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Monthly Publication of the International Transport Workers' Federation

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Forthcoming meetings:

- Bordeaux 13 October, North Sea Ports
14–16 October, Dockers' Section Conference
- Stuttgart 21–23 October, Civil Aviation Section Conference
- London 2–4 November, Executive Board
5–6 November, Railwaymen's Section Committee

Comment

Piracy on the roads


THERE HAS BEEN a good deal of publicity in Britain about the poor standards of maintenance of road haulage vehicles. Ministry of Transport inspectors have been conducting an intensified programme of spot checks up and down the country and have found that – for the months of June and July – fifty-three per cent of all vehicles examined had defects and that of these eleven per cent had defects so serious that the vehicles were ordered off the road immediately. The most common defects were ineffective, damaged or worn braking systems; unsafe steering; defective or missing lights or reflectors; and insecure body attachments.

The publicity given to the results of these tests has called forth reports of other types of abuses on the roads, such as the so-called 'cowboy' lorries whose drivers may be at the wheel for as long as 19 hours out of the twenty-four – and quite possibly even longer – for several days at a stretch. Since the legal maximum is normally 11 hours a day, log sheets have to be faked. One way of doing this is for the driver to complete a separate log-sheet for his driving time above the legal maximum, and hand this to a colleague – perhaps a mechanic – who signs it and thus becomes the 'phantom' driver for those hours.

Many of the firms who work outside the law are small operators trying to hold their own in a savagely competitive market. The British lorry drivers' trade unions have for many years been trying to have these abuses remedied, with repeated but largely unavailing calls for more Ministry of Transport enforcement officers to see that regulations are observed.

But they see the definitive solution in a radical alteration in the whole structure of the industry. A national transport policy for a rational distribution of traffic between road and rail would end dangerous competition based on ill-maintained vehicles and drivers forced to drive too long and too fast. The offenders are frequently those small firms which sprang up after the denationalization of the road haulage industry in 1952. The British movement would like to see an extension of public ownership with its greater measure of control.

Women workers in transport

 SOME TIME AGO the ITF sent out a questionnaire to all affiliates seeking information on the particular problems encountered by women workers and the extent to which special provision for dealing with these problems was made by the trade unions concerned. It had been hoped that the information furnished in replies to the questionnaire could be incorporated in a special report, but the replies indicated that there was little demand for action at international level on the problems encountered by women in the transport industry. In any case the numbers of women who work in transport appear to be limited, and not all of the affiliates which organized substantial numbers replied to the questionnaire. It was therefore felt that although the results of the inquiry did not warrant a full-scale report, a short article in the journal highlighting the factors which did emerge from the replies might be of interest. (See also article in *ITF Journal* of April 1963.)

On the question of trade union organization and participation of women in the transport industry, the replies generally indicated that whilst women members were universally accorded the same rights of membership as men, their active participation in union activities was rather limited. Only in a few cases, for instance in railway trade unions which have a fairly high percentage of women members, are separate provisions made for the consideration of women's pro-

Airline stewardesses have their own problems: they may face premature retirement with no prospects of changing over to ground staff jobs after their flying days have come to an end

Promotion prospects are often better for women in the clerical field. Other jobs in the transport industry tend to be limited in scope with little opportunity for advance





Equal pay for equal work is a principle generally recognized in union agreements, but widely ignored in occupations where women workers are not organized at all

blems and special policy programmes drawn up on women's conditions of employment.

Opportunities for women to benefit from professional training and thus obtain promotion to more responsible posts appear to be strictly limited in transport. Those affiliates who answered the questions on this subject at any length reported that some discrimination against women workers was encountered, although the unions were trying to break this down. In general women in the transport industry are only employed in 'women's jobs', and their prospects of advancement are limited for this reason. Promotion is more likely to be achieved in the clerical field, but even here a certain amount of discrimination seems to be discernible. For instance, the British Transport Salaried Staffs Association reported that there were far more women in lower clerical posts than higher ones, and no women executives, and the German Railwaymen's Union reported that 96 per cent of higher posts were filled by men, although in neither case was there any formal discrimination against women employees.

On the subject of equal pay for equal work, the majority of replies indicated that the principle was applied strictly where women workers were covered by collective agreements, but that in the unorganized sectors the principle was widely ignored. The British National

Union of Railwaymen reported that of all women workers in Britain only about 10 per cent received equal pay for equal work. Forty-six countries have ratified ILO Convention No. 100 on this subject, including – among countries where the ITF has affiliates – Argentina, Austria, Belgium, Brazil, Colombia, Costa Rica, Denmark, Finland, France, Germany, India, Italy, Norway, Peru, Philippines and Sweden. Two replies – from the Netherlands Transport Workers' Union and the Austrian Commercial and Transport Workers' Union – indicated that lower rates of pay were in force for women workers than for men: respectively on the railways and for tram conductresses. It appeared from the replies that there was legislation laying down equal pay for equal work in Australia, Canada, Denmark, France, Germany, Italy, and Switzerland (for public employees only). The US Air Line Stewards' and Stewardesses' Association reported that stewardesses were dismissed on marriage, whilst the French Flying Staff Union stated that a similar provision in Air France contracts had been declared void when the issue was taken to court.

On social security, most countries accord the same rights to women employees

as to men. Certain extra protection for women workers with regard to maternity benefits and prohibition from certain jobs (e.g. underground work and night work) was reported to be provided in Australia, Austria, some provinces of Canada, Finland, France, Germany, Great Britain, Italy, Japan, Korea, Netherlands, Norway, Sweden and Switzerland, and in some countries women were eligible to receive retirement pensions earlier than men. In Great Britain married women can pay lower national insurance contributions for the same benefits; on the other hand in the Netherlands a married woman who is not the breadwinner of her family receives lower unemployment benefit, and in Switzerland women have to pay higher sick pay insurance contributions.

