

International Transport Workers' Journal

Volume XXIV • No 5 • May 1964

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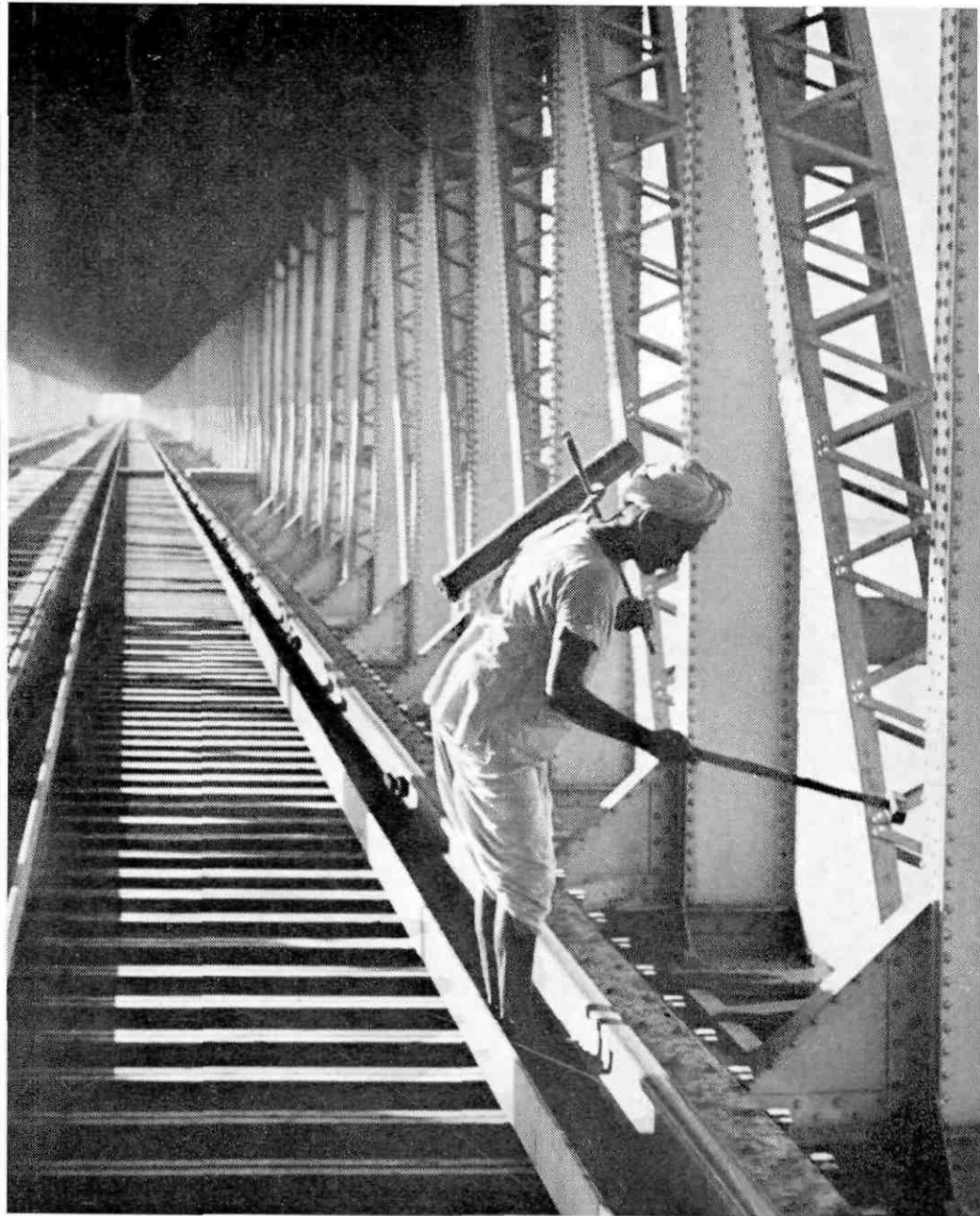
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Monthly Publication of the International Transport Workers' Federation

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Monthly Publication of the ITF

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Forthcoming meetings:

Stockholm	26 May 1964 Railwaymen's Section Committee
Stockholm	27-30 May 1964 Railwaymen's Section Conference
Vienna	8-10 June 1964 Executive Board

Comment

Turkish unions and the ITF.

THE ITF Railwaymen's Section Conference in Stockholm at the end of this month will be the first ITF meeting of its kind to be attended by delegates from Turkey. They will not be the only representatives of newly affiliated unions in the developing countries, but their attendance at this meeting is an event of some significance in the context of Turkish trade unionism.


It is not yet twelve months since Turkish unions were enabled, under new legislation, to function legally as collective bargaining agencies and, if necessary to call strikes of the workers they organize. The new Constitution adopted in 1961 provided a more favourable climate in which the Turkish trade union movement might develop and expand its activities, and the Trade Unions and Collective Bargaining Acts passed in July last year, returned the trade unions to their rightful place in Turkish society. They are acknowledged to be a force for social progress and for the further modernization of the country's industry. But the movement is no more than seventeen years old, and the national centre itself, Türk-İs, was not formed until 1952. Turkish unions, young as they are, are using their new-found freedom well. At the end of March 1964, a total of 156 collective agreements had been signed for workers in 18 industries. Comparatively few strikes were reported, which supports the view that Turkish unions maintain a responsible attitude towards the strike weapon, which they are now legally permitted to use.

It was disturbing to learn that two trade unionists had been arrested towards the end of last year in connection with a strike they were leading. Clearly some employers are doing all they can to twist the new laws to their own advantage, and our Turkish friends are still confronted with serious opposition in their legitimate trade union activities. We in the ITF assure them that we are one hundred per cent behind them in their struggle to achieve social wellbeing and economic prosperity for Turkey's workers.

ITF Asian Advisory Committee meets in Manila



Inaugural session of the meeting. From left to right: Vicente K. Olazo (President of the PTGWO), Lester Zosel, Harold Lewis, C. P. Dave, R. Kamisawa, R. Oca, K. Suzuki, Bernardino Abes (Secretary of Labour), Pieter de Vries, J. Randeri, D. U'ren, Ramon T. Jimenez (Director of the Asian Labour Education Centre), and T. Yamazaki

 THE ASIAN ADVISORY COMMITTEE, a body set up in 1961 to advise the ITF's Executive Board on Asian transport workers' affairs, met in Manila, Philippines from 24 to 28 February this year. The Committee consists of leaders of ITF-affiliated unions in Asia. Those attending the Manila meeting were: its Chairman, K. Suzuki (Japanese railwaymen), R. Kamisawa (Japanese seamen, and a member of ITF Executive Board), Donald U'ren (Malayan railwaymen, and a member of ITF Executive Board), J. Randeri (Indian merchant marine officers), C. P. Dave (Pakistan transport workers), and Roberto S. Oca (Philippine transport workers). It was also attended by ITF General Secretary, Pieter de Vries, his special assistant at the meeting, Lester Zosel (American Brotherhood of Railway Clerks), T. Yamazaki (ITF Tokyo Office), and Harold Lewis (ITF Secretariat, London).

The Committee discussed transport workers' problems in Burma, Ceylon, Hong Kong, India, Pakistan, Philippines, Thailand and Viet Nam, and approved a report on the ITF's activities in those countries.

One of the questions discussed was the failure of the Japanese Government to ratify ILO Convention No. 87, on Freedom of Association and Protection of the Right to Organize. This Convention concerns the most elementary rights

Roberto Oca takes the floor. All arrangements for the meeting were in the hands of Oca's Union, the Philippine Transport & General Workers' Organization (PTGWO)



ITF General Secretary, Pieter de Vries, speaks at the inaugural session of the Asian Advisory Committee meeting, held in Manila, Philippines, 24 - 28 February 1964



General Secretary, Pieter de Vries, talk informally with Philippine Secretary of Labour, Bernardino Abes, over a meal after the inaugural session of the ITF Committee





The Philippine Unions proved to be very good hosts. On arrival at the airport delegates to the ITF Asian Advisory Committee were festooned with traditional garlands of flowers

of the working man and the very foundations of democratic trade unionism. The failure of the Japanese Government to ratify the Convention has for many years been the subject of bitter controversy in Japan, and has set the growth of the country's free trade union movement at severe disadvantages. The ITF has given constant support to its Japanese affiliates in their struggle to obtain official recognition of this important ILO instrument. The following resolution was adopted by the meeting:

This Second Meeting of the Asian Advisory Committee of the ITF, meeting in Manila from 24 to 28 February 1964,

Having noted with great regret that, despite all the previous efforts of the ITF's governing bodies and Secretariat, the government of Japan has failed, notwithstanding repeated promises, to ratify ILO Convention 87 on Freedom of Association and Protection of the Right to Organize,

Declares that for so long as the government fails publicly and formally to affirm its adherence to an international instrument embodying the fundamental principles of free trade unionism, it cannot enjoy in international circles, and particularly in the ILO, the influence and esteem that it would otherwise have;

Supports the efforts of Japan's trade unions to secure ratification of Convention 87 and the amendment of legislation not in accord with the terms of the Convention;

Records its appreciation of all the efforts made by the ITF hitherto; and

Requests the General Secretary to bring

to the notice of the Government of Japan the Asian Advisory Committee's call that the government should now meet a pledge too long unfulfilled.

Much attention was devoted to the severe problems facing Asian seafarers, particularly those created by bad recruitment practices in many ports. The Committee fully supported the views of the ITF Seafarers' Section that decisions taken at the ILO Asian Maritime Conference in 1953, concerning the setting up of seafarers' employment offices in Asian ports to regulate the supply of labour, should be implemented as early as pos-

Assisting the ITF General Secretary at the meeting were Lester Zosel (American Brotherhood of Railway Clerks) (centre), and Harold Lewis (London office) (right), talking here to Democrito Mendoza, an officer of the Advisory Committee's host union, the PTGWO



sible. It has called for an early convening of a second Asian Maritime Conference, supporting a resolution to the same effect adopted by the ITF Seafarers' Section in 1953.

The Committee welcomed the appointment of Ewen MacDonald as ITF Representative in Hong Kong with the special task of helping Hong Kong seafarers' unions to organize themselves more effectively and achieve better conditions of employment and recruitment. It has appealed to all the ITF's seafaring affiliates in Asia to extend to Brother MacDonald their fullest cooperation, so that he may make an effective contribution towards improving the deplorable situation in Hong Kong.

Arrangements for the second meeting of the Asian Advisory Committee were in the hands of the Philippine Transport and General Workers' Organization, who proved to be very hospitable hosts. Philippine unions took a great interest in the meeting and members of the Committee were well entertained by them.


Secretary of Labour, Bernardino Abes, extended the Committee the hospitality of the Philippine Government. The meeting took place at the Asian Labour Education Centre, University of the Philippines, in Manila.

The Asian Advisory Committee meeting was a significant occasion. Asian trade union leaders were able to put their problems before the ITF, and the General Secretary was able to make a clearer assessment of the trade union scene in Asia.



In January last leaders of labour education programmes throughout the Americas met for the first time at an international level to discuss progress and problems. The Conference was held in Mexico City under the auspices of the Inter-American Regional Organization of Workers. ITF Representative in Brazil, Jock Otero (speaking in the picture), attended this event, together with a number of other ITS representatives

ITF in Central America

 IN JANUARY LAST YEAR ITF Representative for Brazil, Jack Otero, attended the first Interamerican Conference of Directors of Labour Education, held in Mexico. He was well qualified to represent the ITF at this Conference, since he has had considerable experience of trade union training activities as coordinator of programmes, sponsored jointly in Brazil by the international trade secretariats, the Interamerican Regional Organisation of Workers (ORIT) and the American Institute for Free Labour Development (AIFLD). He took advantage of his trip to Mexico to pay visits to Panama, Costa Rica and Guatemala, taking stock of the trade union scene in those countries and giving advice and assistance where needed. While in Mexico itself he got into touch with several ITF affiliates and was able to renew contacts. He was particularly impressed with the activities of the Mexican Railwaymen's Union, which is now in the process of reorganization, and accepted an invitation to attend its Ninth National Convention. He has contributed an article on the Union, printed on page 102 of this issue of the Journal.

