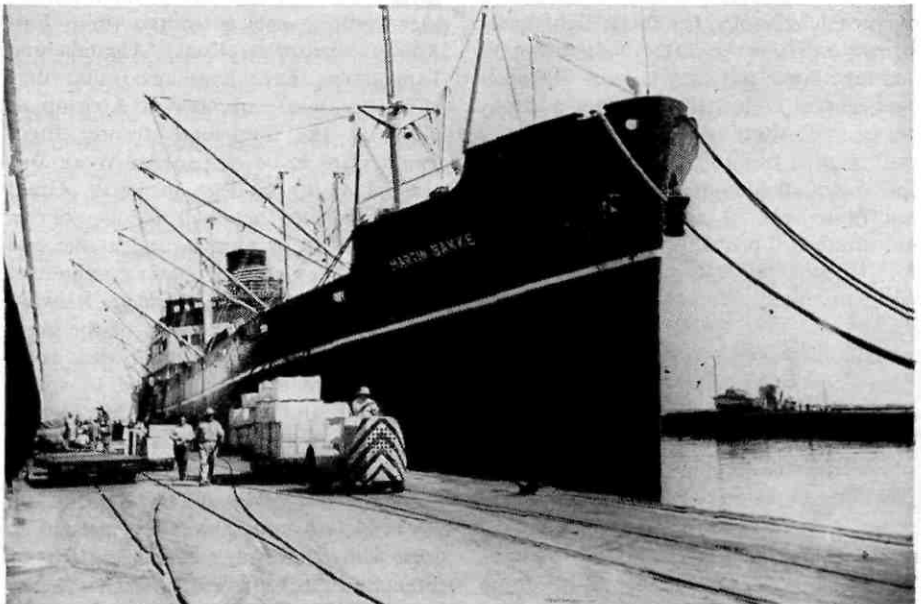
 THE STEVEDORE in Peru who owns a card officially issued to him by the port authorities is a privileged person; he seldom goes to work. Instead he sends a substitute (*postulante*) to work for him, to whom he will pay fifty per cent of what he would have earned if he had worked himself. For instance, the loading of a ship may take as much as sixteen hours and he is paid according to the type of goods loaded and the numbers of hours worked, and also according to whether the work is carried out in the morning, afternoon, evening or night shift. Once the operation is finished, the shipping agency calculates the pay due to each stevedore. From this amount certain deductions are made for social insurance, savings fund, housing fund, vacation money, sickness and so forth, and these deductions may amount to as much as twenty-five per cent of the gross amount.

The net amount is credited to the man whose card number appears in the list of stevedores appointed to that particular ship. If the card-owning stevedore has



In this article Brother Azaña describes the fantastic system of port work which operates in El Callao, Peru's chief port, whereby a stevedore's registration card may be handed on to three or four substitutes for a half share of the payment due on any particular cargo  
(Photo: International Bank for Reconstruction and Development)

The system of substitutes was once a good idea, in that it enabled a stevedore who was unable to work to get at least some pay while incapacitated, but it has got out of hand and become totally corrupted (Photo: International Bank for Reconstruction and Development)



done the work, he only has to collect his money from the cashier's office. But if, as often happens, he has sent a substitute, he collects the money and hands fifty per cent of what he receives to his substitute. Frequently the substitute has also sent a substitute and the first substitute pays the second substitute (the man who has actually done the work) fifty per cent again of what he has received.

It may happen, and often does, that the second substitute has sent a third substitute who in turn receive fifty per cent of what the second substitute got. Thus a stevedore may give his card to one man – and it is possible that several other stevedores may have given their cards to this same man – who in turn hands over each of the various cards received to several substitutes and they in turn may pass the work on to other men. Payment is calculated on the basis of ton/man or unit/man. As work at night and on Sunday is paid extra, one frequently finds that the people who are working the Saturday night/Sunday morning shift are the fourth or even the fifth substitutes of the card-owning stevedores.


