

# International Transport Workers' Journal

Volume XXIV • No 7-8 • July-August 1964

7-8

## In this issue:

ITF railwaymen told of new Swedish transport policy

Railwaymen's Conference resolutions

The British Officers' Association today  
by D. S. Tennant, C.B.E.

South East Asia's Air Training Centre

Out of step.

A visit to Salonika  
by Hans Imhof



Monthly Publication of the International Transport Workers' Federation

# International Transport Workers' Journal

7-8

*Monthly Publication of the ITF*

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

Branch Offices: ASIAN OFFICE - 143 Orchard Road, Singapore 9

TOKYO OFFICE - Kokutetsu Rodo Kaikan, 1, 2 - chome.  
Marunouchi, Chiyoda-Ku, Tokyo

AFRICA - 85, Simpson Street (P.M.B. 1038),  
Ebute Metta, Nigeria

LATIN AMERICA - Apartado 1250.  
Lima, Peru

*Forthcoming meetings:*

Bordeaux 14-16 October, Dockers' Sectional Conference

## Comment

### Radio safety at sea

HOW TO MAINTAIN safety standards was the main theme of a conference of radio officers from eleven countries which met under ITF auspices in London early in July. The conference discussed the technological transformation taking place in the radio department on board ship and the need for training standards for radio officers to be adjusted and improved to keep pace.

Related to this were the problems created by the growing trend for ships to be fitted with radar and other electronic equipment. If properly maintained, these electronic aids to navigation can do much to minimize the likelihood of strandings and collisions, the high incidence of which is at present a serious danger to the safety of life at sea.

The conference therefore adopted a model syllabus for the training of radio officers, which, besides setting down standards required for proper maintenance of radio equipment, also provides for training in the maintenance and care of other electronic equipment which may be installed on board ship. This is in line with paragraph 65 of the ITF International Seafarers' Charter which states: '... radio officers required to maintain radar or other radio aids to navigation should be adequately trained and certificated so as to ensure efficient operation and maintenance of such equipment.' The conference also stressed the need for radio officers to have a specified period of sea-going service in the radio department before being engaged as sole radio officer. This is still not common practice.

As a further step towards the achievement of uniform international standards in radio safety at sea, the conference adopted a model collective bargaining clause providing that certificated radio officers must be carried irrespective of the type of radio equipment on board. This is designed to eliminate the economic motive of shipowners who seek to reduce the quality of radio equipment. The conference also deplored the practice of certain governments in permitting exemptions to the clause in the 1960 Safety of Life at Sea Convention which stipulates that all passenger ships and cargo ships of 1,600 tons and up shall be fitted with radio-telegraphy (morse) as opposed to radio-telephony. ITF radio officers have always been convinced of the unquestionable superiority of radio-telegraphy in case of emergency.

# ITF Railwaymen Told of new Swedish Transport Policy



*Mr. Gösta Skoglund, Swedish Minister of Communications, who addressed the recent ITF Railwaymen's Section Conference on his country's new transport policy, the first stage of which went into effect on 1 July this year with the removal of some controls*

**ITF** AT LAST MONTH'S ITF RAILWAYMEN'S SECTION CONFERENCE in Stockholm delegates heard addresses from the Swedish Communications Minister, Gösta Skoglund, on the new guide lines for Swedish transport policy, and from the Director-General of the Swedish State Railways, Erik Upmark, on Railways Within the Society of Tomorrow. Delegates found both these talks extremely interesting, and we therefore considered it worthwhile to publish a summary of them here.

## Swedish Transport Policy

First, however, it is as well to mention that the context within which Sweden's transport policy, particularly as it affects the railway system, has been drawn

up is that of the government's long-range economic and social policy as a whole. Sweden is a large country in area, but small in population, and the government's general policy of promoting industrial development only in certain

areas, leaving the rest of the country virtually untouched by industry, could only be appropriate to these special circumstances. Equally it is clear that if industry is to be concentrated in certain centres, the pattern of communications will have to be developed to fit in as rationally as possible with the differing transportation needs of different parts of the country. If it seems, therefore, from what follows that the railway system is to be rather severely cut down, this is only because it will have to fit in with the concept of localized development and because a proper competitive balance is being sought between it and road transport with the differing needs of the community in mind.

#### *Removal of controls*

The central theme of the new transport policy adopted by parliament in December last year, as outlined by Mr. Skoglund, is the abolition of controls as far as possible. This may sound strangely in the ears of those who are used to thinking of socialist governments as relying on controls as instruments of policy. However, in Sweden they have found that the practices of putting railways under the strict obligation to provide services over the entire network, of setting maximum rates for both road and rail transport, and of controlling road haulage by means of a licensing system, simply have not worked. Among the results have been that restrictions on road haulage operations for hire or reward have led to an inordinate increase in transport for own account, the railways have run into substantial deficits, public transport in rural areas has suffered and there is generally an unsatisfactory balance in the transport market.

In order to correct this, the Swedish government has decided to reverse the usual process of expanding controls and instead plans to give freer rein to competition, both between road, rail and air transport and between different enterprises within each sector. To do this it plans to eliminate the factors which distort competition. Other industries in Sweden have considerable freedom, and this philosophy is now to be extended to transport. One of the basic conditions to the achievement of these aims is to ensure that each branch of transport should be made responsible for its own costs.

In certain areas, however, particularly passenger transport, it is recognized that there are limits to the extent to which completely free competition can be taken. Where it is desirable to keep



*Under the new Swedish transport plan, uneconomic railway lines will be shut down, provided that there are alternative forms of road transport available; if it is decided that they should be kept open in the public interest, the railway will be compensated out of public funds for losses sustained through the operation of unprofitable services*

unprofitable transport operations going in the national interest, costs are to be covered from public funds. This is however not regarded as a subsidy but as the purchase by the public of certain services which there is no economic reason for the undertaking itself to provide. Investment in infrastructure — roads, railways, airfields, harbours, etc. — will continue to fall largely on the public, and should therefore be rationally coordinated so that traffic facilities and means of transport complement each other.

The reforms will be carried through in three stages, the first to take effect on 1 July 1964, the second on 1 July 1966. The third stage will provisionally come into effect on 1 July 1968, but the timing and exact details will be decided when the effects of the first two stages can be seen. A special body composed of representatives of industry and commerce, the transport undertakings, and transport workers, will watch the progress of the plan.

#### **Railways**

As regards railways, the main basis of the first stage reforms is the closure of unprofitable lines unless there is any special reason for keeping them open. It is likely that a considerable portion of the network will disappear during the next few years. A start has already

been made and about 14 per cent of the network has been closed down since 1959. Compensation for the obligation to keep unprofitable lines operating will be paid from the first reform stage and will completely cover any deficit incurred by this obligation. As far as the state railways are concerned, profitable and non-profitable lines will be regarded as two different branches; in the former the aim will be to obtain some return on public capital invested, while in the latter this investment will be written off, and the aim will be to eliminate the need for any special compensation.

In the second reform stage the railways will be relieved of the obligation to carry, and at the same time be relieved of the obligation to treat transport-users equally and to publish their rates.

#### **Road haulage**

For road haulage, the first reform stage will see a relaxing in the licensing system, to allow a 15 per cent increase in the total carrying capacity of vehicles operating for hire or reward. The requirement to supply proof of need is to be waived in certain cases, for example in cooperative transport when certain firms come together to form an association for the transport of their goods.

In the second reform stage a further relaxation of the licensing control system will take place. The actual percentage increase to be permitted will depend on the amount by which carrying capacity has increased during the previous two years. Secondly, movements by lorries with a maximum load of four tons and by specialized vehicles (tankers, concrete mixers, etc.) will be exempted from the 'proof of need' requirement. Thirdly, certain movements of agricultural materials will be entirely exempted from the regulations governing road haulage traffic. Finally, the transport obligation will be waived for truck and tractor-rig traffic, in order to give formal equivalence to the reforms introduced during this stage with regard to railway traffic. In the third reform stage it is planned to abandon the 'proof of need' test, although the individual suitability test of applicants for licences will be retained.

#### Road passenger transport

The present regulations governing licences will be retained for the time being for bus and taxi transport. However a review of both bus and taxi traffic will be conducted and will aim at the waiving of all controls that are not found to be absolutely essential. Although competition in this sphere is limited, passenger transport should also be run so as to lead to a rational division of traffic. In the same way as goods transport, the

*Mr. Erik Upmark, Director-General of the Swedish State Railways, who addressed ITF railwaymen's delegates on Railways Within the Society of Tomorrow (at right)*



passenger transport must be efficiently managed and must also bear complete responsibility for its costs.

From the first reform stage a car-owner will no longer have to obtain a licence to carry passengers — to a maximum of four — between home and workplace or school. A further proposal may be made to the effect that in country districts where public transport facilities are limited, a car owner may seek a licence to carry paying passengers within a limited area regardless of the purpose of the journey. From the first reform stage a hire car business may be permitted to start without having to supply proof of need.

The final — and vital — point about the Swedish government's methods of freeing competition lies in its attitude towards social questions. It aims to do all in its power to ensure that no firm or sector of the transport industry can gain an unfair advantage over its competitors at the expense of the wages and conditions of its employees. In a country like Sweden with its reputation for fair dealings in labour matters this almost goes without saying.

#### Railways of the future

*Mr. Upmark*, in his address to the conference, made it clear from the outset that he was entirely free of the sentimentality which is sometimes found in railway devotees. He believed in modern ideas in technology, organization, administration, management, selling, etc. Sweden has a vast railway network quite out of proportion to the demand for services, and about half the total length of the network is uneconomic. He estimates that about 3,500 km or 25 per cent of these lines, carrying about 2 per cent of the traffic, will be shut down during the next ten years.

Mr. Upmark sees that there are quite a number of other activities into which railways might naturally branch out in the future, and which might in the long term bring a new prosperity to a railway undertaking. Examples of these are the operation of bus lines, road haulage services, warehousing, train-ferries, car-ferries, hotels and catering, sale of newspapers, tobacco, petrol, diesel and fuel oil, letting of parking space, servicing of cars, etc.

The huge apparatus of railway administration must make use of cybernetics and electronics if it is to be really efficient, and to this end it must revise its working methods so that full advantage can be

taken of these modern aids to management. Automation will also be used extensively in the control of train movements, ticket-issuing, process control in repair shops, stock control, and all kinds of surveys and statistical operations. Eventually, even train driving will be fully automatic, not to mention wagon coupling which will be general within a few years.

In future the demand for general goods wagons will be far less than it is today, whilst special-purpose goods wagons will come into their own. There is also great scope for the wider use of mechanized loading and unloading facilities and more attention will be paid to shock-proofing and shock-absorbing. Goods delivery will have to be speeded up and trains will be used even more than now for the bulk transport of goods such as coal, coke, petroleum products, iron ore, steel, etc.

Comparing railways with road haulage, Mr. Upmark sees a likelihood that in the future railways will have an even more difficult job to compete effectively, particularly since road transport vehicles can so much more easily provide door-to-door transport. He also sees that for long and medium journeys trains will tend to recover some of the passengers they have lost to private motoring, provided that they can impress the public with their speed, comfort, safety and economy. In general Mr. Upmark believes that the railways ought not to be regarded as the sick man of transport; on the contrary, they are very much alive and trying to reshape themselves according to the needs of tomorrow's society.


*Delegates to the Railwaymen's Conference were welcomed by Gustav Kolare, President of the Swedish Railwaymen's Union*



# Railway- men's Conference Resolutions



Photo taken at the meeting of the Section Committee which preceded the Conference. Left to right, Herminio Alonso, Argentina; Pieter de Vries, ITF General Secretary; Hans Imhof, ITF Assistant General Secretary; and Robert Degrís of France, Section Chairman

 A CONFERENCE of the ITF Railwaymen's Section was held in Stockholm from 27 to 30 May 1964. It was attended by ninety-five delegates from twenty-eight unions in twenty countries. The following resolutions were adopted:

## Resolution on Railwaymen in Franco Spain

The International Railwaymen's Conference of the ITF, meeting in Stockholm from 27 to 30 May, 1964,

*Having noted* petitions addressed by Spanish railwaymen to the administration of the Spanish State Railways (RENFE) concerning an immediate improvement in the conditions under which large numbers of railwaymen in that country exist;

*Supports* all attempts of the international free trade union movement and of the affiliated Spanish trade unions in exile aiming at all alleviation of the lot of the hardpressed Spanish workers and

*Invites the International Labour Organization, intergovernmental organizations and international organizations of railways concerned* to bring the Spanish Government and the administration of RENFE to realize that the social policy of the Spanish State Railways must be reexamined and that their employees must finally be afforded conditions worthy of human beings.

## Methods of Accident Prevention on Railways

This International Railwaymen's Conference of the ITF, meeting in Stockholm from 27 to 30 May 1964,

*Notes* that whilst the continuing modernization and rationalization of the railways has led to a considerable reduction in the numbers of those employed, it has most definitely not produced any comparable reduction in the number of industrial accidents;

that the introduction of new methods and techniques has, on the contrary, increased the risk of accidents in cases where too little attention is paid to questions of accident prevention during the period of transition;

that in some countries, particularly in Europe, foreign workers are employed on the railways and that these employees, who often have an imperfect understanding of the language of the country concerned, are only inadequately instructed on the risk of accidents and are thus far more frequently victims of accidents than the permanent labour force;

Chairman's address to the Conference given by Robert Degrís at the opening session



*Welcomes* efforts made over recent years by the International Union of Railways (UIC), by the International Union of Railway Medical Services and by the International Railway Congress Association to examine questions concerning the prevention of industrial accidents, to arrive at an international standardization of accident statistics and to conduct accident prevention weeks at international level;

*Considers* that humane and economic considerations lead to the conclusion that the prevention of industrial accidents represents one of the most important obligations of the undertakings and that everything must be done, making use in this sphere too of the most modern methods and possibilities, to draw the attention of staff to this problem and secure their active cooperation in the prevention of industrial accidents;

that the railwaymen's trade unions can, through their close contacts with the personnel concerned, make a stronger contribution to the prevention of accidents, provided that they are consulted by the railway administrations on such matters;

*Regrets however* that a survey of methods of accident prevention employed on railways shows that in most countries there are no such direct contacts between the administration and the trade union in question relating to the prevention of accidents and that, at the best, works committees are consulted;

that only a limited number of countries are taking part in the efforts of the international organizations of railway undertakings mentioned above and that so far these organizations have made no approach to the international trade secretariat representing the railwaymen, viz. the ITF.

*This conference invites affiliated organizations*, where necessary, to make renewed efforts at national level to bring about the direct participation of unions in the consideration of important questions involving accident prevention and, at the same time, to put forward a demand that the international organizations of railways establish direct contact with the ITF in connection with the question of accident prevention.

#### Road Transport Problems

This International Railwaymen's Conference of the ITF, meeting in Stockholm

from 27 to 30 May, 1964,

*Welcomes* the decisions taken by the Road Transport Workers' Section in October 1963 on the Weights and Dimensions of Lorries engaged in International Road Transport, on Restrictions on the Use of Lorries at Weekends, on the Further Voluntary Training of Professional Drivers and on Working Conditions and Social Security;

*Supports* all efforts towards the realization and implementation of these views of the transport workers' trade unions; and

*Urges affiliated organizations* to campaign energetically for an improvement in the social conditions and standards of safety applying within road transport along the lines laid down in these decisions of the ITF Railwaymen's and Road Transport Workers' Sections.