Problems of labour education aired

The Conference of Labour Education Directors was the first occasion on which organizers of trade union training programmes in the Americas have been able to get together and discuss progress. The event was planned and carried out

by ORIT and was held in Mexico City. More than one hundred delegates attended, representing unions in Canada, Latin America and the USA, and a number of international trade union organizations and intergovernmental agencies. Delegates were sent from the Organization of American States, the International Labour Of-

fice, UNESCO, the American Institute for Free Labour Development, the International Confederation of Free Trade Unions, several international trade secretariats and a number of universities offering labour education facilities.

Brother Otero spoke at the Conference on the combined achievements of the ITS's, ORIT and the AIFLD in their joint training programmes in Brazil. His assessment of the event was that it was interesting and informative and well worth the time and effort to attend. He was especially appreciative of the contacts it offered with other ITS representatives and the opportunity of discussing trade union problems in Latin America.

One of the resolutions carried approved the setting up of a liaison committee which would study ways and means of employing to the best possible advantage all human and financial resources available in the field of labour education, sponsoring the interchange of teachers and students and the pooling of experiences. This committee would be one of voluntary participation with no decisions binding on any member. Representatives of ORIT and the ITS's would be permanent members, while other agencies and organizations engaged in labour education in Latin America would be concerned with the committee in a consultative capacity.

Assistance to Costa Rican rail union

On his way to Mexico, Brother Otero stopped for a short time in Panama to assess the trade union situation in that country. Afterwards he paid a visit to Costa Rica, with the prime object of assisting one of the graduates of the labour teachers' course carried out under ITF sponsorship at the University of Puerto Rico last year. The visit to Costa Rica also offered the valuable opportunity for discussions on general matters with officers of the National Railwaymen's Union. Brother Otero helped them to get a nation-wide education programme under way, and discussed with them the possibilities of launching an organization campaign in the North Railroad Company the employees of which are not unionized as yet.

In addition to this assistance he also helped them to draw up a schedule of demands to be presented to their employer, the state-owned railway company. Under Costa Rican law public servants do not have collective bargaining rights. But they are allowed certain facilities for



Delegates attending the Conference came from Canada, the US and all parts of Latin America. In addition to those representing individual unions and national centres, there were delegates from international trade union organizations, international agencies, such as the ILO and UNESCO, and from universities offering labour education facilities

negotiating their grievances. A cable was sent from ITF Headquarters in London to the Costa Rican Minister of Labour to support the railwaymen in their demands.

While he was in Costa Rica Brother Otero was privileged to be able to attend

a meeting of a Federation which has recently been formed grouping seafarers, railwaymen and taxi drivers. The Federation's General Secretary is Alvaro Jimenez Zabaleta, leader of the Railwaymen's Union.

The Conference provided a much valued opportunity for the representatives of international trade secretariats active in Latin America to get together informally and discuss their work. Fourth from the right is ITF delegate, Jack Otero, who works from Rio de Janeiro



First contacts in Guatemala

So far the ITF has had no real contact with unions in Guatemala. Brother Otero's visit to that country was therefore a significant event for the ITF; the talks he had with leaders of the National Railwaymen's Union (SAMF) were interesting and constructive and paved the way for a closer association between the Union and our International.

SAMF has to work against a difficult political background. Guatemala's military régime, under the leadership of General Peralta, is embarrassed by the guerilla activities of communists in the north east of the country, where Guatemala's important maritime outlet, Puerto Barrios, is situated. It is here that SAMF has its largest concentration of members. Fifteen hundred workers are employed in this area on the railways and on the docks, which are also owned by the railway company. Communist elements in the Puerto Barrios branch of SAMF were formerly strong, but they suffered a resounding defeat in the last elections. Nevertheless railwaymen in this area are often branded as communists, if they merely protest against arbitrary actions of the railway company or express discontent with the military régime.

SAMF is a strong union, probably the strongest in the country. For ten years it was not a shining example of democratic trade unionism. Corruption was present and the union was used by certain people for subversive ends. Last year however the rail workers decided to make a clean break with all this. They elected a new executive under the capable leadership of Octavio Morán Lobos. The Government, in an attempt to prevent the new executive from assuming its responsibilities, claimed the elections had been rigged and called for a fresh vote. This time however Morán's team received an even greater majority, and the Government was forced to acquiesce in the popular wish. Since it took over, the new executive has been conscientiously ridding the Union of bad elements and steering it back onto a course of proper trade union functions. The new policy will be of great benefit to the Guatemalan trade union movement as a whole.

SAMF's biggest problem is the negative attitude of its employer, International Railroads of Central America, towards the workers and their union. The Company has great power and influence in the Government and has no respect for
(Continued on page 120)

*Humberto Hernández,
President of the Venezuelan
Transport Workers' Federation*



Profile of the month

AS A SIGN of the growing importance of the Latin American unions, the last ITF Congress decided to extend the representation of that continent on the Executive Board. So, in addition to Brother Herminio Alonso who had been a member of the executive for some time, Brother Humberto Hernández, President of the Venezuelan Transport Workers' Federation was nominated. It is important to note that he was elected by general agreement of all the Latin American delegations.

Humberto Hernández was born in Maracay, and became a professional driver. The strikes of students and tramway workers in 1928 and 1929 awakened his sense of social and political injustice, and he took part in agitation and propaganda activities against the Gómez dictatorship.

In December 1935 he began to work in the trade union movement and the following year he was elected by his fellow drivers to run the General Association of Drivers (a local union). He gave himself to this task with enthusiasm and performed a wide variety of secretarial work for the union.

He attended the first Venezuelan Workers' Congress and later went as delegate of his drivers' association to the district trade union federation. At this time he also became active in politics, joining the National Democratic Party. In 1938 he took part in the First National Workers' Conference, which was broken up by the then governor of the area round the capital, Carácas. He is a founder member of Acción Democrática (the present ruling party in Venezuela).

In 1942-43, together with other trade union leaders, he founded the Motor Transport Workers' Union, which covered the state of Miranda and Carácas. He was also at that time Secretary of the Workers' Federation and a member of the National Trade Union Convention, which was dissolved by the Medina government (a military dictatorship). He was elected to the National Assembly (lower house) and founded the Venezuela Transport Workers' Federation. He was later elected to the National Congress (upper house) in 1947.

He was a member of the National Economy Council and when the constitutional government of Don Rómulo Gallegos was overthrown (1948) he was expelled from the country. During this period of exile he attended the first ITF South American Regional Conference in Havana in 1949. He returned to Venezuela to engage in the underground struggle of Acción Democrática against the usurpers, but was captured and imprisoned without trial in concentration camps at Guasina and Sacupana; he was also held in the Prison of Bolívar City, in the Penitentiary of San Juan de los Morros, in the Prison of Obispo and the Modelo Prison. Expelled from the country once more, he joined in the struggle against despotism being waged from abroad.

He returned in 1958 to his own country with the installation once more of democratic government. He devoted his energies to the task of reconstructing the transport workers' movement and was elected General Secretary when the powerful Carácas and State of Miranda Transport Workers' Union was reconstituted. After becoming President of that Union he organized the Second Congress of Transport Workers, which took place in March 1960 and which laid down the basis for the formation of the Transport Workers' Federation, of which he is now President. In that capacity he has represented his organization in many national and international gatherings.

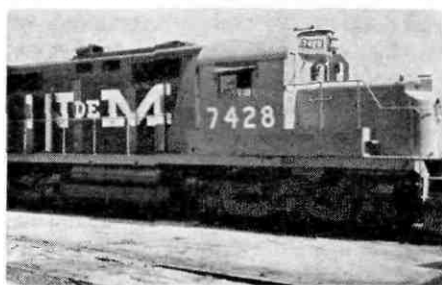
In addition to the normal concern of a trade union with the wages and working conditions of its members,

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Railway workers' union of Mexico back on its feet

ITF Representative in Brazil
by JACK F. OTERO

Mexican Railwaymen are assisting in a thoroughgoing program of modernization for their railway system. Modern diesel locomotives now outnumber old steam engines in a ratio of about six to one



President of Mexico, Dr. Adolfo López Mateos, addresses the 10th National Convention of the Mexican Railroad Workers' Union, held this year, the first time for 7 years

 JUST TWO YEARS AGO the Railway Workers' Union of Mexico rallied from the path of corruption and stagnation into which it had been plunged for a period of over 14 years by a group of corrupt 'charros', professional opportunists and communist agents. It was two years ago that a handful of courageous railwaymen's leaders defied this 'mafia' and emerged triumphantly on the shoulders of the workers. After bitter years of misunderstanding and undeserved imprisonment, the genuine leaders of railway labour staged a comeback to regain the leadership of this grossly abused union, which had been demoralized, bankrupted and deprived of its reputation.

Today, in so short a time, the union is back again on the right track and perhaps stronger than it has ever been. A deficit of more than two million pesos (12 pesos to one US dollar) has been swiftly converted into a surplus of more than twelve million pesos. So efficient has been the administration of the union's funds that the Executive Board faced no opposition in increasing the dues to 4% monthly, with a ceiling of 98 pesos per month. With this added income the workers' death benefit plan was increased from 7,500 pesos to 25,000, an action that has brought the new administration the unconditional support of the rank-and-file membership.

Recently the union made a special donation of one million pesos to the Ministry of Education to cooperate with the Federal Government's program to eradicate illiteracy in the country. Again, effective leadership produced this amazing contribution. Every railroad worker voluntarily contributed one peso per month to support the union's campaign for education for children and adults.

Under the new administration the union has negotiated one of Mexico's finest collective bargaining contracts now in existence. It provides the 100,000 or more members of the union with excellent wage rates and social benefits, besides improving the working conditions that affect all railway workers throughout the country. Each craft and class has been meticulously considered in separate chapters of the contract. Personally endorsed by Mexico's President, Adolfo López Mateos, the collective contract signed by the union and the state-owned "Ferrocarriles Nacionales de Mexico" (which controls 90% of the country's railway system) sought to afford as much protection as possible to the workers without detriment to the railways' operation. At present a new program for the modernization of the system is in progress all over the country, with the purchase of several new diesel locomotives which now total over 600. Approximately one hundred steam locomotives are still in use. The system's most important centre, "Valle de Mexico" near Mexico City,



The official inauguration of the 10th National Convention of the Mexican Railway Workers' Union. Left to right (seated): Dr. Salomon Gonzales Blanco, Minister of Labour; Dr. Adolfo López Mateos, President of the Republic; Luis Gómez, Secretary General of the Union; Benjamin Mendez, President of the National Railway Company; Jack Otero, IFT Representative; and (standing) Ramón Susvilla Lerín, General Secretary-Treasurer of the Union. This 10th Convention is expected to last something like 120 days

boasts the most modern automated railroad yard under operation in Latin America. The union recognized the potential of a quick rehabilitation of the railways and, working together with railway and government officials, negotiated an agreement under which automation has so far posed no problem regarding unemployment.

During the celebration of the union's 31st anniversary, a well-planned, low-cost housing program was announced to

Jack Otero, author of this article, attended the 31st anniversary celebrations of the Mexican Railway Workers' Union on behalf of the ITF, and received a warm welcome



the workers who repeatedly expressed their gratitude by offering standing ovations to the Executive Board. The program, already underway in Mexico City and in Aguascalientes, will provide individual housing for all of the union's members who do not already own their own homes. It will cover all of the railway's thirty-seven sections throughout the country. There will be two, three, four and five-bedroom homes to accommodate the families according to their size. The homes will be built into community centres where the families will have access to shopping areas, medical centres, schools and other facilities which will be built to serve the community. A special fund of three and a half million pesos was earmarked by the union to start the project. Through negotiations with the railways, land-grants totalling thirty million pesos have been already obtained by the union. The "Alliance for Progress" program, through the American Institute for Free Labor Development (AIFLD), will provide fifty million dollars and the Mexican Federal Government will cover the balance. An official decree by the President has been signed to this effect.