On the general question of whether the number of women workers was on the increase, all the replies suggested that more women were going out to work – in Great Britain the trend is particularly marked among married women whose children are no longer totally dependent on them, and other replies also indicated that part-time work by women was increasing. However, no particular upward trend was noted in the transport industry.

Social service benefits are for the most part the same for women workers as for men, although in many countries women receive extra protection in the form of maternity benefit



Among the special problems of women workers noted in the replies were the following:

— in Austria, the increase in part-time work was regarded as somewhat disturbing because the unions were afraid that full-time workers might suffer in case of recession, and also because there were no proper social security provisions in the case of part-time workers;


— in Sweden and Cyprus the replies mentioned the need to ensure that children of working mothers were adequately cared for; — in France, replies stressed the need for improving social insurance for women, for instance that widows of retired workers should receive sickness benefit; that mothers should be granted special leave to take care of sick children; and in the case of airline hostesses that provision should be made for continued employment after loss of flying licence and enforced early retirement (at age 40);

— in Germany, the railwaymen's union stressed the need for total equality of opportunity in employment, training and promotion;

— in Great Britain, mention was made of problems which had arisen over the tendency to dismiss married women first when redundancy occurred, and the eligibility of married women to join pension schemes.

The recent International Labour Conference adopted a series of conclusions to serve as a basis for a Recommendation on the employment of women with family responsibilities. These conclusions deal with the principle of non-discrimination in the employment of women with family responsibilities; public information and education concerning the problems of women with family responsibilities; the development and organization of child-care services and facilities; and measures to facilitate the reintegration of older women workers in employment after a long period of absence owing in most cases to family responsibilities. The Conference also adopted four resolutions on various aspects of women's work. These were: the economic and social advancement of women in developing countries, maternity protection, women's work in a changing world and part-time work of women.

European air union by 1965

 A EUROPEAN AIR UNION, which would integrate the national airlines of the six Common Market coun-




The problems of working mothers are receiving special attention from some trade unions, particularly the provision of child-minding facilities, home help and similar services

tries, could be a going concern by 1965, according the Chairman of the conference, held in Brussels last June, at which executives of the six airlines and representatives of governments reached preliminary agreement on the setting up of the Union. The airlines involved are: Air France, Lufthansa, Alitalia, Sabena, KLM and Luxair. The Union would form the basic structure for an eventual integration of the six airlines into a single EEC system. A common pool of planes and personnel would be set up to coordinate passenger and freight traffic.

This development would enable the European Community to improve operating efficiency immensely and to eliminate wasteful competition.


KLM dismisses pilots

 THE AIRLINES of a number of countries are at present suffering from an acute pilot shortage. Holland is not one of them. The national airline, KLM, has decided to dismiss 45 superfluous pilots. They will have to find new employment as from the 1 November.

Vienna plays host to our Executive Board



Those attending the Vienna meeting included: (left to right) A. E. Okon (Nigeria), Brother Packirisamy (Malaya), R. Kamisawa (Japan), D. U'ren (New Representative for Asia), O. Baeriswyl (ITF French interpreter), F. Laurent (France), R. Dekeyzer (Belgium); and (foreground) W. Wünsche (ITF German interpreter) during a break in proceedings

 THE ACTIVITIES of an International such as the ITF, with member-unions organizing some six and half million workers, might be thought difficult to guide in a manner satisfying the strictest principles of democracy, since it might seem impossible for over three hundred unions in all corners of the globe to have a direct and continuous say in the management of ITF affairs. Nevertheless the governing bodies entrusted with advising the ITF Secretariat, managing the Federation's business and deciding on courses of action have their mandate direct from Congress, the parliament of the world's transport workers and to which every ITF affiliate is entitled to send representatives. One of these bodies, the Executive Board, is composed of 23 members (including the General Secretary) representing ITF affiliates in all parts of the world, and is charged with the task of deciding on policies and projects of general importance between Congresses, reviewing activities proposing new action and accepting new affiliations. The Executive Board, though completely representative – both geographically and sectionally – of the ITF's membership, is nevertheless a more manageable body than Congress because of its restricted size, and can therefore meet at more frequent intervals.

The ITF's Regional Representatives are: (left to right) T. Yamazaki (Tokyo Office), J. Otero (newly appointed, Latin America), W. Townsend (East Africa), E. Laflamme (West Africa), and D. U'ren (newly appointed, Asia) attending the Executive Board



Right to left: Pieter de Vries, General Secretary; J. Matejcek, Austrian railwaymen's leader and host member of the ITF Executive Board; F. Cousins, President; and H. Düby, Vice President. Pictured is Adolf Schärf, former Socialist Vice-Chancellor



Its most recent meeting took place in Vienna last June, when it decided on a number of important issues, including the forthcoming programme of sectional activities and the organization of our Congress next year. The invitation of the ITF's Danish affiliates to hold the 1965 Congress in Copenhagen has now been formally accepted. It will take place from 28 July to 6 August.

The ITF's vital but often difficult work in the developing countries of Africa, Asia and Latin America came in for a great deal of discussion at the meeting. For a number of years now the ITF has been active in these younger countries, helping the new unions to

increase their strength to carry out more effective trade union programmes and to play an ever-growing rôle in the international movement. In Vienna, members of the Executive Board heard an exhaustive account of the ITF's activities in these parts of the world. They had the benefit of first-hand knowledge of conditions in the various continents, since all the ITF Regional Representatives were in attendance and reported verbally on events and developments in their respective regions. A significant decision of the Board at this meeting was the appointment of two new representatives. Since the resignation earlier this year of Fernando Azaña the post of Regional Director for Latin America and the Caribbean area had been vacant. It was therefore decided to appoint Jack Otero who had already been acting in this capacity to the position. His knowledge and experience of the trade union scene in Latin America and the Caribbean, his practical trade union background and his linguistic qualifications make him ideally suited for the task of assuming local responsibility for our complex activities in this vast and extremely vital area. Arrangements are being made to appoint a new man to the post of Brazilian Representative which Brother Otero formerly occupied.