#### Construction of a Railway Tunnel under the English Channel

This International Railwaymen's Conference of the ITF, meeting in Stockholm from 27 to 30 May 1964,

*Welcomes* the statements made by the Governments of France and the United Kingdom in the Spring of 1964 giving approval in principle to the construction of a permanent traffic link between the two countries and giving preference to a railway tunnel to

be constructed under the English Channel;

*Reaffirms* the Resolution adopted by the International Railwaymen's Conference of the ITF held in Paris in 1961 which, inter alia, expressed the view that it is necessary to prevent private enterprise from becoming the dominant element in an undertaking involving such important public and international interests; and that the British and French railway systems should jointly operate this rail tunnel under a leasing agreement concluded between France and Great Britain with the possibility being left open to contiguous countries of participating in the financing and operation of the tunnel;

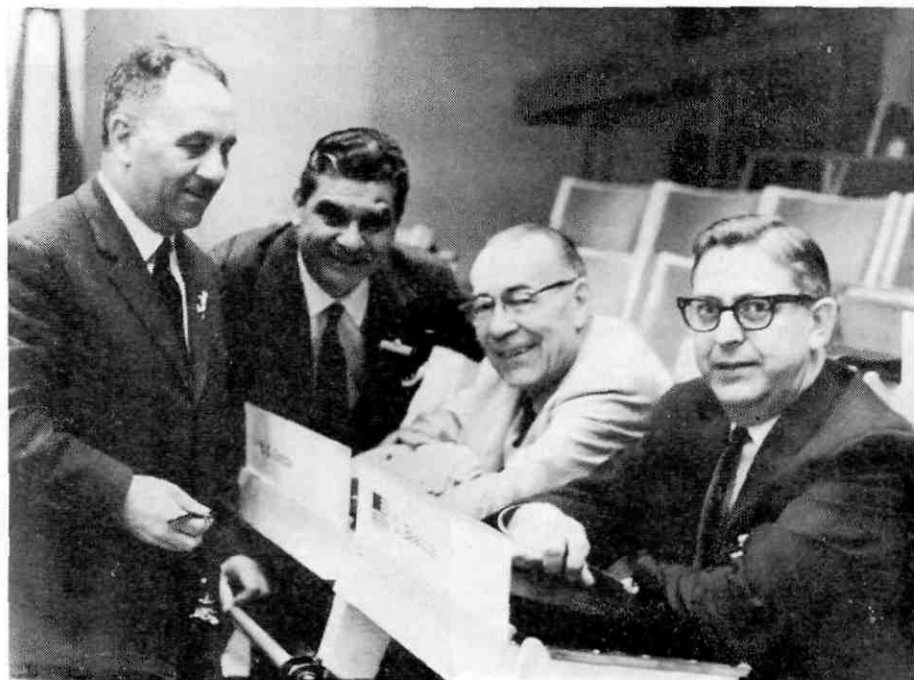
*The conference expresses the hope* that this important project will be pursued energetically and without delay and that in the solution of all problems arising in this context, particularly those concerned with the financing of the project, a truly European spirit of cooperation will manifest itself.

#### Automatic Couplings

This International Railwaymen's Conference of the ITF, meeting in Stockholm from 27 to 30 May 1964,

*Having noted* a progress report on preparatory work for the introduction on European railways of a system of automatic couplings designed in

*Italian and United States delegates to the Railwaymen's Section Conference held in Stockholm at the end of May this year. Texts of the resolutions adopted by the Conference as reproduced here give an idea of the variety and complexity of the subjects under discussion*



accordance with the most recent technical possibilities and following the exhibition of films placed at the Conference's disposal by the French State Railways and the German Federal Railways illustrating the present stage reached with tests;

*Confirms* the views expressed in a resolution adopted by the International Railwaymen's Conference of the ITF held in Paris in 1961; and

*Reaffirms the view* that this modernization measure will bring about a considerable reduction in the number of accidents involving railwaymen at work and that for this reason and also from economic considerations automatic couplings must be introduced with all possible speed;

*Requests* the international organization of railways of both West and East Europe (the UIC and the OSZhD) to redouble their efforts to arrive at a common technical solution and to dispense, in the interests of realizing this aim with all possible speed, with the time-consuming compilation of further reports on the possible economic effects of this modernization measure and, instead, to devote themselves to the real problems which will arise, particularly during the initial transition period, when rolling stock equipped with the traditional coupling will inevitably have to be utilized alongside rolling stock equipped with the new coupling, thus giving rise to considerable new risk of accidents;

*Notes* that investigations carried out so far clearly demonstrate that as a result of the introduction of automatic couplings considerable economic benefits will accrue to the railways after even a relatively short period. This places upon them an obligation to give generous consideration to the following demands of the affiliated organizations of the ITF.

#### *The conference demands*

- (a) No employee shall be dismissed or retired with curtailed pension rights;
- (b) No employee who has to be transferred to other duties shall suffer any material or other loss;
- (c) Shunting staff must be properly prepared for the special requirements made of them during the transitional period when there is a joint use of both screw and automatic couplings;
- (d) The increased accident risk during the transitional period where there is a joint use of both screw and automatic couplings must be met by a

corresponding improvement in accident insurance provisions;

(e) The personnel shall receive a fair share of the benefits accruing to the railways from the introduction of automatic couplings as a result of increased operational efficiency and savings. This should be effected in the form of improved working conditions and, particularly, in the form of a reduction of working hours;

(f) As a measure to off-set the closing-down of railway workshops or the reduction in the volume of work performed by such workshops resulting from general rationalization measures, as much as possible of the work involving the construction of the new coupling and of all other work arising from the introduction of automatic couplings should be entrusted to the railway workshops;

*And calls upon affiliated unions* to put forward these demands without delay

and to keep the ITF informed of all future developments in conjunction with the introduction of automatic couplings.

#### **Italian Railwaymen's Trade Unions**

This International Railwaymen's Conference of the ITF meeting is Stockholm from 27 to 30 May 1964,


*Having learnt* of the trade union situation in Italy;

*Wholeheartedly endorses* the action of the democratic railwaymen's organizations affiliated to the CISL (SAUFI) and UIL (SIUF) to safeguard the purchasing power of the Italian workers;

*Pledges* its wholehearted solidarity with these unions; and

*Hopes* that the solutions arrived at by the Italian trade unions will entail the complete success of the responsible aims which they have set themselves.

#### **Buses or cars in cities**

 A STUDY PUBLISHED in the British Institute of Transport *Journal* compares the advantages of cars and buses for travel in urban areas, based mainly on London conditions, and yields some very interesting conclusions, among which are the following:

— Under existing conditions a bus reduces the average speed of traffic by about the same amount as three medium-sized cars.

— In the evening peak hour a double-decked bus carries the same number of passengers as about 25 cars.

— In normal working hours, if all the people at present travelling by car or bus travelled by bus, the speed of the journey *in the vehicle* for the average passenger would rise by 24 per cent; it would fall by 20 per cent if the proportion travelling by car increased from the present 30 per cent to 40 per cent. During the evening peak hour the speed of

*(Continued on page 152)*







Author of this article, Captain D. S. Tennant, C.B.E., General Secretary of the British Merchant Navy and Airline Officers' Association, gives an account of the problems which are at present being dealt with by his Association on behalf of seafarers

## The British Officers' Association today

by D. S. TENNANT, C.B.E. General Secretary, Merchant Navy & Airline Officers' Association



IN A NATIONAL EMERGENCY ordinary people quickly wake up to the importance of merchant shipping but usually they do not display any continuing interest in the complex problems besetting a traditional maritime fleet competing in an international market. The industry is all too often expected to sort out problems not of its own making but created by international and economic factors which defy solution even by determined effort from within.

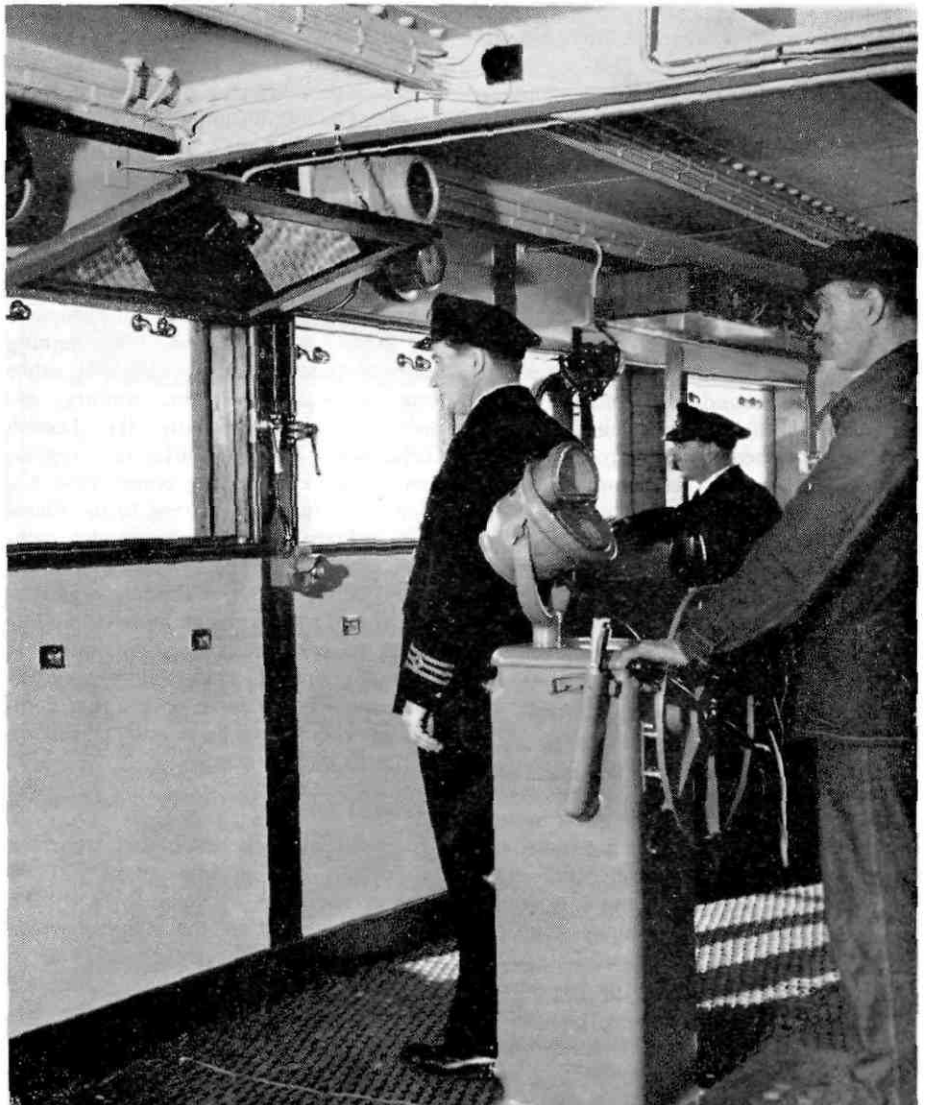
There is, I believe, a growing realization in the United Kingdom of the need to take a more lively and active interest in our shipping problems. Seafarers themselves realise that their best interests depend to a great extent on finding satisfactory solutions to the many social, economic and international problems which beset the industry, problems which will not disappear merely by wishful thinking.

Technological developments, including

automated devices, new equipment of all kinds, flag discrimination, flags of convenience, subsidized foreign ships, high taxation, rising costs, all are as real to the seafarer as to the owners and have to be dealt with responsibly and constructively by those involved.

Political and economic policies involving unfair competition concern not only specific owners or individual seafarers but concern the shippers, the industry

In the wheelhouse. In this article Captain Tennant reports that his Association is represented on the recently-established study panels of the Research Committee of the British Chamber of Shipping, looking into shipboard automation and rationalization (Shell photo)





Chief and Second Officers handing over the watch. The MNAOA firmly claims the right to be consulted before any far-reaching proposals for change in the industry are put into effect. It has earned that right by acting responsibly in the interests of its members and the industry generally (Shell photo)

and the country as a whole. Impediments to trade can be wasteful and costly, resulting in a serious decline in shipping operations and with a deteriorating effect on the nation's economy and the standards of living for all our people. As an Association, therefore, we have to be prepared to co-operate or take issue with all the Authorities concerned, whether owners, governments or international organizations.

Clearly seafarers themselves are particularly conscious that all improvements in their own conditions and standards and indeed their very livelihood itself depend on a healthy and prosperous industry and shape their course accordingly. We therefore do not take the view that the industry's competitive position is not our concern. The bigger the cake the bigger our share, but whatever the size of the cake we shall be constantly in negotiation with the owners over the

(Continued from page 150)

the journey for the average passenger would increase by 46 per cent if everybody travelled by bus. The road system in central London could not take the traffic if 60 per cent of the people who now travel by bus or car were to travel by car at the present occupancy of 1.5 persons.

— If everybody travelled by bus during working hours the average travelling time from door to door (i.e. including

(Continued on page 154)

proportion, in the form of salaries, better conditions and longer leave, that will be made available to the men who take the ships to sea.

It is obvious that as we drive up costs by improved conditions, higher salaries, shorter hours, more leave, we do in fact create a greater pressure for ships to be more efficient and to be operated with an ever increasing number of automated devices with smaller crews. We should indeed be foolish to ignore such factors.

Four automation panels have been established by the new study Research Committee of the UK Chamber of Shipping. These panels are studying four aspects of shipboard operation whose character and efficiency can be altered through automation and by making better use of manpower. The four aspects are: mooring and bridge watchkeeping; engine room watch-keeping; routine day work operations; and catering department. I was most pleased to accept the invitation to serve as one of the seafarers' representatives on each of these panels. The establishment of such study groups was advocated in a recent article of mine on 'automation'.

#### Manning

Owners in all parts of the world seem to be actively engaged in studies relating to manning and in one recent comparative table I noted that our UK manning scales were exceeded by only one other long established maritime country, namely Denmark; recently the Danish Government has introduced new regulations designed to reduce competitive disadvantage. It is no surprise to us, therefore, to learn that UK owners also complain of their competitive disadvantage. Consequently, as a seafarers' organization, the Merchant Navy and Airline Officers' Association is most anxious that nationally and internationally every effort should be made to ensure that competition should not be wholly placed on the backs of the seamen.

#### Forward looking

The Association believes that we must be forward-looking and adopt policies designed to deal successfully with the problems created by the changes which are now, or will shortly be upon us in the technological, social and economic spheres. While we appreciate the tremendous importance of the technological advances to the industry and to the country, as an Association our overriding

concern must be the social and economic impact on our members; therefore, we demand the right to be consulted before far-reaching proposals are put into effect so that every consideration can be given to the immediate and long-term interests of our members.

Some weeks after urging at our last General Meeting that a way must be found in the United Kingdom of forging links between our industries which use shipping services and shippers and shipowners, I was delighted to find similar sentiments echoed at a general meeting of shippers. It was stated that a strong shippers' Council could do much to alter UK shipping and, therefore, the UK economy as a whole. I believe our shipowners do provide some of the world's finest shipping services and that this fact ought to be brought strongly to the attention of our own great industrial concerns so that they make use of the services so provided.

#### Education

The Association pays a good deal of attention to the problem of continuing to attract into the industry its share of recruits of a good basic standard of education and character, so maintaining the advancing status of officers of the future. Our Council set up an education training committee to report upon the changes which will be necessary for this aim to be achieved. This sub-committee has now reported and made a number of recommendations for changes in training as an alternative scheme and also advocated changes in the examination of the Merchant Navy officers. We advocated a minimum academic qualification for all cadet recruits as a rigid requirement.

To encourage the right type of recruit we are convinced that it is necessary to create an alternative scheme based on the ordinary National Diploma, which is a recognized qualification within our national education scheme. This opens the door to a much wider range of educational possibilities.

The standards of the Ordinary National Diploma should satisfy those required for entrance to a University, thus creating possibilities for engineers and navigators to pursue their studies to University Degree standard. I would emphasise that our proposals are for an alternative which will be additional to the existing traditional methods of entry. (A short item elsewhere in this issue explains the MNAOA proposals in greater detail: Ed.)

## Industrial relations

Determined as we are to encourage the expansion of our industry and keen to make an effective contribution, this in no way inhibits us from pursuing our essential function of securing for officers improved salaries, conditions and security and our record is there for all to judge. Much of the old instinctive hostility previously displayed towards the proper organization of officers has died away. This is not to say, of course, that owners welcome the demands we make or that we are relieved of the necessity skilfully to present a sound case, backed by a solid organization. Time and again the Association has been forced to show its position of strength to obtain its objectives but those with whom we have to deal appreciate our integrity, are aware of the fight and vigorous attitude we can adopt when necessary and respect the fact that we are determined to act responsibly in the overall interests of the members and the industry generally.