This remarkable performance of initiative, honesty and sound administration

is due to the extraordinary leadership of an old railwayman, a veteran of many years in the trade union movement, whose bold imagination and commanding personality have brought to life the once dormant Mexican Railway Workers' Union. He is Luis Gómez, Secretary General, who is ably assisted by Jose Romero Flores, Secretary of Organization and Education and Ramon Susvilla Lerín, General Secretary Treasurer. Gómez has surrounded himself with many other dedicated trade unionists. Together they have formed a real team, where everyone pulls his weight and is conscious of his responsibility.

The 10th National Convention, the first one in seven years, will be in session for approximately 120 days. It will be the delegates' task to review and to change radically the present regulations and constitution of the union. One of the most important amendments will be the reform of procedure at elections. 'Selection' was the method used previously, a technique introduced by the dictators who were anxious to retain power and prevent the membership from expressing their opinions. Under the proposed changes, all local and national union officers will be elected by direct vote and secret ballot.

Prior to the official inauguration of the Convention, the union celebrated its 31st anniversary with a magnificent presentation of classical, folk and popular music of Mexico, rendered by performers from labour's own ranks. The Convention's inauguration was highlighted by the presence of Mexico's President, Dr. Adolfo López Mateos, who gave an address.

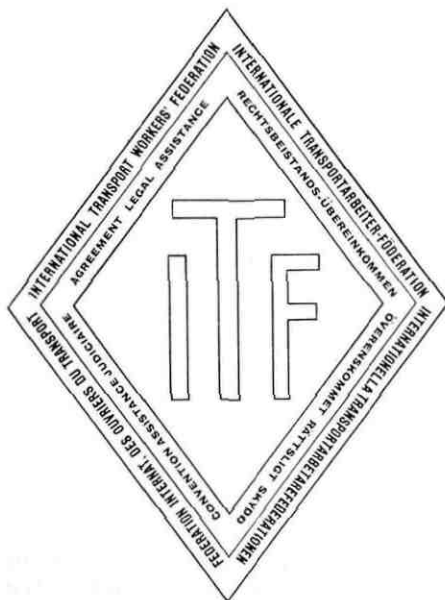
The Secretary General, Bro. Gómez, introduced the ITF Representative to the audience attending the celebrations of the 31st anniversary. The speech delivered by the ITF Representative to the full

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Delegates to the Convention are sworn in



Round the world of labour



ITF card to the rescue

 ITF UNIONS organizing road transport drivers whose journeys take them across national frontiers have an agreement amongst themselves whereby such drivers may have easy access to legal assistance, when in any kind of trouble on their foreign trips. To this end the driver carries with him a green ITF card bearing details of his identity and union membership and giving the addresses of ten unions in ten countries which he can contact if in difficulties. An incident which occurred recently on the frontier between Belgium and France, involving a Swedish driver, is an example of the kind of circumstances where such an agreement proves to be of advantage.

The driver in question, Hans Göran Göransson, was carrying goods from Hälsingborg, Sweden, to Paris, and his journey had passed uneventfully until he reached Menen on the Belgian side of the French border. It was three in the


afternoon. The Belgian customs official on duty told him that the frontier was closed for heavy lorries until one in the morning. Signs indicating parking permission for road haulage vehicles at the frontier had been covered over and so the Swedish driver returned on his tracks. Nevertheless, before midnight four Dutch lorries had formed a queue at the customs barrier, and when Göransson asked the officials what right they had there, he got no answer. Not wishing to forego a place in the queue, he insisted on joining the Dutch lorries. At this the customs officials called the police. When they arrived Göransson had his documents and passport taken away from him and was arrested. He had his green ITF card on him and was about to put a call through to the Belgian Transport Workers' Union which would under the green card agreement get him what legal aid he needed, but the police officers who had arrested him thought better of their action and let the driver go free.

He was told that if he went to the end of the queue he could bring his documents to the office at 7 in the morning, get them cleared and drive through the barrier before those in the queue who had arrived after him. This he did and at 7 in the morning he was again told to wait. When he protested he was forcibly removed from the office and told to wait his turn in the queue. Two vehicles in front of him drove out of the line and formed a fresh queue alongside the others. He followed them and was ordered back to the end of the queue again, with the result that he was now behind some fifteen other trucks which had arrived after him.

By the time Göransson cleared customs control he was a good day behind schedule, which was of no great financial benefit for him or his employer. The Swedish Transport Workers' Union, a party to the ITF Legal Assistance Agreement, sent Göransson's complaint to the ITF Secretariat, whence the matter was referred to the Belgian Transport Workers' Union, who subsequently took it up

with the appropriate government department. The Belgian authorities have promised to look into the incident with a view to preventing its recurrence.

Social security across frontiers

 IN FEBRUARY the European Economic Community's regulations on social security for 'frontier' workers came into effect. These cover those who live on one side of the national frontier and work on the other, and those who cross the frontier for seasonal work. The former category of workers and their families are now fully provided with medical care either in the country of work or that of residence. Sickness or industrial injury benefit is paid direct to the worker by whatever body runs the scheme to which he belongs. If he is injured on the way to the frontier he is paid as if the accident occurred in the country of his employment. Benefit for the partially or accidentally unemployed is paid by the employing country, but for the fully unemployed the benefit will come from the country of residence. Family allowances will be those of the host country with a few exceptions.


The seasonal workers who falls sick or has an accident will still be paid by the country of his employment if he is invalidated home. In accident cases transport will be paid to his home. Seasonal workers' families receive benefits in kind from the appropriate local body where they are living, and family allowance rates will be those of the country where they live. Pensions for both frontier and seasonal workers are to be calculated on the basis of all previous contributions and paid to them where they are living.

About 115,000 frontier workers and 100,000 seasonal workers are affected. The major movements of frontier workers are the 45,000 from Belgium to France, the 25,000 from the Netherlands to Germany and the 15,000 from the Netherlands to Belgium. The main seasonal movements are from Italy to Germany (55,000) and to France (20,000); and from Belgium to France (15,000).



Opening the first drivers' training course in January 1963, Gerhard Kugoth, Chief of the ÖTV road transport workers' section, spoke on the aims and objectives of the programme

Training and advice for German drivers

 SINCE JANUARY LAST YEAR the German Transport and Public Service Workers' Union (ÖTV) has been running training courses for its road transport driver members. The first course, held between 14 and 26 January 1963, was something of an experiment. The project had by that time already aroused great interest and enthusiasm amongst the ranks of Germany's road haulage drivers, and it did indeed prove a success. Other courses have been held since, and the lessons learnt in the first one enabled them to be planned to greater advantage.

Twenty-five drivers may participate in these two-week events. They must hold road transport driver's licences and be able to show proof of at least three years' experience on the job; they must furnish details of any accidents in which

they have been involved. Since the first course was held it has been found advisable to include some advance preparation in the programmes. Hence short preparatory courses now precede the main training. The material covers all

Twenty five students from all parts of Federal Germany took part in the first course



technical aspects of road transport vehicles, driving techniques and road safety, and the study of laws and conventions governing road haulage. The instruction is in the hands of trained specialists. At the end of his course the driver sits an examination and, if successful, is presented with a certificate.

Possession of such a certificate enhances the driver's professional status. With it he will find it easier to get a job and, in some firms, may earn better wages. Not the least of its good points is its beneficial effect on his professional morale. The truck driver has long been considered as little more than a 'labourer with a driving licence'. A German driver who has obtained the ÖTV certificate may justly claim to be more than this.

The costs of tuition and the drivers' travelling expenses — courses are held at Quelle, near Bielefeld — are all borne by the Union. If a driver's firm will not pay him wages for the time he takes off to attend, the Union will make him an allowance with due regard to his paid-up membership.

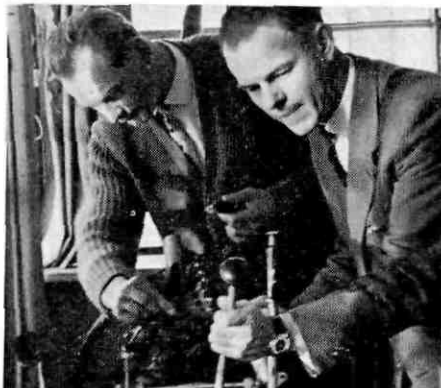
The ÖTV is to be congratulated on its driver training courses, but they are not the only thing the Union has been doing for its road transport membership. In November last year a service of a different kind was introduced for these workers. It is a service which gives them direct contact with their Union while on the job. Georg Ricken, an ex-driver himself and Union officer of long standing, travels the roads and motorways, meeting drivers and taking note of their needs and concerns, giving them advice on matters concerning the union and their jobs.



The ÖTV's white mini-bus has become a familiar sight for truck drivers on the roads of Germany. Bro Ricken is now well known



Keeping track of the Union's members. The ÖTV's new advice service is a valuable point of contact for drivers and their union



Students take a look at an engine part provided for the practical side of their training. A driver must be his own mechanic



Georg Ricken, an ÖTV officer, travels the roads and motorways giving drivers advice and learning of their problems. In this picture, he is planning a journey with Section Chief, Gerhard Kugoth (middle), and Section Secretary, Kurt Haussig (right)

Brother Ricken is also able to contact non-union members and persuade them that their just claims and objectives can best be realized through union membership.

Manpower policy in Sweden reviewed by OECD

WITH THE PUBLICATION of a report called *Labour Market Policy in Sweden*, the OECD is launching a series of reviews country by country dealing with manpower policy and the social measures connected with it. The object of these reviews is to call attention to interesting experiences of the country studied, with a view to providing information useful to other countries, or to encouraging the country concerned to re-examine its own policies. The examination procedure consists of commissioning two or three experts from other member countries to draft a report on the basis of on-the-spot studies. This is then discussed in the relevant OECD Committee.

A background chapter of the report, provided by the Swedish authorities, sets forth the basic philosophy of this country's very active manpower policy: in pursuing the goal of full employment one should rely to a considerable extent upon selective measures which promote mutual adjustment between the economy's needs and the human resources available. These measures are not to be regarded as makeshifts in an emergency, but as permanent elements of economic policy aiming at a rate of growth high enough to absorb the whole labour force without using self-destructive inflationary stimuli or protecting sectors with low produc-

tivity. The report continues by describing the organization and activities of the Swedish Labour Market Board, through which the government – with the direct participation of management and labour organizations – applies a very wide variety of policy instruments.

Sweden has become known as a country where special attention has been given to promoting geographical mobility and substantial support can be provided to workers leaving areas with employment difficulties in order to move to the growth industries. The report shows, however, that it is especially the rapid expansion of the government-sponsored schemes for the retraining of adults which justifies talk about 'a new labour market policy' in Sweden. Last year, nearly one per cent of the labour force received such training, generally lasting several months. Various types of local employment creation and tax incentives for counteracting cyclical, seasonal and local employment disturbances, etc. are also of great importance. Stress is laid upon legal and administrative possibilities for rapid and unbureaucratic action.

In a final chapter of the report the Manpower and Social Affairs Committee gives its own evaluations and recommendations on the basis of the views expressed by the examiners and in the Committee debates. Possible modifications and improvements are indicated concerning immigration and location of industries policies, the social adaptation of migrant workers, and the organization of the training system as a whole. Mainly, however, the Committee holds up the Swedish case as a positive example: Sweden's employment service administration has been converted from a passive agent, able to serve only limited sectors of the market, into an organization which, on a broad scale, facilitates the adjustments of individuals and enterprises to the economic and technological developments of our time. This induces a positive attitude to these changes, which can be more widely regarded as a contribution to progress than as a threat to employment. Some of the methods used are still experimental, but the results achieved are inspiring further increases of the resources devoted to the active manpower policy.

