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Swedish Lorry driver
(see article on training in this issue)

Monthly Publication of the International Transport Workers' Federation

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Forthcoming meetings:

Vienna	8-10 June 1964 Executive Board
London	7-8 July 1964 Radio Officers' Conference

Comment

Milestone

AT THE BEGINNING of this month the forty-hour week comes into effect for German port workers, and it has recently been announced that in Belgium a five-day (40-hour) working week will be introduced in October. These achievements mark a further step towards the full implementation of the programme drawn up for dockers in the North Sea and Channel ports.

The original programme was laid down in Antwerp in 1946, and included a range of objectives including the forty-hour week with the aim of eliminating inter-port competition in the North Sea and Channel ports to the detriment of dockers' pay and conditions. This programme was revised at a meeting of representatives of ITF-affiliated dockers' unions in Belgium, France, Germany and the Netherlands in Amsterdam 1955, where it was agreed that the main emphasis of the campaign for improved and more uniform conditions should be on the forty-hour week claim. The plan allowed for a certain degree of flexibility in implementing the forty-hour week so that local customs and preferences could be taken into account, for instance to permit the extra time off to be added to the weekend or to take the form of a shorter working day. However, general principles were agreed, such as that normal working hours should fall between the hours of 8 a.m. and 5 p.m. on weekdays and 8 a.m. and 1 p.m. on Saturdays, that overtime working should be limited as far as possible, and that at least 12 consecutive hours' rest should be granted between two full days' work.

Progress towards the achievement of these objectives progressed gradually untill 1961 when a conference of dockers' representatives from the four countries met in Utrecht. They reaffirmed the programme of aims, but set a timetable for their achievements.

In France the statutory working week is forty hours, although a 48-hour, six-day week is actually worked, with the extra eight hours paid at time-and-a-half. In the Netherlands the latest reduction at the beginning of this year brought the working week to 42½ hours. British dockers go on the 40-hour week at the end of July. Slowly but surely the dockers are achieving their objective.

Far Eastern Journey

by PIETER DE VRIES,
ITF General Secretary

The General Secretary is here seen delivering a talk to guests of the Japan Institute of Labour on the ITF and its work in Asia. With him is Tsuyoshi Yamazaki, head of the ITF's Tokyo office, who acted as interpreter to de Vries during his Far Eastern tour

IT WAS AS A RESULT of a visit by a former ITF General Secretary, Edo Fimmen, to Japan in 1929 that the ITF gained its first Far Eastern affiliation – the All-Japan Seamen's Union. Since then the numbers and influence of ITF affiliates in Japan have grown to the point where our Helsinki Congress was attended by Japanese delegates representing half a million transport workers in five unions – 10 per cent of the ITF's feepaying membership. At the end of last year a very important organization, the All-Japan Express Workers' Union, was added to the strength of the ITF's Japanese membership. Such an important contribution to our Federation's strength claimed a degree of attention which it would be difficult to afford from London headquarters half the world away, but our Japanese office, set up in 1955 and now in the extremely able hands of Tsuyoshi Yamazaki, fills that need. Brother Yamazaki has been Acting Director since the previous Director, Kyoshi Suzuki, resigned on being elected President of his own Union. (Brother Yamazaki acted as my interpreter during the trip described here, and I was also accompanied by Lester Zosel of the US Brotherhood of Railway Clerks as my Special Assistant.)

During his visit to Okinawa the General Secretary had useful talks with several transport workers' unions. Here he is seen taking tea with a group of union officials in Naha City. Bottom left of the picture is Brother L. Zosel (US Brotherhood of Railway Clerks)

The ITF's Asian Advisory Committee held a meeting in Manila, Philippines, at the end of February (report in May Journal), and I took advantage of my presence there to accept an invitation from the All-Japan Seamen's Union to attend the official opening of their new headquarters building in Tokyo. However, before proceeding to Tokyo I spent a few days in Okinawa where I had some very useful talks with leaders of the Okinawa branch of the Japanese seamen's union, the bus workers' unions and the harbour workers' union, and also spoke with ICFTU Representative Gerry Daniel and the Labour Directors for both the US Civil Administration of the Ryukyu Islands (USCAR) and the native government of the Ryukyu Islands (GRI).

Labour relations in Okinawa, the largest of the Ryukyu Islands, are influenced by the situation created by the presence of US military forces, which are the largest single employers of local labour (about 15 per cent), and the fact that the Islands are under the overall authority of a High Commissioner who is a serving member of the US armed forces. Because the native government also has jurisdiction over labour matters, it is sometimes difficult to know just who is responsible for administering the labour legislation, and the ICFTU has frequently had cause to attack the labour relations

Pieter de Vries, ITF General Secretary, presents the ITF'S gift of a glass fish to Brother Nagachi, President of the All-Japan Seamen's Union, on the occasion of the official opening ceremony of the union's magnificent headquarters building in Tokyo

policy of the United States in Okinawa. In 1956 an ICFTU mission visited Okinawa and found a depressing situation – poverty, no effective trade unionism, and a hopelessly complicated set of labour laws. The mission recommended that an ICFTU representative should be stationed in Okinawa immediately to help develop the strength of the existing unions and improve the conditions in which they operated.

But Asahi Okura, the head of the ICFTU Tokyo Office, was refused an entry permit to Okinawa. (The Ryukyu Islands were part of the Japanese empire from 1879 to the end of the Second World War and residual sovereignty still rests with Japan: the people of the Ryukyus feel drawn to Japan and look forward to the day when they will be linked together again. Japanese influence in the Ryukyu Islands is not always welcomed by the US administration). The ICFTU had therefore to send Dyan Mungat to Okinawa in 1958, and he reported that the situation had deterioriated since the earlier ICFTU mission. The following year (1959) the ICFTU sent an American trade unionist, Howard Robinson, to Okinawa. In two years he accomplished a great deal: besides campaigning for better wages and giving advice on the drawing up of collective agreements, he planned education and organization drives and exercised constant pressure to get labour legislation simplified and to persuade the trade unions to federate and amalgamate into larger groups. One of his first successes was to obtain representation for the trade unions on all government councils dealing with labour matters.

One of the things which made it difficult to exercise trade union pressure effectively was the fact that none of the six thousand civilian employees of the US military base belonged to a union. With great difficulty, and after lengthy discussions with the American authorities, Robinson obtained a written statement from the High Commissioner in which the latter acknowledged support of the principles of trade union organization. When the civilian employees realized that there would be no victimization, they formed their own union, now one of the strongest in Okinawa.

A coordinating committee was set up by the established trade unions to organize the provision of advice and assistance to unions in need of help, and in June 1961 the All-Okinawa Federation of Labour Unions was formed, with a membership of 6,400 members in 28 unions. However, most non-Communist unions have now withdrawn from it, so that is has ceased to be a representative centre. The importance of training active trade unionists to run their organizations efficiently and democratically was quickly realized and Okinawans have studied labour relations and trade unionism in the United States and at the ICFTU College at Calcutta, as well as at short courses organized in Okinawa itself.

Howard Robinson left Okinawa in 1961 and was succeeded by Gerald Daniel, also an American. His first efforts were directed towards achieving the abolition of 'Ordinance 145' which required the registration of trade unions before they could be granted authority to participate in collective bargaining. This piece of legislation often meant that following a union's application for registration its officials were 'investigated'; this procedure might take a number of months during which time employers might exercise considerable anti-union pressure on their workers and the union might not survive the waiting period. After Gerald Daniel's arrival a trade union advisory committee was established to work with the ICFTU office for the abolition of Ordinance 145. Daniel and the union leaders held frequent meetings with US officials and when the situation became so serious that the unions were threatening strike action unless they got their way, the Ordinance was rescinded, although the High Commissioner stated that he had 'found no evidence that it inhibited union organization'.

This success meant another step forward for the Okinawa trade union movement, but the situation there is still pretty difficult. The Japanese labour movement tries to do what it can to help, without much encouragement from the US authorities, and the American unions and the ICFTU are also working hard and exerting all the pressure they can to secure proper trade union rights for Okinawan workers. But a mainly military government reacts timidly to the idea of workers having strong organizations and demanding a say in determining their own wages and working conditions. From the events of a dispute some time ago involving members of the Communications and Postal Workers' Union, it seems clear that even action short of striking is not to be tolerated in the public services. But with wages lower than in Japan against a cost of living one third higher, the workers of Okinawa and the other Ryukyu

Islands are not going to sit back and allow their trade unions to be rendered harmless.

From Okinawa I went on to Tokyo, Japan, where I first of all attended the official opening ceremony at the All-Japan Seamen's Union's new headquarters building. I presented the union with a gift from the ITF – a large glass fish, which can be seen in one of the photographs accompanying this article. The new building is a fitting home for a union which has retained its strength and its democratic structure for many years in difficult circumstances. I was also invited to address guests of the Japan Institute of Labour on the ITF and its work in the Asian union movement. I was delighted to accept, and was flattered by the warm reception which I received and the interest which was shown in the ITF and its activities.

The trade union situation in Japan is rather complicated and, because of the disunity it displays, also a trifle depressing. There are two principal groups of trade unions, those belonging to Sohyo and those belonging to Zenro. Sohyo (approximately 4 million members) was inaugurated in 1950 as a rival to the previous communist-dominated national centre which has since folded up. Sohyo's political sympathies lie generally with the Japanese Socialist Party (fairly left-wing socialism) and takes a neutral position in the matter of international affiliation between the ICFTU and the communist WFTU. However, under a special arrangement five unions within Sohyo are affiliated individually to the ICFTU. Zenro, with about 1,200,000 members, was formed in 1954. Its original membership consisted of unions which were not happy with the neutralist policy of Sohyo and its political sympathies lie rather with the Japanese Democratic Socialist Party. Zenro's membership now includes unions in fields which are also covered by Sohyo affiliates. Some of Zenro's affiliates were also accepted into affiliation by the ICFTU on an individual basis.

Apart from these two centres there is Sodomei, the only national centre at present affiliated to the ICFTU, which was a member of Zenro but broke away in 1961. Zenro and Sodomei still agree on the basic approach to trade unionism, however. Then there is Zenkanko, the National Council of Government and Public Workers' Unions. In April 1962 these three – Zenro, Sodomei and Zenkanko – set up a consultative body to coordinate their activities known as Domei-Kaigi and they have now agreed to turn this into a new federation in which the three bodies will merge at the end of this year to give a total membership of 1,700,000. This means that in at least one sector of the Japanese labour movement unity is being re-forged. An application by Zenro for affiliation to the ICFTU was accepted in principle by the ICFTU Executive Board in March this year, and ICFTU General Secretary Omer Becu was in Japan at the same time as I was, examining the practical aspects and working out how the affiliation was to be accomplished.

There are three other national labour organizations worth a brief mention: Churitsuroren, the Council of Independent Unions; Shinsanbetsu, the Industrial Workers' Federation, which has no formal connections with the WFTU itself but whose member unions have relations with communist trade unions in other parts of the world; and Zenkoku Minren, the National Democratization Federation, formed in February 1963 and composed of groups within Sohyo affiliates which would like to see Sohyo pursue a less leftwing line.

The labour movement of today in Japan dates from 1945 and General MacArthur's memorandum to the Japanese government supporting the encouragement of a free trade union movement. But the labour relations system which the new trade union movement inherited goes back much further and has proved a serious handicap to the formation of a strong and well organized movement. The main feature is a strong tendency towards paternalism in labour relations. Until recently the overwhelming pattern was for wages and fringe benefits to be determined by length of service within one enterprise. The acquisition of skills and qualifications would not necessarily give a worker a claim to a higher rate of pay, nor could he easily better himself by moving around from one job to another. The workers therefore found it desirable to stay with one employer for as long as possible and the employer rewarded this 'loyalty' by providing welfare benefits and facilities which in western countries are normally regarded as the province of the state. The presence of US Occupation Forces after the war helped in some degree to break down this system, wages now tending to be fixed according to skill and the nature of the job, and paternalism is weakening. But it remains in the structure of trade union organization, for although quite a high percentage of the wage and salary earners – about 36 per cent – are organized, they are often fragmented into small unions which are based mainly on individual firms. Even in a large industry like mining the units can be very small, although these do federate for the purpose of collective bargaining.