Donald U'ren, former President of the Malayan Railwaymen's Union, to whom this month's profile (see page 187) is devoted, has been chosen as our new

Representative for Asia, an appointment which was urgently needed, since the ITF has not had a full-time general Representative in Asia for some months. Like his predecessor, Brother U'ren, although based in Kuala Lumpur, will have a roving commission covering the Asian Region as a whole.

It also fell to the lot of the Executive Board to perform a sadly pleasant task on behalf of the ITF: that of bidding farewell to Brother Adalbert Klatil, who had worked on the ITF Headquarters staff in various capacities for over thirty years, and of thanking him for his many services to our Federation. Brother Klatil, almost as old as the ITF itself, was born and bred in Vienna, and it was in Vienna too, that he first joined a trade union. He worked there for many years with the Austrian trade union and socialist movements, before coming to the ITF. It was a strange chance that took him back to Vienna to finish a trade union career which he had begun there, for he still lives in London and the Executive Board could have met in a hundred other places. Those attending the Vienna meeting paid full tribute to Brother Klatil; they all had personal memories of the capable way in which he had shouldered his duties as Office Manager, involving the complicated and often unenviable task of organizing ITF Congresses. The presentations made at Vienna included one from Brother Matejcek, Austrian railwaymen's leader and mem-



General Secretary, Pieter de Vries, bids farewell to Brother Klatil, retiring ITF Office Manager, after thirty-four years' service


ber of the ITF Executive Board, on behalf of the Austrian transport workers' movement. It was fitting that Brother Klatil should be remembered in this way by the workers in whose unions he first began his career.

The two-day meeting took place in the headquarters of the Austrian Railwaymen's Union, who as always were memorable hosts. Excellent facilities for the Executive Board were provided in pleasant surroundings, for the Austrian railwaymen's secretariat is housed in a fine, well-equipped and up-to-date building.

Brother Klatil (second from right) takes his leave of the ITF. He was in Vienna with his wife (second from left) to say his formal farewell to members of the Executive Board




New automated ship launched in US

 THE 13,000 TON AMERICAN ROVER, recently launched at Chester, Pennsylvania, for United States Lines will be one of the most highly automated cargo liners in the American Merchant Marine, when she is delivered in December. A console in her engine room remotely controls engines, boilers and auxiliary equipment, reports temperatures and pressures of operating equipment, giving the engineer on watch a complete picture of the operating status of the ship at all times. She has a service speed of 21 knots. Tenders for five more ships, more extensively automated than the *American Rover* have been invited, and a number of completely automated cargo vessels are being built at shipyards in Pascagoula, Mississippi, one of which, the *Mormacargo* is ready for delivery.

Nigerian workers' thirteen days



One of the strike leaders remonstrates with impatient workers, too anxious to hear news of a successful outcome to their long talks with government and employer representatives

 THE STORY OF THE RECENT GENERAL STRIKE IN NIGERIA, in which the whole trade union movement, hitherto divided into several factions, united in inflicting a serious blow against the prestige of a government which had shown astonishing ineptitude in its labour relations policy, began in September last year. On the twenty-seventh of that month the organized Nigerian workers began a general strike in support of their unions' demand for a federal commission of inquiry into the nation's pay. The strike threatened to wreck the plans for celebrating Republic Day on 1 October; in the nick of time the government announced the terms of reference for a pay inquiry and a few days later appointed a six-man commission to conduct the study.

Headed by a Federal Judge, Justice Morgan, who gave his name to the inquiry, and composed of distinguished public men, among them an economist and a top-level civil servant, the Commission set to work at once. Its terms of reference were:

To investigate the existing wage structure, remuneration and conditions of service in wage-earning employments in the country and to make recommendations concerning a suitable new structure, as well as adequate machinery for a wage re-

30 May. Nigerian workers demonstrate against their Government's delay in publishing its White Paper on the findings of the Morgan Commission. After waiting eight months for the results of the pay enquiry the trade unions were in no mood to put up with further delaying tactics on the part of the Government. The strike began at midnight on 31 May — a remarkable demonstration of trade union unity and determination in the face of a vacillating Government which had broken its promise and failed to act in time of crisis



view on a continuing basis; and to examine the need for (i) a general upward revision of salaries of junior employees in both government and private establishments; (ii) the abolition of the daily-wage system; and (iii) the introduction of a national minimum wage, and to make recommendations.

Two hundred and fifty-eight organizations and individuals submitted written evidence to the Commission, among them the central trade union organizations which by now had realized that 'strength united is greater' and had sunk their differences in the Joint Action Committee of Labour Organizations (JAC). Many individual unions also submitted memoranda, and oral evidence was later taken at public sessions from fifty-five people, including leaders of the JAC and Brother A. E. Okon, General Secretary of the Nigerian Dockers, Transport and General Workers' Union and a member of the ITF Executive Board. The JAC's submission argued the case for closing the gap between high and low income levels, proposing a maximum salary of £2,240 and a minimum of £240 a year. They also sought the abolition of the daily-wage system, machinery for price and rent control and the nationalization of key industries.

By May this year the Report had been in the hands of the government for some time; the trade unions began to get restless. JAC delegations tried to get some information out of the Ministries involved (Labour and Establishments) but without any success. They finally managed to extract a promise that the Morgan Commission's Report would be published on 25 May, and it was also understood that the government's conclusions would also be available at that time. But 25 May came without any trace of the Report. After strong protests by the JAC leaders they received copies for their own information on 26 May, but publication was to await the government's White Paper. By this time it was clear that something was wrong. From their reading of its Report the JAC leaders knew that the Morgan Commission could hardly have produced a better analysis – from the workers' point of view – if it had been composed entirely of trade unionists. Why the government delay? It could only be because it did not accept Morgan's conclusions and recommendations.