More and more owners have come to realise that they cannot act on individual and frequently conflicting opinions and therefore value the stability created through the efficiency of an officers' democratic organization and the contribution it can make towards the well-being of the industry. The cost of improved conditions, salaries and security is far outweighed by the benefits to the industry of more contented personnel, making an invaluable contribution towards efficiency.

To operate successfully we have to overcome a problem common to all seafarers' organizations, namely that of effectively and speedily communicating with a membership scattered over the world. We have achieved tolerable success but still are far from satisfied and this is a current problem to which we are devoting a good deal of attention.

The technological changes which lie immediately ahead of us, coupled with the economic and social developments which arise, all have to be considered against the international character of the industry which is itself bedevilled by the problems created by national political activities. All the signs indicate that the coming changes will be revolutionary and suggest that the Association must be prepared to adapt itself to new circumstances as they inevitably arise, and every effort is being made to do just that.



## Profile of the month

*A. Klatil, former ITF Office Manager*

BROTHER KLATIL retired at the end of May after thirty-four years in the service of the ITF. There will probably be few readers of this Journal among the ITF's affiliates who have not met or at least heard of our Mr. Klatil. For many people he was a symbol of the ITF more lasting than the General Secretaries and other 'personalities'. No Congress was complete without the sight of Mr. Klatil half buried beneath piles of multi-coloured documents, at the same time patiently attempting to see to the babel of requests — some reasonable, some not so — of delegates from the far corners of the world. And it was to Mr. Klatil that all visitors to ITF headquarters invariably paid their first respects.

Mr. Klatil came to the ITF, then in Amsterdam, in May 1930; he was engaged by the then General Secretary, Edo Fimmen, on the recommendation of the Austrian Transport Workers' Union, as translator-interpreter for Slavonic languages and German. Born on 25 March 1898 — two years after the creation of the

ITF itself — in Vienna, of Czech parents, he had his elementary education in Vienna, Bohemia and Moravia and in 1912 entered a two-year electrician's apprenticeship. After that he worked as a labourer in a number of factories until 1917 when he was called up to do his military service in the Austrian army, serving in a

technical regiment in Italy. In that year too he got his first union card – as a member of the metal workers' union.

After the Great War was over, Klatil joined the Czechoslovak Social Democratic Party in Vienna, in which his father had been a leading member. His activity in the labour movement there was primarily in the political and educational fields. For three years he was Secretary of the Workers' Education Committee of the Czechoslovak Social Democratic Party and the Czech Trade Union Centre in Vienna, and for many years contributed articles on political subjects to the party's daily newspaper. Klatil's allegiance to Europe's democratic socialist tradition has remained unbroken to the present day. He joined the Dutch Social Democrats in 1930 and the British Labour Party in 1939 when the ITF's headquarters was moved to England.

Another lifelong interest of his has been the Esperanto movement; from 1922 he was an official and editor of the Workers' Esperanto Association in Vienna and it was in the Esperanto movement that he met his wife. When he joined the ITF in 1930, in addition to his duties as translator-interpreter he took on the editorship of the ITF's Esperanto publication and organized a special Esperanto association of transport workers set up under the ITF's auspices.

Klatil moved with the ITF to England in 1939 and during the war period acted as liaison officer between the ITF and the exiled governments of Czechoslovakia, Poland and Yugoslavia. In 1943 he was appointed a member of the Czech language group of the Joint Council set up by three International Trade Secretariats – the ITF, the Miners' International Federation, and the International Metalworkers' Federation. It was in this capacity that he broadcast regularly on behalf of the ITF via the BBC to the Czechoslovak transport workers.

After the war, when continued relations with the Slav countries and their transport workers' organizations became impossible because of Soviet domination, Mr. Klatil began to work more on the internal administration of the ITF. He was finally appointed Office Manager with responsibility for the general office organization and staff matters. His biggest single task was the organization of ITF Congresses, which he supervised down to the smallest detail. Having attended every ITF Congress since 1932, first as an interpreter, and later as orga-

nizer, he was eminently qualified for this job.

Klatil's presence in the office was a symbol of the ITF's history and endurance. He had served under four General Secretaries – Fimmen, Oldenbroek, Becu and de Vries – and had helped keep the ITF alive and active during the dark days of the Second World War. No man is irreplaceable, and Brian Laughton, Klatil's successor as Office Manager, has already begun to bring his own individual personality and qualities to the job. But what we shall miss now that Mr. Klatil has gone are his ready memory for names and events out of the ITF's past, his fund of anecdotes and his highly personal manner of relating them. We shall miss his quiet – and, it must be admitted, sometimes rather obscure – sense of humour. We shall remember his unflinching kindness to the staff who worked under his direction – he never spoke a word in anger.

His devotion to duty was outstanding. He arrived to work early, left late, ate his lunch in the office and quite readily took on himself jobs which no-one else wanted. Klatil will undoubtedly become one of the legendary figures of the ITF mythology. In his farewell to the staff he expressed his sense of service in this way: 'Like everybody else, I suppose, I have grumbled about the ITF from time to time, and perhaps it is not a bad thing to grumble a little, because it means that you care that things should improve. But even while I was grumbling, I always had the feeling that the ITF was a worthwhile organization, that it stood for something real. It was never far from my mind that I was here to be of service to transport workers, not in the abstract, but as real people.'

Mr. Klatil was not an easy man to be on close terms with; very few people knew him outside office hours. Yet we all hold him in affection and esteem, and feel a certain sense of loss now that he has gone. We know that he has been mentally preparing himself for retirement for some time, and so will not feel at a loss to occupy himself; we hope that he will return to see us as often as he can.

At the June meeting of the Executive Board held in Vienna, which Brother Klatil was invited to attend following his retirement, tributes were paid to his work in the ITF by both the President and the General Secretary. Presentations were also made to Brother Klatil and his wife on behalf of both the Federation and ITF affiliates. A fuller story on this will be included in the next issue of the Journal.

(Continued from page 152)

walking and waiting time) would decrease slightly, except for short journeys; present bus travellers would spend two to 14 minutes less time on their journeys and present car travellers would spend 11 to 16 minutes more – if their present journeys involve no time spent looking for parking space. In the evening peak hour average door-to-door travelling times over distances of one mile by bus would be about the same, over distances of three miles they would be about six minutes less and over distances of five miles they would be about 12 minutes less. People now travelling by car, however, would take about 11 minutes longer if their present journey involves no parking time, on distances between one and five miles.

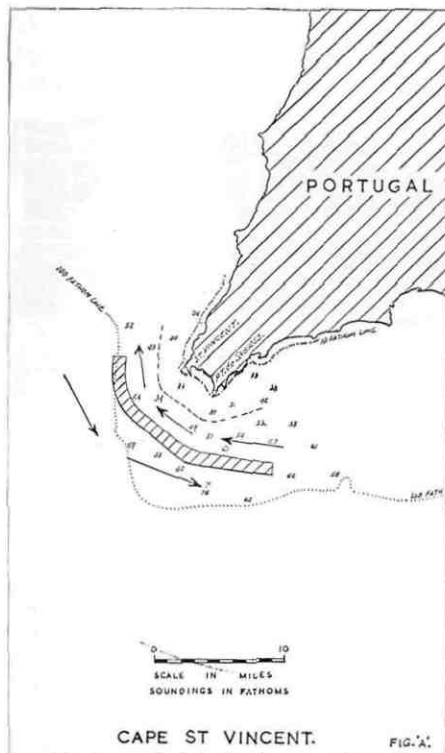
— It is difficult to obtain strictly comparable data on accident and casualty rates for cars and buses, but such a comparison for the built-up areas of the country as a whole has been attempted. It suggests that per vehicle-mile travelled there are about 3 times as many fatalities and twice as many serious injuries in accidents involving buses as in those involving cars. On the other hand, per passenger-mile travelled there are twice as many fatalities and three and a half times as many serious injuries in accidents involving cars as in those involving buses. — A calculation made on some rather arbitrary assumptions suggests that if all passengers in urban areas were to travel by car at the existing occupancy (1.93 per car, the average for the country as a whole), the number of casualties in accidents involving passenger-carrying vehicles would rise by 20 to 30 per cent; it would fall by 15 to 29 per cent if all passengers travelled by car at four persons per car. On the same assumptions, the number would fall 45 to 60 per cent if everyone travelled by bus at the present bus occupancy.

— The authors suggest that methods of increasing the effectiveness of public transport by road should be investigated.

### 'Keep right' at sea



AT THE RECENT TRIPARTITE CONGRESS of the Institute of Navigation (France, Germany, Great Britain), delegates from these countries and from Belgium, the Netherlands and the United States discussed practical measures for reducing the risk of collisions between ships in congested waters, particularly in



(Fig. 'A') Cape St. Vincent. It is recommended that a traffic-free area one mile wide (smaller shaded area) should be shown on navigation charts. West/Northbound traffic would keep to the 2½-mile wide lane between this area and the broken line, while South/Eastbound traffic would pass to seaward of the Central Dividing Zone

bad visibility, put forward in a paper prepared by Captain A. F. Dickson and Captain P. J. Nielen-Groen of Shell Tankers Ltd. These proposals follow the request by the Safety of Life at Sea Conference of 1960 that shipowners should suggest measures of traffic control.

Masters of tankers under British, Dutch, French, German and other flags were asked their opinions and their replies revealed that they were all convinced of the urgent need for the immediate introduction of measures to guide traffic in congested areas, and particularly in reduced visibility when radar was of limited value. The proposals, which cover only those routes habitually used by

(Fig. 'B') Straits of Gibraltar. It is proposed to divide the Strait by a ½-mile wide traffic-free area running in about the middle of the strait and further broken lines between this area and the Spanish and Moroccan coast. Westbound traffic would pass to the north of the traffic-free area, and Eastbound traffic to the south of the area

tanker traffic, recommend that vessels keep to the starboard side of a traffic-free zone which will have to be indicated on navigational charts and may be known as the 'Central Dividing Zone'. This practice would apply where 1) ships have to change course round a headland and, as a result of the tendency to keep the same distance from shore, converge on dangerous courses; 2) traffic is confined to a narrow strait; and 3) there is a great deal of incoming, outgoing and passing traffic in the sea approaches to major ports.

The areas where it is suggested separation of the two streams of traffic might be most usefully introduced are the Straits of Dover, Cape Ushant, Cape Finisterre, Cape St. Vincent, the Straits of Gibraltar, the Gulf of Suez, parts of the Red Sea and the entrance to the Arabian Gulf. Shell have already advised their masters to follow these suggested routes, where they consider it prudent to do so.

The authors of the plan realize that their proposals cut across the time-honoured right of a ship's master to navigate his vessel on the high seas with complete freedom as he alone judges best. However, they suggest that there is no freedom where traffic density makes safe navigation virtually impossible. Both road and air traffic unhesitatingly accept a very strict measure of control because it is obvious that neither road vehicles nor aircraft could proceed without the rules by which they are governed. It can be shown statistically that collision risk

is directly proportional to the density of traffic.

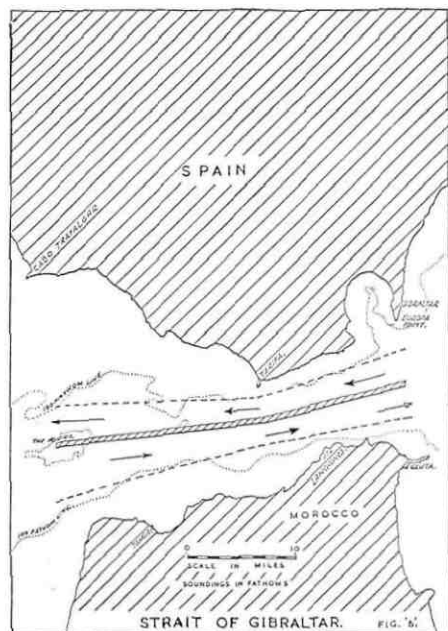
Certain recommended routes do exist already, in the Japanese Inland Sea, the Great Lakes and the Bosphorus, and in 1963 an international working party of the Institute of Navigation drew up recommendations for separating traffic in the Straits of Dover which have been submitted through the governments of the countries concerned (Belgium, France, Germany, Great Britain and the Netherlands) to the Inter-governmental Maritime Consultative Organization. IMCO's Safety Committee recorded its approval of these recommendations at a recent meeting and proposed that member governments should be invited to advise their shipping to follow the suggested routes, also expressing the hope that navigation aids such as marker buoys would be improved.

### Secondary education needed for waterways children

AT THE ANNUAL MEETING of the Belgian Inland Navigation Study Centre an appeal was made for better technical education for entry into the inland navigation industry. The headmaster of a school for children of inland navigation workers underlined the vital need to encourage recruitment into this branch of transport, stressing that this was seriously hampered by the lack of technical training facilities. State-supported schools for children of inland navigation workers gave only six years of education and no state aid is provided for any education beyond this period. Nor can children of waterways workers who live on shore attend one of these schools.

What was needed, the speaker said, was a residential technical college for children of inland navigation workers which would provide four years' schooling in addition to the six years' primary education. The syllabus would include periods spent on different types of boats, and technical and practical studies. Students would be able to qualify as navigators at the end of the course, and instructors would be able to take a diploma examination to put them on the same level as instructors in other technical schools.

Owing to a postal strike in Britain, this issue of the Journal may be delayed.



# South East Asia's Air Training Centre



*The ICAO-assisted Regional Civil Aviation Training Centre for South East Asia in Bangkok, Thailand (ICAO Photo)*

**THE NEW BUILDING** of the Regional Civil Aviation Training Centre for South East Asia was opened officially in Bangkok on 19 February 1964. The inauguration ceremony with the raising of the Thai flag and the United Nations flag was performed by Thailand's Prime Minister, Field Marshal Thanom Kittikachorn. Also present were General Pongse Punakanta, Thai Minister of Communications; Myer Cohen, Director of Operations of the United Nations Special Fund, New York; and Helio Costa, Director of the Technical Assistance Bureau of the International Civil Aviation Organization (ICAO), Montreal.

The Regional Civil Aviation Training Centre in Bangkok is a joint project of the Thai government and the United Nations Special Fund. The Fund is contributing \$1,400,000 towards the creation and maintenance of the centre. ICAO is responsible as the executing agency for its operation. The centre has, at its headquarters in Bangkok and at the flying school in nearby Hua Hin, a teaching staff of 12 and 178 students from seven countries at present in training.

The opening of the new building, the construction of which cost about three million dollars, also was attended by other members of the Thai government, officers of the Royal Thai Air Force, representatives of the United Nations agencies in Bangkok, diplomatic corps and other guests. The event climaxed two decades of unprecedented growth in civil aviation in Asia and 13 years of Thailand's association with ICAO under the United Nations Programme of Technical Assistance.

Situated a few minutes by modern four-lane highway from Bangkok's bustling international airport, where more than 20 domestic and international airlines call regularly, the centre stands where a few years ago a crop of rice would have been harvested. The centre's

facilities are housed in a cluster of handsome pastel-painted structures in striking modern Thai design. They include a central classroom and administration building where classes are conducted in air traffic control, the operation of modern communications systems, radio theory and practice, meteorological forecasting and aircraft instrument maintenance. Instructors use the most advanced equipment and teaching aids. A spacious engine and airframe workshop and radio transmitter building adjoin the central building; a student dormitory, garage and restaurant complete the group. Students take flying courses at the centre's flying school at Hua Hin, some 230 kilometres south of Bangkok.

The history of the centre can be traced back to 1958 when surveys of aviation training requirements for South East Asia revealed a great need for trained aviation personnel. The first contacts between the Thai Government, the United Nations Special Fund and ICAO were made in 1959, and an official request to the Special Fund for assistance was formulated in 1960.

The Governing Council of the UN Special Fund accepted the request in May 1960 and made a grant of US \$1,422,500 for the purpose, spread over five years. Over the same period of time

*The flying school section of the Training School is at Hua Hin, some 230 km south of Bangkok (ICAO Photo)*



the Thai government agreed to provide buildings, facilities and services which were estimated to amount to the equivalent of 1.6 million dollars (US). In addition to providing funds the UN Special Fund appointed ICAO as the executing agency of the project.