During the ceremonies marking the official opening of the Seamen's Union's new headquarters building, Pieter de Vries had a chat with Brothers Takahashi (left) Vice President of the Union, and Toshio Nishimaki, former President, well known to the ITF

New headquarters of the All-Japan Seamens' Union

(a) Exterior
(b) Assembly Hall
(c) Office of President and Vice-President
(d) Teletype machines

The bugbear of paternalism can perhaps be seen most clearly in the government's own relations with its employees. Its attitude is exemplified in its failure, in the face of years and years of international pressure, to ratify ILO Convention No. 87, Freedom of Association and Protection of the Right to Organize, which would mean changing the Public Corporations Labour Relations Act. This Act not only makes it illegal for public service unions to strike or undertake any action which might hamper normal working. It also provides for compulsory arbitration in disputes involving public service workers, which is binding on the latter but which National Boards or government need not accept if they claim inability to pay. The Act prohibits anyone from holding office in a public service union who is not an employee of the service or industry concerned; this is all

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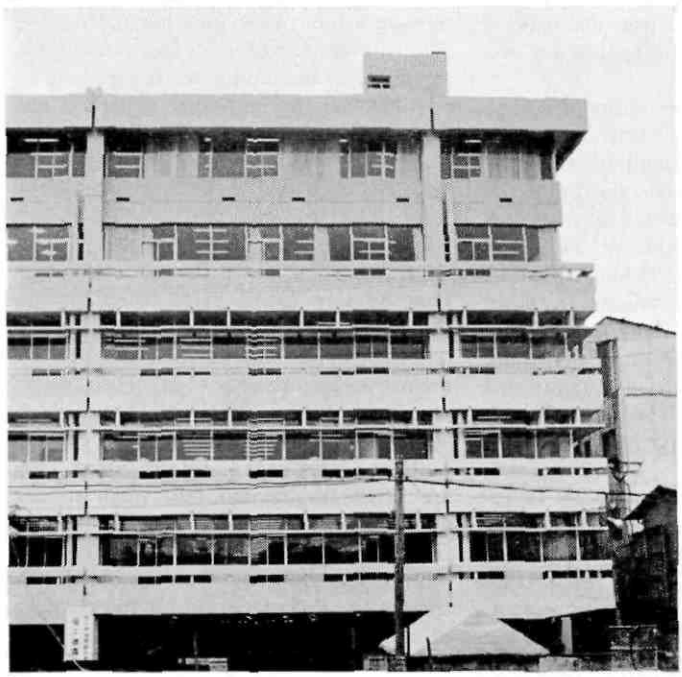

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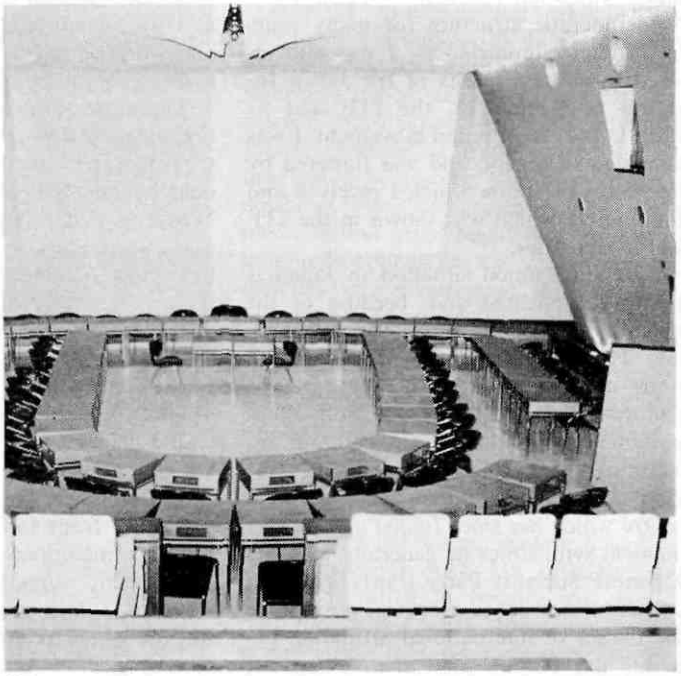

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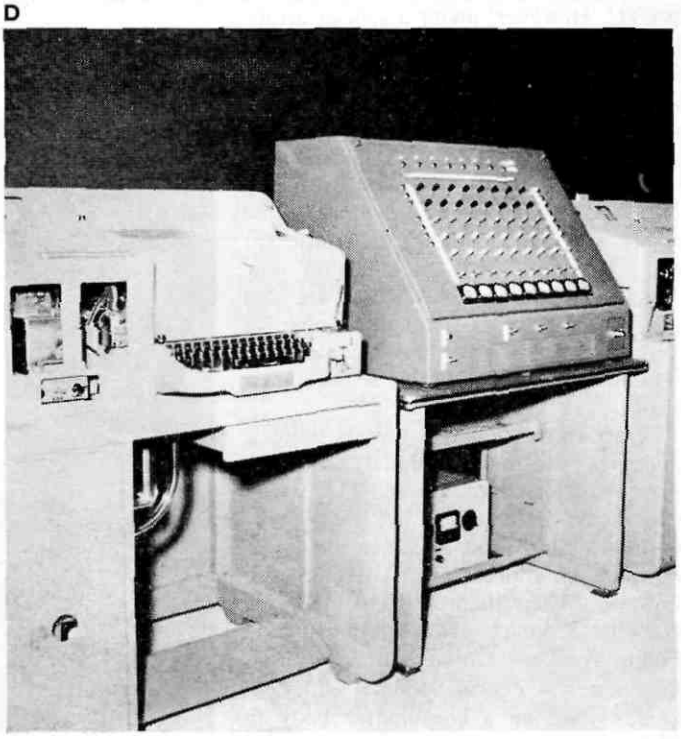


right of course as long as secondment for union duties is freely granted, but when disputes arise it is by no means unknown for officials to be dismissed and check-off arrangements cancelled, leaving the unions leaderless and without income. Some supervisory grades are not allowed even to belong to trade unions.

This question of the rights of public service workers has often exercised the ITF, since railway workers and public transport workers are among those affected. In 1958 our then Director of Regional Affairs, Bob Coutts, took part in a joint ICFTU/ITF mission to help the National Railway Workers' Union in a serious dispute, and I myself was a member of an ICFTU mission to Japan in November 1960, again to investigate the question of trade union rights in the public service. Hopeful reports about the Japanese government's intention to ratify Convention 87 are again being published, and when I spoke with the Minister of Labour he assured me that the Government was doing all it could to persuade the Diet to approve ratification. Statements of good intention are well and good; but not until the Convention is ratified and the Public Corporations Labour Relations Act is repealed or revised shall we be fully content.

On behalf of the ITF's Asian seafarers' organizations, I also urged the Minister of Labour and Transport to give consideration to the possibility of inviting the ILO to hold its Second Asian Regional Maritime Conference in Tokyo (the first was held in Nuwara Eliya, Ceylon, in 1953). They were favourably inclined to the idea but said that it would have to be discussed within the Cabinet.

It has always been a matter of satisfaction to us that although our Japanese affiliates come from within both Sohyo and Zenro there has never been any bitterness between them within the ITF; an article in the May issue of our Journal describes the working realtionship which they have established. During my talks with leaders of our unions I was very happy to find that whatever the relationship between Sohyo and Zenro is likely to be in the future – and there is little at the moment to encourage thoughts of unity – Japanese unity within the ITF will not be impaired.

The next issue of the *Journal* will be a double one for the months of July and August, and will include more articles devoted to the regions.

Johan S. Thore,
President of the Swedish Seamen's Union

Profile of the month

JOHAN S. THORE became President of the Swedish Seamen's Union in 1957; from the beginning of his career his personality had marked him out for leadership and when Jerker Svensson died the succession fell naturally, and by unanimous agreement, to Thore. The sea is in his blood, he has served the union since 1932, and he is a figure which commands immediate respect from anyone with whom he has dealings.

Thore, whose father sailed on clippers, was born on 1 September 1905 in Höganäs, near Helsingborg, in Southern Sweden, and went to sea in 1926, serving on sailing ships, steamships and tankers until 1932 when he was appointed to a full-time job at the Swedish Seamen's Union branch office at Helsingborg. Here he worked under Jerker Svensson, whom he succeeded first in the tough job of Swedish seamen's representative in the United States of America during the Second World War from 1941 to 1943, later – in 1956 – as Vice-President and Treasurer of the union, and finally as President. In the same year that he became President he also took over the General Secretaryship of the Scandinavian Transport Workers' Federation following the retirement of J. Christensson.

From the President's office in Gothenburg Thore looks out over the harbour and is immediately brought close to the lives of more than 20,000 members for whose well-being he carries a large responsibility. Not that he needs the physical reminders of the sea which come with working in Sweden's largest port: he is still a seaman himself at heart, and counts his years at sea among the happiest he ever spent, despite the bad conditions and hardship which ruled at that time. It is this closeness to the needs of the membership, together with the single-minded devotion of his energies to the work of the union which earned him the latter's highest honour – the gold badge, which was presented to him in 1961.

He had been very active in social democratic politics in Helsingborg, serving as a Social Democratic town councillor, on the Harbour Board and on the management committees of various vocational training schools in which he took a particular interest. But he gave up active politics when he became President, saying that he felt the union should claim his undivided attention.

Among Johan Thore's main concerns over the years since he has been President have been campaigns to lift seafaring conditions to a level which would halt the tendency for seamen to return to shore jobs after only a few years at sea, thus depriving the industry of experienced and qualified men. This task he saw not merely as a question of obtaining higher rates of pay, although this naturally played an important part since seafarers' wage rates came low down the national list. But he felt, and still feels, that it is also important to try to make seafaring more competitive with land jobs in other ways: to compensate for the long periods spent away from home and family by way of longer paid leave; to give seafarers better leisure opportunities and means to use them on board ship.

Johan Thore is a 'big' man in every sense of the word. His sturdy build and generous voice give him an impressive public presence, and these advantages coupled with his forthright manner and the unique blend of idealism and practicality which form his opinions make it certain that when Thore stands up to speak people listen. He is immediately recognized as one who has a worthwhile contribution to offer. Within the ITF Thore's voice commands wide respect not only within the Seafarers' Section but on matters which affect the Federation as a whole.

Job training for Swedish truck drivers

Course participants are often family breadwinners, but ways have been found of helping them out financially with a basic grant and rent as well as family allowances

ROAD TRANSPORT DRIVERS are one of the few groups of workers which until now and in most countries have been without organized job training facilities. We believe that there is a need for proper training opportunities in this profession. The advantages to be gained are many, and are not limited to the drivers themselves. Employers stand to gain from the greater stability of labour and from better handling of vehicles, and the community at large would benefit through higher standards of road safety. In some countries pioneer schemes have been started and they have shown us how it can be done.

For five weeks — during the middle part of the course — participants continue their training on the job, under various employers

In the last issue of this Journal we published details of a training scheme for German road haulage drivers sponsored by the German Transport and Public Service Workers' Union (ÖTV). This article is devoted to a scheme which has been started in Jönköping, Sweden, and which is also enjoying considerable success.

There are training facilities available for almost every job in Sweden. Training establishments operate in conjunction with places of work, and on-the-job apprenticeship schemes are in existence all over the country. It is therefore something of an anomaly that a group of workers bearing such heavy responsibilities as the road haulage drivers – their vehicles are often worth £6,000 or more and carry loads which may be worth many times that amount – should have no organized training scheme of their own. It is an even greater paradox when one remembers that road transport drivers in Sweden – as all over the world – have the most dangerous places of work: the roads.

Nevertheless there is in Sweden a solid core of first class drivers and every year an adequate number of new ones is usually recruited. But at what price? There is no way of telling. The casual practice of recruiting drivers must be a costly one. Deficiencies in a driver's ability cannot be

directly proved to be economic factors, but it is to be wondered how the industry can be content with a system where drivers must learn their job at the same time as doing it.

Breakthrough

Now however the issue is in the process of solution. In Jönköping and Örebro, a breakthrough has been made in the field of job training for drivers. This is an achievement of some importance considering the fact that it called for the creation of a completely new tradition in the sphere of professional preparation.

The process of starting a new training procedure from scratch is more complicated than one might imagine. Other crafts and professions have long traditions of training and apprenticeship for new entrants. No such tradition exists in road haulage driving.

A common misconception is that instruction for the commercial vehicle driving licence alone gives a road haulage driver the competence he needs for his job.

As job training opportunities for professional drivers lag so far behind those available for other groups of workers, it might be assumed that all parties involved in the issue would be interested in starting some scheme to provide such opportunities. This however has not been the case. Interest among the employers was no more than lukewarm even as late as the fifties. It was not until a shortage of drivers began to make itself felt in the bigger urban areas that attention was drawn in earnest to the job training issue.