Here is a hypothetical example. Let us assume that the type of goods to be loaded carry a rate of 0.20 soles per ton/man. This means that every man assigned to that ship will receive 0.20 soles for each ton loaded. If the work is done between 1 a.m. and 8 a.m. on Sunday, that amount is multiplied by six giving a total of 1.20 soles per ton loaded. If we assume that the gang has loaded 1,000 tons in that period of time, each member of the gang would be entitled to receive 1,200 soles for those eight hours of work. However, after deductions his net take-home pay may be only 900 soles and he will collect that amount and pay to his substitute 450 soles. The latter will in turn pay to the second substitute 225 soles, this man will give the third substitute 112.50 soles and the third substitute will probably pay the man who has actually done the work 56.25 soles.

The number of registered stevedores is fixed at 1,000. There is also a register of candidates called 'postulantes' whose number is fixed at 600. The 'postulante' is a special kind of substitute. He is allocated work when the list of stevedores is exhausted either because work has been allocated to all the card-holding stevedores, or because the stevedore has refused the roll call, or because stevedores have stayed away from the particular roll

call in the hope of being allocated to work at night or on a cargo subject to higher pay rates. Naturally, the 'postulante' may also send substitutes.


The idea of the substitute was justifiable at one time, and could be considered justifiable even now if it was operated within the limits of the strictest of regulations. Originally, if the stevedore was sick or injured, he received no pay at all, and he was therefore given the opportunity of earning something by sending a replacement who collected fifty per cent of the pay the stevedore would have received had he been able to work. In this way stevedores were assured of a wage and work was provided for unemployed men around the dock area. However, the system has become corrupt and has got out of hand, with the results described above.

### Dignity preserved

 ABOUT ONE HUNDRED AND FORTY camel drivers rode their swaying mounts around the Sphinx and the Pyramids recently celebrate the end of their successful six-day strike. The drivers had been protesting against police regulations which reduced the fare for camel rides, forbade tips and required camel licenses to be renewed annually.

The camel drivers' leader made the following statement: 'Thanks to the intervention of the tourist police commander, General Hussein Ashkar, God bless him, we have reached an honourable compromise and preserved our dignity!'


### East Africa to train African pilots

 THE EAST AFRICAN COMMON SERVICE ORGANIZATION, which administers public services in the three East African territories, Kenya, Uganda and Tanganyika, have announced that they intend to train a number of Africans as pilots in the immediate future. Eight trainees are to be sent to Air Work Services Training College in Perth, Great Britain, where they will follow courses lasting 12 to 14 months and at the end of which they should obtain commercial pilot's licences. East African Airways have agreed to finance part of the costs of training. The pilots would after completion of their training have to spend about five and a half years for further training with East African Airways, before being given command of an aircraft.


East African Airways have about 100 pilots. Apart from new pilots needed to cope with the airline's expansion, two or three have to be recruited each year as

replacements. The technical committee of the EACSO, set up to study methods of training African pilots, has recommended that eight East African students be sent for training each year.


### Industrial court for Kenya

 AT AN INDUSTRIAL RELATIONS CONFERENCE in Nairobi recently Kenya's minister of labour disclosed that priority was to be given to legislation setting up an industrial court in Kenya. At present arbitration tribunals are set up to deal with individual disputes as they arise. The new industrial court on the other hand would be a permanent institution providing for more consistency in decisions. It will presumably be constituted according to the system in operation in Great Britain, which has worked satisfactorily over the years. Here any dispute which cannot be resolved through the industry's own negotiating machinery or through ministerial conciliation may be referred to the industrial court, which is an impartial body.

### Job evaluation for East African railwaymen

 A JOB EVALUATION SURVEY has been undertaken by the East African Railways and Harbours Administration. The purpose of the survey is to establish the values of the survey jobs in relation to one another. It is the result of past complaints that many posts were not correctly graded. The survey, to be conducted by nine members of the staff who have been specially trained for the job, will apply to pay scales 'B' and 'C', which together comprise about 47,750 employees. Unskilled railwaymen, mostly Africans, are a paid under the 'C' scale, which includes around 39,000 workers. Scale 'B' takes in some 720 European, 3,450 Asian and 4,400 African workers.