As with all other projects in which the Special Fund gives assistance, the interested parties first agreed on and signed a plan of operation. The plan was produced by early 1961, and its signature completed in April 1961, giving details of the responsibilities of parties, allocation of funds for various objects, the establishment of the bodies responsible for day to day operations and the extent of those operations.

### Operation

The project was established under the Thai Ministry of Communications with its day to day control the responsibility of a governing board. An advisory board also assists in establishing the requirements of interested organizations.

The governing board consists of three members of which two are Thai government representatives and one an ICAO representative; all decisions must be unanimous. To help it in its work a panel of Thai advisers, known as the Standing Group of Experts, has been appointed

and these attend the regular meetings of the board. The control of the board over the day to day operation of the centre takes place through its principal.

The sole permanent member of the advisory board is the chairman who is appointed by the Thai government. All other members are representatives of organizations for which training is being undertaken at the centre.

### Staff

The initial control of the operations has been in the hands of a principal and 12 international instructors appointed by ICAO. At the same time Thai professional staff members numbering 20 have been appointed and during the five-year period the principal and ICAO instructors will hand over their entire responsibilities to Thai counterparts. In addition a large staff of technical, administrative, financial and domestic personnel are employed from the Thai counterpart funds to ensure the proper functioning of all facilities.

### Instruction

The centre provides instruction in the following subjects and courses in them are already in progress: Air Traffic Services, Communications (operation and maintenance), Aircraft Maintenance, Air-



*At the end of a two year course at Hua Hin, trainees obtain their commercial flying certificate (ICAO Photo)*

craft Instruments, Aeronautical Meteorology, and Flying.

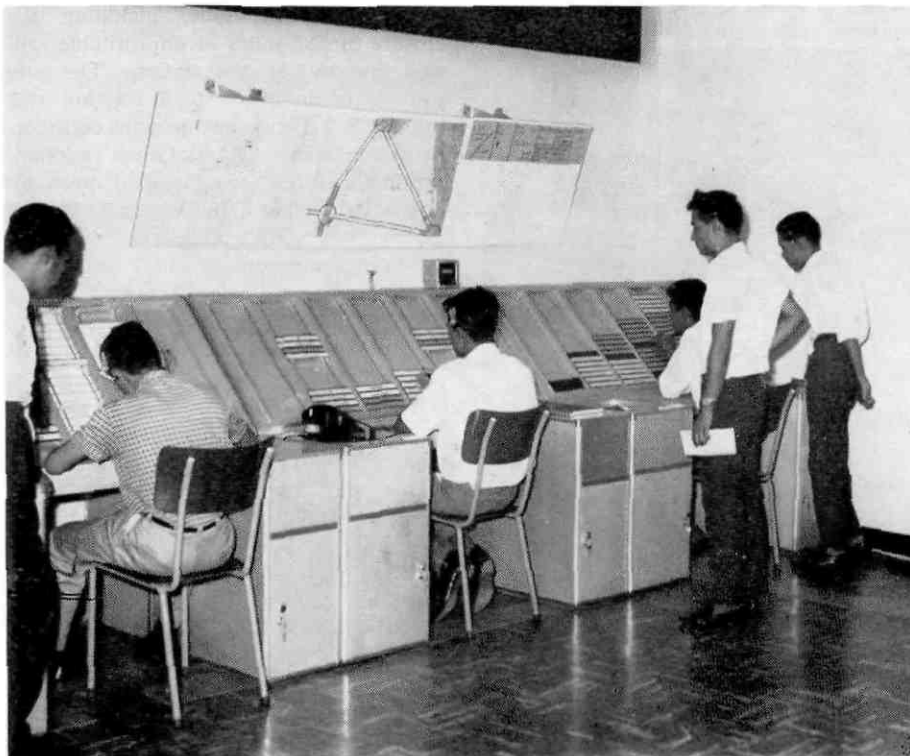
In all subjects the centre offers a basic course for which no previous knowledge of aviation is required. The courses last for either one or two years depending on the subject. In addition it offers specialist and advanced short courses lasting between two and four months. The language of instruction, in all courses, is English. To ensure a proper competency in the language all trainees follow courses in technical English preceding and concurrent with their technical instruction. Twenty-five basic courses will commence during the period of the project; 14 of these will be completed by the end of 1965. A further 23 specialist and advanced courses are scheduled.

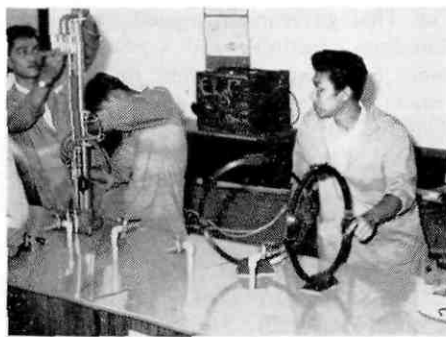
### Pilot Training

Students take air pilot training at Hua Hin Airfield where instructional buildings, hostel, hangar and workshops, a power house and additional airfield facilities have been built. The remainder of the training is given at the headquarters of the centre.

The Special Fund allocation provides equipment required for instruction. The Thai government is responsible for the costs of its installation, maintenance and operation. To date the Special Fund has provided equipment to the value of about US \$80,000 but the final value of the equipment in use will be approximately half a million dollars (US).

*The South East Asia Training Centre has a teaching staff of 12, with a total of 178 students from seven countries now training (ICAO photo)*





Students engaged in practical work in the various departmental laboratories: air control, maintenance and instruments (ICAO Photos)

The project, in its present form, is due for completion by 31 December 1965. By then the periods of employment of all international staff will have been completed. All phases of instruction will have been handed over to the Thai staff and the equipment to the Thai government.

### A small nation's transport problems

**I**RELAND IS A SMALL COUNTRY with a population in the Republic (Eire) of less than three million. The longest train journey which can be made from the capital, Dublin, is 200 miles. The country's transport needs are thus relatively modest. The 20,500 employees on the payroll of the national transport

undertaking, *Córas Iompair Eireann* (CIE), are a small labour force compared with the numbers employed in transport in more densely populated countries.

Ireland has a fully integrated road-rail transport system and was the first nation in Europe to have an all diesel railway network. The CIE provides the bulk of road transport services, but the number of private road haulage vehicles has been increasing of late. Of the 45,000 road freight vehicles in Eire only about 2,000 belong to the CIE or to specially licensed commercial hauliers. As in many other countries the railways run at a loss. Under the 1958 Transport Act the CIE was charged with achieving a satisfactory balance between revenue and expenditure in its operations by March 1964. A good deal of rationalization



*Córas Iompair Eireann*, the state transport undertaking of the Republic of Ireland, provides all rail and a large part of the road goods and passenger transport service

The Central Bus Station, Dublin

(Irish Tourist Photo)



work has been done, including the closure of 586 miles of unprofitable railway line and of 208 stations. The substitution of diesel for steam traction over the whole network has brought considerable long term savings. Other rationalization measures have included mechanization of freight handling and of permanent way maintenance, the decentralization of management and the installation of computers and calculators to facilitate financial and clerical routines.

Rationalization measures have, of course, entailed large scale reductions in staff. Since 1958 the CIE has cut its staff by 1,500, although during the same period 700 new employees were taken on in the road transport sector as a result of a 70 per cent increase in road haulage business.

Yet in spite of the economies effected over the 6 year period since 1958, the railways have still not succeeded in breaking even. Cross subsidization from profitable road services is not feasible, because some essential road services are themselves unprofitable and make their



own demands on the road transport revenue as a whole.


An exhaustive study of the problem has been made, and a new bill is now before the Dáil (Legislature of the Irish Republic). In each possible solution considered by the CIE, the transport needs of the nation and the means of supplying them were the guiding principle. Different combinations of road and rail networks and an all-road system were each studied to see which would provide the maximum efficiency and economy. It is clear however that some rail services are essential, particularly the Dublin commuter system, and that these will have to be continued. But it is expected that in a few years the railway system will have been reduced to approximately 1,200 miles of main arterial line.

The running down of the existing railway system over the next few years will give rise to redundancy, and it will be one of the CIE's major tasks to deal with this problem. The Minister for Transport and Power has given an assurance that the social effects of the changeover from rail to road will be taken into account and the CIE accepts its responsibility with regard to the payment of redundancy compensations and to retraining. In 1960 a Central Staff Training Service was established and a school was opened the following year at Aras Eanna. Some 5,000 trainees have

attended courses sponsored by the Service. Steam engine drivers and firemen have been trained in the operation of diesel locomotives and railcars, and workshop personnel have been given courses in the maintenance of diesels. Training has also been given in modern management techniques for administrative personnel. A new driving school was opened in May 1963 which will help meet the increased demands to be made on road transport in the coming years.

Whatever form Eire's transport system will take in the future, the concept of transport as a social service appears to have been accepted by the government. In a country where half the population live in communities of less than 200 and where there are no large industrial concentrations, it is hardly to be expected that rail communications, dependent as they are on high traffic density, should make a profit. The new Transport Bill at present before the Dáil in Dublin proposes an annual subsidy for the CIE of £2 million, with provision for a five-yearly review.

#### Israel's shortage of seamen

 SINCE THE STATE OF ISRAEL was officially constituted in 1948, maritime transport has been one of its most pressing needs. This small country's main contact with the outside world is



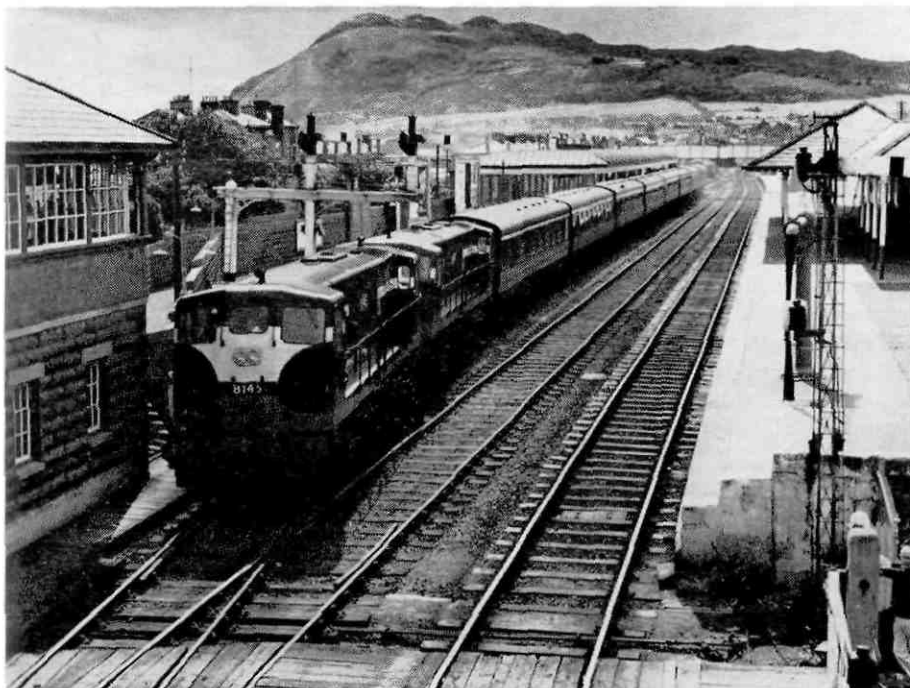
across the sea, and the rapid development of its export and import trade together with large scale immigration has necessitated the rapid development of maritime transport services. About two thirds of Israel's merchant tonnage is operated by the national shipping line, ZIM, which was formed in 1945 and has grown considerably since then. Recent figures put ZIM's total of ships at 46 with an overall tonnage of 421,000. Together with chartered craft the company operates 90 ships.

But ZIM suffers from an acute shortage of manpower. In 1950 Israel had no more than 850 seamen. The number rose in 1962 to 2,600, yet even this, for such a small country, falls short of actual requirements. Despite the rapid increase in population, a high rate of investment has helped to create full employment, so that workers have a wide choice of well paid jobs before them. ZIM, in order to meet its labour requirements, has to offer wages and conditions comparable to those available in shore industries. Histadrut, the national labour organization which also looks after seamen's interests, each year negotiates a collective agreement with ZIM, which ensures seafaring members pay and conditions better than the average in world shipping. High labour costs make competition all the tougher for ZIM in international maritime transport.

An Able Seaman, for example, earns IL.581 a month (There are approximately IL.8.40 to £1 (UK) and IL.3 to \$1 (US)), plus family, seniority and foreign port allowances. He works 47 hours a week and gets IL. 1.75 an hour for overtime, which includes work done on the Sabbath or on any of the ten days of

(Continued on page 162)


*Ireland has a fully integrated road-rail transport system and was the first nation in Europe to have abolished steam in favour of diesel traction over the whole of its railway network*



# Round the world of labour




## Heinz Brandt freed

 HEINZ BRANDT, the West German trade unionist imprisoned in 1962 by the Communist authorities in East Berlin has now been released, thanks to a constant storm of protest from the German and international trade union movements and from many other humanitarian organizations throughout the world against the injustice of the East German action.

Brandt, who had been editor of the periodical, *Metall*, published by the German Metal Workers' Union, disappeared while on a trip to Berlin for his Union in June 1961. Shortly afterwards the authorities in East Berlin announced that they had arrested him on charges of spying for the West. At a secret trial on 10 May 1962 he was sentenced to thirteen years imprisonment. On 23 May 1964, after three years in Communist jails, he was released and allowed to return home to Frankfurt.

## New headquarters for NMU

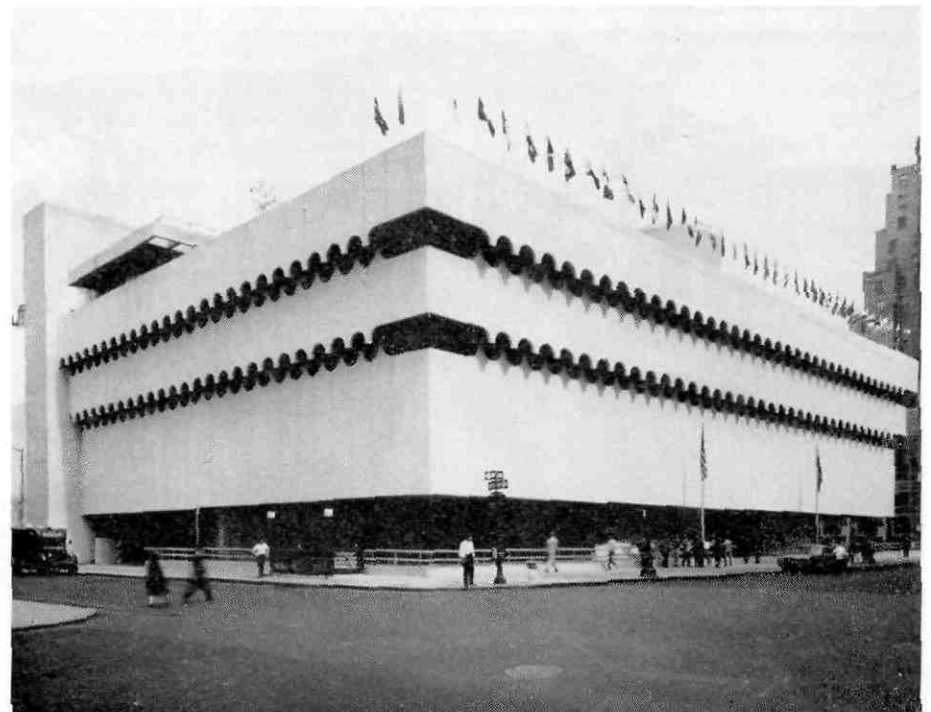
 THE ITF-AFFILIATED NATIONAL MARITIME UNION of the United States has recently started work in a magnificent new headquarters building in New York. The official opening ceremony was in May in conjunction with the Union's twenty-seventh anniversary, but the building was in use as a hiring hall for some time before that date. Speaking of the need for new headquarters, President Joseph Curran said: 'It has to be more than a building. It has to provide for the comfort and dignity of our members and for efficient union operation, and a lot more - it has to symbolize the progress seamen have made, their pride in their profession and their belief in the future'.