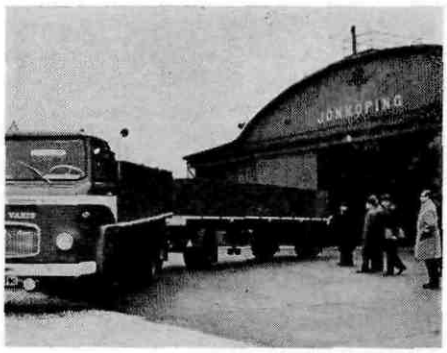
It was a long time before the present system of instruction was worked out. No-one had an entirely clear idea of what any basic training should include. Progress was hindered by a number of difficulties, and a series of half measures saw the light. The Swedish Transport Workers' Union refused to give its approval to any of these makeshift solutions, in spite of its ardent wish to see driver training facilities brought swiftly into operation.

Jönköping led the way

The local government department responsible for providing job training facilities in the Jönköping area (southern Sweden) has pioneered a more solid form of training for road haulage drivers. Local representatives of the union and the employers' organization also took part in planning the new course, which is now beyond the experimental stage. The other school for Swedish drivers in Örebro, central Sweden, was shown on television and is thus better known by the public. But Jönköping was first in the field.

To begin with, the instruction progressed largely by trial and error. A three week course was started first, but those concerned soon realized that a more thorough-going plan of instruction was needed. The union was contacted and the present plan was worked out in joint consultation. The course is for basic training, and although more advanced courses were not discussed in any detail it is certain that these are to come.

One of the difficulties with this course is that the trainees enter it at a much later stage in their lives than if they were learning any other trade. A commercial driver's licence is not obtainable before the age of 21, and this being so it is not unusual to find course participants who are already family breadwinners. Nevertheless succesful efforts have been made, through work with the district labour committees, to find ways of helping the trainees. A basic grant for every course participant has been fixed at 410 kronor (about £28 or $79) per month, in addition to which there are rent and family allowances.



One of the manoeuvres which have to be practised is to reverse a vehicle and trailer through the door of a hangar after passing between two posts at a 90 degree angle to the door (Photos 'Transportarbetaren')

Seventy eight trainees can be examined each school year. In the Jönköping district 300 new road transport drivers are need-

Instruction is also given in the course in the use of different types of special equipment, such as this crane. Trainees also learn to handle and maintain inter-com radio equipment

ed annually. The training capacity is correspondingly low, but it is not thought that the turnover in drivers would be so high given more stable training facilities and better wages and working conditions.

When a new airfield was opened at Jönköping, the drivers' school acquired the old one as a training ground. It turned out to be a fine spot for driving practice. The old hangars made excellent lecture halls.

Twelve weeks in three

The instruction is divided into three parts. The first consists of a full time course lasting six weeks at Jönköping's job training centre. This is followed by five weeks' on the job training, concluding with a final week back at the centre.

During the first six weeks trainees are given a very general grounding. Driving practice itself takes up an important place in the programme and nothing is glossed over. Exercises are given in every detail of driving technique and for this the special practice areas are extensively used. Once the groundwork has been got through, the trainees begin practising on the roads. Every driving session is preceded and followed by a safety check. These checks condition the driver to a habit of thinking about safety and of making regular checks on his vehicle accordingly.

Considerable emphasis is laid on safety in the course. Forty seven hours are devoted to it, and this includes a study of the road traffic regulations. Road safety also comes into the parts of the course devoted to mechanical knowledge and maintenance of the vehicle. The purpose of this is to teach the intending driver to look after his vehicle properly and make sure that it is always in a safe and roadworthy condition. Increased safety reduces expenses for repairs and avoids costly delays. The purpose of including mechanical knowledge in the course is to provide trainees with technical competence adequate for performing minor mechanical adjustments on the road, and for checking faults in any of the vehicle's main parts, and seeing that they are not aggravated by further driving.

The 'on-the-job' part of the course is designed to enable trainees to put into practice all they have learnt in connection with merchandise carried and the handling of it

Modern road haulage vehicles often have special equipment such as inter-com radio and hydraulic loading cranes. Handling and maintenance of this special equipment also enters into the instruction plan. Inter-com radio has itself been adopted as a teaching aid.

Salvage, first aid, work hygiene and workers protection are all items included in the first six weeks of the course. The trainees also learn something about the economic structure of the road haulage industry, about the composition of the labour market, legislation and collective agreements.

Final stages

During the ensuing five weeks the trainees work under specially selected road haulage concerns. The intention here is that they should have experience of as many branches of the industry as possible. This part of the course, in which each trainee is entrusted to a 'tutor', provides opportunity for further driving practice and for applying all that has been learnt in connection with merchandise carried and with the handling of it. Special emphasis is laid on behaviour towards customers.

The last week of the course, which finds the trainees back at school, is the test week. It is devoted to revision of all that has been learnt and includes practice runs with the school's vehicles. The trainees finally demonstrate their competence before an examiner. It is a very comprehensive test, including driving on the instruction ground as well as on the ordinary roads. It also covers theoretical and practical mechanics and the highway code. The test is carried out on a heavy lorry, fully loaded, in certain instances, and provided with a four wheeled trailer. It is a good preliminary for the commercial vehicle driving test, but is considerably more difficult and more exacting in its requirements.

The chief instructor demonstrates a fuel injection pump to two of the trainees. The course is designed to provide all truck drivers with a good mechanical grounding

The various parties concerned in the question of job training for road haulage drivers in Sweden hope that more schemes like this one at Jönköping will come into being. The union side is however anxious that the situation should be adequately examined in each individual case to ascertain whether there is a need for training facilities. In some areas there may be a surplus of drivers, in others a shortage. Considerable sums of money are required to finance each school. The vehicles needed are alone worth close on £30,000. But with full attendance, this is money well invested.

Hydrofoil for French coastal service

A HYDROFOIL CRAFT is being operated this summer between the British islands of Guernsey and Jersey, off the French coast, and the French ports of St. Malo and Granville. This vessel, built in Sicily, has a range of about 370 miles and can travel at speeds of up to 37 knots on its foils. When foilborne it does not roll or pitch, thus saving passengers prone to seasickness from their agonies.

Similar vessels are already in service in the Mediterranean, Scandinavia, the Philippines, Japan, and on Lake Maracaibo in Venezuela.

Floating home for Dutch seamen

THE DUTCH SHIP, *De Hoop*, formerly a hospital-church ship, is to become a mobile seamen's home. It has been handed over to the Dutch Institute for Seamen's Welfare for this purpose and after refitting will go to its first anchorage, probably in a Finnish port.

Round the world of labour

Cooperative housing plan for Canadian Railwaymen

THE OPENING of a new shunting yard, under construction outside Toronto, will eventually change the work location for some 1,500 railwaymen, members of the Canadian Brotherhood of Railway, Transport and General Workers, at present employed in the central Toronto area. Transfer to the new yard will mean additional hours of travelling to and from work for a great many of them. The Brotherhood has therefore been examining the possibility of starting a cooperative housing programme, to provide workers affected by the change-over with good homes at a reasonable cost nearer to their new place of work. Members to be transferred have shown a keen interest in the proposition. The new yard is outside Toronto's densely populated urban area, and this offers promising possibilities of procuring land for housing purposes.

Aspirins in the workshop

THE SERVICE attendants and mechanics employed by an American garage have a bottle of aspirins at their disposal. Some time ago their employer noticed that the bottle, which contains a hundred tablets, was emptied at frequent intervals. A public health agency was brought in to find out why the staff took so many. In consequence of the agency's research a new system of ventilation was installed in the garage. The staff immediately stopped taking aspirins; they were no longer suffering from headaches and other ills. Six months later the aspirin bottle was still full, on the shelf where it had been left after the installation of the new system.

This example serves to underline the immense importance of adequate protection in workplaces against toxic fumes and gases. In garages and workshops where internal combustion engines have to be operated and tested, employees are constantly exposed to poisonous emanations such as carbon monoxide, to which the human organism is especially vulnerable. This gas can have serious and even fatal effects, where the fresh air supply is inadequate. Workshop staffs have a right to demand proper protection at work through the use of efficient ventilation systems.

Plan for South Arabian fisheries

A COUNTRY having such low land productivity as the South Arabian Federation must look to the sea as a source of food for its protein starved population. As it happens the waters off the South Arabian coast are the most promising source of nourishment for the people of this arid region.

A project of training and research has been started for the Federation's fishing industry, sponsored by the Food and Agriculture Organization of the UN and the Federal Ministry of Agriculture. It should start in October this year and spread over the years. The programme will fall into three main parts.
Intensive surveys will be carried out by experts to ascertain the size and distribution of fish stocks in the Gulf of Aden.

Twelve-week training courses will be given for ten crews each composed of ten men. Two of these crews – the most promising – will then be selected for further training as skippers and engineers. Six weeks of the basic course will be spent at sea and six ashore. A special boat has been built for the purpose of the course, and the training envisaged will cover engine maintenance, gear handling, navigation, elementary food technology and fish handling.

Under the third part of the plan advisory services will be set up, designed to assist the local authorities in attracting foreign investment and mobilizing domestic capital in order to accelerate the industry.

There has always been fishing activity in the Gulf of Aden, with whatever primitive methods were available. Since 1948 however, a revolution has been in progress in the South Arabian fisheries, under the guidance of the Fisheries Department of the FAO. A scheme of loans has enabled hundreds of fishermen to mechanize their boats and pull in better catches. The annual catch is now 60,000 tons, one third of which is exported. Consumption of fresh fish in the Federation has risen from 2,728,625 lb in 1959 to 8,839,978 lb.

Film shows for dockers

THE BRITISH NATIONAL DOCK LABOUR BOARD has introduced a mobile film service for port workers.

The scheme was at first an experimental venture. Numerous short films on such subjects as first aid, lifesaving, safety, and accident prevention had been shown in call-stands, halls and clubs, and a van had been used to tour ports and show the films to wider audiences. The van covered 8,500 miles in two years of extensive touring during the course of which it showed films to an estimated total audience of 25,000.

The experiment proved to be a success, and a specially designed mobile cinema unit was built. The unit began with a tour of all the docks in the Port of London, and set off afterwards to cover the provincial ports, travelling north up the east coast and returning southward via the west coast ports.

New pension plan for Canada

LEGISLATION has been introduced in the Canadian House of Commons to create a new retirement pensions scheme for thousands of workers. The bill, which has not yet been passed by the House, provides that every person employed in pensionable employment, a railwayman for example, should contribute to a national retirement plan beginning with the year 1965. Employers and employees would each be required to contribute at the rate of 1 per cent of pensionable earnings (up to a maximum of $4,500 per year). Thus the maximum contribution for each employee would be $45 per year. This would not qualify as taxable income.

Benefits would be on a graduated scale, under which the pension after the first year of participation in the scheme would be $7.50 per month for each contributor. This income would be increased by $7.50 each year until the maximum of $75 per month was reached after te years.

Proposers of the bill are hoping to link the scheme with the old age pensions system already in force. Those qualifying for receipt of the old age pension and retirement benefits would thus receive a single monthly cheque.

Life rafts on US ships

FOR SOME TWO YEARS the National Maritime Union of America has been waging a campaign for the use of inflatable life rafts as an added safeguard against disaster at sea. Inflatable liferafts have been approved by the US Coast Guard and the 1960 International Convention for the Safety of Life at Sea, but US shipowners will not be obliged by law to carry them on board their vessels until the International Convention has been ratified by 15 countries, in other words, probably not until 1965.

The State Marine Corporation and some other contract companies led the way in introducing the liferafts, but many companies have been stalling over the issue. Some time ago the Union's safety director sent a request to all shipping companies holding NMU contracts for information on their plans with regard to this matter. The move was successful in bringing two major shipowning groups around to the NMU's point of view. The two groups, affiliates of the American Merchant Marine Institute and the Tanker Labor Service Committee, agreed to install life rafts aboard their vessels 'as expeditiously as possible'.

Ten-year plan for US fisheries

A TEN-YEAR PLAN to revitalize the United States fishing industry was recently announced by the Secretary of the Interior. The plan, named 'Trident', will be carried out by the Bureau of Commercial Fisheries. It has two broad objectives: Action Now, a 13-point programme for dealing immediately with the urgent problems of the industry; and The Long Haul, a more gradual approach, primarily through research, to attack the deep-rooted problems. Both approaches are deemed essential to achieve the Bureau's long range objectives.