General strike called

Their patience of many months exhausted, the JAC leaders let it be known that they accepted Morgan's findings and called a general strike for 1 June unless the White Paper was published by that date. The *West African Pilot* of 28 May commented: 'Some two or three weeks ago, the government promised that the Report would be out on 25 May. . . . Why the promise to publish when that promise was meant to be broken? Workers deserve better treatment. They have exercised considerable patience and . . . it must be conceded that they have also shown a great sense of responsibility.'

In Lagos on 30 May, workers defied the ban on public demonstrations and there was a violent clash with police in which several demonstrators, including two of the JAC's leaders, were injured. The *West African Pilot* spoke out again: 'The full consequences of Saturday's clash between the workers and the Police in Lagos must rest squarely on the head of bureaucrats who seek refuge in passive attitude. No government by a democracy can pitch itself against the masses of the people. But this is what the Federal Government has done by its ridiculous inaction over the Morgan Report.'

'The workers have shown commendable restraint, and it is lamentable that they were obliged to troop into the streets in demonstration in defiance of the ban on public processions in Lagos. This is not the time to equivocate. We must say that the Government has no right to suffocate the people by closing the pipes for the flow of popular grievances. Our constitution guarantees the right to demonstrate in spite of what apostles of guided democracy may say.'

Reports published

The strike began at midnight on 31 May, spearheaded by transport workers – railwaymen, port and airways workers were out during the first few hours of June, closely followed by postal, bus and public utility workers. In two days the strike was nation-wide – a remarkable feat in a huge country where communications still leave much to be desired – with 800,000 workers out.

On 3 June the Morgan Report and the government's White Paper were released to the public. It is worth going at some length into the Morgan Commission's recommendations for the light they shed on current conditions in Nigeria. On the

question of minimum wages the Report says: 'we consider it a duty to make only such recommendations as would be of general acceptability to the workers as well as to their employers, having regard to prevailing economic conditions. In this respect, although it is often stated that to relate wages to the ability of the employer to pay is the usual excuse of an employer who is unwilling to pay good wages, we consider that under existing conditions due consideration should be given to the question of the ability of the employer to pay, in order to minimise the incidence of retrenchment and consequential unemployment. We are of the opinion that our recommendations should take this factor into consideration but that the goal should be the progressive levelling up of the minimum wages paid throughout the country until, in due course, a national minimum wage emerges. . . . In our view, the real source of complaint and grievance is the disparity between the lowest income and the highest.'

Because previous general wage increases have been arrived at by adding certain percentages to basic rates, 'the differences between the wages and salaries at the bottom and those at the top have tended to widen. . . . Workers in the lower income group have stated, times without number, and quite rightly, that they make their purchases in the same markets and in the same shops as persons on the higher wages and salary scales.' The percentage method is patently unfair. 'We have, therefore, resolved after due deliberation and with the greatest regard for the need for social justice and industrial peace, to make a reappraisal of what should now be regarded as the basis of wages at the bottom of the ladder.'

What is living wage?

The most general accepted standard is the Poverty Datum Line, which allows no margin for anything other than the essentials of existence. The Report quotes a comment on this standard: 'Such a standard is perhaps more remarkable for what it omits than for what it includes. It does not allow a penny for amusement, for sport, for medicine, for education, for saving, for hire purchase, for holidays, for odd bus rides, for newspapers, stationery, tobacco, sweets, hobbies, gifts, pocket money or comforts or luxuries of any kind. It does not allow a penny for replacements of blankets, furniture or crockery. It is not

a "humane" standard of living.'

The Morgan Commission preferred to adopt an *effective minimum wage*; the principle which underlines this is 'that it should be high enough to enable a wage earner who does a full day's work to support himself and his family out of his wages . . . It is well known that rents, transport charges, and the prices of consumer goods, take up a large proportion of the income of wage-earners. And rents, in particular, may account for a considerable variation in the pattern of expenditure of a worker, depending upon where he lives and works. These factors, have, therefore, been taken into consideration in determining the minimum wage . . . After due consideration of all the circumstances, including the pattern of our social structure, we came to the conclusion that a minimum wage should be the level of income which should be earned by a young unskilled labourer entering wage employment for the first time, and sufficient to meet the following requirements of himself, a wife and a child: - a) Accommodation (minimum one room); b) Feeding; c) Clothing - Man: two pairs of shorts, two shirts, one native suit, one cover cloth, one pair of shoes; Wife: two bubas, two wrappers, two headties, two pairs of sandals; d) Transport; e) Other items - one mat and one blanket, tax at the local rate, entertainment once a week at the local rate, cigarettes or tobacco, savings at 5 per cent of gross earnings; f) Fuel and soap.'

Because of differing cost of living levels in different parts of Nigeria, the Commission recommended separate minimum living wages for four zones: Zone 1 (Lagos and a 16-mile radius around) - £16 16s. Od. per month; Zone 2 (Jos urban area and Jos mine field; urban areas of Kaduna, Kano and Zaria (north) Aba, Enugu and Onitsha (east), Ibadan (west), Benin City and Burutu (mid-west): £15 9s. 9d.; Zone 3 (Eastern Nigeria, Western Nigeria and Mid-Western Nigeria excluding areas in Zone 1 and 2) £13 2s. 6d.; and Zone 4 (Northern Nigeria excluding areas in Zone 2): £11 0s. Od.

However, the Commission concedes that the extremely large increases that would result from the implementation of these minimum wages would disrupt the economy seriously. They therefore recommend the following wages as a first step in order to alleviate the hardship under which most of the workers involved now live, raising the minimum levels to those quoted above by stages:

Zone 1, £12 0s. Od.; Zone 2, £10 0s. Od.; Zone 3, £8 0s. Od. and Zone 4, £6 10s. Od.