The opening ceremony was attended by representatives of city, state and national government together with union

members and their families. In an editorial in his union's newspaper *Pilot*, Joe Curran reflects on the seamen's hard struggle to achieve decent conditions and writes: 'This beautiful new building, the national headquarters of our union, is the culmination of all that long struggle for a place in the sun for seamen. It is a symbol of the long road we have come. In itself, it is a contribution our members make to this community, standing out from the boxes which are going up all over town. It is a symbol of the first class citizenship we have earned and a demonstration of our recognition of our responsibilities as citizens...'

'While it is true we are no longer the victims of exploitation, there are many battles still before us. The legislative and political battles have just begun and this will be the main challenge to the young trade unionists. This Union must continue strong and alert to fight those

*New NMU Headquarters in Greenwich Village, Manhattan, New York City, named after Joseph Curran, President of the Union, by a vote of the membership*



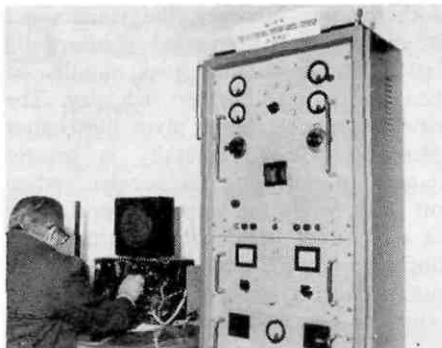
battles for seamen. We must not allow any elements to divide the Union as only thus – only by our being divided – can it be weakened and destroyed. If our unity crumbles, then and only then can our great achievements – symbolized by this fine structure – crumble. This has not happened in the twenty-seven years of our existence in spite of attacks and great hardship and I am sure the unity of our membership will grow and remain strong, strong as this powerful edifice we are dedicating’.

At the union’s national convention last October delegates passed a resolution proposing that the new headquarters should be named the Joseph Curran Building. A plaque at the front entrance bears these words:

‘Joe Curran is a seaman who came ashore to lead the fight of seamen for a better life. He has dedicated his strength, courage and skill to this task. He has done more than any one man in history to give all seamen the chance for human dignity, economic security and first class citizenship. Many have helped to build this union and make it strong; but his leadership is mainly responsible for the democratic principles which have guided it; for the fight it made from the beginning to eradicate ancient barriers of race, creed and color; for keeping our union on a true course. It is only fitting that this structure, symbolizing the achievements of our union over the years, shall be dedicated to Joe Curran. We, the membership of NMU, resolve by this vote that this honor shall be done now while he still leads our union as an expression of the regard, affection and deep appreciation of those he has served so valiantly and well.’

### ITF gift to CIRM


 DELEGATES to the ITF Fair Practices Committee meeting, held earlier this year in Naples, were able to take advantage of the handy location of the meeting to pay a visit to the headquarters of the International Radio-Medical Centre (CIRM) in Rome. The CIRM, first set up in 1935, is an organization through which seafarers of any nationality can obtain free medical advice by radio immediately on the need arising. The service enjoys the assistance of 50 eminent doctors in Rome and is in touch with air and sea rescue services all over the world. The ITF has made a number of donations to the CIRM, recognizing the value of the services it per-



ITF donations have been used by the International Radio Medical Service to purchase this powerful new transmitter (CIRM Photo)

forms. Delegates to the Fair Practices meeting were able to see a new, up-to-date radio transmitter which the CIRM has purchased with contributions from the ITF Seafarers’ Welfare Fund.

### Union suggests scheme for training Navigating officers

 AS A FOLLOW-UP to last month’s article by Mr. I. A. Gunn of the British Shipping Federation on Merchant Navy training, we have pleasure in publishing the proposals of the ITF-affiliated Merchant Navy and Airline Officers’ Association for an alternative scheme for training navigating officers, giving them a chance to obtain qualifications with national academic recognition.

The proposals were made in a report by the Educational and Vocational Training Sub-Committee of the MNAOA Council following resolutions passed at the Association’s 1963 annual conference which drew attention to the lack of opportunities for further education of navigating apprentices.

The alternative scheme proposes that some apprentices should have the opportunity of obtaining nationally recognized qualifications equivalent to General Certificate of Education (CGE) Advanced Level (University entrance) and to a University degree (pass level). Although navigating officers can take Ministry of Transport examinations, these are prepared with an eye to safety rather than to academic attainment, and the MNAOA naturally considers that navigating apprentices should also be enabled to achieve high academic standards.

The MNAOA considers that the most appropriate form of examination would be the Ordinary National Diploma (equivalent to advanced level GCE). This examination is intended for apprentices

and trainees in a particular industry; instruction is broadly based and includes subjects which, whilst not essential to permit him to appreciate to the full the enable him to appreciate to the fall the significance of his work and therefore to carry out his function more effectively.


The Ordinary National Diploma is obtained by means of what is known as a ‘thick sandwich’ course, i.e. a period at school followed by a period in the industry concerned, followed by a further period at school. (After this, the MNAOA considers that a still higher examination should be available by the time an officer reaches his mid-twenties). The pattern of the course would be as follows:

Age 16—17 12 months’ school  
Age 17—18 10 months at sea, ending in the acquirement of a seamanship certificate  
Age 18—19 12 months’ school, ending in the Ordinary National Diploma.

Thereafter the apprentice would return to sea for a further 12½ months, at the end of which time he would obtain his watchkeeping certificate to qualify as a junior officer. A further 12 months at sea would enable him to sit for the First Mate’s Certificate at the age of twenty-one.


The course would be similar to that for Marine Engineer Cadets with a few alterations in the syllabus: mathematics, English, physics, chemistry, drawing; electro-technology, heat and engines; and principles of navigation and practical navigation and basic seamanship (engineers would study workshop subjects instead of the last three).

### Is this a record?

 IT HAS COME TO OUR NOTICE that Jim Tudehope has recently retired from the position of General Secretary of the Marine Cooks, Bakers and Butchers’ Association of Australasia after having held the post for 50 years, six months and 19 days. We feel that this must rank as an all-time world record for full-time trade union service. Brothe Tudehope was secretary of the Australian Maritime Transport Council, a grouping of trade unions concerned with seafaring, shipbuilding and dock workers, from its inception in 1931; the Council affiliated to the ITF during the Second World War, but its membership ceased in 1959 so that the individual maritime unions could affiliate if they wished.

Brother Tudehope was appointed by the ITF to be a workers' delegate at the 1942 meeting of the revived Joint Maritime Commission of the ILO, and he also served as ILO Workers' Group Chairman.


### International body for entertainment workers

 AN INTERNATIONAL SECRETARIAT of Entertainment Trade Unions has been set up within the ICFTU, covering musicians, actors and variety artists, as well as all other groups employed in the theatre, radio, television and the film industry.

This action was planned by an international meeting of entertainment trade union representatives in June 1963. In response to their wishes a Secretariat has been established within the ICFTU, and this was inaugurated at a meeting of the International Entertainment Trade Union Preparatory Committee in Brussels during April this year.

A representative General Conference is expected to be held early next year, which will consider a draft constitution and reports on conditions of employment in the entertainment industry; work abroad by performing artists and others in the industry; mutual impact of television and the film industry; and national and international protection of performers' rights.


### Off duty accident insurance for seamen

 ACCORDING TO THIS YEAR'S AGREEMENT between the Finnish Seamen's Union and Shipowners' Association, members of the Union are to enjoy insurance coverage for accidents they may suffer while off duty — either on board ship or ashore while the ship is in port. Officers also come under the new insurance provisions, which were due to enter into force on 21 March.

Finnish seamen were previously insured for accidents occurring only on the job or on the way to and from work, but there were often cases where it was difficult to determine whether the accident happened during or outside working hours. Legal actions to settle such disputes may now be avoided. The shipowner was previously obliged to pay a seaman's doctor's bills for 6 weeks in the home country and for 12 weeks abroad and to pay him two months wages, in the event of incapacity through an accident. If it could not be established that the accident occurred in connection

with the job, however, the seaman got no redress, or if the period of incapacity lasted for more than two months he had no right to further sick pay. The new insurance scheme gives him better prospects. He is generally in greater danger of suffering an accident when off duty, while the ship is in port, than at sea. Street accidents and attacks by dockland thugs are examples of the many dangers a seaman is faced with when he goes ashore.

### First report of ship rationalization study in Norway

 THE NORWEGIAN STUDY COMMITTEE set up in February 1961 to look into the possibilities of shipboard rationalization and automation and the effects these would have on manning has recently issued its first report covering bulk ships. This report is to be submitted to the Shipowners' Association and the four unions represented on the Committee — Seamen, Ships' Officers, Engineer Officers (all ITF-affiliated) and Masters — who will then present joint proposals to the Shipping Directorate on revised manning scales. The Committee is to study tankers next, going on afterwards to liners and tramp ships.

The Committee reached the unanimous conclusion that bulk ship crews can be substantially reduced without jeopardizing safety. The report notes that the Norwegian merchant fleet has been successful in keeping abreast of technological developments, and that with modern equipment providing greater safety and simplified operation the present manning regulations can be modified.

The Committee aimed to discover the minimum crew necessary to operate a ship with a given degree of automated equipment in complete safety and to carry out essential repairs and maintenance at sea. It studied results of practical experiments carried out on board of more than 20 ships with varying degrees of automation. The traditional division of labour between deck and engine room had been abolished and crew members with both navigating and engineering qualifications were being used in both departments. In no case was more overtime required than is usual on conventional ships.

The ships used in the experiments ranged from 9,500 dwt to 57,500 dwt carrying crews of between 25 and 32 men excluding catering crew; an analysis of the work performed had been worked out

before the experimental manning scales and division of tasks was put into operation. On none of the ships was it found that operation with a reduced crew led to safety problems of any kind.

Bulk ships were defined as single-deck dry-cargo vessels of more than 10,000 dwt. On 1 January 1964 Norway had 184 ships in this category, averaging four years old; 14 in the 10,000 to 14,000 dwt range; 12 from 14,000 to 15,000 dwt; 151 from 15,000 to 35,000 dwt; 6 from 35,000 to 45,000 dwt; and one over 45,000 dwt. It had appeared from the experiments carried out that the number of crew members needed was very little affected by the size of ship. For bulk ships the committee has therefore recommended crews as follows:

*Over 15,000 dwt but less than 35,000 dwt:* master, 3 navigators, radio officer, boatswain, carpenter, 4 able seamen, 1 ordinary seamen, 2 junior seamen, 1 deck boy, 3 engineers, 1 electrician, 1 assistant, 1 repairman, 3 motormen, 2 oilers. Total: 26.

*Over 35,000 dwt but less than 45,000 dwt:* as above, plus one man with able seaman and motorman's qualifications. Total: 27.

*Over 45,000 dwt but less than 60,000 dwt:* as above, plus one man with ordinary seaman's and oiler's qualifications. Total: 28.

In addition, the Committee recommended catering crew as follows: Steward, chief cook, 2nd cook, and 4 assistants.

These suggested manning scales would only be appropriate, the Committee points out, for ships with up-to-date, high quality equipment, and provided that the crew members worked in both deck and engine departments. The trade union representatives made it clear that they wanted new collective agreements negotiated with the shipowners to cover alterations in working conditions before new manning scales based on these recommendations were put into operation.

---


(Continued from page 159)

national and religious festival. While on call, he gets half the overtime pay. The port allowance is increased by a quarter for stays in tropical areas. Crews on oil tankers get an extra 10 days leave every four months (over and above the 12-20 working days annually to which all are entitled, according to their seniority in

(Continued on page 165)

# Out of step!

*The Florida East Coast railway strike*

 FOR A YEAR AND A HALF more than thousand non-operating employees of the Florida East Coast railway (FEC) have been on strike to obtain a pay increase which was obtained by their colleagues on 150 other major railways in June 1962. This increase of 10.28 cents per hour, part of which dated from February and part from May 1962, was itself the result of prolonged negotiation and mediation procedures going back to 1961, and was based on the recommendations of a Presidential Emergency Board whose findings even then did not completely satisfy the eleven unions involved.

Since June 1962 the non-operating unions have been trying to get the management of the FEC to apply the general wage agreement to their members. Negotiation was a total loss, since the management refused to acknowledge any obligation to follow the national pattern, so on 23 January last year the non-ops came out on strike. Further attempts at mediation followed, whilst the FEC management imposed a lockout, used management personnel to operate a skeleton freight train service, and attempted to engage strikebreakers.

In order to appreciate to the full the actions of FEC management, it is ne-

cessary to know that the Chairman of the FEC Board is one Edward Ball, a Florida big-businessman who has been so affected by the power afforded him through his huge financial and industrial empire that he feels himself above the law. He is depicted in cartoons wearing a crown, and is known in Florida as 'the Baron'.

Mr. Ball's conviction that he is not bound by the rules of the game has been demonstrated again and again. When a Federal mediator went to Florida in an attempt to find a negotiated settlement to the dispute not long after the strike began, he opened a discussion with Mr. Ball, assuming that the normal National

*Strikers on the Florida East Coast Railway show their determination to fight on to victory - hence the 'V' sign. The photo was taken at a rally in Miami, in February last year*





Three of the striking non-operating employees of the FEC Railway, serving on picket duty in Miami shortly after the strike began in January last year. The strikers are seeking the same increase as was awarded to their colleagues on other major railways in 1962

Mediation Board rule of confidentiality would be respected. He then discovered that the discussions were being secretly tape-recorded by the management side, who refused to continue unless a record was kept of what was said. The mediator returned to Washington with the comment that Ball's action amounted to an 'insult to the US government'.

Three months after the non-ops' strike began, the FEC provoked a strike by its operating staff as well, by announcing its intention to put into effect a new set of working conditions and methods of payment, along the lines of proposals under negotiation on a national scale between the major railway companies and the unions. Such unilateral action is expressly forbidden by the Railway Labor Act — yet another example of Mr. Ball's opinion that laws were made for other people to keep — and a court injunction had to be obtained to prevent the FEC from acting until the question of work rules had been settled nationally. A second court injunction had to be

obtained in December 1963 when Ball tried to pull the same trick again. The operating employees called off their own strike, but continued to respect the non-ops' picket lines as they have done throughout the dispute.

Later in the year, with prospects for a negotiated settlement of the non-ops' dispute as remote as ever, President Kennedy appointed an Emergency Board to inquire into the issues and make its recommendations. Ball again displayed his contempt for the Railway Labor Act by refusing to restore the *status quo* before the strike, i.e. dismissing the strikebreakers he had hired and re-hiring the strikers. When the Presidential Emergency Board issued its report in December 1963, recommending a pay increase — not backdated — of 10.28 cents an hour, and the reinstatement of all striking employees, it was hoped that at last an end to the long drawn-out dispute was in sight.

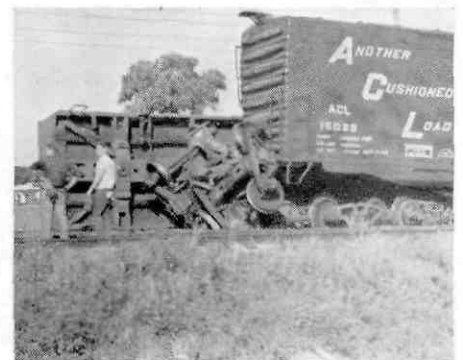
But Presidential Boards mean nothing to Mr. Ball. He rejected the recommen-

dations outright, and refused to negotiate. In January this year a Federal mediator tried again to bring the parties together, just about a year after the strike began. As usual, union representatives were only too willing to cooperate and were ready for discussion at any time. But Edward Ball was above all that; no excuse was too flimsy to keep him away from a meeting. When the pressure for negotiation built up, he again demanded that a verbatim record should be kept, against the rules of the National Mediation Board. Again, no meeting was possible.

At this point a further crisis arose. The FEC tried to run a freight train manned by strikebreakers and loaded with steel into the Cape Kennedy (formerly Cape Canaveral) area over two special stretches of track, one owned by the FEC itself and the other by the US government. The train was stopped by guards of the National Aeronautics and Space Administration (NASA), following the ruling of a special board which had laid down in October 1963 that the FEC could not use the government-owned stretch of railway until the strike was settled. However, on 9 February the NASA decided to allow the FEC scab trains into the Cape Kennedy area. The following two days pickets were set up on the entrance to the area by the Order of Railroad Telegraphers, which construction and industrial workers on the site refused to cross. Picketing was halted by a court injunction, but the Railway Labor Executives' Association (to which all the railway unions belong) at a meeting in Washington called for a reversal of the NASA decision to let FEC trains go through.