### Postal service for weather ship

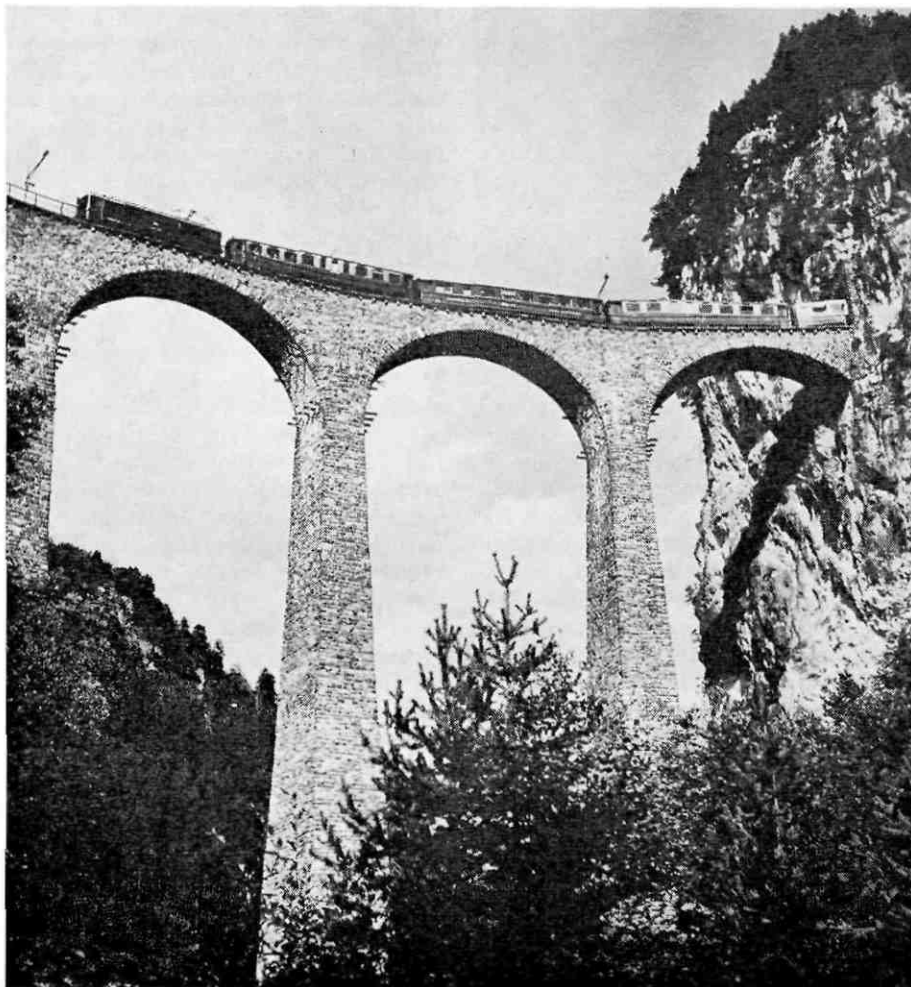
 AN UNUSUAL POSTAL SERVICE was recently established between Bergen in Norway and the *Storeknut*, which transmits weather observations from the North Sea, about 117 nautical miles west of Skudeneshavn near Stavanger. Once a week Bergen Line's *Venus* or *Leda* on their way to England drop a container at a fixed point near *Storeknut*. In this container are letters, newspapers and magazines for the crew, who stay on board the weather ship for a period of two months, followed by one month ashore.




# A significant step forward

By HANS DÜBY,  
Vice President of the ITF and  
President of the Swiss Railwaymen's  
Federation (SEV)

*Brother Hans Düby, author of this article which describes how after lengthy and difficult negotiations the public service unions led by the Railwaymen's Federation in Switzerland have recently obtained a thoroughgoing reclassification of their jobs*



 SINCE THE SECOND WORLD WAR the Swiss economic picture has been dominated by inflation. Unemployment is unknown; on the contrary, there is a labour shortage. The gap has been filled by workers from abroad, particularly from Italy and Spain. In 1962 the number of foreign workers reached the astronomical height of 700,000, and this in a population of just over five million.