Further reports are planned on the United States, Italy, Greece, Austria, Canada, etc. The OECD had also issued a statistical survey of manpower in member countries breaking down population by age, sex and occupation. This report covers the period 1950 to 1962.



Wages paid to transport workers are poor; they are forced to work long hours. This taxi driver obviously feels the strain. Yet the public are led to believe that the workers are responsible for accidents which occur

Japan's transport unions - a united front



ON 9 JULY 1947 Japanese transport unions formed themselves into a coordinating body - the All-Japan Council of Traffic and Transport Workers' Unions (CTU). Its aims were to improve the lot of workers employed in all branches of transport and to bring a greater degree of democracy into the industry. At present the CTU remains a body for joint consultation and coordination of action, but it provides at the same time the foundation for a single industrial union which in the future will embrace all workers employed in transport.

Unions affiliated with the CTU in January 1964, with their approximate membership, were: the National Railway Workers' Union (ITF) - 280,000; National Railway Motive Power Union (ITF) - 50,000; General Federation of Private Railway Workers' Unions - 150,000; All-Japan Seamen's Union (ITF) - 100,000; All-Japan Express Workers' Union (ITF) - 70,000; Japan Federation of Municipal Transport Workers' Unions (ITF) - 40,000; All-Japan Port and Harbour Workers' Union - 15,000; National Federation of Motive Transport Workers' Unions - 40,000; National Automobile Carriage Workers' Union - 20,000; National Railway Welfare Association Wor-

kers' Union - 15,000; Japan Travel Bureau Workers Union (ITF) - 7,000; All-Japan Transport Ministry Employees' Union - 4,000; Japan Automobile Drivers' Union - 1,000; All-Japan Federation of Maritime Transport Workers' Unions - 8,000. Total membership of the CTU was 800,000. Civil Aviation workers are generally represented by observer delegates at the Council's meetings, though the Japan Air Line Workers' Union is planning its affiliation. Proof of the CTU's universal character is that its member unions are affiliated with different national centres - the All-Japan Seamen's union with the Japanese Confederation of Labour, for instance, and

The man behind the counter is a member of the Japanese Travel Bureau Workers' Union, which with its 7,000 members is an affiliate of both the ITF and the All-Japan Council of Traffic and Transport Workers' Unions. He is employed in a Tokyo hotel





Employees of the State Railways and of municipal transport authorities in Japan are denied the right to strike. ILO Convention No. 87 has still not been ratified by the Japanese Government. The ITF supports them in their struggle for full trade union rights

the National Railway Workers' and the All-Japan Express Workers' Unions with Sohyo.

The CTU's governing bodies are its National Convention, which meets yearly, and its Executive Council, meeting every month. The National Convention discusses and approves reports on activities and finances for the year under review, and adopts a programme of action and a budget for the year to come. The Executive Council deals with problems requiring immediate attention, though within the framework of policies adopted by the Convention. At any CTU meeting, each union must be represented by at least one member. Decisions taken must be unanimous.

The CTU's only full time officer is its General Secretary, who is supported by a secretariat staff, and it is he who is responsible for the day to day management of the Organization's business. He is assisted by a Chairman and several Vice-Chairmen.

Conditions in the Japanese transport industry

Transport facilities in Japan are severely congested, mainly because the development of transport has not kept pace with that of other industries. The average speed of motor traffic in large towns, such as Tokyo and Osaka, has been reduced by half because of congestion. On the railways too the density of traffic on some lines has been increased to double

normal track capacity. In the ports ships waste on an average a quarter of their operating lives waiting at anchor for port services.

These problems have resulted from the fact that over a period of time national investment has been weighted in favour of the manufacturing industries, whilst modernization measures and extension of facilities in transport to meet the demands created by this industrial expansion have been neglected. The need for increased transport capacity will continue into the future in spite of radical changes now in progress in the structure of the transport industry. Quite a sum of money has for the past few years been invested in transport equipment, and, generally speaking, the amount of freight as well as the number of passengers carried is increasing fast. Nevertheless the financial position of the carriers is not good – and this applies to road transport, in spite of its competitive advantages, as well as to the railway and shipping companies.

Another problem facing Japan's transport system is a shortage of manpower. This has also resulted in the workers bearing a heavy burden of work. Statistics show that transport workers work longer hours than employees of any other industry. And because of the bad financial basis of the industry, wages are restricted to a very unsatisfactory level. The accident frequency in Japanese public transport may be ascribed to such causes as inadequate safety measures, poor wor-

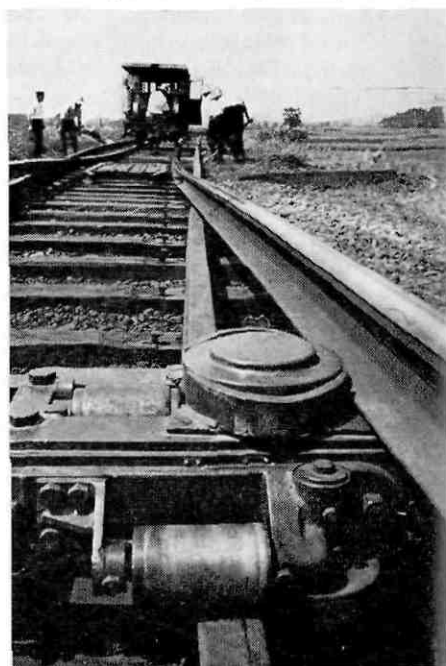
king conditions and overwork. Nevertheless the workers take most of the blame, and penalties administered to them are very severe.

The resistance of workers to this sort of treatment has built up over the years, but Government and employers alike do their utmost to undermine the workers' combined strength. National Railwaymen on the state system and municipal transport workers are denied the right to strike. Industrial action undertaken by these workers is sometimes subject to criminal proceedings. Added to this the Japanese Government has still not ratified ILO Convention No. 87, which proclaims one of the most fundamental rights of workers – the right to strike. This attitude is reflected in a number of attempts on the part of the National Railway authority to interfere in union affairs, encouraging the growth of splinter groups and creating disunity. Quite a number of taxi and stevedoring employers do not recognize unions of their employees and those found to have taken part in the formation of a union have been fired for that reason alone. Cases of victimization and even of violence against union organizers are numerous.

CTU plans changes

The CTU is working to change all this, particularly by organizing those workers

Maintenance of overburdened track. In Japan the development of manufacturing industries has outstripped that of the transport facilities available. The result has been congestion in all forms of transport



not in a union and by helping to expand and strengthen existing unions and by bringing them into the CTU. Improvement of working conditions and the establishment of workers' rights are high on the list of priorities.

Japanese unions are organized on a company basis, and consequently wages paid to workers in a single trade vary widely. Generally speaking workers employed in large enterprises enjoy better wages than those employed in smaller concerns. The CTU is working for the establishment of a minimum wage of ¥13,000 (about £13 or \$36) per month. To achieve this aim, CTU unions are to speak and act as one body, refraining as far as possible from isolated actions concerning one union and one enterprise.

Working hours in the Japanese transport industry are longer than in any other sector, partly because transport workers were formerly not fully covered by the Labour Standard Law. The ultimate aim of the CTU is to establish the 40 hour week in the transport industry. The first step towards this is to obtain an immediate reduction of the working week to 7 hours per day and 6 days per week. This objective is of first importance.

Also occupying a prominent place in CTU's programme is the question of workers' rights. Employees of the State Railways and other publicly owned transport undertakings do not have the right to strike. The problem of rights, however, affects the whole field of transport labour in view of the uncooperative attitude of many transport employers towards unionized workers and their lack of understanding of labour problems. The ITF has appealed to the Japanese Government to ratify ILO Convention No. 87, and has pledged full support for any measures taken by the ILO to persuade the Japanese Government to revise its attitude. Although the CTU values the support of international trade union organizations and of the ILO, it is aware that the ultimate solution to the problem lies in its own strength and efforts.

(Continued from page 101)

Hernández' Transport Workers' Federation has created transport cooperatives to protect the small operators, in which Brother Hernández' prominent position on the National Political Bureau of Acción Democrática and his membership of the National Economy Council have secured a good hearing for the workers' views.



Dockers snatch a quick meal before returning to work. Objectives of the CTU unions which have immediate priority are the establishment of the 42 hour working week and a minimum wage of 13,000 yen. This immense task calls for unity in the movement


Unsatisfactory transport policy

The Government's present transport policy is considered to be far from satisfactory by the transport unions. Attempts are being made to fill the gap in transport investment, but money is directed to those fields which will make most profit rather than to those in which the money is really needed. Investment planning is not properly coordinated. The Government is encouraging mergers of transport undertakings, with the idea of strengthening their competitive position, and offers generous loan terms in order to help them. Regarding safety, which the unions consider to be the most important problem at present facing the industry, the Government sees it necessary to apply penalties more rigidly to those responsible for accidents. The public are led to think that the workers and their trade unions are responsible for the negligence which causes so many accidents, and the Government proposes to tighten up restrictions on union activities. The unions know however that poor transport services and frequent occurrence of accidents are largely caused by bad planning and poor labour conditions — overwork, long hours, poor wages. Investment in safety must be given priority over investment for any other purpose.


The CTU attaches great importance to parliamentary work for the solution of problems affecting the Japanese transport industry and those employed in it.

There are at present 31 members of the Japanese Diet, whose candidature was supported by CTU affiliated unions, and these form a CTU Advisory Group, making certain that problems of transport labour and of the industry in general are adequately discussed in the Diet.

Eurocontrol comes into operation

 RESPONSIBILITY for the control of civil and certain military air traffic in the upper air space over six Western European nations was taken over earlier this year by Eurocontrol, a combined organization set up by the six countries for this purpose. The six contracting parties to the Eurocontrol Convention, which came into force last year, are Belgium, France, Luxemburg, the Netherlands, Western Germany and the United Kingdom.

SNCB statistics

 IN 1949 BELGIAN NATIONAL RAILWAYS had 2,076 steam locomotives, 144 diesels and 42 electric engines, a total of 2,262. At the end of 1963 this total had sunk to 1,794 — 592 steam, 688 diesel and 514 electric. The proportion of steam traction thus fell from 79.1 per cent to 13.7 per cent over the period. Total traction stock has fallen by 21 per cent over the period, whilst the length of track has increased by almost 22 per cent.

The future of British waterways



Narrow boats at Brentford Depot

(Photo Stuart Kinch)

A train of special compartment boats carrying coal on the Aire and Calder Navigation



THE PUBLICLY-OWNED SECTOR of Britain's inland waterway network came under the management of the British Waterways Board on 1 January 1963, following the 1962 Transport Act which split the British Transport Commission into its constituent branches – railways, London passenger transport, road haulage, docks and waterways – and made them independent. The Act requires the British Waterways Board to provide services and facilities on the waterways and harbours owned by them, and to put the waterways to the best use by developing or converting any inland waterway themselves or by selling or leasing to other persons. The Board are also required to conduct their business so as to ensure that revenue 'is not less than sufficient for making provision for the meeting of charges properly chargeable to revenue' (i.e. operating and maintenance costs and repayment of past deficit with interest) 'taking one year with another'. However, until 1967 the Minister of Transport is empowered to make grants to meet deficits on the Board's revenue account.

The Board issued an interim report*) at the beginning of this year which gives their first views on the situation they inherited and a broad outline of the policy lines along which they intend to work. But they emphasize that no detailed proposals can be made until they have made a thorough investigation of the physical condition and operation of all parts of the system on which to base realistic assessment of future prospects.

* The Future of the Waterways, HM Stationery Office, 7s.6d.

The Board are responsible for about 2,000 miles of canal and river navigation previously administered by the British Transport Commission. Before nationalization in 1947 nearly half of them had been owned or controlled by railway companies; the remainder, with the exception of two government-owned canals, had been independent undertakings. Of the total network, some 500 miles had been formally 'closed to navigation' before the Board took over, i.e. no longer subject to the obligation to maintain them

for navigational purposes, although some of these are still used as water channels and for pleasure boating. A further 600 miles had fallen into disuse, although legally 'open to navigation' and are no longer properly navigable.