Action Now proposes immediate and positive action as follows:

– That the fishing industry be provided with assistance comparable to that provided by the government generally;

– That the tariff structure for fishery products be thoroughly re-examined;

– That methods be developed to offset subsidies paid by foreign countries to producers who export fishery products to the United States;

– That a broader and more realistic fishing vessel construction subsidy law be enacted;

– That more emphasis be placed on the development of bilateral and multilateral international agreements in the management of high seas fishery resources;

– That more meetings be held and more information exchanged between the

(Continued on page 140)

The ticket collector is a lady

Women are employed in the service of the railways to a greater extent than the public realize. Catering, cleaning and ticket selling are among the many railway jobs done by women. They are however in a minority, and checking tickets on trains is a job traditionally done by men. But in West Germany there is a shortage of male train inspectors at present. Our picture shows one of fifty women inspectors taken on recently by the German State Railways in the Cologne region. They all had to follow a 7-week examination course before going out on the job. The feminine touch makes all the difference to a sometimes tedious routine. (Photograph by the courtesy of Conti Press)

Safety at Work

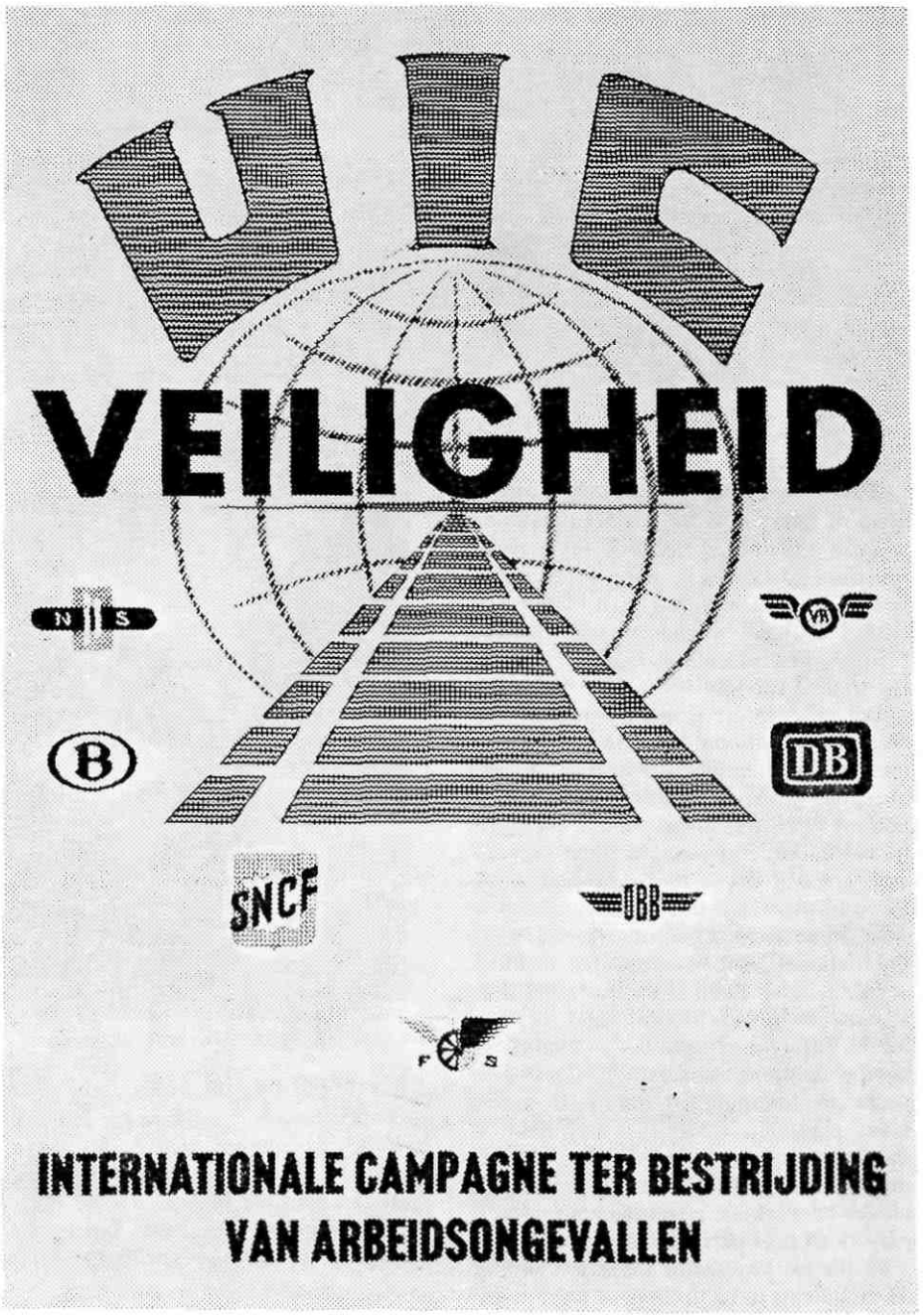
By G. J. H. ALINK

G. J. H. Alink, author of this article, is President of the Dutch Transport Workers' Union (NBV) and a member of the ITF Executive Board. He undertook the task of preparing a report on the prevention of accidents on railways for the ITF Railwaymen's Section Conference in Stockholm

THE PROTECTION of the working man in the exercise of his profession is receiving more and more attention. It became clear long ago that more consideration should be given to this question. In many countries it has been dealt with in legislation which has imposed on industry a variety of protective regulations. Unfortunately we find that these regulations have in many cases only been implemented to the minimum extent. Although in a number of countries control machinery was set up we feel that this was often unsatisfactory and that in many enterprises precious little attention was given to the question of safety at work.

Happily modernization in industry and the growing influence of the trade unions have contributed towards bringing the protection of the worker in the performance of his job more and more into the focus of attention. It is clearly to be seen,

The International Union of Railways (UIC) produced a poster to announce its campaign against work accidents. This copy is of the Dutch version. The insignia of the national railways taking part in the campaign appear around the track motif, with 'safety' above



especially in the big concerns, that progress is being made in this field. Everywhere we observe the introduction slowly but surely of special safety services, with safety inspectors, whose daily task is to see that employees may work in safety. Often the workers themselves cooperate constructively by forming safety committees, making suggestions which are a worthwhile contribution to the work as a whole.

One cause of the increase in these activities is, in our opinion, that manual labour is being replaced increasingly by mechanical processes. This transition has implied a greater degree of teamwork, in which a worker is much more vulnerable to mistakes made by workmates in the daily routine. In addition motor power and electricity have come to play a greater role in industry. The greater dangers in their use are self-evident and can have serious consequences for workers. Machines are operated at greater speeds. The volume of noise in factories and workplaces has resulted in less effective communication between workers. All these factors together have tended to increase the industrial accident rate. This has meant considerable loss for industrial undertakings, and what is worse from our point of view, a great amount of suffering for the victims of such accidents.

The upshot of all this is that the problem of safety at work has been claiming a great deal more attention. Whereas at one time safety was in many cases placed last in order of importance, it is now discussed in detail when new factories are planned, new machines built and personnel trained for jobs.

For years safety at work was only discussed on a national level. In some countries much attention was devoted to the question, while in others much less or nothing at all was done. Neither were the trade unions convinced – and perhaps they are still not – that they had a job to do in this field. But we have observed with some satisfaction that contacts at international level have resulted in more attention being given to this question. The advantages of exchanging and making use of different experiences and solutions have clearly been understood. Every two years an International Safety Congress takes place. In 1962 one was held in Paris and during the course of 1964 another will be held in London. Representatives of workers, governments and employers all take part in these meetings.

In the railway sector there are similar developments to be noticed. A large number of railway companies have grouped themselves into the International Union of Railways (UIC), which has its headquarters in Paris. A working group on accident prevention has been set up by the UIC. This working group has taken the initiative in organizing international safety weeks for the different categories of railway staff during the course of 1964. The first safety week was for the workshop staff in March. In April it was the turn of the shunting staff, and in May that of the permanent way men. The railway systems taking part in the campaign were from Belgium, France, Italy, Austria, Germany, Finland and Netherlands. An international safety poster was produced on which an announcement of the campaign appeared in the appropriate language.

As far as we know this is the first time a predetermined action has been carried out in this field simultaneously in several countries. It is to be regretted that only seven countries took part but we are glad that the way has at least been opened. We hope that this campaign will be successful and will give new impetus to that solidarity which has already benefited us in so many years.

In this connection we should like to recall the wise action of the ITF Railwaymen's Section at its 1961 Conference in Paris, when it decided, on the initiative of the Netherlands delegation, to place this matter on the agenda for the following meeting. Discussions at the Stockholm Conference of the Railwaymen's Section last month were encouraging and proved that this is a question of concern to the international trade union movement and deserving of our attention. We should by working together – unions, governments and employers – attempt in all possible ways to promote safety at work. In this way we should be doing the community a service and we should in addition be averting much hardship and suffering for members of the unions which form the ITF Railwaymen's Section.

Matters discussed at the Railwaymen's Section Conference will be reported in a future issue of the *Journal*.

Machines on the permanent way

Today there is a machine for practically every job done on the permanent way. Heavy cranes are used to lift complete sections of track into place. Special machines loosen hardened ballast and move it to one side. Others have the task of cleaning the ballast, freeing it from dirt, sand and fine gravel, which can prevent proper drainage. A permanent way gang of the West German Railways is here seen preparing the ballast surface for a new track. (A DB photo)

News from the Regions

Africans take over

OVER THE PAST FEW YEARS the East African Railways and Harbours, an authority covering Kenya, Tanganyika and Uganda, has been stepping up its africanization programme. Under this all posts in the railways and harbours, held by expatriates, will eventually be handed over to Africans. This is being done through promotion of Africans already in the service and through appointment and training of applicants from outside. At the end of 1963 an overall increase of 37 per cent was registered in the number of Africans occupying graded posts. In the course of that year there was an increase of over 100 per cent in the number of Africans promoted to the top grades. In 1962 there were 1,863 Africans in the higher graded posts. By the end of 1963 there were 2,557, against a total of 6,838 posts.

The EAR&H continues to sponsor students for university and technical college training, with a view to employing them ultimately in the higher grades of the service. A scholarship scheme was devised in 1962 to overcome the shortage of Africans with engineering degrees. Twelve African bursars were sponsored at the Royal College, Nairobi – six to study civil and six to study mechanical and electrical engineering. Twenty-on secondary school leavers have also been selected for 1964, subject to passing the necessary exams. Under a similar scheme for marine officers, started in 1961, 15 trainees were sent to study in Britain and Ghana and a further eight were selected for 1964.

The speeding up of the africanization programme has necessitated the premature retirement of expatriate staff on a large scale. But the programme has proceeded smoothly to date, and the African staff, whose burden of responsibility is increasing rapidly, have responded well to the heavy demands made on them.

Under a scholarship scheme devised in 1962 twelve Africans were sponsored by the East African Railways and Harbours to follow ourses in mechanical and electrical engineering at the Royal College, Nairobi *(Photos by courtesy of EAR&H)*

Training for promotion to a higher grade. This African member of the EAR&H staff is learning to use an accounting machine. He will join the many who have replaced expatriates in the higher railways grades

Latin American 'Air Union' shelved

CONSIDERATION of a project to integrate the airlines of a group of countries in the Latin American Free Trade Area has been postponed after two years of study. The airlines which would have been involved in the plan were those of Argentina, Brazil, Colombia, Mexico and Venezuela. A preliminary study showed that reorganization on 'air union' lines would involve drastic changes in the existing structure of the Latin American airline system.

One at a time

DURING THE DEBATE in the Tanganyikan National Assembly – reported by the Tanganyika Standard – on the establishment of a single national union for all of the country's workers, one representative noted that some national newspapers were not on the Government's side. He hoped that the Government would see that the papers in question were closed down. Tanganyika, he declared 'should be a country with one party, one union and one newspaper'.

Low price housing for Nigerian workers

A £2,100,000 HOUSING scheme has been proposed by the Federal Government of Nigeria, under which workers in the lower income groups will be able to purchase cheap, up-to-date family

accommodation. The scheme, which will benefit workers in the capital, Lagos, will involve the building of three-roomed flats equipped with all modern amenities and costing between £500 and £700 each. Payment may be spread over 20 years. This means that a worker will pay less than £3 per month for a flat for himself and his family.

National shipping company for East Africa

EAST AFRICAN CONFERENCE LINES comprising Belgian, British, Dutch, French, German and Italian interests, have put forward a plan for an East African shipping company. A memorandum to this effect has been sent to each of the East African Governments, which would be concerned in the plan, and to the East African Common Services Organization. The foreign lines might consider the loan or the gift of one or two ships to form the nucleus of the new company's intercontinental fleet, and there is a possibility that the seven ships of the Southern Line, East Africa's largest locally registered company, might be acquired for its coastal trade. What the Conference Lines have in mind is a long term partnership similar to the relationship between East African Airways and British Overseas Airways. The new East African line would be able to make use of the Conference members' managerial and port facilities in Europe.