The Swiss Federal Railways (SBB) have felt this boom in several ways. In passenger traffic enormous problems have been caused by the foreign workers' need to make regular visits to their home countries. To this has been added the transit traffic which has reached a level previously unheard of in goods transport. There is not only a shortage of electric locomotives (the whole network is electrified) but also of rolling stock and particularly of track. The St. Gotthard stretch is overloaded to such a degree that at times blockages build up far to the north and south.

However, this is not all. The SBB also suffers from a shortage of staff. When the economy is booming, jobs which demand irregular hours, weekend work and other inconveniences are not particularly popular. It is especially difficult to find

enough skilled workers, who are much sought after and well paid by private industry.

Swiss railwaymen have the status of government employees. Article 38 of the law governing these employees lays down the grades for each individual occupation — just over thirty grades in all.





Since 1958 unions of government employees, led by the Railwaymen's Federation, have been pressing for a revision of this classification system. One of the main aims of the revision was to be parity for skilled manual workers with qualified office workers. Apart from this the unions wanted to see a large number of specialist functions upgraded in order to overcome recruitment problems on the railways and other state enterprises.

After prolonged efforts by the unions, it was agreed that negotiations on these demands should be conducted within the Joint Committee set up for the purpose. This consists of representatives of the government and state enterprises on the one hand and of the trade unions concerned on the other, under the chairmanship of a member of the Federal Court. The Joint Committee is an expert body which makes recommendations to the Treasury. When the negotiations on any particular demand are terminated the results go on to the political authorities which confer and decide on them.

The negotiations which came to an end at the beginning of October 1963 had been difficult and comprehensive. By 1 November 1963 the Swiss government had already taken the necessary action. It is the most far-reaching revision of the Act which first came in 1927. Out of 110,000 government employees, 24,000 go up two grades and a further 56,000 one grade. Skilled manual workers, who are now placed in the same grade as office workers with qualifications in management functions, go up two grades with retroactive effect from 1 April 1963. With this the old myth of the superiority of the White Collar is finally demolished — and not before time.

The total cost of this reorganization comes to about 75 million Franks (about £62 million or \$175 million), of which the railways have to carry 28.4 million. But this is not all. To this is added an increase in the cost-of-living bonus for

1963 from 4.5 per cent to 8 per cent, and this 8 p. c. will continue throughout 1964. Apart from this, negotiations are continuing on adjustments to several extra payments. It is not surprising, therefore, that the management of the SBB, which in 1962 was the only European state railway to show a profit, is concerned about the consequence of these revisions on its financial position. Certain increases in fares may not be ruled out.


*(Continued from page 18)*

distance lorry-driver, but less exacting.

Fishermen are different in many ways from the above two groups. On an average they listened for two and a half hours each night, but under quite different circumstances from the others. Fishermen are not lonely working at night, but their work is physically exhausting. They are not so much in need of the psychological comfort of the radio since they have company and their jobs are not monotonous, and they are not employed on night work as a regular thing.

Radio music at night does not solve any of the problems encountered by night workers, but it is at least a help. Only two per cent did not consider that the radio was of value in any way. Of the remaining 98 per cent half found that its chief value was in keeping them awake; the same number claimed that the radio stimulated and entertained them and made their work more pleasant; a quarter cited 'contact with the outside world' and others 'love of music' and 'help to relaxation'. Among the lorry drivers, many spoke of the importance of contact with the outside world, whilst this function mattered hardly at all to fishermen. Loneliness is in a sense the hallmark of most night work. The radio is a means of finding human contact, as anyone will know who has suffered from insomnia and found consolation during the night by switching on his set.

### 10th anniversary of CEMT

 THE PROTOCOL creating the European Conference of Ministers of Transport (generally known by its French initials, CEMT) entered into force ten years ago — on 31 December 1953. Its constitutional aims are to promote the best use and most rational development of inland transport in Europe and to coordinate and promote the work of other international organizations con-

cerned. The CEMT is not a supranational authority, but a framework within which the Ministers of Transport are confined by the limits of their own powers.