In general the waterways have a history of declining freight traffic, inability to contain rising costs by increased charges to users, and increasing need for maintenance. The operating deficit has grown from £153,000 in 1954 to £1,068,000 in 1962, with a total deficit for the nine years of £5,901,000. 'Over long years of concern about its well-being, the undertaking has enjoyed – indeed had lavished upon it – a wealth of diagnoses and suggested cures (the latter ranging from more vigorous exercise almost to euthanasia.)' (Para. 36.)

The Report outlines the Board's plans to reorganized management. The four former Divisional Managements, which were virtually replicas of the Headquarters administration, are to be dismantled, and replaced by two regional centres at Gloucester and Leeds. Otherwise staff will be stationed according to the dictates of the jobs to be done. Engineering work will be organized in the two Regions and divided up into smaller Areas. Administration of other sectors of the Board's activities – sales, estate management, accounts and supplies, staff management, legal department public relations – is to be centralized.

The first thought must be "Does this

involve staff surplus?" To some extent the changes must do this. But we are satisfied that this will not be a problem on any large scale. We are determined to ensure that everything practicable is done, in collaboration with all concerned, to handle the situation – and to phase it – with sympathy and care. To this we attach great importance. We are convinced that the new structure will provide the essentials of a sound long-term basis for the management of the undertaking and will thus encourage both present staff and future recruits to make British Waterways their career. This is an aspect which must be a major concern among the Board's responsibilities.' (Paras. 48 & 49.)

The Report goes on to give a broad analysis of operating and maintenance costs. The cost of maintaining waterways for heavy transport use (lock keeping, weir keeping, pumping, dredging, maintenance of locks, banks, etc.) can come to anything between £1,500 to £8,000 per mile annually. If the waterways are used only for pleasure craft or as water channels, costs are substantially lower, but the cost of simply keeping waterways in existence cannot be reduced much below this level because there is an irreducible minimum below which maintenance cannot be taken if the waterway is to remain safe. The cost of totally eliminating a waterway is very high, about £5,000 per mile.

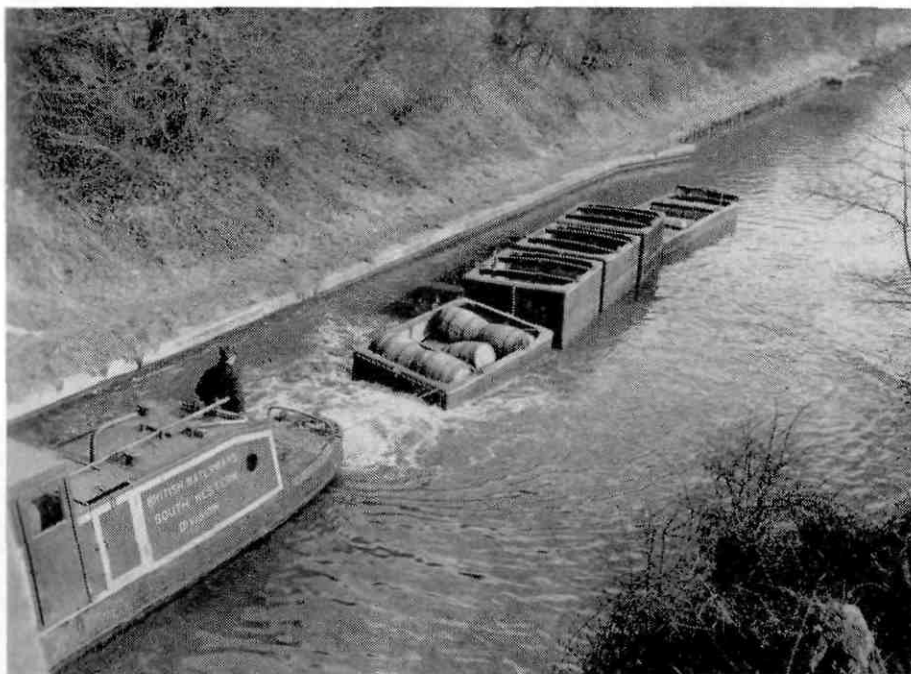
The Report gives the Board's basic

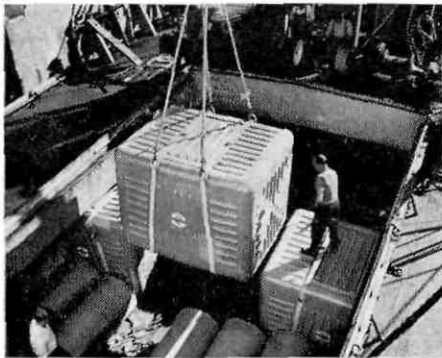
philosophy as 'a positive policy of cohesion and development of the waterways as an organized entity, in the light of all current social and economic conditions; running them under a unified and economical administration, maintained for all possible transport and related uses, and also for any and every useful public purpose appropriate to them – and trying always to make them pay their way as a whole, and to the maximum possible extent, by every feasible method of cost recovery, charges and voluntary contributions. (Para 76 (iii).) This is against the other possibilities of progressive run-down and closure, or abandonment to other organizations.

'The attitude we see emerging, therefore, is one of a general policy of "multi-user". It will mean, if our fuller work and developing events are found to justify it, that every useful, business, economic or social purpose to which the waterway can be put should be as fully developed as possible and on as many of the waterways as could justify all or any of the uses sufficiently. We think it can best be achieved by treating the waterways as a single undertaking; capable of fulfilling a variety of combined national purposes, ranging from strictly commercial transport to more general social amenity; so organized – and so fortified by contributions in one form or another – as to eliminate if possible eventually (and meanwhile to minimize) financial loss; and thus to restore or maintain vitality in something which is anyway already an existing or potential national asset. By developing a single organization in this way, working in collaboration with other organizations with a common interest, we should also be able to attract the right kind of people at all levels and give everyone engaged a sense of interest and future purpose.

'The case for a "multi-user" view of this kind is, we think, becoming more and more self-evident . . . We have taken over an undertaking which cannot as a whole be any longer regarded solely as a national transport system. As such, some of it is manifestly out of date. On the other hand, the waterways cannot be neatly and separately arranged as those usable, and those, not usable for transport; nor in fact can they be each separately labelled as particular waterways usable for single particular purposes . . . Several uses of the waterways overlap most untidily – often on the same "track" – and the rational way of managing them is probably to manage them as one

Water 'train' of floating containers on a narrow navigation in the industrial Midlands





Containers designed for British Waterways being lowered into the hold of a canal barge

single, though varied, whole.' (Paras. 74 & 75.)

The report goes on to an analysis of the system by use. Commercial transport has disadvantages in competition with road, rail and pipeline transport; it is slow, and costly if combined with much overland transport. But it may pick up if congestion on other means of transport becomes acute. 'But difficulties and dangers need not monopolize us. There are at least three important general points which we think should be kept in mind. First, transport monopolies do not habitually tend to the advantage, either of the country or of a customer industry which allows the monopolies to emerge. A reasonable transport diversity is, we think, a useful support to a healthy economy. Second, many waterways could, without major expansion, cater for more traffic than they do at the moment... Third, while it is not our immediate purpose to put forward a new look for the system in the sense of considering major new expansions, such possibilities will not be ruled out. The Board have, in fact,

Grab dredging on the Leeds & Liverpool Canal, linking two big industrial areas (Photos courtesy British Waterways Board)



not yet reached any conclusions on proposals for major expansion of the waterways, or the building of new ones. It may be, however, that expansion in selected cases will be found to be justified. It might well take the form of some major improvements on selected existing waterways.' (Para. 83.)

About 400 miles of the 2,000 mile system carry 90 per cent of the traffic and are classified as of major transport use, defined as those waterways which form an integral part of the national transport system. This group lost about £200,000 in 1962, and the estimated loss for 1963 is about £100,000. The Board hope to improve on this by management economy and active encouragement to industry to use water transport. A further 400 miles carry 10 per cent of the traffic. But the Board say 'We feel strongly, however, that it would be unwise and untrue to say at this time that all those waterways which do not earn really substantial financial returns from transport activities necessarily have no transport use or potential. In an overcrowded and highly industrialized island, we think it is in the national interest to be cautious in reaching conclusions which would finally cut out any useful part of the transport system, where this may have relatively minor value now but might have some better revived transport potential later on.' (Para. 87.)

The Report discusses charging methods, and comes down as generally in favour of maintaining the present system of tolls – so much per ton mile of goods carried – as against licensing – so much per boat for a specific period, varying with the size of the boat but not with the distance or frequency of journeys within the licensed area. The Board's other commercial activities include the operation of a fleet of 800 boats; the main work undertaken is by the fleet of compartment boats carrying coal from waterside collieries to Goole docks in the North Eastern section of the network; and lighterage services for timber on the Severn. The Board intend to improve the efficiency of these fleets, and to make efforts to increase business, except in those areas of activity where future prospects are too dim – in the narrow-boat fleet for instance.

The use of the waterways for the supply of water to industry, agriculture and public authorities is also discussed. 'A large part of the total system (is utilized for the supply of water). We do not think this is unreasonable. The supply of water serves industry and any drastic interfe-

rence with the present pattern of supply might well cause some dislocation; and given the foreseen growth in demand, it seems to us to be of very doubtful national benefit to reduce important facilities for water supply on too narrow and short-term a conception of financial return.' (Para. 128.)

The pleasure uses of the waterways network have doubled over the past decade, and the Board consider this to be a socially desirable trend, even though it is difficult to imagine pleasure boating in itself as likely to pay fully for its own maintenance... it is in this pleasure boating field that we mainly confront the problem of reconciling the "social policy" and the "balance sheet" considerations, or in some way of riding them in double harness – which seems to us a problem inherent in the waterways undertaking.' (Para. 137.)

The Board have inherited a total debt of £9.2 million, on which interest has to be paid. There is no provision in the 1962 Transport Act for writing off all or part of this. 'Considering the undertaking as a whole, although there are some profit earning assets, there are many quite unable to pay their way. The latter have, many of them, been in this state for years: as a Board we are in effect statutorily debarred from eliminating them without any new legislation; and anyway the Board would not in most cases think it right to seek to eliminate them... The Board are not ready yet to make firm proposals regarding the future treatment of this debt. For an industry with such a history of increasing financial difficulty as ours, it constitutes a grievous burden and the Board feel entitled and bound to say even at this stage that the retention of the liability – at any rate in its present extent – is hardly a stimulus to sound financial management.' (Paras. 188 & 189.)

In the face of these difficulties, the Board seems to be approaching its task in a hopeful and positive manner.

Voting rights sought for Belgian seamen


THREE BELGIAN SENATORS have put a proposal before parliament which would have the effect of securing for seamen the right to vote, even if they are at sea when elections are held. (They are Senators Wijn, Lauwereins and Dekeyzer, President of the ITF-affiliated

(Continued on page 120)

News from the Regions



Trade union seminars in Greece and Turkey

 IN DECEMBER 1963 and the early months of this year the ITF participated in a series of seminars on trade union subjects arranged for unions in Turkey and Greece by the Organization for Economic Cooperation and Development (OECD). The seminars in which the ITF gave its assistance were held for seamen's, road transport workers' and railwaymen's organizations in Turkey and for a dockers' union in Greece. ITF representatives who lectured and helped to lead the discussions were Assistant General Secretaries, H. Imhof and L. White, and F. Laurent, a member of the ITF Executive Board and Management Committee.

The first seminar for Turkish seamen was held in Istanbul from 9 to 12 December. Brother White, who was assisted on this occasion by Brother Jim Nash of the British National Union of Seamen, gave lectures there on *Trade union organization and Collective bargaining*. After the subject-matter has been presented time was given for questions and discussion. This was the method applied in all the seminars, and it proved to be of great benefit to those taking part. This first seamen's seminar was attended by 22 members of the Turkish Seafarers' Union and was held in the premises of the Food and Drink Workers' Union.