Provident fund for Indian seamen

THE INDIAN NATIONAL WELFARE BOARD FOR SEAFARERS has approved a contributory provident fund scheme for ratings, to be introduced on 1 July this year. This provides for contributions of 6 per cent of wages by the seamen and a further 6 per cent from the shipowner, and this rate is to be increased to 8 per cent with effect from 1 April 1968.

A gratuity scheme has also been agreed, effective from 1 June 1964, which provides for the payment on retirement of a gratuity at the rate of 15 days' pay for each completed year of service, based on the last wages drawn. The minimum period of qualification is 15 years' service. Up to now, Indian ratings have not had any form of retirement benefit.

ICFTU proposals for developing countries

THE INTERNATIONAL Confederation of Free Trade Unions submitted a memorandum to the United Nations Conference on Trade and Development, held recently in Geneva, proposing ways of assisting the developing countries in their industrial expansion. This document is a programme of action, worked out in consultation with the National centres affiliated to the ICFTU and with the international trade secretariats, aimed at speeding up the progress of the developing countries towards the attainment of a modern economy, of full employment and of a decent standard of living.

ICFTU General Secretary, Omer Becu, introducing the memorandum to the Conference, said that the programme proposed 'a vast range of measures carefully combined, such as reform of the international monetary system, development of adequate transport systems, a more rational organization of international commodity trade, including the extension of commodity agreements and a modification of their structure, compensation schemes for price fluctuations, the intensification of trade between developing countries . . .' He stressed the importance of providing larger markets in the industrialized countries for the products of the economically less advanced areas.

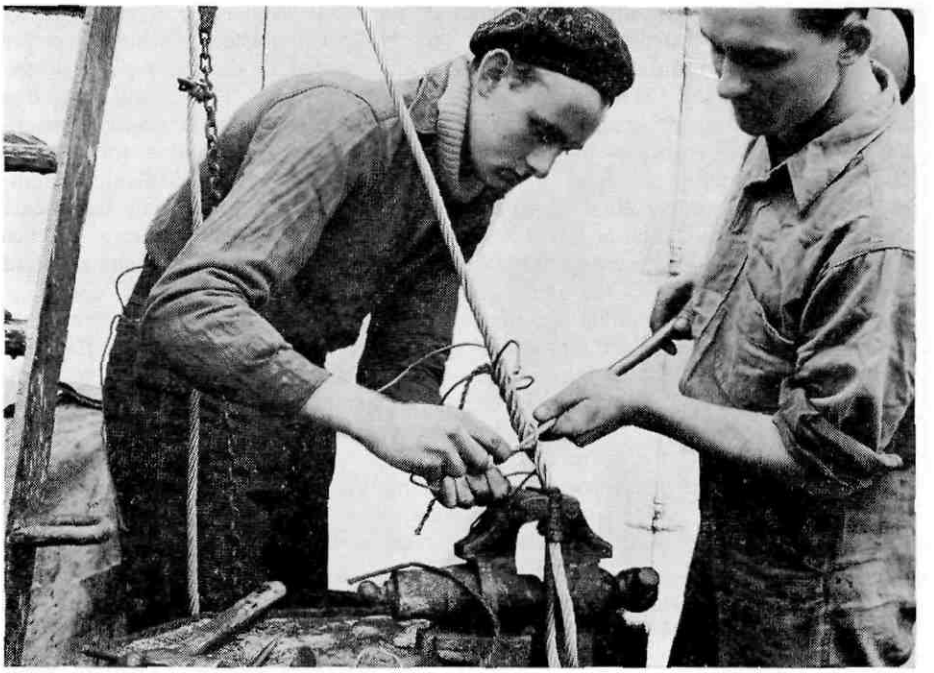
African blueprint for progress

THE RECENT AFRICAN REGIONAL CONFERENCE of the ICFTU at Addis Ababa adopted a Programme for Social and Economic Progress which included the following points:

1. The adoption in all African countries of adequate economic development plans, creating employment opportunities for the whole working population, and a balanced economy through industrialization and land reform where necessary. Free trade unions should be able to participate fully in economic planning.
2. Public control should be exercised over industry to ensure that prosperity is shared by the whole people of each country.
3. Governments should take all necessary measures to free their countries from economic dependence on any other country, by, among other measures, expanding inter-African trade; expanding education and vocational training at all levels; rapid Africanizations of administrative and technical services; and increased national control over their own economies.
4. Economic integration among African countries should be increased. Trade and payment barriers should be reduced and finally eliminated, transport facilities improved, and investment and economic policies coordinated.
5. Free trade unions welcome the convening of the United Nations Conference on Trade and Development and hope that the countries participating will agree on action to stabilize prices of primary commodities at more advantageous levels than at present, to find outlets for manufactured goods produced in the developing countries and increase international technical and financial assistance to the African countries.
6. Free trade unions strongly support the establishment of both producer and consumer cooperatives as a form of democratic economic enterprise which can lower the costs of marketing and distribution. Unions should not only assist and support such enterprises, but participate in them and take the initiative in establishing them.
7. A strong and free trade union movement able to bargain collectively for its members is the first requirement for securing an adequate level of wages. Whilst minimum wage machinery should aim to guarantee a general minimum standard of living, actual wages paid above the minimum should be determined by collective negotiations. All discrimination based on race, colour or sex should be abolished.
8. Free trade unions will cooperate with governments and employers in all genuine attempts to improve and stabilize industrial relations. Any agreements of this kind which trade unions enter into should contain adequate provision for settling disputes through conciliation and arbitration where collective negotiations break down, but should not interfere with the right of workers to strike in the last resort.
9. Social progress should go hand in hand with economic development. Free trade unions call for the rapid introduction of adequate social security schemes, public health services and a high priority for housing projects in development plans.
10. Free trade unions recognize the importance of raising the levels of productivity in African countries and they undertake to do all within their power to impress on their members the need for higher productivity. At the same time they insist that support for higher productivity must be accompanied by vigorous action by governments to absorb unemployment and underemployment, and that higher productivity should be reflected in improved wages and living conditions.

Vocational training for the British merchant navy

By I. A. Gunn,
Assistant Secretary of the British Shipping Federation
(Source-ILO)



Wire splicing by apprentices on the 'Chantala' (Photo: British India Steam Navigation)

Training for the British merchant navy is characterised by the variety and diversity of ways by which its end is achieved, for there are differences in the content and length of courses and in the types of schools and establishments providing the training. *)

For the sake of simplicity, it has proved convenient here to deal with vocational training in two sections: on the training of ratings, and on the training of officers; a third section deals with safety training, non-vocational courses and financial assistance. Nevertheless the ladders of promotion, as will be seen from the text, provide not only for youths to enter the industry as officers or trainee officers (apprentices and cadets) but also for those who start as ratings to obtain promotion, on merit, to officer rank and to qualify by examination for the higher positions. Emphasis is placed throughout on pre-sea training as well as on vocational training during service in the industry.

Deck apprentices being instructed in winch operation (photo British Shipping Fed.)

Training of ratings

It is the firm policy of the industry that all boys recruited for service in the deck department should, before going to sea, have completed a course at one of the recognised pre-sea training establishments. The largest of these, at which about 75 per cent of all deck boys are trained, are the National Sea Training Schools (NSTS). These schools – at Gravesend and Sharpness – provide free vocational training for ratings. They are managed by a committee of representatives of shipowners (nominated by the shipowners' organizations), of the National Union of Seamen and of the Ministries of Transport and Education. They are financed equally by the shipowners' organizations and the Ministry of Education. The courses are residential, as it is felt that pre-sea training for boys should prepare them to live together in a closed community away from their home environment as well as provide them with vocational instruction.

The course for deck boys at the National Sea Training Schools lasts 12 weeks. During this time a boy is given a basic grounding in all the work that he will have to do at sea – elementary seamanship, steering, deep-sea sounding, rigging and the handling of cargo-working gear, mooring and general ship maintenance work. Instruction is also given in the use of life-saving appliances, lifeboat handling and rowing.

The internal organization of the establishments is similar to that of a ship: this helps to achieve one of the primary objects of course, to accustom the boys to routine and discipline before they join their first ship. A captain superintendent

*) The Shipping Federation have asked us to point out that their training institutions cannot accept students from overseas.

is in command and is assisted by navigating officers and instructors.

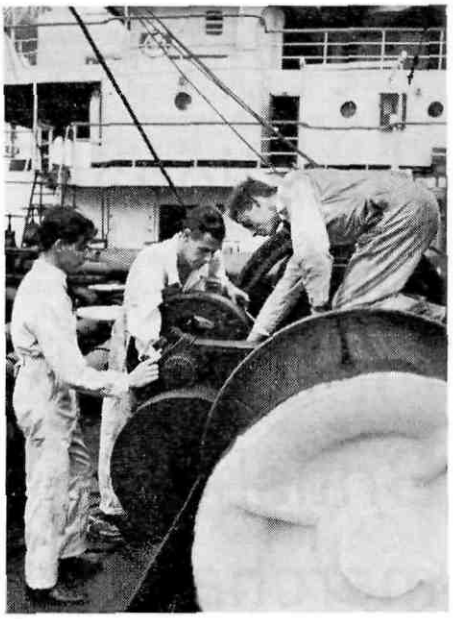
Candidates are required to be between approximately 16 and 17½ years of age. Literacy and ability in simple arithmetic are essential for entry to the course. During their training the boys do not receive wages but no fees are charged for the course, accommodation or board.

Eight other pre-sea training schools prepare boys for service in the merchant navy. Almost all are residential and most are run by private, charitable and voluntary organizations. The courses range from 14 weeks to two or more years. A further type of training available to those who wish to join the merchant navy as deck boys is the 'end-on' course, run by a number of state secondary schools, which cater for boys who normally leave school at 15 years of age, the minimum leaving age. It is intended to encourage boys to continue their full-time education until 16 years – the minimum age of entry into the merchant navy. During this final year pupils are for two terms given further instruction in general education but the course has a nautical basis. In the third term boys who make satisfactory progress enter one of the National Sea Training Schools, where they join the normal course.

On completion of 12 months' sea service and having reached the age of 18, a deck rating may attend a course at one of the adult seamanship schools run by the NSTS Committee, of which there are seven situated in the main ports of the United Kingdom. The course lasts one week and leads up to the oral and practical qualifying examination for the Efficient Deck Hand's Certificate. Candidates must hold a Steering Certificate confirming ten hours' steering practice aboard a ship, and are normally required to attend another one-week course – also provided by the adult seamanship schools – for the Certificate of Efficiency as a Lifeboatman. On passing the qualifying examination, a young man is rated as an Efficient Deck Hand and is regarded by the Ministry of Transport as being the equivalent of an able-bodied seaman for manning purposes.

On completion of three years' service at sea a deck rating can take the qualifying examination to obtain a Certificate of Competency as an AB, provided he is over 18 years of age and already holds the Lifeboatman's and the Efficient Deck Hand's Certificates. On completion of four years' service at sea a deck rating can sit for the examinations for the Ministry of Transport's Certificate of Competency as a Navigating Officer.

It is also the policy of the industry that all catering boys should complete a pre-sea training course before joining the merchant navy. Almost 80 per cent of all catering boys entering the merchant navy attend either the Gravesend or the Sharpness school, where they take an eight-week course of instruction in general duties associated with the catering department, such as service of meals, making of beds, cleaning of cabins and duties in public rooms. In addition they serve for a short period in the galley. Domestic duties in the schools are undertaken by the boys as part of the training under the supervision of the chief steward or chief cook. Catering boys as well as deck boys are instructed in the use of life-saving appliances and must become proficient in lifeboat handling and rowing while at the school.



Apprentices receiving instruction on deck machinery on board the tanker 'British Engineer' *(BP photograph)*

Navigating officer cadets being instructed in sextant adjustment on board the tanker 'Caltex Cardiff' *(Photo: Overseas Tankship UK Ltd.)*

Boys from some other pre-sea schools are accepted into the industry each year, notably from the Liverpool School of Nautical Cookery and the Leith Nautical College. Instruction at Leith is conducted on the training ship *Dolphin*, which is moored in Leith docks. One large liner company runs a private course combining instruction ashore in the company's canteens with training on its vessels while on coasting articles.