Thus CEMT decisions can only be enforced where national governments agree with them.

At present eighteen countries belong to the CEMT: Austria, Belgium, Denmark, France, Germany, Great Britain, Greece, Ireland, Italy, Luxembourg, Netherlands, Norway, Portugal, Spain, Sweden, Switzerland, Turkey and Yugoslavia.


During its active life the CEMT has:

- a) established Eurofima, with capital subscribed by railway companies from sixteen European nations, which can finance loans for the purchase of railway equipment;
- b) drawn up European standards of weights and dimensions of road vehicles;
- c) produced a standard highway code which has been introduced in several countries;
- d) defined the itineraries of international road traffic and of 12 projected European inland waterways; and
- e) passed several resolutions on the question of road safety. The CEMT also publishes annual reports on the transport situation in member countries.

The most important question being deliberated at the present time is the setting down of principles for a general transport policy, a particularly difficult task in view of the great differences between the political, economic and social structures of the eighteen member countries.

In addition, a coordinated programme of scientific and, technical studies is being drawn up with the aim of improving road safety. On the same problem the CEMT attempts to coordinate the activities of different national and international bodies engaged in the important job of systematically training road users. A select committee is also working to produce a European highway code as soon as possible.

### TV in the air

 ALL-JAPAN AIRWAYS have installed midget TV sets on their aircraft. Four of these nine-inch transistorised sets have been installed in the cabin, with a 'master' set in the stewardess's corner. Reception is reported to be very clear.

# New training centre for rail staff

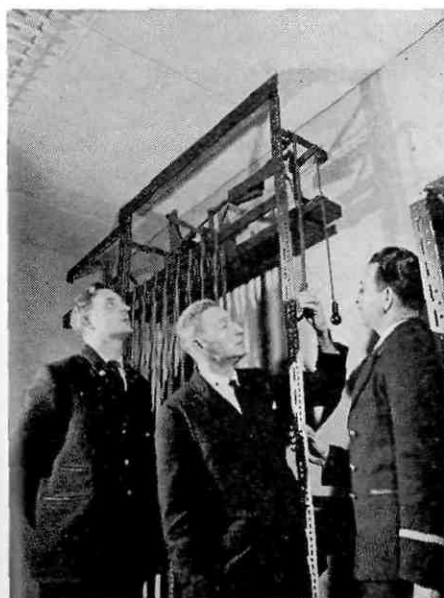
*This article and the photographs which accompany it are reproduced from LONDON TRANSPORT MAGAZINE*



*The new building for training London Transport staff at White City has clean, modern lines, and large windows have been used extensively to make the rooms light and airy*

**T**HE THOUGHT that instruction should be 'practical whenever possible rather than theoretical' has never been far from the minds of London Transport training staff. But for years they have had to make the most of cramped accommodation at the old school, where there was not room for all the equipment they would have liked. The opening of a fine new training centre brought these difficulties to an end and added an impressive modern building to London Transport's list of properties.

*The lift gates at White City do not lead anywhere, but the whole of the operating mechanism is on view for students to see. Training instructor Edwin Austin (centre) is here explaining to John McCormack and John Greally how to disconnect the air system from the gates in an emergency*



The new centre is of pleasing design and provides a congenial atmosphere in which to study. Gardening staff have been hard at work making lawns and planting shrubs in front of the building. A particularly attractive feature is the pond, complete with fish and fountain, that forms a centrepiece in a quadrangle lawn enclosed by the four wings of the school.

The main two-storey block contains class-rooms and offices; a single-storey building houses the train and station equipment rooms; and a third side of the quadrangle is taken up by a big assembly hall and the tea-bar. Surprisingly, the boiler house has been used most effectively as the fourth side. It is glass-fronted and is architecturally in keeping with the rest of the building.

The centre has the task of teaching all railway staff from the newest entrant to supervisors and divisional inspectors of the future. The equipment is designed to enable everyone to practise in the classroom what they will eventually be called on to do at stations and on trains.