Ball's intransigence was by now at-

*The dangers of using unskilled workers as strikebreakers: part of a derailment of three cars in an FEC freight train last December. The driver had braked suddenly to avoid hitting a car on a Miami level crossing*





Edward Ball, whose consistent refusal to negotiate in good faith or to participate in National Mediation Board meetings has been condemned by trade unions, the press and national government spokesman alike

tracting more widespread notice. The Florida public authorities were beginning to get restless and stepping up the pressure to make the Florida and East Coast fulfil its public service obligations. No passenger trains at all had run since the beginning of the strike, and only a limited freight service was offered, staffed by unskilled strikebreakers with a

(Continued from page 162)

the service), also 15% extra pay plus IL\$8.40 monthly. Every two years, the seaman's wife is entitled to a free trip. A special bonus is paid for every voyage to the Great Lakes. The collective agreement lays down a schedule of mealtimes, and how much food the seaman must receive. Fixed quantities of cigarettes and beverages are available at little more than cost. The employer pays a contribution amounting to 5 per cent of wages, and deducts in addition 5 per cent of the seamen's earnings, into a pension fund, which includes the compulsory premium of 2.5 per cent to National Insurance.

All this has not succeeded in stepping up recruitment to the required rate, though a great deal has also been done to provide training for promotion to higher ranks. Histadrut sees a need for a major campaign of information, which would bring home to the public – and especially to young people still at school – the value of a seafaring career and the sense of national pride to be derived from serving under one's country's flag.

consequent serious safety risk. The Mayor of Miami, Florida, Mr. Robert King High, appealed to President Johnson in January 1964 to intervene. Local inspectors had found that gates at FEC level crossings were faulty – Edward Ball's reaction was to have the gates removed altogether. Several fatal accidents occurred at unmarked crossings, with the result that in Miami the city council had decided to blockade them as a danger to public safety.

Additional evidence that Ball behaves as a law unto himself appears from his summary treatment of demands for local taxes: he thought the assessment for FEC property taxes was too high but instead of going through the formal process of challenging the assessment, he simply sent in the amount of tax he thought he ought to pay! (You can almost hear him: 'Who do these people think they are, telling me what I owe... damn lucky to get anything at all.')

National attention has been drawn to the privileged position of the Ball empire by Democratic Senator Wayne Morse of Oregon, who has introduced a bill in the US Senate proposing an amendment to the Bank Holding Company Act, a piece anti-trust legislation passed in 1956. This lays down in essence that banks shall confine their business activities to banking. However, the Alfred I. duPont Estate, of which Edward Ball is the head, besides having a controlling interest in the Florida National banking group of thirty-one banks – by its own account 'the largest banking organization south

of Philadelphia and east of the Mississippi' – operates a vast complex of industrial, railroad and property (real estate) companies. One of the largest of these, the St. Joe Paper Company, owns a controlling interest in the Florida East Coast railway.

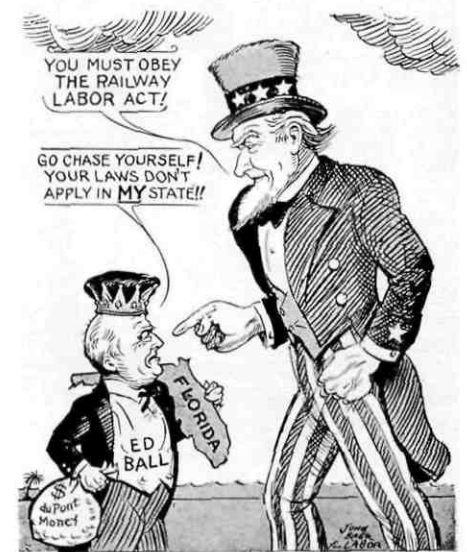
When the Bank Holding Company Act was passed the duPont Estate was exempted from its provisions on the grounds that its income was devoted to charity, but Senator Morse has revealed that Edward Ball's sister, Mrs. Ball duPont, receives an annual income from the company of over \$8½ million, which seems just a little excessive for a charitable organization. The Senator's proposal would make the Act apply to duPont Estate, which would then have to dispose either of its bank interests or of the other businesses it runs. Discussions of the bill by the Senate has been held up by the civil rights filibuster taking place at the moment, but in the House of Representatives a similar bill has been introduced by Democratic Congressman Wright Patman (Texas), and Mayor Robert King High of Miami, one of Ball's severest critics, has given evidence to the House Banking Committee in its hearings on Congressman Patman's bill. This has revealed tax dodges employed by the St. Joe Paper Company to avoid its tax liabilities for the FEC.

An unpleasant aspect of the dispute between the FEC and its non-operating employees has been the number of occasions on which scab-operated trains have been dynamited. Union leaders

Two cartoons from the Railway Labor Executives' Association newspaper Labor from March this year illustrating persistent defiance by Edward Ball of US Federal law



WHICH ONE IS BIGGER?



SELF-CROWNED EMPEROR!



Senator Wayne Morse (Democrat, Oregon) who has introduced a bill which would compel Edward Ball to separate his banking from his industrial and property business

have repeatedly condemned this violence which can only harm the strikers' case. A threat was also made in March this year of a bomb attack on the non-ops' headquarters at Jackson Ville, and pea-

*Demonstration in Miami in July 1963, outside the county courthouse. The poster on the left highlights the power that the head of the FEC exercises through his vast empire of industry, property and finance*



ceful strike pickets have more than once been subjected to abuse of a provocative nature from hired strikebreakers. In addition, a number of accidents to trains manned by strikebreakers have occurred which can only be attributed to the lack of skill and ignorance of elementary safety precautions of these workers.

The repeated refusal of the FEC management to enter into genuine negotiations with union leaders and to accept mediation or voluntary arbitration has been roundly condemned both by the press and by spokesman for the government. Secretary of Labor Willard Wirtz appealing in February for a solution to the conflict said: 'The unions have accepted but the carrier has rejected the recommendations of the Presidential Emergency Board. There is a limit beyond which freedom becomes irresponsibility. In the judgment of all concerned that limit has been passed in this case.' A newspaper editorial stated: 'When any man stands above the law, there is anarchy in the land.'

In the view of the unions, the struggle with Ball involves a more fundamental issue than obtaining the 10.28 cents an hour increase. The very existence of free collective bargaining is at stake; in the words of one: 'It is a power struggle, naked and violent, reminiscent of the nineteenth century'. The AFL-CIO Railway Employees' Department has asked the President to 'take over the railroad until such time as a fair settlement is reached.' Things are now coming to a head with a writ served on the FEC by the Federal Department of Justice charging it under the Railway Labor Act with refusal to bargain in good faith with its employees, and for frustrating the functioning of the National Mediation Board, to the irreparable injury of the public interest.

### 5 rail tragedies in 54 years

**LI**KE MOST NATIONAL RAILWAY UNDERTAKINGS, Sweden's State Railway system publishes its accidents figures. It is 100 years since they first began. The first major rail disaster in Sweden occurred on 23 December 1864. A special train about to enter a station was unable to stop before a signal at red and careered on into a train standing in the station. Seven people were killed in the collision and eleven were injured. At this time and until 1935 only major accidents were officially recorded, and it was 11



years before another serious rail accident occurred in Sweden. On 15 November 1875 near Vikingstad, two expresses collided, because a signalman had failed to set the signal at red which should have held back one of the trains. Nine people were killed and three seriously injured. The third disaster did not occur till 1912, but was followed five years later by an accident involving a train carrying war wounded. The train had run on to a siding and collided with a pump house causing the death of 11 people and injuries to 40.

The worst catastrophe in Swedish railway history was the Getå tragedy of 1 October 1918, caused by a landslide. As the picture shows, the train plunged off an embankment — locomotive and seven carriages. Fire broke out in the carriages and 41 people lost their lives with as many injured.

Five disasters in 54 years is not a bad record. The accident frequency seems to be greater today, to read from the statistics, but on the other hand every accident is now reported in which one or more persons are killed. Taking into account the hundreds of trains that run daily and the thousands of passengers who ride them, the statistics still show that the railway is an extremely safe means of travel.

### Airways International


**LI**A NEW BI-MONTHLY MAGAZINE FOR AVIATION entitled *Airways International*, has been brought into circulation. By special arrangement between the International Federation of Airline Pilots Associations and the publishers, part of it is to be devoted to news and features about the activities of IFALPA. The first issue was the May-June 1964 number. This new publication will give the Federation an official organ and will serve as a useful complement to its Monthly News Bulletin, which has been going for some five years.



# News from the Regions



## Fresh start for Brazil's Labour movement

 SINCE THE EVENTS OF 31 MARCH which resulted in the overthrow of the Goulart régime, Brazil's trade union movement has been able to look to new horizons. Communist elements which had infiltrated many unions and were beginning to constitute a real threat to the position of the democratic movement have been brought firmly under government control, in accordance with special emergency measures which were drawn up to eradicate subversion and corruption in the trade unions, in administrative bodies, and in Congress.

The new administration under President Castelo Branco includes a Labour Minister who is well known to the international movement. He is Dr. Arnaldo Lopes Sussekind, who has worked in the Brazilian Ministry of Labour for some 20 years and has also represented his country at ILO conferences.

Following the political changeover, a meeting was held between representatives of the international trade secretariats in Brazil, ITF's Jack Otero among them, and a group of other international representatives who had travelled to Brazil in order to assess the new situation. The latter included Arturo Jáuregui, General Secretary of the Interamerican Organization of Workers (ORIT), William C. Doherty, Director of the Social Projects Department of the American Institute for Free Labour Development (AIFLD) and Andrew McLellan, Interamerican Representative of the American Federation of Labour-Congress of Industrial Organizations (AFL-CIO).

The discussion at this meeting hinged mainly on the political changeover in Brazil and its implications for the trade unions, the future work of the international organizations there, and possible meetings with the new authorities.


Discussions took place subsequently between the international representatives and some of the Brazilian union leaders, and a meeting was arranged with the Minister of Labour, Dr. Sussekind.

The members of the international mission were introduced to the Minister by Mario Lopes de Oliveira, of the National Confederation of Land Transport Workers (CNTTT). Brother Jáuregui then explained to the Minister the lines of development which he hoped would be favoured by the new administration for the Brazilian trade union movement.

Most urgently needed were: a drastic revision of the Brazilian Labour Code to enable unions to develop in greater freedom in accordance with the spirit of the ILO conventions; revision and eventual elimination of the Brazilian trade union tax; the Minister's support for a nationwide campaign to promote the ideals and objectives of the free and democratic labour movement in Brazil; labour participation in social projects which would be of direct benefit to the workers and their trade unions; and a number of social and economic reforms – agrarian reform, tax reform, eradication of illiteracy, creation of employment, and many others long awaited by the less fortunate mass of Brazil's 75 million inhabitants.

Dr. Sussekind agreed with all the basic points of Brother Jáuregui's speech and generally showed a favourable reaction. He was aware of the need for a nationwide organizing campaign to enrol as many workers as possible into free and democratic trade union organizations, so that minorities might no longer be permitted to speak on behalf of majorities. He requested the support of the ITS's and of ORIT to secure this objective and pledged the cooperation of his Ministry in their activities.

## Chinese seafarers

 ITF REPRESENTATIVE IN HONG KONG, Brother Ewen Macdonald, reports that the Committee set up to study the possibility of operating an official seamen's recruiting office in the Colony has finished its work. Preparations are being made to open the office. There will be no provision for immediate trade union representation on the body which will supervise the office, but Brother Mac-

donald has been able to meet the Study Committee and is to ask to be granted observer status on the supervisory body. As yet however no information is available on the exact form the new recruiting system will take.

According to figures put out by the Hong Kong Marine Office 42,000 seamen signed on for terms of service on board vessels calling at the port in 1963. This number did not include those who had signed on at foreign consulates. The majority of these seamen are unorganized and accept rates of pay which are abominably low by western standards. Brother Macdonald considers that these figures represent an organization potential which would be hard to equal anywhere in the world. Two of the Hong Kong seafarers' unions, one of them already affiliated to the ITF, have agreed to merge. The amalgamation of the two unions would provide the basis for a strong and industrially effective Hong Kong seamen's union. Preparatory work is being done to get an intensive organization campaign underway.

An example of the conditions under which the Chinese crews are hired – conditions which could be changed given a united and industrially effective trade union movement of Chinese seafarers – is provided by the articles of agreement in effect on a Norwegian ship which recently called at Hong Kong. These stipulate that wages must be paid to the boatswain, no. 1 fireman or chief steward for distribution to the crew. The shipowner will not be held responsible for default of payment. The Norwegian Seamen's Union were not aware of this and have agreed to look into the matter.

The Swedish Seamen's Union has been considering a drive to organize Chinese crews serving on board Swedish vessels. The ITF has offered cooperation in any efforts which the Swedish Union might make to achieve this. The ITF Tokyo Office has already enlisted the support of the All-Japan Seamen's Union, and Brother Macdonald in Hong Kong is to do what he can at his end.



Photo shows section of the Port of Aden. A Commission set up to examine the port's present and future position has recommended that a dock labour registration scheme should be introduced to regulate port employment (Shell photo)

### Dock Labour Scheme proposed for Aden

A PROPOSAL THAT A DOCK LABOUR SCHEME should be introduced is a feature of the report of the Commission appointed to examine the present and future position of the Port of Aden. The Aden government have invited Sir Ian Parkin, a member of the Commission, to prepare a detailed scheme for consideration. Sir Ian, who prepared the scheme operating in Dar-es-Salaam, Tanganyika, was formerly the general manager and secretary of the National Dock Labour Board in Britain.

In the view of the Commission, the scheme should provide for an organized system of labour engagement which would ensure a fair distribution of work and the weekly payment of individual earnings. There should also be payments in respect of periods when work is not available.

At present daily-paid labour is largely recruited by serangs, generally from their own tribes in the Yemen or the Aden Protectorate. The Commission found that more workers are recruited than are needed, and the serangs accept no obligation for their accommodation or maintenance in Aden. The Commission were convinced that under-payment was a constant factor and that no scheme

for dock labour could be successfully launched until a definition of dock work has been agreed and the men employed on the defined work had been registered by a joint committee.

A clear-cut and final definition of an 'Adenese' was required, too, said the Commission, for use in connexion with training schemes aimed at securing employment of local people in the higher grades.

The Commission also drew attention to insanitary and overcrowded conditions in dormitories which are leased to port employers by the Aden Port Trust for the accommodation of daily-paid workers. These dormitories were built for 1,000 workers, but observation suggested that about 3,000 were sleeping in them. Until a registration scheme for dock workers was established, said the Commission, it was difficult to see how unauthorized persons could be excluded from the compound.

Looking at the prospects of the port itself, the Commission noted that while Aden was known throughout the world for the quick turn-round of ships, competition is to be expected from neighbouring ports. Strenuous efforts would have to be made by every interest concerned – government, shipping interests and trade unions – if Aden's success as a bunkering and cargo port was to be

maintained. Finally, the Commission shared the view that now that the Aden Joint Advisory Council was operating again, the Industrial Relations Ordinance – which prohibits strikes – could with advantage be reviewed.

### Exploiting Egyptian fisheries

EGYPT IS CURRENTLY DEVOTING CONSIDERABLE attention to the development of its abundant fish resources in the Red Sea, the Mediterranean territorial regions, along the River Nile and in her lakes. These resources have so far been neglected and Egypt's annual catch is barely 100,000 to 120,000 tons. Average individual consumption is about 5 kg a year compared with 35 kg in Norway, 30 in Japan and 28 in the United States. The state-owned Egyptian General Organization for Aquatic Wealth is therefore concentrating on a number of projects which would exploit and boost the fish wealth of the country. Primitive methods responsible for the poor hauls will eventually be replaced by more modern and fruitful methods, and a drive is also under way to extend beyond the nearer waters, which have been almost exhausted, into the open seas.