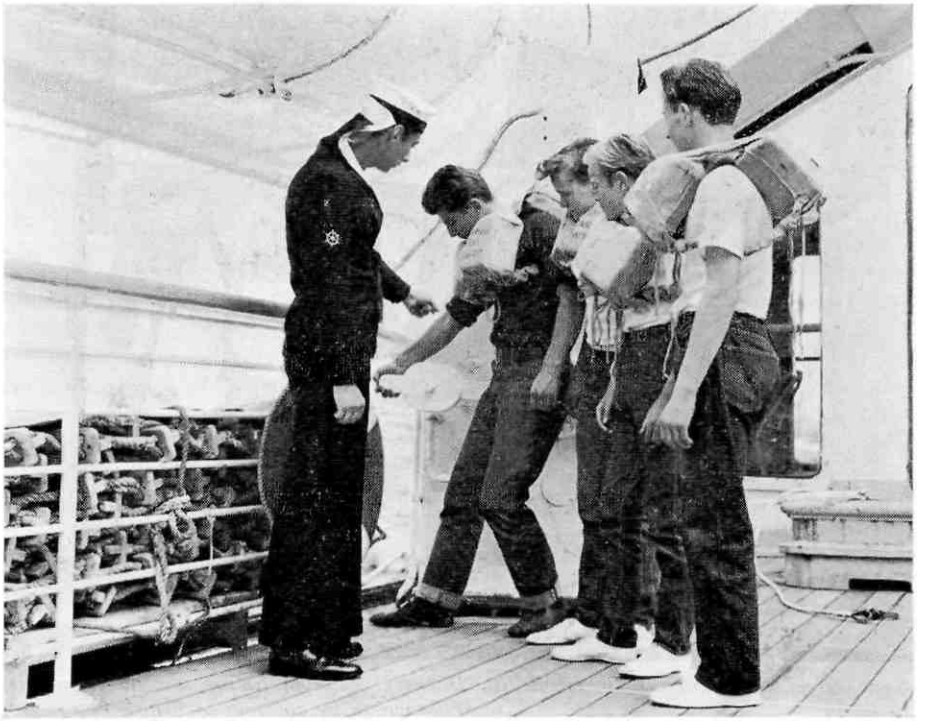
The management committee of the National Sea Training Schools operates four schools in nautical cookery to enable catering ratings to obtain a Ship's Cook's Certificate. They offer six-week courses leading up to this certificate; it may be obtained by examination and usually after serving at least 12 months at sea in the galley as a galley boy and assistant cook. The Ministry of Trans-

port approves five other schools of cookery, most of which are run by local education authorities. The schools also run three-week courses for higher certificates which entitle a ship's cook to an additional monthly payment. To retain this higher rate of pay a ship's cook has to complete a refresher course once every three years.

The Shipping Federation provides a short course in Liverpool giving assistant stewards additional training to enable them to act as waiters in passengers liners. Specialist catering personnel such as chefs, bakers and confectioners enter the industry after having obtained the necessary qualifications ashore but some shipping companies arrange for their senior catering ratings to attend catering courses in technical colleges. Most chief stewards, even in the largest passenger ships, enter the industry as junior ratings, promotion being entirely dependent upon ability and ambition. Chief stewards do not require any certificates, but many companies expect them to hold a Ship's Cook's Certificate.

In recent years one liner company has introduced catering cadetships. The company selects suitable young men who are then trained in various sections of the catering department with a view to becoming catering officers. The cadetships are available to boys with educational background and standards similar to those of other apprentices and cadets. A three-year course is provided combining both theory and practice and including such subjects as food technology, maintenance of equipment, staff management, accountancy, first aid, and the handling of a ship's lifeboat.

Engineer officer cadet studying on board the 'Chantala' (British India SN Co. photo)



Boat drill for trainees on board the 'Oronsay' (photo courtesy of British Broadcasting Corp.)

The Minimum Age (Trimmers and Stokers) Convention, 1921 (No. 15), expressly prohibits the employment of young persons under the age of 18 years as trimmers or stokers. It does not, however, impose any other restriction on the employment of youths in the engine room. The general age of entry in the United Kingdom to this department is 18 years but provision exists for the employment in the engine room of boys of 16 years and over who have had a pre-sea-training. The NSTS Committee provides pre-sea training for firemen at two schools, at Liverpool and Newcastle, which run three-week courses. Basic instruction is given in firing (oil and coal) and engine-room cleaning and maintenance. One week is spent on lifeboat instruction.

Engine-room ratings can become certificated engineers if they are over 19 years of age; have served a minimum of two years at sea in the engine room, of which at least one year must have been in a capacity not below that of fireman; and successfully complete a technical college course. The course is described in greater detail below, in the section on the training of officers.

Training of Officers

It will have been seen that it is possible for anyone to start his sea career as a rating and eventually qualify as a certificated officer. The great majority of certificated navigating and engineer officers, however, start as apprentices or cadets (the terms are practically synonymous) and from the beginning their training is directed to making them officers.

Almost two-thirds of each year's intake of apprentices and cadets have attended a pre-sea training course. The training ships and residential schools in the United Kingdom for boys wishing to become navigating officers may be divided into two main categories. The first comprises HMS Conway, HMS Worcester and Pangbourne, which are, in fact, boarding-schools providing general education combined with nautical instruction. Boys spend from two to five years at these schools, the age of entry being 13 to 16½ years.

A representative curriculum includes mathematics, science, English and a modern language, history, geography, navigation, seamanship, signalling, meteorology, ship's construction, engineering, sailing, physical training and first aid. Students at these colleges are expected to obtain the General Certificate of Education at 'O' (ordinary) level during the course at the age of 15 or 16. Instruction

Crew server on board oil tanker 'British Duchess'; catering trainee, second from left, looks on (Photograph by courtesy of British Petroleum)

is also given for the 'A' (advanced) level examination – that is, university entrance standard. Cadets at these colleges are given training in practical seamanship, through which great emphasis is placed on developing qualities of leadership.

The second type of residential school provides a year's course for boys between the ages of 16 and 17½ who already hold the GCE with 'O' level passes. The syllabus of instruction is divided into three parts: academic subjects, including English, mathematics, meteorology, geography and physics; vocational theoretical subjects, including nautical astronomy, navigation, seamanship theory, ship's construction and stability; and vocational practical subjects, consisting of command training, practical seamanship, boat sailing, pulling and handling, the practical use of nautical instruments, and signals and international code. Here, too, great emphasis is placed on character training. Fees are charged by these residential schools, but financial assistance may be obtained by pupils from local education authorities and organizations interested in the merchant navy.

In addition to the residential schools described above there are some 16 non-residential schools throughout the country which provide courses for boys who wish to enter the merchant navy as navigating apprentices or cadets. Most of these are attached to technical colleges controlled by local education authorities. Academically the syllabus is similar to that followed by the residential schools which run a one-year course. The normal period of deck apprenticeship is four years, of which four-fifths must be spent at sea. The period can be reduced by remissions for pre-sea training etc., and an apprentice without any remission will be able to attempt the examination for his first certificate of competency approximately three-and-a-half years after going to sea.

Several companies train their deck apprentices in specially adapted cadet ships. The trainees replace the normal complement of seamen on deck but the ships are in all other ways normal units in the company's fleet, except for the additional of instructional staff. They are operated and maintained as far as possible by the cadets, whose working day is divided between ship and school, each class taking its turn.

Some shipowners arrange for their apprentices during their period of training to attend a course of two terms, known as a 'mid-apprenticeship release course', at one of several residential nautical colleges. The two terms count as sea time up to a maximum of six months. Boys undertaking the course study vocational subjects and liberal arts.

The Merchant Navy Training Board is composed of representatives of shipowners, appointed by the shipowners' associations; of seafarers, appointed by the trade union organizations; of the government departments concerned – the Ministry of Transport, the Ministry of Education and the Scottish Education Department; and of nautical schools and other educational bodies interested in nautical training. It has authority to formulate recommendations for the training of British merchant navy personnel.

An apprentice normally follows a standard syllabus of instruction compiled by the Board. This deals with practical seamanship, mathematics, navigation, ship construction, general science and ship stability. Handbooks on the syllabus are issued to apprentices and those responsible for training on board ship. Guidance is also given on the methods of instruction which, of necessity, may have to be varied to suit different types of ships and trades.

All apprentices within the scheme take a test examination on board ship when they have completed the first, second and third years of their sea time. The test papers are marked and commented upon by the Training Board.

On the completion of the required period of sea service, an apprentice may take the examination for a Second Mate's (foreign-going) Certificate. Before doing so, however, he will normally attend a two-month refresher course in one of the nautical colleges recognised for the purpose. Most of the schools are attached to technical colleges and are non-residential. Candidates for this examination must hold a Radar Observer's Certificate and a First Aid Certificate and must pass a written examination in nautical subjects, mathematics and English. Passes must be obtained in practical and oral examinations and in signalling. Courses are also available for preparation for First Mate's and Master's Certificate examinations.

The College of the Sea, a department of the Seafarers' Education Service, a voluntary society incorporated by royal charter, runs a scholarship scheme in conjunction with the Royal Society of Arts, which offers young deck ratings tutorial help in English and mathematics and arranges for a nautical college to provide them with a correspondence course. These scholarships are designed to help ratings to obtain officers' certificates.

The traditional method of entry into the merchant navy for engineer officers is as a junior engineer, after having served a craft apprenticeship ashore in marine or heavy-engineering workshops. A boy must normally have completed four years of his workshop apprenticeship before he

is acceptable to a shipping company. These apprentices are always encouraged to obtain their basic theoretical knowledge by attending a local technical college one day a week and also evening classes. Their aim is to obtain the Ordinary National Certificate in Mechanical Engineering and possibly the Higher National Certificate – both nationally recognized qualifications and accepted by the Ministry of Transport as affording exemption from certain parts of the examination for engineer's first and second class certificates of competency. Holders of these Ordinary and Higher National Certificates are also allowed remission of some of the sea service required before they are eligible to take the full second class engineer's certificate.

Before being accepted into the industry as a junior engineer officer a shore apprentice is interviewed by one of the Ministry of Transport's examiners of engineers and placed in one of two main grades according to the type of workshop training he has received and the technical qualifications obtained during his apprenticeship. He starts his seagoing instruction at this stage under the guidance of a senior engineer. Technical studies can be continued whilst at sea by means of a correspondence course available from certain technical colleges.

Under what is known as the Alternative Scheme – alternative to craft apprenticeship ashore – boys are taken by many companies for an apprenticeship lasting about four-and-a-half years, combining pre-sea training with instruction during service. The first two years are spent at an approved technical college on a course leading to the Ordinary National Diploma, the Ordinary National Certificate or part 'A' of the second class certificate of competency – the Ordinary National Diploma, like the Ordinary National Certificate, is a nationally recognised qualification; the certificate of competency is obtainable only by sea-going engineers.

The remainder of the apprenticeship consists of from 8 to 24 months' training in the company's ships and six to 12 months' practical training ashore in a technical college, an industrial workshop, or both. An apprentice is allowed time while at sea to continue his technical studies by means of a correspondence course. The Alternative Scheme is designed for boys between the ages of 16 and 18 years who have had full-time education up to the age of 16 and have shown proficiency in mathematics and physics. Reasonable ability in English is also required.

One company operates a variant of the Alternative Scheme by carrying out a considerable part of the training in a cadet ship. The vessel carries both navigating and engineer cadets. The engineer cadets spend their first year in this ship, which is equipped with lecture rooms, laboratory and workshop. Their second year is spent at a technical college where they sit the Ordinary National Diploma examination. Thereafter their training follows the normal pattern under the Alternative Scheme.