The first member of the staff whom passengers meet is often the booking

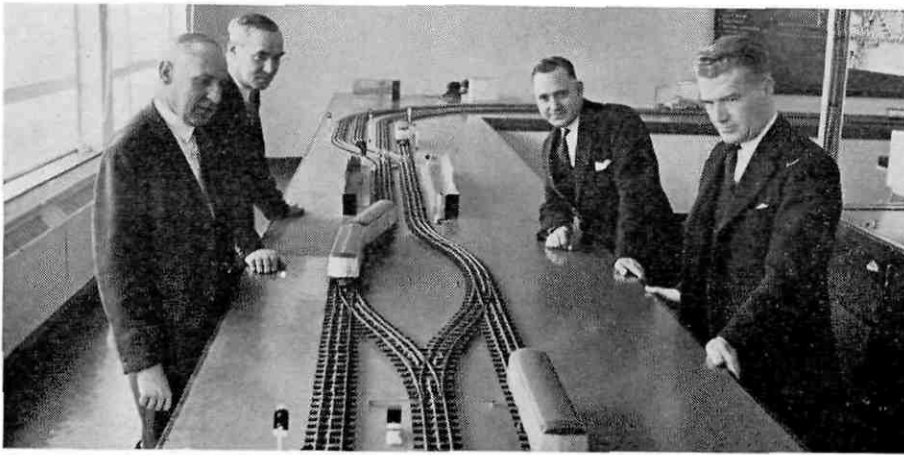
clerk. 'They are our salesmen', says Mr. James MacKinnon, the chief instructor, 'and they must be able to answer all manner of travel inquiries while issuing tickets and change – and keep queues moving quickly past their windows'.

The centre has its own ticket office with ticket printing and change-giving machines as well as the ticket machines, coin-operated by passengers. They are all used to enable booking clerks of the future to gain an understanding of both the operating techniques and the mechanics of ticket issuing.

Lifts and escalators have a room to themselves with an escalator 'comb', which was formerly at the old school and a new set of lift gates with all the operating equipment on view. Here, too, are all the switches and pieces of equipment that railwaymen have to operate at stations.

Platform staff have their own private station – 'Wood Lane'. No train will ever operate there, but so realistic is the set-up that the uninitiated might expect one to come roaring out of the tunnel into the platform any minute.





Senior members of the railway training team watch the model railway operating. Left to right they are: Mr. Kenneth King, training assistant, James MacKinnon, chief instructor, and assistant chief instructor, Douglas Morris (indoor) and Norman Slade (outdoor)

The mock station has telephones by which students can speak to each other and there is a loudspeaker system for practice in making announcements to passengers. Few people, it seems, have any idea of how to speak into a microphone until they receive instruction.

The tracks by the platform are equipped with a train stop for demonstration purpose, and there is a train bogie that can be moved to show the effect of a train attempting to pass a signal at danger. The tunnel is only a few feet long but it is the very image of the real thing and can be used to show how derailed passengers are brought from the tunnel on to a station platform.

Electrical arcing can be very frightening to anyone unfamiliar with it, and a novel and ingenious piece of equipment has been installed at the new centre to simulate the effects of this trouble. The device was designed and made by the electrical engineering test section.

What do all those letters above the windows of Underground cars mean? Students can see a life-size car with the seats cut away to show, among other things, all the door-operating equipment that is normally beneath them.

The small letters indicate where each piece of equipment is situated. Trainee guards can operate the push button panel, and the doors really work. Here, also, are the tunnel telephone wires which motormen may need to use in an emergency.

Two more rooms are devoted to train braking, and in each there is full size equipment on display to show motormen what happens when they apply the brakes. The air lines are all colour-coded, and the equipment is fed with air from

the school's own compressor. Another room, which has yet to be fully equipped, will be used to illustrate the various features of new types of rolling stock.

The model railway is an attraction that few people will want to leave quickly, but this piece of precision engineering is far more than a toy. It will be used to help trainee signalmen learn their job and to show all staff the practical implications of the rules and regulations that control the running of trains on the Underground.