The seminar in Greece, in which Brother White took part, was held for dockers in Chalkis, near Athens, from 28 to 31 January 1964. He lectured on two topics: *The historic development, role and problems of the ITF* and *The interpretation of International Labour Conventions. Nos. 87 and 98*. Most of the local unions in Greece which make up the Dockers' Federation were represented at the seminar, which was attended by 40 participants in all. They showed a lively interest in the lecture subjects and asked questions on the structure of the ITF and the ILO and on governing procedure in the two organizations, on the status of ILO conventions and on what assis-

tance the ITF could give to affiliates engaged in disputes.

More seminars were held in February and March in Turkey. The first of them was again for the benefit of Turkish seafarers and was attended by Brother White. It took place, once again, in Istanbul between 18 and 21 February. Brother White lectured this time on *Special problems of the seafaring industry* and on *Union preparation in collective bargaining*. Problems touched upon in the first lecture included the development of automation in merchant shipping and its consequences, and the problem of ships registered in countries with no special shipping legislation. In the second Brother White stressed the importance of following democratic procedures in the formulation of union policy. Questions and the discussion after each lecture were lively, and instructive for those taking part.


A further two seminars were held at Kayseri and Malatya. They were arranged for road transport workers and railwaymen respectively. At the road transport workers' seminar - 25 to 28 February 1964 - Brother Imhof lectured on *Special problems of the industry* and Brother Laurent on *Union preparation for collective contract negotiations*. The thirty participants were eager to learn and showed a keen interest in the information presented to them. Brother Imhof, who is Secretary of the ITF Road Transport Workers' Section, was able to discuss with some of those present the trade union situation in Turkish road transport. He found that on the whole the industry is badly regulated and the workers in it are not extensively organized.

At the railwaymen's seminar in Malatya - 3 to 6 March - Brothers Imhof and Laurent lectured on the same subjects with reference to railway workers. The participants, 30 in all, were very appreciative of the ITF's participation in their seminar. They were keen to learn more about the ITF, and of the advantages they had to gain by their affiliation. Brother Imhof talked to them at length on these points.

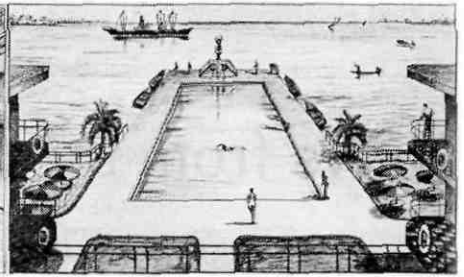
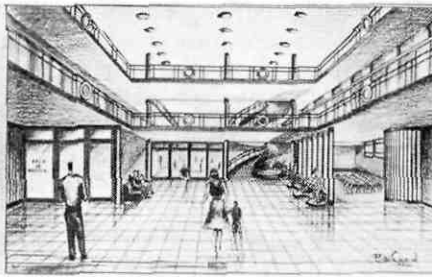
The railwaymen's union in Turkey is a federation of several regional unions. The Federation has a membership at present of some 18,000 out of a rough total of 56,000 railwaymen in the country. Since new labour legislation was enacted in July last year, Turkish unions have had much more freedom of activity than they have enjoyed in the past. The Railwaymen's Federation is taking advantage of the improved situation in its organizational work, and hopes to increase its membership to 27,000 within a short space of time. The Federation plans to send three delegates to the next Conference of the ITF Railwaymen's Section.

This series of seminars in Greece and Turkey, has been of some significance to the economic and social development of the two countries. Neither of them has a high standard of living, such as is known in countries with strong and well developed labour movements. Trade unionism is the surest way in which their standards may be raised to more acceptable levels. Greek and Turkish workers pin their hopes on this and the ITF is glad to have been able to contribute by its participation in some of the seminars organized by the OECD to help the Greek and Turkish trade union movements.

Seafarers' welfare centre for Colombia

 THE PORT OF BUENAVENTURA ON Colombia's Pacific seaboard, some 400 miles south of the Panama Canal, is a busy one. During 1962 a total of 1,168 ships with 55,035 crew members on board used the port. Yet in spite of this brisk traffic, there have been until now no real facilities for seamen in Buenaventura. This port would therefore provide a good site for the seafarers' welfare centre planned by the Colombian Seamen's Union (Union de Marineros Mercantes de Colombia).

A three floor building has been projected which would include a library with reading rooms, a conference hall, a hiring hall, an information hall, where



These architect's drawings give an impression of how the Colombian Seamen's Union's welfare centre in Buenaventure would look, after completion. The modern, spacious design would provide an ideal setting for relaxation and leisure in just the right location

seafarers may check on arrivals, departures and voyages of ships, facilities for foreign currency exchange and medical examinations. The centre would have a small hospital and clinic, sleeping accommodation, a restaurant and soda fountain, and an air-conditioned theatre-cinema with 500 seats. Sport facilities would be available, including a swimming pool. Part of the building would be directly over the sea, resting on pillars sunk into the seabed. Financing would be mainly from the Union's funds, but the public authorities in Colombia have agreed to make sizable contributions. The ITF has reserved £4,000 from its Seafarers' Welfare fund, to be made over to its Colombian affiliate when the time comes, to help pay for this imaginative enterprise.

British union helps Trinidad dockers

A SHORT WHILE AGO the Government of Trinidad decided to set up a Commission to enquire into port services in Trinidad and Tobago and to make recommendations on the matter. The Commission's terms of reference covered all aspects of port operation, including labour relations, procedure for settling industrial disputes, dockers' earnings, training facilities, and social security benefits. Our dockers' affiliate in Trinidad, the Seamen's and Waterfront Workers' Trade Union, was called upon to make a submission to the Commission of Enquiry. To do this most effectively the Union felt it needed the assistance of an advisor from outside with considerable knowledge and experience of dock labour problems.

The British Trades Union Congress, after consultations with the ITF Secretariat in London, agreed to provide our Trinidad affiliate with the assistance it needed, and the services of Brother Tim O'Leary of the British Transport and General Workers' Union were secured for a short trip out to the island. Brother O'Leary, who is in charge of the T&GWU's dockers' section and Chair-

man of the ITF's dockers' section, was praised by the Union for the excellent job he did on their behalf. They were particularly glad of his visit since it provided them with an opportunity of having their industrial problems known outside Trinidad.

ORIT: 'Nationalize Panama Canal'

THE INTER-AMERICAN REGIONAL ORGANIZATION of Workers (ORIT) has recommended that the Panamanian Government take over the Panama Canal.

'The Panamanian-American problem concerning full control of the Canal Zone must be solved just as Egypt's Nasser solved the Suez Canal problem: through expropriation,' said Arturo Jáuregui, ORIT General Secretary.

He added, 'We deeply regret the tragedy that has taken place at Panama, but we must say that the Panamanian people have a right to demand that Americans respect their flag.'

Report from Nigeria

EARLIER THIS YEAR the Nigerian Association of Locomotive Drivers, Firemen and Allied Workers was in dispute with the Railway Corporation over the latter's habit of placing employees into higher posts in an 'acting' capacity, and failing subsequently to confirm their promotion. The Corporation had been keeping personnel employed in these higher positions for upwards of two years, without officially appointing them to the posts in question. The Union had condemned this practice as a means of employing cheap labour, and had urged that where employees had been working in a higher grade for six months, the managements should either confirm the appointment or place the employee back in his former post.

The situation has now been put right. Staff members, serving in acting capacities were called for interview, and those who passed were notified that they had been appointed permanently to the

grades in which they had been serving.

The Nigerian Ports Authority Clerical Workers' Union has criticized the Ports Authority management over bad industrial relations in the ports, and has called on the Federal Minister of Transport to start an enquiry into the operation of the industry. The Union demands that the Ports Authority cease its practice of recruiting personnel from outside, failing to give priority to employees of long service. Another of the Union's objections concerned the Authority's failure to observe the retirement age which is laid down at 55 in the Authority's conditions of service.

ITF Representative in West Africa, Emile Laflamme, has been in close contact with a number of Nigerian unions during the past few months, attending meetings and advising on union matters. Brother Laflamme's knowledge and experience of older trade unions in countries where the democratic labour movement has long and well established traditions is of considerable value to him in transmitting information to new unions in West Africa and in advising them on the best way of expanding their activities.

He recently spoke at a general meeting of the Amalgamated Union of Lagos Municipal Bus Workers outlining the functions and activities of the ITF. Brother Laflamme was able to take part in the discussions on conditions of employment in the Lagos Municipal Transport Service, giving them the benefit of his knowledge of pension schemes and negotiating procedures. He urged that rank-and-file members should cooperate to the fullest extent possible with their executive, as this was an important requirement for effective union operation. Finally he stressed the importance of the check-off system as the means whereby the union might be sure of its financial strength.

Brother Laflamme also represented the ITF at the 5th annual delegates' conference of the Nigerian Railway Technical Staff Association, accompanied by



ICFTU Representative in Nigeria, H. P. Scherzel, spoke at the ULCN Youth Wing inauguration ceremony. Other international figures present included ITF Representative for West Africa, Brother Emile Laflamme

Lagos Bus Workers' General Secretary, V.I.M. Jack, who represented the United Labour Congress of Nigeria at the conference.

Earlier in the year Brother Laflamme had witnessed an important event in the history of the United Labour Congress — the inauguration of its new Youth Wing. On this occasion S.O. Showunmi, President of the Youth Wing and also Organizing Secretary for the ULC, gave an inaugural address, outlining the aims of the Youth Wing and its future programme. One of its chief objectives, he said, was to organize and train young Nigerian Workers to participate actively in the rapid economic and social development of their country. It would serve to protect the interests of young workers, give them a second home within the ULC and promote the spread of democratic trade union ideals among the nation's youth.

President of the United Labour Congress of Nigeria, addressed those present at the inauguration of the Youth Wing. On his right is Mrs. McEwen, of the Nigerian Ministry of Labour. On his left are Mrs. Johnson and Brother L. L. Borha



H.P. Adebola, President of the ULC, also addressed the gathering and several international figures were present. H. P. Scherzel, ICFTU Representative in West Africa, whose cooperation in setting up the Youth Wing had been greatly valued, also spoke at the ceremony. Several goodwill messages were read, including one from the ITF.

International help for Nigerian drivers' school

Y SOME TIME AGO the Nigerian Motor Drivers' and Allied Transport Workers' Union made an appeal for funds to build new premises for its motor drivers' school. The American Federation of Labour and Congress of Industrial Organizations responded to their appeal with a generous donation of \$2,500 (about £900). This was paid through the intermediary of ITF Representative in West Africa, Emile Laflamme, who presented the cheque on behalf of the AFL-CIO. The presentation was made to E.O.A. Odeyemi, the Union's General Secretary, at a special press conference in Lagos. Handing over the cheque Brother Laflamme said that African trade unions were young and needed encouragement and support to help them build strong and efficient labour movements. It had always been one of the fundamental principles of the AFL-CIO, and indeed of all other democratic trade union organizations, that the strong should help the weak. Referring to the motor drivers' school itself, he expressed the belief that it would help to reduce the rate of road



The Nigerian dress Mrs. Springer (standing) is wearing was a gift from the Union. The guests at the reception, held at a hotel near Lagos, included Brother Laflamme (right), of the ITF, and his wife, and Brother Herbert P. Scherzel of the ICFTU (left)

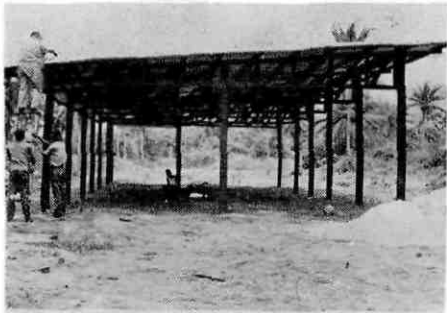


The Nigerian Motor Drivers' Union was anxious to show its gratitude to Mrs. Maida Springer for her efforts in arranging for the AFL-CIO's gift. The whole of the Union's executive attended the reception given in her honour at a hotel near Lagos

accidents to a minimum in Nigeria.