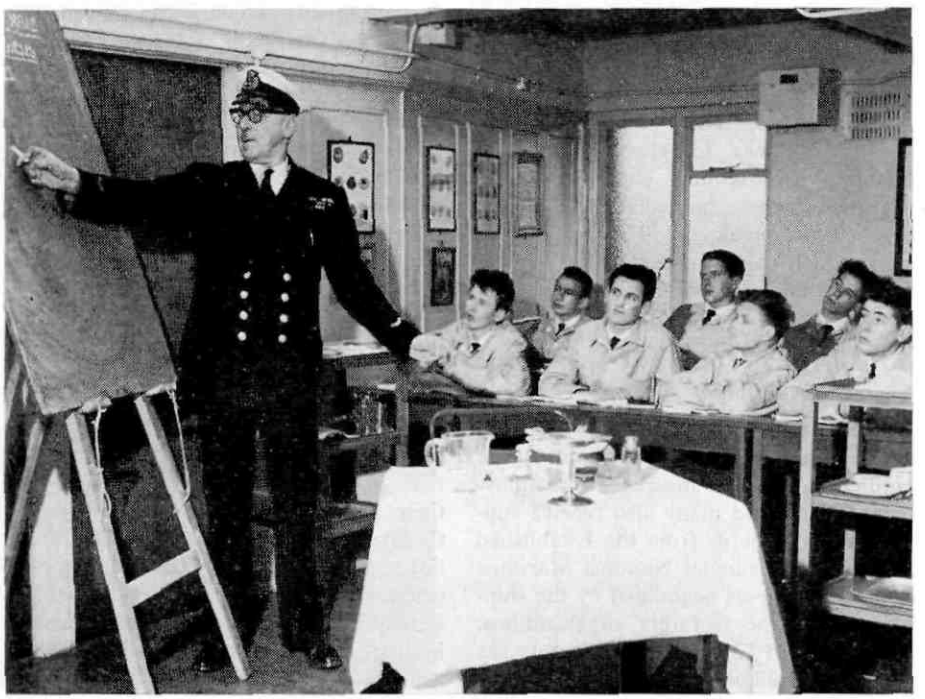
Having completed his apprenticeship – either in a shore workshop or under the Alternative Training Scheme – a young man must serve at sea for from 18 to 21 months as a junior engineer officer before being eligible to enter for the examination for the full second class certificate. Before taking the examiniation it is usual for a junior engineer to attend a course at a technical college. Special intensive courses of up to six months in length are provided in the theoretical aspects of marine engineering in preparation for the examinations for both first and second class certificates of competency.

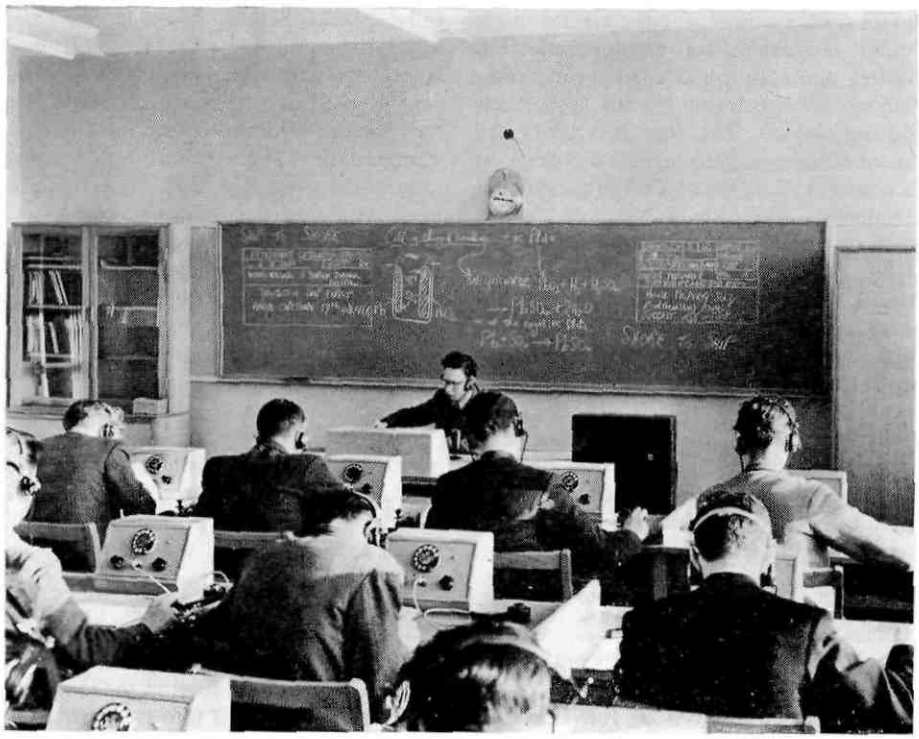
The examinations for the second class certificate are divided into two parts: 'A' consists of papers on mathematics, applied mechanics, heat and heat engines and engineering drawing, and part 'B' comprises electro-technology, elementary naval architecture and engineering knowledge. The examinations for the first class certificate cover the same subjects, with the omission of mathematics and engineering drawing. The certificate of competency can be for steam or motor engines or both.

The course for engine-room ratings who aspire to become certificated engineers is provided at Leith Nautical College. The requirements for eligibility have been described above, in the section on the engine-room department. Candidates having served a minimum of two years at sea in the engine room and having been approved by a selection committee spend two years at this College. The first year's training leads up to a City and Guilds of London Institute examination – which is recognised nationally – and the second year's to an examination which qualifies successful candidates to take part 'A' of the Second Class Engineer's Certificate of Competency. They return to sea on completion of the course as junior engineers and serve for from 18 to 36 months as officers on watch before attemping the full Second Class Engineer's Certificate. The shipowners' organizations pay the fees and maintenance allowances to students throughout the course.

Radio officers must hold the Post-

A class of catering department trainees receiving instruction at the National Sea Training school at Gravesend *(Photo: British Shipping Federation)*





Training to be radio operators at the Grimsby College of Technology. Students practise morse code on classroom telegraph system (Photo: Marconi International)

master General's Certificate in Radio Telegraphy before entering the British merchant navy. Courses of from one to two years are run by approved radio colleges, most of which are controlled by local education authorities. The certificate includes morse manipulation, regulation tests and practical and oral tests on apparatus. Some companies also require their radio officers to hold the Ministry of Transport Radar Maintenance Certificate.

Safety Training

Safety of life at sea is of such paramount importance that safety training is included in all the courses. In the pre-sea ratings' instruction, for example, lifeboat work is required whether the course is for the deck department, the engine room or the catering department. Safe methods of work are specially emphasised in teaching prospective deck hands rigging and cargo handling and when instructing firemen, particularly on oil-burning furnaces. Another example of the accent on safety will have been noted in the requirement that candidates for the second mate's certificate must have obtained a radar observer's certificate before presenting themselves for the examination.

Courses in fire-fighting are provided for both officers and ratings and it is appropriate to give here a short description of courses which have been designed to train crews to deal with the menace of fire at sea. The training includes theoretical instruction in the main types of fire that are likely to occur and the appropriate methods of extinguishing them. The main emphasis, however, is on giving practical experience in extinguishing fires with the equipment normally carried in ships and in operating in smoke – i.e. training which cannot be given on board.

The shipowners have produced a colour film vividly demonstrating the fire risk in ships, and emphasising the need for crews to prevent fires, to maintain fire-fighting equipment, and to know what immediate action to take if a fire breaks out. This is shown in ships which carry projectors, and at various training establishment ashore, to a number of which the officers' organizations have presented copies.

Financial Assistance

Officers and ratings who attend approved courses during service in the industry are entitled to national insurance unemployment benefit and many also receive supplementary benefits from the Established Service Scheme under National Maritime Board agreements negotiated by the shipowners and the seafarers' organizations. Seafarers with 12 months' satisfactory sea service are eligible for general service contracts – two year agreements by which the Established Service Scheme provides a number of benefits, including weekly 'establishment benefits' when the seamen are not on articles and when they are attending approved courses. The establishment benefit payable while seafarers are preparing for examinations varies according to rank and is payable for up to a maximum period of 12 weeks for a Master's or a First Class Engineer's Certificate.

Boys and young men may also obtain local education authority awards to pay for fees and maintenance while training, if this is required, and the Marine Society, which was founded in 1759, helps boys with insufficient means to cover unavoidable expenses in going to sea, especially those joining the merchant navy as cadets and apprentices.

(Continued from page 130)

US industry and foreign fisheries with similar problems;

– That the government increase its efforts to develop and expand foreign markets for exportable fishery products;

– That provision be made to obtain more adequate information on fishery developments and markets in key foreign areas;

– That technical findings be more quickly disseminated and that the industry be more aggressive in the adoption of new developments and findings;

– That industry-government efforts to develop quality standards for fishery products be accelerated;

– That joint market promotional and advertising campaigns by US and foreign producers be encouraged to stimulate the consumption fishery products;

– That aggressive safety programmes be expanded to decrease the alarmingly high vessel hull and protection and indemnity insurance, and thus reduce operating costs.

In The Long Haul plans are outlined that detail the searching, time-consuming efforts that eventually will fill the many gaps in knowledge of living resources of the sea and their environment. Insufficient knowledge hampers the conservation of these resources and handicaps their full utilization. New methods of finding and catching fish, as well as handling, preserving and transporting the catch, are needed. Impairment of natural habitat by man's activities has severely injured important inshore fisheries and needs more intensive study.

Problems of mechanized cargo handling

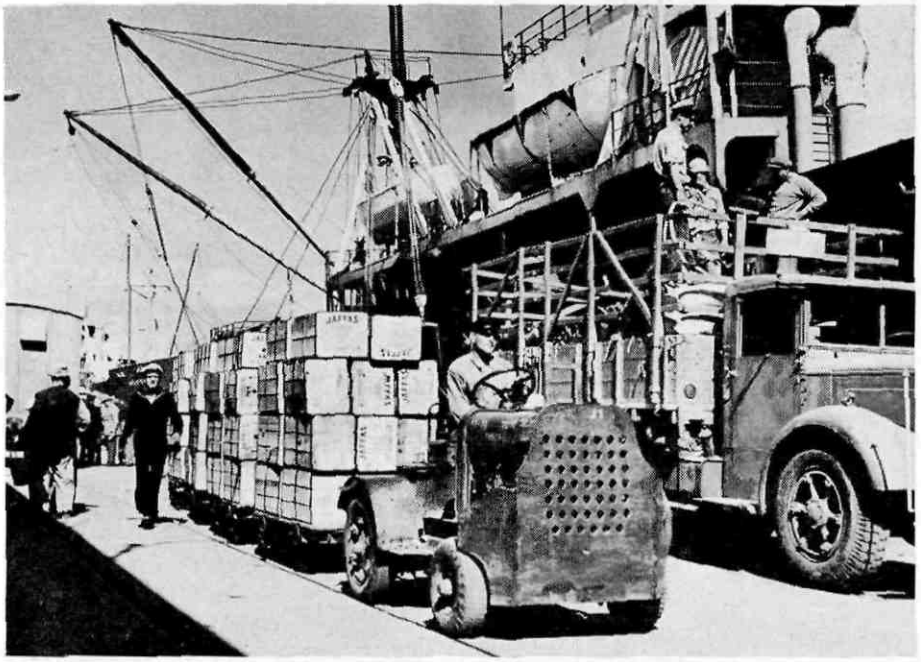
Several different sizes of containers are in use, where this method of shipment has been adopted. Thus there is a need to reach international agreement to fix standard sizes

The smooth running of the transport process depends on a number of departmental operations, and this must constantly be borne in mind in rationalization measures

THE ICHCA is a body which concerns itself with planning and technology in port operations. It provides a framework in which transport committees from twelve nations can get together to discuss and exchange ideas.

In 1960 the Dutch Committee appointed a study group to examine the possibility of rationalizing the handling of general cargo in ports. The results of the group's work are contained in an extensive report, some of the conclusions of which we shall set out briefly in this article.

One fact which emerges from the group's reports is that the modernization and mechanization which has taken place in port installations and on board ship have not been entirely succesful taking into account the capital invested in them. Up-to-date fast-running vessels cannot be used to greatest advantage, because it has not been possible to reduce turnround time in port. The study group's report has shown that the number of days a modern liner has to spend in port is on the average ten per cent greater than that of days spent at sea. However efficient and fast vessels become, the most important cost factor still remains: loading and unloading time in port. The same is true for improved port installations. Here mechanization and modernization have



A traditional vessel with a loading capacity of 10,000 tons can spend as much as 7 or 8 days in port. Container vessels on the other hand have a much quicker turn-round

been carried out, but beneficial effects have not made themselves felt, because the various rationalization measures have been put through in a piecemeal fashion without being properly linked up with the whole process of transport of goods to and from the ships.

Three basic questions

The main problems can be summed up in three basic questions: a) is it not possible to reduce time in port, given the modernization which has been carried out on ships and in port installations?; b) If the causes of the problem can be established, would it be possible to eliminate them through replacing manual labour with mechanical processes?; c) Is it possible to establish in advance ways in which a reduction in loading and unloading time may be achieved?

The study group's report divides cargo vessels into four categories: 1) the traditional vessel with one hatch for each hold, one or more 'tweendecks, and with its engine room amidships; 2) The open vessel with wide cargo hatches; 3) The container vessel. The experts assess the economic range of the latter at 3,000 nautical miles. The need to carry return freights often creates difficulties; 4) Roll-on roll-off vessels. The economic distance for trips made by these vessels is not more than 1,500 nautical miles. Yet no vessel is equipped for such speed in loading and unloading as they are, though their effective load is extremely small.