Daily-wage system

On the question of the daily-wage system, the Morgan Report says: 'We say with great feeling that the daily wage system is open to very great abuse and is known to have been very seriously abused by employers who, in order to deny their workers such benefits that continuous employment would give them after many years of devoted service, proceed to terminate the appointments of these workers periodically and re-engage them after short periods of even one day or two days, in order to break their services and deprive them of the benefits of continuous employment . . . We do earnestly recommend that any person who has served his employer for an aggregate period of three years during a period of five years should be transferred to the established staff . . . What we have said on this point makes it imperative that an employer should immediately distinguish between persons currently employed on a daily wage system who may qualify, on the terms recommended by us, for transfer to the permanent establishment, and persons who are doing casual or seasonal work.' Instances were given to the Commission in which persons had served an employer for ten years or more as daily-rated unestablished employees; as a consequence they were denied such benefits as leave pay, adequate retiring benefits, sick leave and medical facilities, and were subject to dismissal with the minimum of notice.

On the question of revising the sa-Commission comments: 'We have pointed out that the revision of wages and salaries by the addition of a uniform percentage increase . . . tends to favour persons in the higher income groups and widens the income gap between the lowest and highest paid employees. It is our view that this situation should be rectified and reversed by giving the employees at the bottom fairly higher increases now than those in the higher income groups . . . We recommend that persons at present earning up to £318 per annum should now receive an increase of £36 per annum . . . Over £318 and up to £432 per annum will receive an increase of £24 per annum and employees at salaries at present above £432 per annum and up to £588 per annum will receive an increase of

£12 per annum.' The Commission expresses the hope that employers in the private sector will also implement these increases but notes:

'It is perhaps too much to hope that employers will voluntarily do this. We, therefore, strongly recommend that the government . . . will pass necessary legislation with the least possible delay, so that junior employees, whose employers fail to give effect to our recommendation, will have available for their use a machinery to negotiate with their employers for appropriate increases in their salaries.'

Workers' rights

On conditions of service, the Report recommends that all employers which employ ten or more persons should be obliged by the Labour Code to publish their conditions of employment and the workers' entitlements and make copies available to all workers on appointment. It also says that the Labour Code should be revised to guarantee certain basic minimum rights to all workers, with special reference to notice of dismissal, leave entitlement, sick leave and medical care.

Of particular interest, although it does not take up much space in the report, is the recommendation that a National Dock Labour Board should be set up. 'The dock workers presented a specially strong case regarding the poor and uncertain conditions under which they work. From the evidence submitted, we are of the view that apart from the naturally casual nature of the work, much of the current difficulties may be ascribed to the fragmentation of dock work between a large number of contractors, the weakness of the relevant trade unions, and the over abundance of persons available to do this type of job. We believe that the Joint Industrial Council which we have recommended for this class of workers will be able to deal with most of the problems; but we recommend in addition, that consideration should be given to the establishment of a statutory National Dock Labour Board to be concerned with all aspects of stevedoring and dock work, including the operation of Dock Labour Registration Schemes.'

Although strictly speaking the question of price and rent control was outside the Commission's terms of reference, the Report does suggest that the regional governments should consider the problem very seriously and attempt to keep

the prices of foodstuffs down, particularly by increasing agricultural production, and especially in urban areas, provide more workers' housing at reasonable rents. The Commission was 'shocked by the utter inadequacy and appalling conditions of the houses inhabited by workers whose houses we inspected in Lagos.'

Permanent machinery

Perhaps the most important section of the Report deals with machinery for reviewing wages on a continuing basis. All those who gave evidence on this point — trade unions, employers and government alike — stressed the importance of collective bargaining as the principle method of determining wages and conditions of employment. But the Commission was 'far from satisfied with the progress of the establishment of collective bargaining machineries or the effectiveness of those that exist... There is no better index of the state of an industrial relations machinery than its success in settling wages and salaries disputes. Yet the Commission finds that, in this respect, collective bargaining in Nigeria has been very defective... The number of employees both in the Public Services and private industry who are covered by collective bargaining therefore still constitute only a small proportion of the whole labour force.' Wages Boards and Wages Committees exist to regulate wages in certain industries and areas, but these have largely fallen into disuse and 'it remains true that about two-thirds of the wage-earning population in Nigeria are outside the scope of the machinery for collective bargaining or any other regular machinery for reviewing wages and salaries or conditions of employment... In a country like ours, where there is abundant labour and the workers are for the most part unskilled and generally unaware of their rights, a system which leaves the regulation of Wages and conditions of service to the whims and discretion of individual employers, institutionalises exploitation of the worst kind.'

Collective bargaining seems undoubtedly the best method of settling remuneration and conditions of service. 'Yet, it bears emphasis that this system, which it is the State's policy to foster, has not taken firm root in Nigeria... Collective bargaining, particularly if it must be free, demands the existence of strong and properly organized trade unions. In the Republic today, however, the mem-

bership claimed by the trade unions constitutes less than one-third of the wage-earning population... An equally (if not more) potent factor is the unbending rigidity of attitudes maintained by many employers in regard to recognizing or bargaining with trade unions, and officials. While many of them would have nothing to do with a Trade Union, some express a preference to deal only with a Union of their own employees. And evidence was led to show that some employers deliberately foster the creation of splinter groups and pay "loyalty" bonuses to blacklegs.'

Joint negotiating bodies

The Report's first recommendation is that the Federal Ministry of Labour should be reorganized and adjust itself to its proper function of taking the initiative in arresting labour discontent and improving conditions of work. 'The other recommendations about industrial relations machinery which follow will, for

their success depend, to an incalculable extent, upon the effectiveness of the Ministry itself.' The Commission goes on to recommend the establishment of *National Joint Industrial Councils* for each major industry or groups of similar industries or employments. Each Joint Industrial Council should consist of representatives of employers and workers — whether organized or not. For the public services and the teaching profession *Whitley Councils* dealing with different salary and occupational groups are recommended, and similarly separate joint negotiation machinery for the public corporations is to be established (broadcasting, electricity, railways, etc.). All these national negotiating bodies would lay down minimum conditions and there will be room for primary negotiating bodies at the enterprise level where the employers and the workers may negotiate remuneration and conditions of service which are more favourable than the rates agreed nationally.