To regulate the fair distribution of fish throughout the country, cooperative marketing is spreading widely. A pilot project, successful in the Port Said area,

*Eel fishing in Egypt. The state-owned Aquatic Wealth Organization is planning an expansion and modernization programme for the fishing industry, in both methods of catching the fish and marketing it ashore*





Cooperative marketing is spreading widely and the state is considering establishing a company which among other things will preserve and store surplus fish and buy fishing equipment and big refrigerators

will soon be adopted in other parts. A central cooperative society buys the catch at reasonable prices and then distributes it among the consumer cooperatives and fish retailers according to requirements. The surplus is then transferred to the nearest unsupplied centres.

The Aquatic Wealth Organization is also considering the establishment of a special £80,000 fish marketing company to undertake market regulation of the commodity and the tapping of foreign markets. The company will also be in charge of preserving and storage of surplus fish and the purchase of fishing equipment and freezers.

To ensure that small fry are not fished before they mature, a law has been passed prohibiting the use of small mesh nets. Another of the scheduled projects of the Organization is the establishment of an industry for the processing of fish residue. It already produces oil from shark liver for local purchase. Special machinery has been imported for the extraction of fish oil power intended mainly for export and tests have also been undertaken for drying fish fins locally for export to China where they are considered a delicacy.

Among the various local scientific researches for the discovery and development of more nourishing food as part of an anti-hunger campaign, is a project

for the chemical treatment of fish residue to transform it into animal fodder. Uneatable fish, fish residue, sharks — which abound in the Red Sea — can all be easily turned into nourishing food for the country's livestock, according to the scientists. Another similar experiment under way is the injection of extracted fish essences into poultry, to encourage growth.

#### Trade Union rights in Okinawa

THE ICFTU has expressed its concern at recent proposals made by the government of the Ryuku Islands to enact in the near future labour legislation of a restrictive nature, including the Municipal Employees Bill, revision of the Labour Union Law, as well as a separate enactment to govern the leave of fulltime trade union officials. Such restrictive legislation would inevitably affect the growth of free trade unions and their potentialities to cooperate in the developments now in progress in Okinawa. The planned legislation is likely to contravene the spirit and principles of ILO Conventions 87 and 98 concerning freedom of association and protection of the right to organize, and the right to bargain collectively.

#### Industrial relations code for Aden

THE ADEN TUC has reached agreement with the Aden Confederation of Employers on two major issues. A joint statement to the government presents their views on cost-of-living problems, and an industrial relations code has been adopted.

Both the statement and the code were the outcome of discussions at the Joint Advisory Council, which has now resumed meetings. Its activities were suspended for several months following the bomb explosion at Aden airport in December and the wholesale arrest of union officials.

The code sets out procedures for settling disputes and the general principles of satisfactory relations between employers and unions. The advisory council recommends all Aden employers and unions to observe the code and the Government of Aden has published it in the 'Aden Gazette'. Discussions on such a code were initiated by the Aden TUC with the employers in 1962 and pursued when the Joint Advisory Council first met in September of last year.

#### Trained cooks for Indian ships

A SCHEME is to be introduced in India for the training of seamen for the catering department on board. It has been formulated by the Directorate General of Shipping and has received Union and Ministry approval. It will operate first of all for three years on an experimental basis.

The new courses will operate at first for seamen recruited in Bombay only, but will be extended. A training ship has already been found and it is expected that 28 men will be trained annually. Until now Indian shipping has provided no training facilities for recruits to the catering department, although both engine room and deck personnel are covered. The new scheme is a welcome innovation, therefore.



#### Conference of Liberian Maritime Union


These photographs show the Acting President of the ITF-affiliated National Maritime Union of Liberia, Brother Wonzie B. Boye Tugbeh, and the Union's Executive Committee with Brother Tugbeh seated, centre.

# Book Reviews

## Railways in travail

### The Railways and the Nation

by A. J. Pearson (Allen & Unwin, 16s.)

 THE FORTUNES OF BRITAIN'S RAILWAYS since they were nationalized in 1947 are no small subject for an author to write about. The Acts of Parliament and the reports of commissions of enquiry and study groups alone would fill a volume of several hundred closely printed pages, it seems. But who better to write about it than a railwayman of many years service? A. J. Pearson would appear to be the very man. Unlike many top officials who have been concerned in major policy-making decisions affecting Britain's railway system, he has an intimate knowledge of the industry, having worked in the administrative councils of the old railway companies between the wars and having continued to serve the unified system after nationalization.

Unification of the four private railway companies in 1947 under public ownership and the integration of the reorganized network into a comprehensive transport system, in which each means was to have its own specific role to play in harmony with the others, was aimed at improving transport efficiency on a nationwide scale and obtaining maximum economy and the best standards of service in the industry. In 1951, immediately after the fall of the Labour Government which had introduced the 1947 Transport Act, the concept of an integrated transport system was abandoned and a process of denationalization was begun in the road transport sector. The railways remained in public ownership, but the system, operation of which had been centralized to facilitate the unification process, was rapidly decentralized. Under the 1953 Transport Act the Railway Executive, in control of the system at national level, was abolished and responsibility for management was divided between the British Transport Commission and the regional managements. But the British Transport Commission was also responsible for all other forms of publicly owned transport.

The railways were thus a heavy burden of responsibility for this body, which included no more than two railwaymen amongst its fourteen members. The nine men serving on the old Railway Executive had included five railwaymen in their ranks. After 1951 railwaymen had considerably less influence on major decisions, and the Transport Commission itself became increasingly answerable to the Ministry of Transport in financial matters. This trend was a result of government concern over the worsening financial position of the railways in Britain.

During the first six years of nationalization the railways had done reasonably well financially, but about the middle of the 'fifties they began making heavy losses and by 1959 the annual working loss was £68 million. Many factors contributed to this, not the least of them being competition from derestricted road haulage and the heavy burden of post war renewal and reconstruction, which the railways had not been able to start on properly until the beginning of the 'fifties. In addition to the railways being managed by people who knew little about the industry, they now had to present all their major work projects to the Ministry before a final decision could be taken. This only handicapped the railways even further, since the Ministry had no technical competence to judge the merits of projects.

British Railways continued to make heavy losses through restriction and decisions imposed from outside the industry, until finally the Government opted for another reorganization, embodied in the Transport Act of 1962. Under this new piece of legislation Dr. Beeching was appointed Chairman of the British Transport Commission. The following year he produced his report, entitled 'The Reshaping of British Railways'. Beeching's plan for the system involved placing the whole network on a purely commercial (i.e. profit-making) basis. The plan is now being implemented and it looks as if Britain's railways are to be reduced to a mere skeleton network.

The author of *Railways and the Na-*


*tion* views this large scale elimination of railway services with concern. Road transport and the railways do not operate on the same financial footing. Road transport is not required to pay for new motorways and improvements and maintenance for existing roads in the same ways as the railways have to find the cost of permanent way maintenance and renewals out of receipts. Yet in view of the rapid growth of private road transport and the increasing congestion on the roads, with the resulting increase in accidents and waste of fuel and man hours, the railways might turn out to be a valuable national asset.

In his final chapter, A. J. Pearson sets out proposals for a single comprehensive transport system which would include railways, road haulage, omnibus services, ports, canals, coastal shipping and internal air services. A board of management for each branch would work under the direction of a transport council, composed of men with experience in transport. He says that the system as a whole should be required to pay its way, but this should not imply ignoring public interest and social need. He considers it essential that the Railways Board should be made up mainly of railwaymen, and recommends official trade union representation on it.

Sound proposals conclude a level-headed analysis of the state of Britain's railway system and the events that led to it. A. J. Pearson keeps his account clear and concise and does not lose his reader in a mass of details and technicalities. It is a book written for the layman. Chatty in places and spiced with anecdotes about personalities connected with the railways, it is informative without making heavy reading. Commenting on a remark of Dr. Beeching's that the years between nationalization and his taking office were 'a period of indecision and uncertainty as to what the nation really expected of its transport system', the author makes the point that the nation was never asked. If the British are interested in their transport system and what is being done with it, they should read Mr. Pearson's book.

## The story of the Seamen


a short history published by British National Union of Seamen

 THIS BOOKLET, forty-eight pages long, sets down briefly the history of the National Union of Seamen; how the union began, what storms and stresses it had to contend with from the moment it was launched, and how it solved its problems, in peace and war, in a way which not only benefited the membership but contributed materially to the prosperity of Britain's most vital industry.

First published as a series of articles in the union's monthly journal *The Seaman*, this 'potted history' illustrated with photos showing past and present conditions at sea, is of considerable interest to ITF members, particularly those sections which deal with the Union's international relations.

## The Air Line Dispatcher in North-America

by Karl M. Ruppenthal of Stanford University, California

 FEW MEN have a greater impact on the day-to-day operations of an air line than does the dispatcher. Planning the flights hours before they originate, he checks weather forecasts, airport conditions and the demand for space. Beginning with that initial planning, he makes many decisions which impinge upon the safety of airline operations and their profitability.

By US law the captain of the flight and the dispatcher bear joint responsibility for the safety of each flight. No flight may originate until both of them certify that the flight can operate safely as planned. Once the flight departs, that joint responsibility continues, but to a different degree. The dispatcher monitors its progress, supplying pertinent information to

*Dispatch clerk recording position of aircraft. The book reviewed above gives a detailed account of the airline dispatcher's job and his importance to the safe and economic operation of airline services*




the captain and to appropriate airline offices on its route.

The vast majority of all these flights operate in a routine fashion. But when they do not, the dispatcher can be important indeed. When operations are nonroutine, his decisions can affect both the safety and the economy of operations.


This book is a study of the air line dispatcher, his functions and his importance. The author acknowledges the cooperation of 'virtually every dispatcher in this continent' (North America). Whilst the study is not basically statistical, it includes some information about the dispatchers themselves: their education, their qualifications, and their remuneration. Of particular interest are two final chapters on the US and Canadian Air Line Dispatchers' Association. Also included is a chapter on electronic data processing and its potential impact on the dispatch and control function.

## VHTL im Aufstieg zu sozialen Ordnungsfunktionen

published by the Swiss Commercial and Transport Workers' Union (VHTL)

 THIS IS THE THIRD PART of a detailed history of the VHTL, the first two parts having dealt with the very early years and the union's development up to 1940, and the story is brought up to date (1960) in this final volume. This book also sets the union against the background of national and international politics, and shows how it has changed in conformity with the changing social, economic and political environment of the times. This gigantic task - all three volumes - has been accomplished by Josef Müller, former editor of the Union's German-language newspaper, over a period of more than 10 years. It is a remarkable achievement, and will be a source of inspiration and encouragement to many generations of trade unions yet to come.

## People's pension for Norway

 THE NORWEGIAN MINISTRY of Social Affairs has issued a comprehensive report on guiding principles for the so-called 'People's Pension'. A government bill enacting the proposed plan will be submitted to parliament next year and, if passed, could go into effect on 1 January 1967.

One of the main principles of the Government proposal is that the basic and supplementary Old Age Pension would be combined into a People's Pension.

This would be scaled in accordance with wage earnings and the period of pension contributions. Regardless of these factors, however, all would be assured a certain basic benefit payment.

In the opinion of the Social Affairs Ministry, the People's Pension should be relatively larger for persons with low income and somewhat less for those in the higher brackets. The maximum annual income for People's Pension beneficiaries has been fixed at £2,100 (\$5,880) to match the pension limit for state employees. The proposed pension age is 70 years and the contribution period 40 years. In addition to the Old Age Pension, the plan is also based on a proposed Family Pension that would help to maintain the living standard of every Norwegian family in case the provider is disabled or dies.

All Norwegians with earnings up to £2,100 a year would receive a total pension corresponding to two-thirds of his average income during the 15 best years. Full pension for married couples would range from £315 for those earning £210 a year to £1,260 for those with an income of £2,100.

According to the proposed financing system wage-earners would pay a pension tax corresponding to 4 per cent of annual earnings with no increase in the future. The tax for those who are not wage-earners would be gradually raised from 4.5 per cent in 1967 to 11.5 per cent in 1977 and thereafter. Farmers and fishermen would be taxed 4 per cent on income, in addition to a production tax. The employer tax, beginning with 5.5 per cent on wages paid in 1967, would increase at the rate of 0.7 per cent a year to reach 12.5 per cent after a period of ten years. As proposed, the financing would be based on the equalization principle, with certain modifications. The state and the municipalities would also pay a pension tax.

Pension taxes are to go into a People's Pension Fund. This would be administered by a Government appointed board to comprise representatives of the state, municipalities, all major national organizations of industry, business, labour, consumers, farmers and fishermen.

A major part of the capital would be loaned to develop regional industry, modernize agriculture, forestry and fisheries, and to provide more housing. The Board would be authorized to extend state guaranteed loans to the District Development Fund and to municipalities in need of capital for investment projects.

# A visit to Salonika

by HANS IMHOF,  
Assistant General Secretary



PEOPLE LIKE OURSELVES who do not dispose of a tourist's leisure to indulge his curiosity when viewing the world's beauty spots occasionally make the mistake of judging a whole country by the impressions of a city. After several visits to Athens, which brought me into contact with many people, I thought I had a pretty good idea of the situation in Greece. But Athens is not Greece. This city of two million inhabitants who appear to live in the streets, with its tourists, its many hotels and villas, this city which seems to attempt to disguise the still dominating poverty of the people, is not Greece. In Athens the commercial side of life is too concentrated to allow the other, better Greek heritage any window room. But it has the Acropolis and many other monuments to Athenian greatness. It is the city of the old philosophers and wise men. Today the university is enclosed by the city's traffic and suffers from lack of space.

Salonika, 300 km north of Athens in Macedonia, has about half a million inhabitants. Its history cannot compare with that of Athens, and although there are many fine monuments, churches and mosques and one is constantly coming across remains of prehistoric buildings, the past, glorious or not, seems to play a less important role here. The city, with parts of Macedonia and Thrace, has only been reunited with Greece for about 50 years. The fact that the great Turkish statesman Mustapha Kemal was born and raised here is understandably seldom mentioned. The city lies in a fine protected bay surrounded by hills. It has a modern port, one of the most important of the Eastern Mediterranean. Salonika is also a railway junction where four lines meet linking the country to Turkey, Bulgaria and Yugoslavia. There is a lot of industry and recently a large oil refinery started operations.

It is an attractive city and has the advantage that it has not yet been overwhelmed with Mediterranean-loving tourists. Not for long, however. New build-

ings are mushrooming along the beach and on the outlying hills. In the centre is the university, set in spacious and beautiful grounds and consisting of many buildings, for the most part modern. Together with the nearby exhibition grounds and the industrial development on the fringes of the city, it is the sign of north Greece's forward-looking and modern outlook.

For me Salonika was also a pleasant surprise from the trade union point of view. Dissatisfaction with the central leadership of trade union organizations in Athens has in the last few years often led to splits which a visitor who did not know the language found hard to grasp. Such tendencies are still discernible today, but one feels that the trade union spirit has deep roots here and is tended with good judgment and maturity. Brotherhood is a reality.

The North Greek Railwaymen's Federation has its headquarters here. This is a member of the ITF-affiliated Pan-Hellenic Railwaymen's Federation. The offices are simply but effectively equip-

*Participants at a seminar held in Salonika for members of the Greek Railwaymen's Union under the auspices of the OECD and the national trade union centre. Brother Hans Imhof, ITF Assistant General Secretary, who lectured at the seminar, is seated fifth from right*





*The railwaymen's male voice choir at rehearsal. This choir recently won first prize in a national competition and are naturally extremely proud of their achievement*

ped, and are some distance from the trade union centre where most of the unions have their headquarters. The railwaymen have the oldest and strongest union in this part of the country, and they are proud of this position. They are also proud of the numerous clubs which are run by a special organization for leisure activities with offices in a building rented from the Railway Pension Fund. The Railwaymen's Male Voice Choir won first prize in a nationwide competition in 1963. The football club will soon go up into the first national league, and has recently built its own ground to which a small stadium will be added within the next few years. There are also groups for mandolin players, folk-singers, handball and chess players, etc.