The handing over of the AFL-CIO's gift also provided the opportunity for the Austrian Trade Union Federation (ÖGB) to make its own contribution to the Nigerian Motor Drivers' educational activities. The ÖGB's gift was a film projector and was presented by the International Confederation of Free Trade Unions Representative in West Africa, Herbert Scherzel. Making the gift Brother Scherzel praised the Motor Drivers' sense of enterprise in planning the school.

The film projector was not the first of ÖGB's gifts to the Nigerian Union. The first was a lorry presented in July last year which has since been used in the union's training school for driving practice. The school has been in operation for some time but has had to make do with temporary premises while funds were being collected to support the cost of a permanent building. A site has now been found however, and construction work has been started. A local company undertook the work of excavating the site free of charge, as a friendly gesture towards the Union.




Laflamme lends a hand! Brother Laflamme, ITF Representative for West Africa, is based at Lagos, Nigeria. He has been able to observe the Motor Drivers' plan for a school in Lagos gradually develop from the stage of a mere idea to a concrete reality



A private contractor levelled out the land for the Motor Drivers' school site free of charge. Work has now been started on the building itself. It will house a workshop (on the far left), classrooms (in centre) and an office to replace the temporary quarters

A reception was given by the Drivers' Union in honour of Mrs. Maida Springer, International Representative of the AFL-CIO when she visited Nigeria earlier this year. It is largely through the efforts of Mrs. Springer, following discussions she had with the Drivers' Union during an earlier visit, that the AFL-CIO's gift was made possible, and the Union was keen to show its gratitude to her. The Union's entire executive attended the reception, and guests invited included Brother Laflamme and his wife, and Brother Scherzel.

ITF in Hong Kong

 AS WE REPORTED in the February issue of the *Journal*, Brother Ewen MacDonald, an officer of the British National Union of Seamen, is to work for a year in Hong Kong on behalf of

the ITF, helping Chinese seafarers with their organizational problems. He has now been in Hong Kong for long enough to have made some assessment of the situation there. He has reported on seafarers' working conditions, on the problems facing their unions and on possible future measures to regularize the recruitment of crews, which is to a large extent in the hands of labour contractors at present.

There are some 35,000 seafarers in Hong Kong. Wages and conditions paid them vary considerably according to the shipowner. The following examples of rates paid by different shipping companies will serve to give an idea of the wide discrepancies:

Rating	Wages in Hong Kong Dollars			
	A	B	C	D
Deck Dept.				
No. 1 Boatswain	600	360	440	210
Quartermaster	430	260	330	200
Sailor	390	175	260	170
Engine Dept.				
Fitter	650	440	515	260
Fireman/Oiler/Greaser	390	220	275	180
Catering Dept.				
Chief steward	700	360	925	210
2nd Cook	375	250	350	170


In the above table 'A' represents Shell Tankers; 'B' - the China Navigation Co. (coastal trades); 'C' the China Navigation Co. (foreign trades); 'D' - Shun Cheung. There are 16 Hong Kong Dollars to the £ and 5.7 to the \$. In addition to these wage rates most companies also give provision allowances. Crews on board Shell Tankers are company-fed. Crews serving on China Navigation's coastal trades get 70 dollars per month plus 1½ lb. of rice per day. Those in the same company's foreign trades get 90 dollars per month. Shun Cheung allows its crews 90 dollars per month plus 1½ lb. of rice per day.

The Hong Kong Government is at present studying a scheme to set up a seamen's recruiting office. Brother MacDonald is hoping that the seafarers themselves will have some representation on the Board which would be in charge of the recruiting office. He has had talks with the committee charged with studying the scheme, and reports that the main disadvantage to trade union representation on the Board is the lack of unity in the seafarers' movement.

There are five different unions organizing seafarers in Hong Kong, none of which is very active industrially. They

confine their functions mainly to services for their membership, such as death benefits, medical services and children's education. The disunity of the Hong Kong seafarers' unions is a great stumbling block in the way of their performing effective trade union functions. However three of the unions have formed a coordinating committee which is an important step towards greater industrial effectiveness.


Costa Rican railwaymen's seminar

 UNTIL EARLIER THIS YEAR railwaymen in Costa Rica had never been able to benefit from an organized programme of instruction which would enlighten them on the various aspects of trade unionism, its history and functions. This has now been put right. Their union, the ITF-affiliated Unión Ferroviaria Nacional, has held its first trade union seminar, directed by its Treasurer, Marco Tulio Alvarado Barrantes. Brother Barrantes took part in the ITF-sponsored training course for labour teachers held at Puerto Rico University last year. He was helped in getting this training programme underway by ITF Representative Jack Otero, who visited Costa Rica on his way to the Labour Teachers' Conference in Mexico.

Being an important event in the Costa Rican union's history, the opening of the seminar was attended by representatives of the Inter-American Regional Organization of Workers (ORIT) and of the Costa Rican trade union centre 'Rerum Novarum', who also assisted in the presentation of lectures. Members of the Union's Executive Committee and General Secretary, Alvaro Jiménez Zabaleta, also attended.

Opening with a lecture on the history, philosophy and development of the labour movement, the seminar lasted for fourteen days, which allowed for a fairly comprehensive treatment of the various subjects which go to make up the trade union picture.

Jobs in air transport


 CIVIL AVIATION employs a wide variety of trades and professions. A large international airline needs 150 employees for every aircraft. Of these ground engineering staff, and many of the rest do work which is not essentially part of aviation. Doctors and nurses, firemen, bus drivers, painters, chefs, shorthand typists and secretaries are all employed by airlines. There is however quite

a wide range of specialist careers in ground services which offer excellent prospects to both men and women. Jobs in the flight operations of traffic branches, for instance. The work in the former includes controlling the movements of the airline's aircraft, preparing all information needed by the crew for any given flight and preparing duty rosters. The latter is virtually responsible for the entire running of the airline's stations, from the point where the aircraft is received, prepared for flight from the engineering department, until it is ready for take-off with all passengers on board and fully stocked with cabin supplies from the catering branch. All essential details about these careers and the opportunities they offer are given in a book entitled *Careers in Civil Aviation*,*) by Derek G. T. Harvey. Careers in an airline possess a certain glamour for young people, who tend to think first of the pilot or air hostess. The author gives excellent guidance on these careers too, detailing all the basic school qualifications, training requirements and personal qualities necessary for aircrew employment. He gives extensive information on training facilities existing in Great Britain for all civil aviation careers and the salaries obtainable. This information – particularly with regard to salaries – is necessarily dated however, and the reader should bear this in mind.

Before discussing the professional opportunities offered by an airline in all the varied facets of its operation, Mr. Harvey tells us how the world's air transport system works, describing the functions of the International Civil Aviation Organization and the International Air Transport Association. He includes some useful notes on professional and trade union associations for British civil aviation employees, and provides us with plenty of information on the British airlines, both state and independent, and the training facilities, scholarships and apprenticeships they offer. Any establishment offering career guidance should find Mr. Harvey's book a useful acquisition.


*) Published in Great Britain by the Museum Press Limited, price 15s.

Social security scheme for Malaya

 THE MALAYA MINISTER OF LABOUR has announced that this year will see the introduction of a comprehensive social security scheme. He also reported that his Ministry intends to set up wages

councils for workers in cafés, restaurants, bars, hotels and clubs; to establish minimum wages for Penang Port workers; to organize an extensive training programme for unemployed youths; to open an Industrial Training Institute in June 1965; to extend services for the physically handicapped; and to open a National Youth Training Centre for the development of voluntary youth movements.

New transport policy for Sweden

 IN DECEMBER LAST YEAR the Swedish Parliament adopted the Government's proposals for a new transport policy. The following is a brief outline of the contents of the parliamentary bill.

It proposes a revision of the Swedish transport policy in favour of fairer competition between the different modes of transport. All present regulations giving rise to competitive disadvantages are, as far as possible, to be abolished step by step, and each mode of transport will be made to pay its own way. Steps will be taken to create competition on equal terms, with traffic distributed among the various carriers on a sound economic footing and providing adequately for the needs of the community. The new policy aims at securing the transport facilities required at the lowest possible cost. If it is not possible to provide a given region economically with necessary transport services, the carrier operating them would be subsidized from public funds.

For the sake of a smooth transition to the new system the proposed reforms have been scheduled for implementation in three stages. The first stage will come into operation on 1st July 1964, the second on 1st July 1966 and the third on 1st July 1968. A special committee of transport users and carriers is to be entrusted with the task of implementing the programme.

Regulations on road haulage are to be made more flexible in the first stage. This will be done mainly by reducing restrictions on the issue of road haulage licences. The average increase in the number of licences issued would be equivalent to an annual increase of 15 per cent in the total loading capacity of vehicles used in transport for hire and reward. It is proposed that certain types of road transport should be exempted from the regulations of the Swedish Road Haulage Ordinance, which requires amongst other things, that operators furnish proof of the need for their transport services before an operating licence is granted. The proof re-

quirement will be waived under the new policy in the case of light vans and certain specially equipped lorries. In the third stage of implementation all these proof requirements will be abolished for road haulage.

Extended subsidies

With regard to the transport of passengers by road the bill proposes that licences should no longer be required for carrying paying passengers to and from schools and work places. The subsidies which have for some years been paid to private and municipal bodies operating unprofitable country bus services will now be extended to similar services run by the State and nationalized companies, to bring greater uniformity to transport facilities serving different areas.

In striving for a sound distribution of traffic it is of great importance to relieve the railways of obligations which constitute a financial handicap for them. In cases where the railways must continue to bear such obligations, losses will be fully subsidized. A basis has been proposed in the transport policy bill on which subsidies for the State Railways in respect of unprofitable lines may be calculated. These subsidies, which may be regarded as a 'collective fare' paid to the railways by the State for goods and passengers carried on unprofitable lines, will according to the bill be paid from the first stage of the reforms.


Investment coordination

The bill also contains some guiding principles on investment. It sets out proposals for rational investment coordination, the aim being to create a transport system in which the different carriers complement each other in the best possible way. A committee of experts is to be appointed to review the 1957 roads plan, with special regard to coordination between traffic improvement schemes in towns and road extension projects in the country. Regarding the State Railways it is the intention to continue reorganizing the network, closing unprofitable lines and at the same time improving those which do have a future. A specialist will be appointed by the State to look into the particular problems affecting suburban transport in the Stockholm area and to help towards their solution.

Investment in shipping and civil aviation is also touched on in the bill, and some research is envisaged into economic and technical questions connected with transport in general.

Turkey's growing pains

by YAKUP ISKENDEROGLU

 EARLY IN 1963 a new public holiday was added to Turkey's calendar of official rejoicings. The new holiday was named Freedom and Constitution Day and it is celebrated on May 27, the anniversary of the 1960 revolution in which the armed forces, supported by the overwhelming majority of educated Turks, overthrew the Democratic Party regime of Prime Minister Adnan Menderes and President Celal Bayar.

This, however, was by no means the last word on the matter. On November 17 last local elections were held throughout Turkey. In these elections 46 per cent of the electorate voted for the opposition Justice Party, a party, generally considered – rightly or wrongly – as the spiritual successor of the late Mr. Menderes. Only 37 per cent of the electorate voted for the Republican People's Party, the party founded by Kemal Atatürk, the creator of modern Turkey, and led today by Atatürk's lieutenant, 80-year-old Ismet İnönü. Just as the Justice Party is identified with the legacy of Mr. Menderes, so the Republican People's Party is identified with the revolution of May 27, for which, however, it was not responsible. Immediately after the elections Mr. İnönü's second coalition government broke up and Mr. İnönü had to submit his resignation. (He has, however, since formed a new coalition government).