MORGAN WHITE PAPER

Workers Reject **Big labour talks on today**
White Paper **NEGOTIATION**
...Strike On **FIRST: JAC** Police scatter strikers

MORGAN: JAC REJECTS GOVERNMENT OFFERS

RUSH TALKS THE STRIKE GOES ON

Strike — midnight tomorrow **DEADLINE** Country Paralysed By Strike

MORGAN BONANZA

Cabinet Meets **Big strike enters 5th Day** **March that led to trouble**
DEFIANCE crisis mass rally

More workers join big strike **POLICE USE TEARGAS**
WORKERS ACCUSE THE GOVT **DEADLOCK BREAKS**

Until their rates of pay attain the level of the living wage, labourers will constitute a special class of workers. The Commission therefore recommends a *special wage regulating body* for unskilled and semi-skilled labour to ensure the progressive achievement of the national minimum wage.

'If the principles of a national wages policy which we have attempted to spell out above are to be implemented on a permanent basis, we consider it essential that there should be established under the aegis of the Federal Ministry of Labour a *National Wages Advisory Council* whose main functions would be to observe, coordinate and advise on all aspects of the policy and to disseminate

(the general principles which should govern the determination of wages) to the government Ministries, Employers, Trade Unions, the Negotiating Machinery, Wages Committees and others for their information.'

Disputes and labour relations

Agreements negotiated by the National Joint Industrial Councils or the National Wages Board should be legally enforceable and be applicable to enterprises which normally employ ten persons or more. *Industrial Courts* should be established to adjudicate upon industrial disputes, which in the first instance should be referred to the joint negotiating machinery and then to conciliation.

Thereafter the dispute should be referred to compulsory arbitration. There should be no resort to strikes or lock-outs until all avenues of conciliation and arbitration have been exhausted. Finally the Report recommends that the number of persons required to form a union — at present only five — should be increased in order to counteract fragmentation of the trade union movement; that employers should be prevented by law from interfering with trade unions' right to organize; that no one person may act as Secretary, Treasurer or executive member of more than one registered trade union at the same time; that any person convicted of a crime involving dishonesty or fraud should be disqualified from acting as a trade union official for at least three years; and that it should be made illegal for an employer to refuse to recognize a duly registered trade union.

Finding the money

In its comments on the ways in which the costs of implementing its recommendations may be met, the Commission suggests that the governments might make some savings by cutting the cost of paying motor car allowances to civil servants and politicians, and also children's separate domicile allowances to indigenous officers; and also by requiring public officers occupying government quarters to pay more reasonable rents. Two minority reports had some strong words to say on the subject of wasteful spending by the public corporations, unnecessary privileges and allowances for certain civil servants and the need for improving public transport services and keeping rents and food prices in check.

The government's White Paper rejected the Morgan Commission's findings and recommendations on the subject of a living wage, substituting its own proposals for minimum pay levels ranging from £9 2s. 0d. to £4 15s. 4d. in seven Zones. In the case of junior salaried employees it recommended increases of £18, £12 and £6 respectively for the three income groups specified in the Commission's recommendations. The government rejected the recommendations regarding the transfer of daily-wage employees to the permanent establishment, but accepted the proposed machinery for wage determination and settling of disputes. It rejected the Commission's proposal that new wages should be paid with effect from 1 October 1963, substituting 1 April, 1964.

Notice issued by large firms threatening to dismiss strikers who refused to return to work

NOTICE

TO WHOM IT MAY CONCERN

While the undermentioned Companies recognise that there has been great hardship caused to workers and their families during the present difficult period and although we recognise generally that no industrial dispute exists between ourselves and the workers concerned and that the majority of employees wish to get back to work —

WE, IN RECOGNITION OF THE ABOVE, APPEAL TO ALL CONCERNED TO RETURN TO WORK IMMEDIATELY.

Nevertheless recognising that impediments may be put in the workers' way to prevent or dissuade workers from returning to work, HEREBY give NOTICE to all those on strike that unless they return to carry out their normal duties by 10 a.m. on Friday morning, June 12, 1964 they will be considered to have abandoned their employment as from the date at which they first stopped work.

J. ALLEN & CO. LTD.
BEWAC LTD.
R. T. BRISCOE (NIGERIA) LTD.
BRITISH PAINTS (W.A.) LTD.
C.F.A.O. AND ASSOCIATED COMPANIES
DORMAN LONG
ELDER DEMPSTER AGENCIES LTD.
FLOUR MILLS OF NIGERIA LTD.
HOLLAND WEST AFRIKA LIJN
J. HOLT GROUP
INTERCOTRA LTD.
LOUVRE WINDOW CO. LTD.
MARINA AGENCIES LTD.
NIGER MOTORS LTD.
NIGERIAN BREWERIES
NIGERIAN ENAMELWARE CO. LTD.
G. B. OLLIVANT (NIGERIA) LTD.

PALM LINE AGENCIES OF NIGERIA LTD.
PAN-ELECTRIC LTD.
PLANT HIRE (NIGERIA) LTD.
RELIANCE ENG. AND CONST. CO. LTD.
SINGER INDUSTRIES NIGERIA LTD.
THE STOCKFISH MARKETING CO. LTD.
UNITED AFRICA CO. OF NIGERIA LTD.
U.A.C. (TECHNICAL) LTD.
VIVIAN YOUNGER AND BOND (NIGERIA) LTD.
WALLS (NIGERIA) LTD.
WEST AFRICAN COLD STORAGE CO.
OF NIGERIA LTD.
WEST AFRICAN THREAD CO. LTD.
THOMAS WYATT & SON
A. G. LEVENTIS & CO. (NIGERIA) LTD.
& ASSOCIATE COMPANIES.
ATLAS (NIGERIA) LTD.

9th June, 1964.