The railwaymen also have their own cooperative society, which often conducts nation-wide campaigns to cut prices. It was founded in 1909 and today shows an annual turnover of about 8 million Drachma (approx. £100,000). Its future plans include construction of its own modern building for both shop and administrative facilities. It sells practically all kinds of foodstuffs and has arrangements with private clothing manufacturers to provide cheap clothing for its members.

I also visited the union catering for employees of the municipal transport undertaking, who I knew had shortly before been on strike and were preparing for elections to their governing bodies. The strike, which began on 18 March 1964 after lengthy negotiations, took the form of daily stoppages of one or two hours during the rush hour over a period of two weeks. It ended successfully with pay increases backdated to 1 March 1963 which meant quite substantial sums for the workers. The union linked the strike action to a publicity campaign putting their case to the public, so that in spite of the inconvenience of interrupted services they received a good deal of sym-

pathy and understanding. The success of the strike was also demonstrated in the results of the elections, since the democratic leaders were re-elected with substantial majorities over their communist opponents.

The bus network in Salonika is very concentrated, and the fares very low. The buses are therefore almost always full of seated and standing passengers. The service is invariably friendly. The undertaking has no deficit, but on the contrary is flourishing! The union is now working to obtain a cut in the working hours; the 48-hour week must go. Holiday provisions are good: employees get 12 days annually after the first year's service, and an additional two days for every subsequent year's service,

*These two photographs were taken at the time when the municipal transport workers decided to go on strike for short periods during the rush hour in order to press home their claims for pay increases. They show: a membership meeting; and a street demonstration to publicize the aims of the strike in order to gain public sympathy and support*





Members shopping at the railways' own cooperative society in Salonika, which provides food at reasonable prices and often conducts nation-wide campaigns to bring prices down. The cooperative has been going since 1909 and is very prosperous

to a maximum of 26 days. They also get five public holidays a year.

My first visit to Salonika was in connexion with a seminar of the Greek Railwaymen's Federation run under the auspices of the Greek Confederation of Labour and the Organization for Economic Cooperation and Development. The arrangements, the discipline and attentiveness

Members of the Salonika railwaymen's football team, which is shortly to enter the first national league. Railwaymen here are very proud of the clubs and organizations for leisure activities which they have built up



Children playing in a recreation ground run by the railway's organization for leisure activities which operates all the clubs and groups catering for special interests, including groups for musicians, folk-singers, handball chess players, and footballers, etc.



ness of the 40-odd participants and the discussion of the subjects dealt with made a remarkable impression on me. Salonika, its trade unions and other labour organizations are something worth seeing!

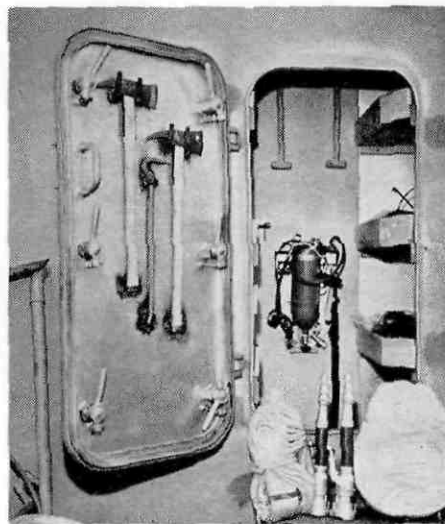
### Transport strike in Dominica

**T** PUBLIC TRANSPORT in the city of Santo Domingo, Dominican Republic, came to a standstill when a number of drivers were jailed for – allegedly – carrying too many passengers. The jailed drivers were released almost immediately, but the strike continued as a protest against excessive police regulations. The strike won popular support and the drivers' demands were eventually accepted. During the six days the strike lasted however, there were violent clashes with the police in which one person was killed, several injured and hundreds jailed. Schools were closed, as were three radio stations which voiced criticism of methods used by the police and the government's toleration of them. While condemning the strike as a Communist plot, the régime offered the bus and taxi men the opportunity of importing duty-free vehicles for a period of 120 days. They are hardly likely to benefit from this 'concession' since most of them do not own their vehicles, but pay exorbitant rents for them, and because of this make only the barest subsistence living.

### Guarding against fire at sea

**T** TECHNIQUES OF FIREFIGHTING and methods of guarding against outbreaks of fire are matters of great importance to the men who earn their living on the seven seas. If fire breaks out on board ship it is impossible to run away. There is no 'safe distance' once a fire is out of control. It is imperative that crews should be adequately prepared for the eventuality. In most of the major seafaring nations training facilities for the merchant service include extensive instruction in firefighting procedure. In some countries, however, provisions for fire training fall short of reasonable standards.

This is not so in the case of Sweden. In 1959 a Committee for Protection against Fire at Sea was set up by representatives of the seafarers' unions, the Shipowners' Association, the National Maritime Board, the national fire services and the insurance companies. The Committee works as a consultative body



The Committee recommends that firefighting equipment should be kept in special storage spaces or 'fire stations', well protected from the elements. Vessels would be fitted with two to four of these stations

giving information, advice and instruction on methods of dealing with fires at sea and on the best means of preventing their occurrence.

Each spring and autumn since it was set up, the Committee has arranged courses in protection against fire at sea. Until now the courses have been specially designed for merchant marine officers,

During their practice sessions, participants in the courses are able to observe how a fire behaves and to gain practical experience in the use of up-to-date extinguishing agents and firefighting equipment





although state shipping inspectors and teaching staff from the seafarers' training colleges and from the unions' education departments have also attended the courses. This year saw the inauguration of special courses for those concerned with the shipbuilding industry and with the supply and maintenance of shipping installations.

The courses for officers entail two days of lectures and discussions for the theoretical part of the material, and two days of practical instruction. Subjects covered include: knowledge gained through fires which have occurred at sea, commonest causes of fires on board, practical procedure for putting them out, protective clothing and equipment, extinguishing agents and the extinguishing process, and laws and conventions – national and international – on fire protection at sea. Films are used to illustrate various subjects treated in the course.

The theoretical part of the four day course is held at the Merchant Navy Officers' Training School in Stockholm. The second part takes place at the Swedish Royal Navy's training ground at Örlogsberga, some way outside the city. Demonstration fires are staged here for the benefit of the course participants, who may observe how a fire behaves and gain practical experience in the use of modern breathing apparatus, extinguishing agents and firefighting equipment. Since these courses began a total of 450 participants have attended them.

The special courses which were started earlier this year for the benefit of those not actually employed on board ship but nevertheless intimately connected with the shipping industry – shipbuilding engineers, insurance surveyors, shipping inspectors, suppliers of materials and furnishings, etc. – lay the emphasis on the fire prevention aspects. Questions concerning the construction of vessels with regard to the fire danger, the placing of installations, such as ventilation, fire extinguishers, sprinklers, alarm systems and the like, the specification of fire-proof materials for interior design, and the supply of equipment such as breathing apparatus and protective clothing, are subjects which form the basis of these special courses. A short part of each course is also devoted to demonstrations of firefighting procedure.

Apart from its training activities, which now also include lectures and practical instruction given as part of the syllabus for the captain's and marine



*The Swedish Committee for Protection against Fire at Sea includes two days of practical instruction in its firefighting courses for officers. The Royal Navy's training ground is used for this part of the course; demonstration fires provide experience of how a fire may behave*

engineer's qualifications at the Stockholm Merchant Navy Officer's Training School, the Committee is concerned to a large extent with giving guidance and making recommendations on fire precautions at sea. It has, for example, worked out a system of effective fire procedure on board ship, which has been incorporated into new designs by a number of the major shipping lines. It consists of a rational organization of fire service on board and of a new plan for


storing firefighting equipment. The latter has always been stored in places exposed to wind and weather, where it could easily be lost or ruined. The Committee recommends that it should be kept in a number of special 'storage spaces, or 'fire stations', well protected from the elements. The ship would be equipped with two to four of these 'fire stations', depending on the size of the vessel, and even more in the case of passenger ves-

*(Continued on the next page)*

sels. One of these could be constantly accessible for drill purposes; the others would only be used in case of actual fire alarm.

Both seafarers' unions and shipowners in Sweden, have spoken well of this plan.

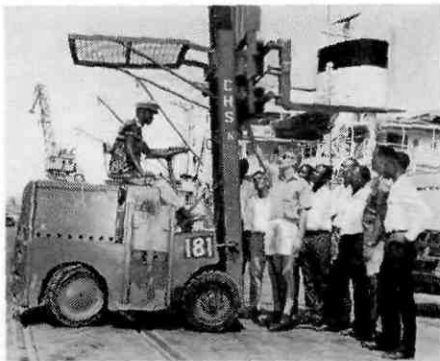
### Job training for East African port officials

 THE MAJOR PORTS on the Indian Ocean seaboard of Tanganyika and Kenya are worked by a single nationalized company, East African Cargo Handling Services Ltd. The company's predecessor, the Landing and Shipping Company of East Africa had already established a training centre for supervisory and senior clerical staff in the port service. This has now been expanded to cover all departmental operations in the new comprehensive organization.

The centre was first opened in 1956 for clerical staff, and was expanded in 1960 to cover supervisory grades. In these days of new independence training facilities for all industries in East Africa (Tanganyika, Kenya, Uganda and Zanzibar) are in heavy demand because of the speed at which administrative and technical responsibility is being transferred from expatriate staff to native East Africans. The port services are no exception.

The main training centre for East African Cargo Handling Services is housed on the docks at Kilindini, which forms part of the port of Mombasa (Kenya). The training centre is ideally situated, as it is near a new section of the deep water berths, opened in 1961, which has the most modern facilities in the port. The centre has extensions in Tanga and Dar-es-Salaam (Tanganyika). Altogether eight training officers are employed under the supervision of a superintendent-in-charge.

Specialized instruction is given for the various departmental operations in the ports. At the Kilindini centre the training officers include: one for supervisory courses with the emphasis on stevedoring, two for similar courses but with the emphasis on chore handling, and two officers for clerical and one for technical training. In addition to the specialized courses offered 'training within industry' (TWI) courses are also included in the Kilindini syllabuses. These are ancillary courses which cover four main aspects of managerial work common to all industries: industrial relations, work instruction, work methods and work safety. Such grounding will provide a prospective su-



*Less than a third of the trainees' time is spent indoors: the remainder of the courses is then devoted to practical study on the job*

pervisor with a sound systematic approach to the problems which are liable to confront him in the exercise of his duties. One qualified TWI officer is permanently employed at the East African Cargo Handling Services training centre at Kilindini.

The length of each course varies according to the nature of the subject and individual ability. The target times however are: for section superintendents – up to six months; for supervisors in shore handling operations – ten months; for foremen twelve weeks; for clerical workers in group A – eight weeks; for clerical workers in group B – ten weeks. There is also a four months 'induction course' for new recruits with promotion to group C on satisfactory completion. Carpenters, fitters, painters, turners, and other manual workers receive their training in the workshops.

Currently following courses at the centre are: 41 trainee supervisors, one trainee administrative officer, and 20 trainee clerks for group B.

Since 1960 promotions to supervisory

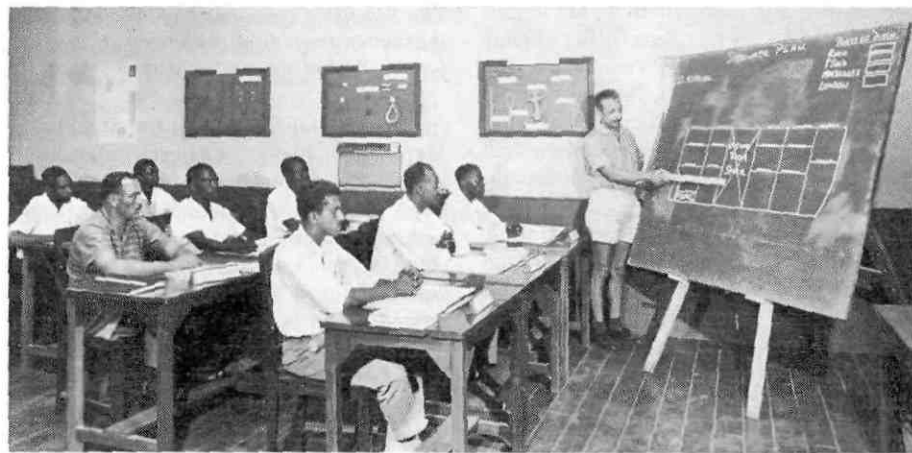


*One of the training officers instructs a class of trainee supervisors in the most advantageous use of stacking areas in the port*

status through the Kilindini centre have totalled 164. Of these 110 are Africans, 48 Asians and six Europeans. Since 1962 160 clerical posts have been filled by trainees from Kilindini. Of these 144 are Africans, 21 Asians and one a European.

An important aspect of the training as a whole is the development of good leadership qualities in the trainees. In addition to the TWI courses, trainees are encouraged to participate in 'outward bound' courses arranged at the mountain school at Loitokitok. The 'outward bound' ventures are of importance in turning out senior officials who are not only technically competent but also physically fit and well able to use their wits and initiative in their jobs. Thirty six trainee supervisors have already attended courses at Loitokitok, and ten more are due to go there in the near future. Their objective is to replace the flag of the old cargo handling company on the summit of Mount Kilimanjaro with the new red blue flag of East African Cargo Handling Services Ltd.

*In one of the air conditioned classrooms, a training officer gives instruction in stowage on board ship*  
(E.A.C.A.S. photo)



# International Transport Workers' Federation

General Secretary: P. DE VRIES

President: FRANK COUSINS

**7** industrial sections catering for

RAILWAYMEN  
ROAD TRANSPORT WORKERS  
INLAND WATERWAY WORKERS  
PORT WORKERS  
SEAFARERS  
FISHERMEN  
CIVIL AVIATION STAFF

- Founded in London in 1896
- Reconstituted at Amsterdam in 1919
- Headquarters in London since the outbreak of the Second World War
- 315 affiliated organizations in 82 countries
- Total membership: 6,500,000

## *The aims of the ITF are*

to support national and international action of workers in the struggle against economic exploitation and political oppression and to make international trade union solidarity effective;

to cooperate in the establishment of a world order based on the association of all people in freedom and equality for the promotion of their welfare by the common use of the world's resources;

to seek universal recognition and enforcement of the right of trade union organization;

to defend and promote, on the international plane, the economic, social and occupational interests of all transport workers;

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

to furnish its affiliated organizations with information about the wages and working conditions of transport workers in different parts of the world, legislation affecting them, the development and activities of their trade unions, and other kindred matters.

## *Affiliated unions in*

Aden \* Argentina \* Australia \* Austria \* Barbados \* Belgium  
Bermuda \* Bolivia \* Brazil \* British Guiana \* British Honduras  
Burma \* Canada \* Chile \* Colombia \* Costa Rica  
Curaçao \* Cyprus \* Denmark \* Ecuador \* Egypt \* Estonia (Exile)  
Faroe Islands \* Finland \* France \* Gambia \* Germany \* Greece  
Britain \* Greece \* Grenada \* Guatemala \* Honduras \* Hong Kong  
Iceland \* India \* Indonesia \* Israel \* Italy \* Jamaica \* Japan \* Jordan  
Kenya \* Lebanon \* Liberia \* Libya \* Luxembourg \* Madagascar  
Malaya \* Malta \* Mauritius \* Mexico \* The Netherlands \* New Zealand  
Nicaragua \* Nigeria \* Norway \* Nyasaland \* Pakistan  
Panama \* Paraguay \* Peru \* Philippines \* Poland (Exile) \* Republic  
of Ireland \* Rhodesia \* El Salvador \* St Lucia \* Sierra Leone  
South Africa \* South Korea \* Spain (Illegal Underground  
Movement) \* Sweden \* Switzerland \* Tanganyika  
Trinidad \* Tunisia \* Turkey \* Uganda \* United States of  
America \* Uruguay \* Venezuela \* Zanzibar

# Publications for the world's transport workers



## Editions of Journal

**International Transport Workers' Journal**

**Internationale Transportarbeiter-Zeitung**

**ITF Journal (Tokyo)**

**Transporte**

**ITF-aren**

**Pressebericht**

**Pressmeddelanden**

**Communications de Presse**

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

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

## Editions of Press Report