Does this mean that the majority of the Turkish people have repudiated the revolution and that the post-revolutionary settlement can only be safeguarded by another military coup? Military coups are, of course, an ever-present possibility in all developing countries, but in Turkey today a coup is by no means inevitable. What is more, most Turks consider it unnecessary. Belief in parliamentary democracy in Turkey is genuine and widespread. It affects not only the majority of the ruled but also the majority of the traditional rulers – the westernised elite educated in the ideals of Kemalism. Had it not been so, the attempted coups of February 22, 1962 and May 20, 1963 would not have been such pathetic failures.

The revolution of May 27, 1960 was staged in the name of democracy which Mr. Menderes was accused of having

violated. This conception of the revolution was upheld in November 1960 when 14 so-called 'radical' officers were expelled from the ruling junta for their opposition to the idea of free elections. It was written into the new constitution of July 1961 with its safeguards against majority as well as minority tyranny. And it inspired the successive coalition formulas after the free elections of October 1961. The two coalitions formed by Mr. İnönü set themselves the object of achieving the country's economic development in conditions of parliamentary democracy and social justice.

Factors overlooked

This is admittedly a difficult object and the current crisis illustrates some of the difficulties. The Five Year Plan, drawn up by Turkish economists and endorsed by western experts, was hard medicine to swallow by people used to the open-handed inflationary politics of Mr. Menderes. The Plan was put into operation at the beginning of last year and its first visible effect was a steep increase in taxation. That it also provided more jobs, secured foreign credits on an unprecedented scale (over \$250 million this year, excluding surplus US foodstuffs paid for in local currency), and began to lay the foundations of permanent progress, tended to be overlooked.

What is true of economic development is equally true of social progress. Under the second coalition government strikes were made legal for the first time in Turkey's history; labour legislation was improved and extended to all places of work; minimum wage rates were put up. But this made little impression on the backlog of social backwardness: on the problem of the shanty-towns for example, on housing in general, on unemploy-

ment among a population increasing at the rate of 3 per cent, or by about one million people every year.

Turks were taught by Kemal Atatürk to aspire to western standards of government and of prosperity. Failure to achieve these standards leads to widespread resentment, which is also fed by the alienation of the westernized ruling class, itself the product of the cultural changes which followed the country's westernization. Cultural, religious, social and economic resentment has found expression in the success of the opposition Justice Party in the local elections.

Pragmatic approach

This realisation is reinforced by a distrust of grandiose 'paper' development. What often appears to outside observers as conservatism is in fact a refreshing pragmatic approach, which, incidentally, distinguishes Turkey from many other developing countries. Thus, instead of introducing a national health service in one go, the Turkish authorities have preferred to try it out in a pilot province. A sense of what is politically and socially possible is brought to bear on suggestions such as the one put forward recently by a foreign expert that peasants should be taxed not on what they produce but on what their land can theoretically be made to produce. (The suggestion was, naturally, turned down).


Steady nerves and help

Conservatism, pragmatism, belief in democracy, disbelief in authoritarian shortcuts on the one hand; popular resentment and educated impatience on the other – both these groups or factors are present in Turkey today. I think that the first weighs more heavily and that the crisis will be resolved within the parliamentary framework, as the other crises have been since the elections of 1961. External factors should also help: the country's political orientation is resolutely pro-western. Russian encroachment on Turkey's borders is the traditional enemy and Russian communism is authoritarian. All this makes for stability in Turkey. But stability is threatened and if the threat is to be overcome Turkey needs steady nerves at home and help and understanding from her friends abroad.

The popular will in Turkey today is in favour of both democracy and development. The Turks do not believe that development can come without democracy, but conversely democracy cannot

survive and be extended without development. Turkey's recently negotiated association with the Common Market is an expression of the hope that Europe will seize the chance of helping to promote development. Turkey is hoping for more trade, more tourists, and more investment. All these are conditioned by the country's internal stability and they will all in turn help to reinforce it.

British railway's tote system

 CONTAINER TRANSPORT is establishing itself everywhere as an obvious means for producers, manufacturers and transport concerns of effecting economies. The commercial advantages of transportation methods, such as British Railways' new tote bin system, are not by any means confined to the saving of labour in the warehouse and the railway yard. The tote bin, as illustrated in the photographs are easier to handle in every way. They may be lifted either by crane or by fork lift truck and because of their rectangular design they stack easily and achieve maximum economy of space. They are especially advantageous for the carriage of granular materials, liquids or powders. These commodities which may be spilt or spoiled when carried in bags, and acids and chemicals, which may evaporate or constitute a danger for workers who have to handle them, are perfectly safe in tote bins.

The British Railways system is to hire

Because of their rectangular design, tote bins stack easily and achieve maximum economy of space (British Railways Photo)



Railway lorries convey the bins to the railhead, having been filled direct from the production lines (British Railways Photo)


the bins to any firm wishing to use them. The material producers brings the bins direct to his production line for filling. They are then moved by fork lift truck onto British Railways lorries which convey them to the railhead. The same operations bring the goods at the other end direct into the plant where the materials will be processed. Thus the goods remain untouched throughout the transit from producer to processor, and the railway becomes integrated into an industrial operation.

The tote bins are made of lightweight metals – aluminium alloy or stainless steel – and are designed to hold up to two tons, depending on the density of the materials carried.

These tote bins are fitted with feet and corner lugs, so that they may be lifted easily (British Railways Photo)



Scandinavian officers discuss common labour market

 AT A CONFERENCE held last year the navigating officers' and masters' unions of the four Scandinavian countries – Denmark, Finland, Norway and Sweden – adopted a resolution on the status of ships' officers in the common Scandinavian labour market. They accept the principle that the nationality of the ship and its master should be the same, and that this should also be the case for chief officers, who have to stand in for the master whenever the latter is absent and have to be prepared at any moment to take over the command of the ship.

If there is to be no requirement that the chief officer should be of the same


nationality as the master, the unions want a rule to say that, notwithstanding the competence and nationality of any other officers on board, the chief officer shall, when the master is unable to serve, be able to take command of the vessel until the first port of call where a qualified master can take over. The unions do not think it fair that a second officer, for instance, should have to take command just because the chief officer is not a citizen.

The unions also drew attention to the fact that a common labour market, based upon the mutual recognition of certificates, cannot be fully realized unless an officer who serves on board a ship belonging to another Scandinavian country,

for a period which would qualify him for citizenship of that country, can also receive a master's licence from that country.

A comparison was carried out of the courses offered in navigation colleges in the four countries, and it was found that the Danish theoretical training needs to be brought up to the level of that in the other countries before equality of standards can be accepted. Knowledge of Swedish is also required of the Finnish navigating officers.

Railway health

 THE MEDICAL ADVISER to the British Railways Board recently read a paper to a conference of health officers, in which he described some of the particular problems encountered by Railway Medical Officers and the effects of change in the industry on the health of the railwaymen. Railway doctors have to deal with the health of workers in a very broad range of occupations, distributed over a wide area and constantly on the move. They have therefore to be mobile and possess a wide knowledge of industrial conditions. 'Geographical conditions render it difficult to maintain the doctor/patient relationship that is so essential in the practice of medicine, occupational or otherwise'.

Modernizing and reshaping the railways involves changes for staff at all levels of the industry, and difficulties in adjusting to the new conditions may sometimes give rise to feelings of insecurity, anxiety and frustration and consequent deterioration of health. *'The importance of keeping staff informed of impending changes in the structure of an industry and of explaining the reasons for them cannot be overestimated.'*

After emphasizing the need for cleanliness and hygiene in railway operations, for the sake of staff, passengers and those who live near railways, the paper goes on to speak of the care of railwaymen's health and its importance from the point of view of safety. Footplate men work varying shifts, and meals can be a problem to them. 'It is important that a person in charge of a powerful locomotive, responsible for the transport of several hundred people, should be in good health... Another type of work which involves considerable responsibility is that of the signalman whose cabin is often located in a comparatively isolated part of the system. In view of his obvious responsibilities for public safety, it is essential that he maintains a high standard of

health and is well balanced both physically and mentally.' As for health hazards arising from the working environment, measures are taken to protect diesel locomotive crews from excessive noise by insulating their cabins or providing them with ear muffs or plugs; and research is being carried out into the dangers associated with the transport of certain materials, the disinfection of rolling stock and eliminating atmospheric pollution, particularly in tunnels.

British Railways are also investigating problems of ventilation in the cabs of diesel locomotives. A report published recently on a collision between two freight trains last summer says that the driver of one of the trains was probably asleep when the collision occurred; the driver himself complained that his health had been affected when he started driving diesel engines four months before the accident. He was sick every day after taking food and blamed diesel exhaust fumes for making him feel ill. If the cab windows were open, fumes entered when two diesels passed one another.

A further disturbing fact about this accident, in which a guard was fatally injured, was that the 'dead-man's device', though in working order, failed to bring the train to a stop when the driver fell asleep or became unconscious. The Ministry of Transport inspector investigating the collision concluded that even if the driver were to collapse and die while at the controls there would be more than a chance of his weight continuing to keep the treadle depressed and thus allow the locomotive to run on under power. A new design is being prepared.

(Continued from page 103)

Convention met with an enthusiastic reception and set the scene for future relations between the union and the ITF.

The cordiality and fraternity with which this visiting railwayman was treated by the Mexican railway workers is indicative of the strong spirit of international brotherhood that characterizes the Railway Workers' Union of Mexico — one of Latin America's outstanding labour organizations.

(Continued from page 112)

Belgian Transport Workers' Union). Previous attempts to secure favourable legislation along these lines have been made, up to now without success. It is hoped this time, however, that the proposal will


be discussed by the appropriate senate committee, and that it will receive the approval of the Minister.

(Continued from page 101)

collective contracts. Last October, after IRCA had unjustifiably been dismissing employees on a large scale, the Labour Minister persuaded the Company to sign an agreement with SAMF and the Government not to effect any further dismissals until a collective contract had been drawn up for the workers. The dismissals continued however, and 1,000 employees were thrown out of work.

Brother Otero was able to visit branches of SAMF throughout Guatemala talking to members about the ITF and its activities and explaining how the ITF could help them with their problems. These contacts proved that there was a great deal of support amongst the rank and file members for the affiliation of their Union, and the executive voted unanimously for the affiliation of SAMF with the ITF.

Saving cab drivers from attack

 A TAXI DRIVER and an engineer, both from Gothenburg in Sweden, have between them invented a device to protect taxi drivers from attacks by violent passengers. An alarm is fitted in the taxi to be operated either automatically or manually by the driver. If a driver anticipates an attack he may press a carefully hidden button which connects the automatic alarm mechanism. If he then suddenly adopts an abnormal position at the wheel the alarm sets itself off. A light begins to flash on the taxi's roof and a three-tone siren is sounded, which is also received by radio at the taxi headquarters. The radio-telephonist can then alert all other traffic and at the same time ascertain the taxi's position by means of radio location. Within thirty seconds she can contact the police and give exact details.

Both the Swedish Transport Workers' Union and the taxi employers' organization have expressed their interest in the invention. The Gothenburg representatives of both bodies are to recommend it to their national organizations.

This issue of the ITF Journal has been specially devoted to matters of interest to the regions and ITF regional activities

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 * Columbia * Costa Rica
Curaçao * Cyprus * Denmark * Ecuador * Egypt * Estonia (Ex
Faroe Islands * Finland * France * Gambia * Germany * G
Britain * Greece * Grenada * Honduras * Hong Kong * Icelan
India * Indonesia * Israel * Italy * Jamaica * Japan * Jordan
Kenya * Lebanon * Liberia * Lybia * Luxembourg * Madagas
Malaya * Malta * Mauritius * Mexico * The Netherlands * N
Zealand * Nicaragua * Nigeria * Norway * Nyasaland * Pakis
Panama * Paraguay * Peru * Philippines * Poland(Exile) * Repul
of Ireland * Rhodesia * El Savador * St Lucia * Sierra Leon
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

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