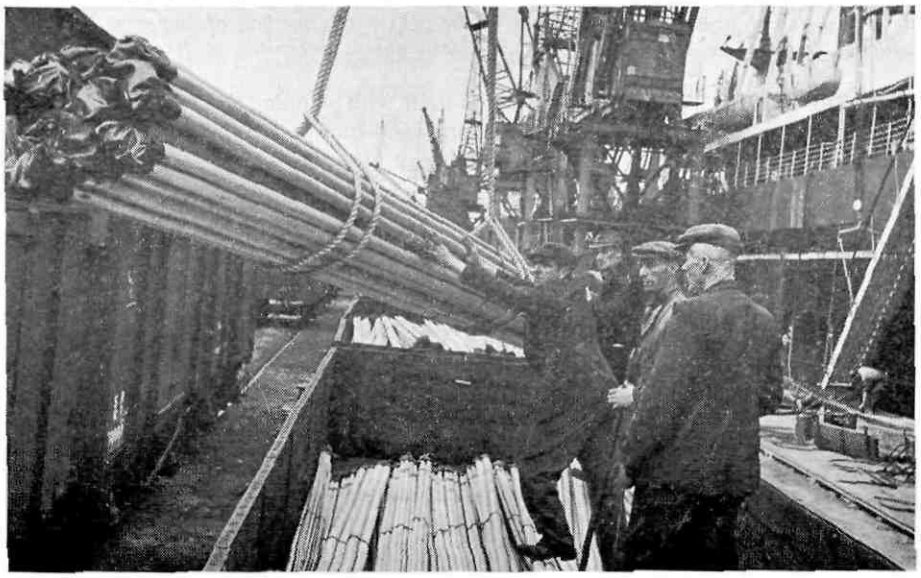
A comparison of port turn-round efficiency for three different types of vessel, the traditional, container and ferry (roll-on roll-off) types (given a speed of 16 knots and a length of 120 metres common to all three), would give the following results:

Vessel	Loading capacity	Loading/ unloading time
Traditional	10,000 t	7-8 days
Container	4,300 t	8 hours
Ferry type	2,700 t	4 hours

Cargo capacity

Loading capacity is determined by three factors: the nature of the cargo, technical aids and the vessel itself. Cargo capacity is adversely affected by extensive variations in shape, weight and dimensions and in packing. These difficulties can be tackled through efforts to achieve greater uniformity in cargo. Mechanical aids and port installations vary extensively and this variation hinders the efficient transfer of goods between the waterfront and the vessel. The study group considers that the traditional vessel is not adequately equipped for efficient handling of freight. This is an international problem. It could be solved through an establishment of international standards governing volume capacities. These could serve as a basis for fixing dimensions of both holds and cargo units.

A vessel's cargo capacity is adversely affected by variations in shape, weight, dimensions and packing of freight. Mechanical aids and port installations also vary widely



Pallets and containers

Standardization has been brought about to a certain extent where pallets are used. Those most extensively used measure 80 x 120 cm and carry loads of one ton. If pallets are adopted on a permanent basis, various other factors must also be taken into consideration: for example, prices, loss of stowing space, return, and the risk of loss. One solution worth considering is to create an international

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Radio officers in the electronic age

Marconi Marine equipment in radio room of the trawler 'Stella Leonis' includes automatic direction-finder, which is being tuned by the radio operator (Marconi Marine photograph)

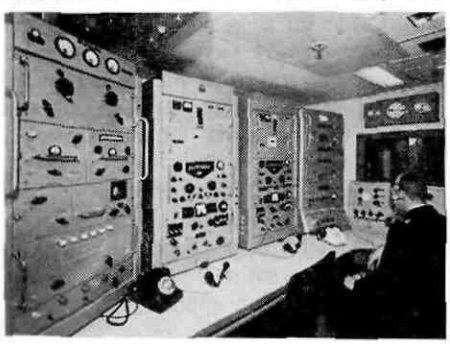
ON THE INITIATIVE of the ITF's four Scandinavian affiliates catering for maritime radio officers – the Seamen's Unions of Norway and Sweden, the Finnish Radio Officers' Association and the Danish Radio Officers' Association of 1917 – the ITF has arranged a conference of radio officers' representatives to be held in London on 7 and 8 July 1964. The main point which the Scandinavian unions wished to have discussed was the need for radio officers to be trained in the maintenance of the ever-increasing amount of electronic equipment being installed on board ship. So far, apart from the Scandinavian unions, organizations representing radio officers in Belgium, Great Britain, Japan and the United States have announced their intention of participating in the conference, and it is expected that other countries will also be represented.

Because radio operators have received a certain amount of instruction in the functioning and maintenance of the equipment they handle, the care and upkeep of much of the new and complicated electronic equipment being introduced often falls to their charge as well. Radio officers feel that whilst they are probably best qualified to undertake this job in view of their training, such duties add to the burden of responsibility which they carry and to the actual amount of work they have to do. As things stand at present a radio officer's training does not provide sufficient instruction in the maintenance of electronic equipment – the British courses do provide for some radar maintenance instruction, but the Scandinavian ones do not – and although he may unofficially be acting as an electronics officer on board ship he is not receiving any compensation for the extra responsibility involved. It is expected that the conference will agree to seek to regularize this situation by pressing for adequate training in the maintenance of electronic equipment to be incorporated in certificate courses, and for the formal recognition of radio officers as electronics technicians responsible for the upkeep of all such equipment on board ship.

Other subjects which are likely to be discussed at the conference will include problems arising out of the siting of direction finding apparatus on board ship and the closing of shore-based direction finding stations; reviewing certain of the provisions of the International Seafarers' Charter relating to radio officers; and the IMCO International Code of Signals.

The last radio officers' meeting was held in April 1960, prior to the International Maritime Consultative Organization conference on the Safety of Life at Sea, and the principal topic discussed was a proposal, emanating from Scandinavian governments, to revise the Safety of Life at Sea Convention with the aim of ex-

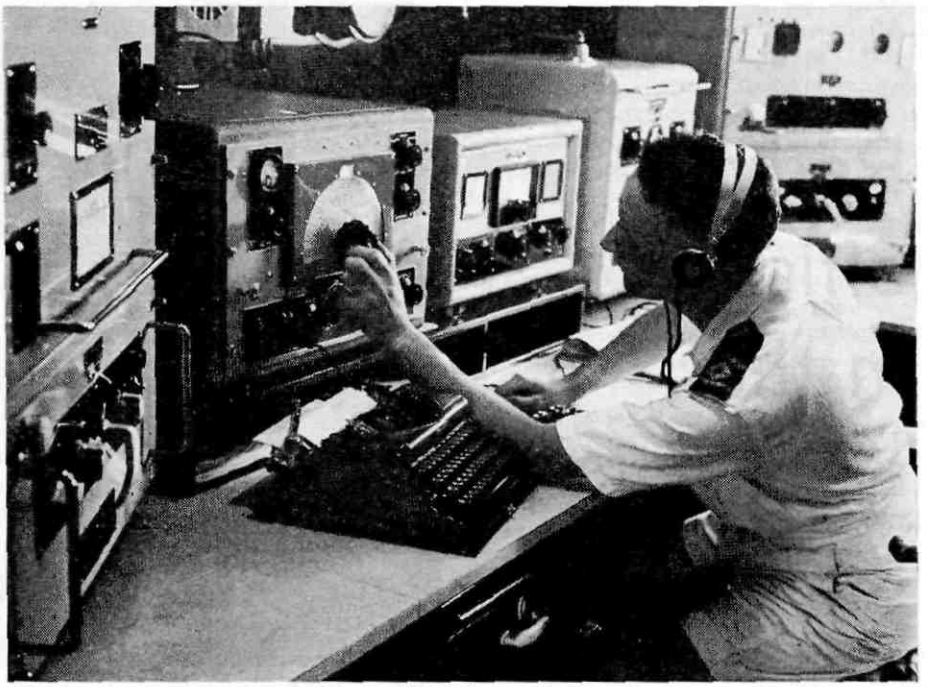
The R/T room on board the P & O passenger liner 'Canberra' (P. & O photo)



tending the use of radiotelephony on board ship at the expense of radiotelegraphy. The ITF meeting adopted a resolution strongly opposing this idea, which was subsequently also rejected by the IMCO safety conference. The agenda of the forthcoming radio officers' meeting includes a review of the situation which has arisen from the decision of some Scandinavian governments to grant exemptions from the Convention in order to permit ships to operate in certain areas with radiotelephone communications only. The Scandinavian unions are very disturbed at this development, which seems to them to be in conflict with the spirit of the Safety of Life at Sea Convention. This states (Chapter IV, regulation 3) that all passenger ships and cargo ships of 1,600 grt. and more shall be fitted with a radiotelegraph station and (regulation 4) that cargo ships of 300 to 1,600 grt., unless fitted with a radiotelegraph station, shall be fitted with a radiotelephone station. Under Regulation 5, governments may grant to individual passenger and cargo ships exemptions of a partial and/or conditional nature or complete exemptions from regulations 3 or 4. However, this can only be done where safety considerations in individual cases do not make regulations 3 or 4 essential, and governments must also bear in mind the *efficiency of distress services for all ships* in the area where exemptions are granted. In addition, they are bound to report to IMCO all exemptions and the reasons why they were granted.

The radio officers' organizations have placed on record their conviction that radiotelephony is never likely to replace radiotelegraphy effectively for distress and safety purposes and deplored any extension of areas where radiotelephony is the exclusive means of communication. Against the undoubted economy and compactness of radiotelephone as against radiotelegraph equipment, the former is less accurate and speedy in operation, and more liable to be affected by sound distortion and interference.

Wireless operator keeping night watch at his station on board a British trawler



Radio Office on board BP 42,000 ton oil tanker 'British Duchess' *(BP photograph)*

The ITF is always anxious to give attention to specialist groups within its membership, and does its best to afford adequate opportunity for the discussion of the issues which affect them particularly. Although radio officers represent only a small proportion of the ITF's total membership and have the status of a subgroup within the Seafarers' Section, the problems which they are concerned about are extremely important, touching as they do the very heart of the subject of Safety of Life at Sea.

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pool. Present systems of exchanging pallets between continents are not practical. A solution here would be to begin producing pallets for use once only.

The use of containers involves a high initial cost but they are an excellent transport aid for homogeneous and valuable goods. However several different sizes are in use, and for this reason there is a need for fixing standard international dimensions which will apply to containers used in land and air transport as well as at sea.

International standards

From the conclusions presented by the study group the need emerges for greater standardization of cargo units. This applies to both carriage compartments and the freight itself. Emphasis is also laid on the point that standardization should be carried out in such a way that it may be applied in all the branches of transport. It is important that consultations should be held on an international level in the near future so that some agreement may be reached. Private interests are getting to dominate areas of public utilities to an ever greater extent.

The guiding principle for rationalizing the handling of general cargo should be that preoccupation with issues in isolation leads to no effective solution of the whole problem. Each individual question must be settled with the knowledge that it is merely a link in a long moving chain. The smooth running of the transport process as a whole depends on a large number of departmental operations, and this must constantly be borne in mind.

The future mechanization of cargo handling must be guided by this principle. It implies greater uniformity of the elements that go to make up the cargoes. Shipbuilders must pay more attention to the rationalization and mechanization of loading and unloading processes. Industries manufacturing port installations should be in a position to cater for all the requirements of transport efficiency.

Of considerable importance, according to the Dutch study group, is the need for fixing international standards for the handling of freight, applicable to all sections of the transport industry.

International Transport Workers' Federation

General Secretary: P. DE VRIES
President: FRANK COUSINS

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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
- 315 affiliated organizations in 84 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 (E
Faroe Islands * Finland * France * Gambia * Germany * G
Britain * Greece * Grenada * Guatemala * Honduras * Hong K
Iceland * India * Indonesia * Israel * Italy * Jamaica * Japan * Jo
Kenya * Lebanon * Liberia * Lybia * Luxembourg * Madaga
Malaya * Malta * Mauritius * Mexico * The Netherlands *
Zealand * Nicaragua * Nigeria * Norway * Nyasaland * Paki
Panama * Paraguay * Peru * Philippines * Poland(Exile) * Repu
of Ireland * Rhodesia * El Savador * St Lucia * Sierra Leo
South Africa * South Korea * Spain (Illegal Underground
Movement) * Sudan * Sweden * Switzerland * Tanganyika
Trinidad * Tunisia * Turkey * Uganda * United States of
America * Uruguay * Venezuela * Zanzibar

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ITF-aren

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