The seventy-foot-long system consists of 175 feet of track on which ten trains can be operated simultaneously. There are two signal frames; one came from the old centre, and the other was in use until recently at London Bridge on the Northern line. Two stations with sidings and spur-tracks complete the layout.

The colour-light signals on the model operate in just the same way as those on the real Underground, and the whole system has proper track circuiting and interlocking arrangements. At the flick of a switch the instructor can cause a track or signal failure and set problems for senior students to solve.

It is on this model that supervisory staff learn how to reorganise trains and cope with the difficulties that arise when the normal service is disrupted for any reason. They can see the whole layout at once, and the effects of their decisions – whether right or wrong – soon become apparent.

The layout was installed by apprentices of the signal engineering department, and the model trains are the work of apprentices at Acton works. It is hoped to extend the layout at some time in the future.

New staff and those seeking promotion can see and handle almost any piece of equipment that they will eventually be called upon to operate. But with some instruction there is no substitute for the real thing. In such cases the new centre is fortunate in having the Central line's White City rolling stock depot only a few steps away. All students spend part of their training at stations or on trains before taking their passing-out examination.

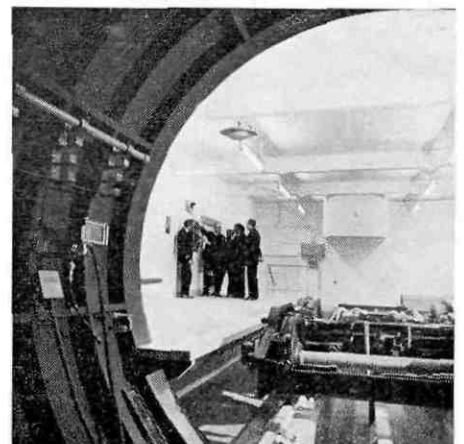
One wing of the centre is taken up largely by an attractive assembly hall capable of seating 200 people. The tea-bar is adjacent to it, and this whole area, together with the cloakrooms, can be isolated from the rest of the building when used for social functions or special lectures.

The hall is equipped with a stage and two dressing rooms, and there is a built-in projection room for cinema performances. Some of the rooms on the upper floor will be used by the staff and welfare department as lecture and demonstration rooms for supervisory, work study and 'background' courses and other training.

For years the railway training staff have worked under difficulties in limited accommodation and with inadequate equipment and still succeeded in their vital task. Last year, for example, more than 3,500 students were instructed at the old centre.

Now the school has a building which does justice to its importance in London Transport's Underground and, no doubt, will produce railwaymen even better equipped to deal with the daily problems of running a railway which is ever increasing in its complexity.

A view from the mock-up tube tunnel. On the 'platform' a group of White City students are seen practising the use of the London Transport private telephone system