Strike continues

Naturally enough the Joint Action Committee rejected the government's White Paper entirely, and whilst not completely satisfied with all the Morgan Commission's recommendations, accepted them as the basis for negotiation. However, it appeared that the government was at that time in no mood to compromise, and the strike continued. The Prime Minister in a broadcast to the nation delivered a 48-hour ultimatum to strikers on 8 June, but there was no noticeable breach of the strikers' solidarity, even in the face of threats of dismissal and disciplinary action from the employers.

Again the *West African Pilot* editorial hit the nail on the head: The 'Government has exhibited an astonishing failure to live up to its responsibility. It has failed in its duty to the country. No effort has been made to meet the workers' leaders and attempt to work out a settlement. Now the union leaders have seized the initiative to open negotiations with the Government. The Government is caught unprepared and confused. For once, the union leaders can claim credit for making the first move to invite the other to sit down and talk matters over...

'Workers are being asked to make sacrifices. The condition of the country demands it. But those who expect patriotism from the people must themselves show example. The best example is not ostentatious living with which ministers are associated. Those who belong to the affluent society and exhibit excessive wealth have no right to talk of the fine points of austerity. This is what irks the workers.'

Finally, at a meeting between JAC leaders and government representatives on 12 June it was agreed to open negotiation on the basis of the Morgan Report, and to invite employers representatives to participate. The strike ended on 13 June on the following terms:

the strikers would not be victimized in any way; dismissal and warning notices already served on strikers would be withdrawn; strikers would not be penalized for the period of their absence from duty on account of the strike, which period would be treated as *leave with pay* and without prejudice to leave already earned.

Agreement signed

After two weeks of negotiation agreement was reached: not wholly satisfac-

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Donald U'ren
ITF Regional Representative for Asia



Profile of the month

AT ITS MEETING LAST JUNE in Vienna the ITF Executive Board agreed on the appointment of Donald U'ren as the new ITF Representative for the Asian Region. He began his service on 1 July working from new headquarters offices in Kuala Lumpur, Malaysia.

It is difficult to imagine a better choice for the job. The work of an ITF Representative in the Regions is strenuous and exacting. Clear insight into the problems which confront trade unions in a number of countries is essential, and he must be able to give on the spot advice, often on very tricky issues, to affiliates in difficulties. He may be a target for the hostility of outside organisations. Most of all he must be a diplomat, for in some countries the trade unions are grouped in several rival factions. Brother U'ren has the necessary knowledge of Asia and its trade union problems, having been one of the pioneers of the trade union movement in his native country. He has tact and ability to act quickly, and many other valuable qualities besides.

Born in Penang, Malaysia, in 1918 of Siamese - New Zealand parents, he was educated in Singapore and joined the Malayan Railways in 1936 as an apprentice locomotive driver. His continued service on the railways during the war years often demanded great courage from him. He once brought an armoured train, which had been abandoned in enemy territory, back to its headquarters single handed. On another occasion he narrowly escaped death in a British air-raid on a locomotive depot where he was working.

After the war in 1946, he was one of a group of men who founded the first trade union in Malaya, the Locomotive Enginemen's Union. He was a member of its Executive Council and negotiating team. In 1955 he became a branch secretary of the National Union of Railwaymen, which was formed on the dissolution of the LEU. He was also a member of the Executive Council of the new union.

In 1957, finding the leadership of the NUR unsatisfactory, he set up a new Locomotive Enginemen's Union and was elected President. (The NUR lost its Certificate of Trade Union Registration in 1960.)

In 1959 Brother U'ren led the new LEU on a work-to-rule campaign against the railway administration in a dispute over conditions of service, which resulted in the Government setting up a court of inquiry. In 1961 his efforts to unite the Malayan railwaymen's movement were crowned with success. The six unions existing at the time were united in the Railwaymen's Union of Malaya (RUM), with Donald U'ren as its President, an office which he retained until his appointment as ITF Asian Representative.

In December 1962 he led his union through a strike which paralyzed the railway system for 23 days. The strike ended in a resounding victory for the railwaymen, who received pay increases ranging from 5 to 15 per cent. The daily rated labour system was subsequently abolished on the railways and throughout the Government services.

At the Helsinki Congress in 1962 Brother U'ren was elected member of the ITF Executive Board, where his experience of Asian trade unionism was of great value in the discussions on regional affairs. He also became a member of the Asian Advisory Committee when it was set up in 1961. In addition to his ITF work he has held positions on many different bodies. In 1961 he represented Malayan transport workers at the International Labour Conference in Geneva. And in his own country he has served as President of the Malayan Trades

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Round the world of labour



Swedish transport policy

A comment by Helge Pettersson, President of the Swedish Transport Workers' Union

THE TRANSPORT WORKERS' UNION, which is primarily interested in transport policy as it affects road haulage and passenger transport, is extremely sceptical about the theories on which Sweden's new transport policy is based. The union, which is not an opponent of healthy competition in any sphere, is not convinced that free competition is the *only* solution to the problem of providing a satisfactory transport service at the lowest possible cost to the community. On the contrary, we believe that the present system has helped to check a costly overexpansion in the number of goods vehicles on the roads.

We feel that a rejection of this system, and particularly the abolition of the 'proof of need' which has up to now been required before a road transport licence was granted, may bring back the same chaotic conditions which we had in Sweden during the 'twenties and 'thirties. Unfortunately we have been virtually alone in this misgiving, and now have to accept the new law as an accomplished fact. Naturally we hope to be able to see that, as the new system is put into effect, liberalization is carried through without any direct adverse effects on the workers in the industry.

The government have taken note of the union's observation that liberalization must not lead to cut-throat competition at the expense of men and equipment. To prevent this several public inspectors have been appointed to ensure implementation of the special provisions covering working hours and rest periods which have up to now been in force for goods transport for hire or reward. From the union's side we hope that these inspections will lead to the special provisions for drivers' working hours and rest periods in transport for hire or reward being extended to transport for

own account. At the same time we also hope to create an effective body for seeing that these special provisions are observed. We think that proper inspection of working conditions in road transport is essential if liberalization is not to lead to a new 'proletarianization' of the industry's workers.