# 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;

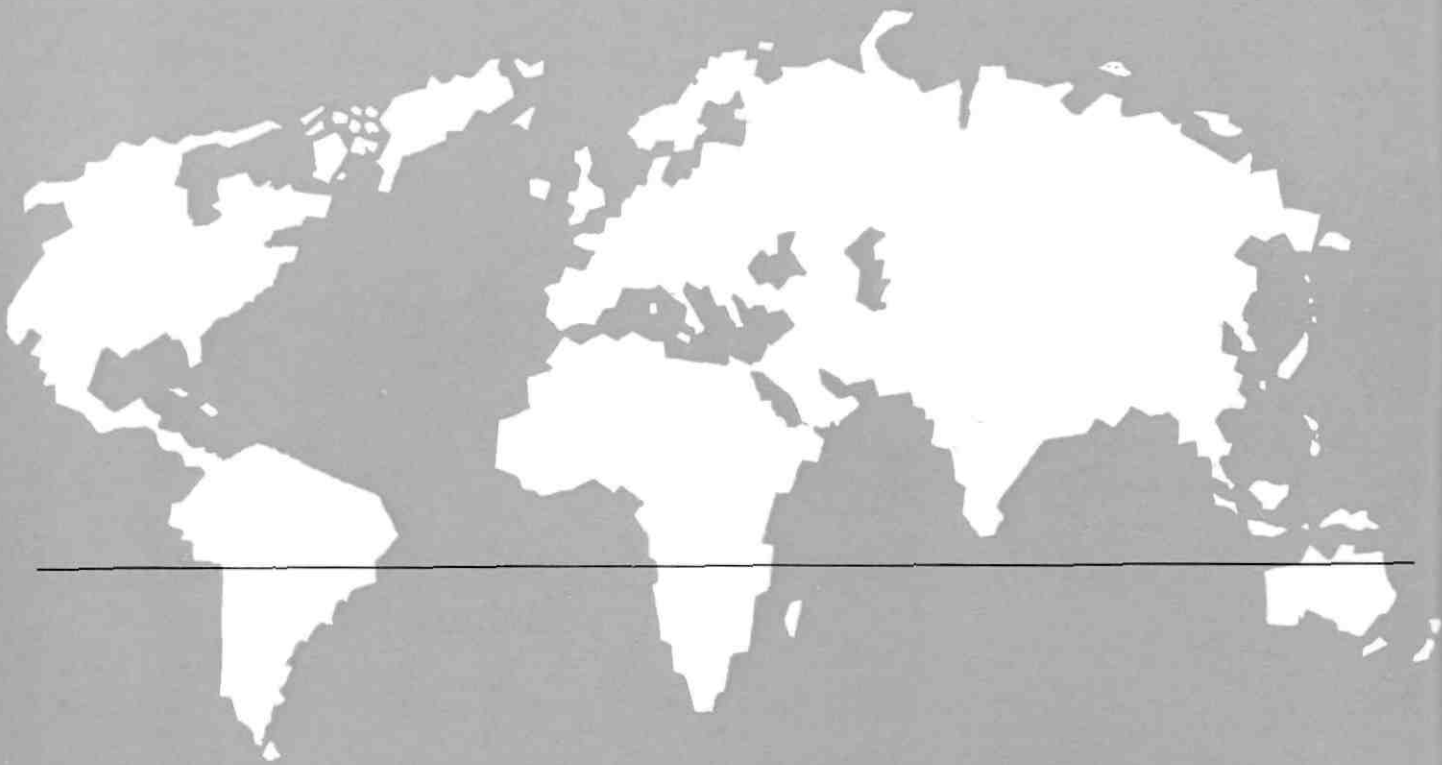
to represent the transport workers in international agencies performing functions which affect their social, economic and occupational conditions;

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 (Exile)  
Faroe Islands \* Finland \* France \* Gambia \* Germany \* Greece  
Britain \* Greece \* Grenada \* Honduras \* Hong Kong \* Iceland  
India \* Indonesia \* Israel \* Italy \* Jamaica \* Japan \* Jordan  
Kenya \* Lebanon \* Liberia \* Libya \* Luxembourg \* Madagascar  
Malaya \* Malta \* Mauritius \* Mexico \* The Netherlands \* New  
Zealand \* Nicaragua \* Nigeria \* Norway \* Nyasaland \* Pakistan  
Panama \* Paraguay \* Peru \* Philippines \* Poland (Exile) \* Republic  
of Ireland \* Rhodesia \* El Salvador \* St Lucia \* Sierra Leone  
South Africa \* South Korea \* Spain (Illegal Underground  
Movement) \* Sudan \* Sweden \* Switzerland \* Tanganyika  
Trinidad \* Tunisia \* Turkey \* Uganda \* United States of  
America \* Uruguay \* Venezuela \* Zanzibar

Publications for the world's transport workers



## Editions of Journal

**International Transport Workers' Journal**

**Internationale Transportarbeiter-Zeitung**

**ITF Journal (Tokyo)**

**Transporte**

**ITF-aren**

## Editions of Press Report

**Pressebericht**

**Pressmeddelanden**

**Communications de Presse**

**Boletín de Noticias (Lima)** Three separate editions in Spanish, Portuguese and English

**Press Report** Two separate editions in English issued in London and Singapore