American union prepares for supersonic plane

MICHAEL J. QUILL, International President of the ITF-affiliated Transport Workers' Union of America, has recommended his union's Air Transport Division to prepare to meet the problems of the United States supersonic jet. He recalls that the coming of the jet posed problems for his members in civil aviation because it spelled a general speed-up of operations. 'Now comes the next step - a supersonic plane that may, as the reports say, take up to 227 passengers at a speed of 2,000 miles per hour... I believe some real preparations will have to be made to investigate this plane to see from our point of view if it will mean a cutback in manpower, as did the jet, to find out if it will be a greater strain upon our cabin attendants, and all the other items so important to the employees who work in the business of future air travel.'

New benefits for Greeks on Israeli ships

GREEK SEAMEN serving on Israeli ships now enjoy the same social security benefits as their Israeli shipmates. Greek crew members, who make up a third of the total of all foreigners serving with the Israeli Merchant Navy, originally were not covered by any insurance provisions. Some time ago however the Israeli Seamen's Union took the matter up with the Panhellenic Seafarers' Federation, and agreement was reached under which the Greek crews are to benefit from the Greek seamen's fund. Like their Israeli counterparts, they are entitled to sickness compensation and to two weeks' leave per year.

The Israeli Union is also seeking agreements for Spanish, Dutch and Italian crews.

Pilots want better approach aids

THE BRITISH GUILD OF AIR PILOTS AND AIR NAVIGATORS has prepared a paper on navigational and approach aids and operational efficiency. It states that fewer than half of the 85 main airports in the world used by jet aircraft are properly equipped in this respect. This places an unfair responsibility on aircrews and constitutes a danger to passengers. The British Guild states that two important minimum safety requirements are adequate approach and runway lighting, and an electronic beacon 'homing' system to which an aircraft can tune in when still many miles from the airport.

Women drive Brussels trams

THE URBAN TRANSPORT UNDERTAKING OF BRUSSELS (STIB), faced with an acute shortage of male personnel, decided some time ago to test out the idea of employing a certain number of women as tram and bus drivers. Women have for some years been employed in Brussels as conductresses, and on 14

Women training to be bus drivers took their vehicles out into the streets of Brussels on the fifth or sixth day of their drivers' training course and were highly successful





None of the women tram drivers had ever driven a vehicle before, but have proved equal to the heavy demands made on them

May this year a first group of five conductresses began training as tram drivers. Two weeks later they took a practical examination in which all did very well. The following day they began their new driving jobs. These women, aged between 30 and 38, had never driven a vehicle before, but they are now able to drive all types of trams and have given satisfactory service.

The second group who began training on 11 June were destined for service on the buses. Two dropped out of the course not feeling equal to the strain which their nerves would have to bear. The three remaining took buses out into the city streets on the 5th or 6th day. Although they had never driven a vehicle before, their composure and mastery of their vehicles were striking.


These first tests have shown favourable results; it seems that the first women tram and bus drivers in Brussels

The first women to change over from employment as conductresses to driving were assigned to the tram services in Brussels




have adapted themselves to their new jobs. In the union organizing Belgian bus and tramway personnel opinion is divided as to the wisdom of employing women as drivers of one man buses. These vehicles take 90 passengers. The roads of Brussels are often narrow and traffic on them is heavy. Patience and strong nerves are essential. There are doubts in some quarters as to whether female drivers would be able to stand the strain. Time will show whether these doubts have any foundation, but these new recruits to the Belgian capital's corps of bus and tram drivers have been readily accepted by the city's travelling public.

Scandinavian fishing college

 THE QUESTION of creating facilities for advanced training for fishermen of the Scandinavian countries has recently come up for discussion in the Nordic Council, a body in which Scandinavian governments meet to discuss common issues. Proposals to set up a committee to study the possibilities of establishing such training facilities have found favour with a number of Council members.

In Norway there are some 45,000 workers engaged in fishing, in Denmark 13,000, in Sweden 9,000, in Iceland 7,000 and in Finland 3,000.

Gondolas versus motor boats

 IN ANGRY PROTEST against competition from motor boat taxis a number of Venetian gondoliers dragged their craft up into Saint Mark's Square, where they threatened to burn them if the city did not banish motor boat taxis from the canals of Venice. They complained that the waves created by passing motor boats damaged the gondolas at their moorings.


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tory to anybody, as is the way with compromises, and certainly not as good as the workers had originally hoped for. New monthly minimum wage rates are £10 for Zone 1, £8 2s. 6d. for Zone 2, £6 18s 8d. for Zone 3, £6 7s. 10d. for Zone 4, £5 10s. 6d. for Zone 5 and £5 4s. 0d. for Zone 6. The Zones are 1) Lagos, 2) Whole of Western, Eastern and Midwestern Regions, 3) Kaduna and Kano urban areas, 4), 5) and 6) areas of Northern Nigeria. Junior employees get £24, £16 and £8 a year increases for salary groups of


up to £318, £318 to £432 and £432 to £588 respectively. The new rates come into force with effect from 1 January 1964. The Morgan proposals on negotiating machinery and labour relations are to be implemented in their entirety, as also are the recommendations on the Labour Code and the formation of a National Dock Labour Board. As regards the daily-wage system, it is agreed in principle that semi-skilled workers with 20 years' continuous service or more should be absorbed into the permanent establishment; unskilled workers get no guarantee of transfer to the permanent staff but it is agreed that a body should be set up in each establishment to lay down criteria under which this might be effected, subject to government approval.

Other points covered by the agreement are a) the introduction of workers' season tickets for public transport and the improvement of transport facilities in towns; b) rent control through tribunals or other machinery; c) acceleration of low cost housing schemes for workers in all principal towns; and d) establishment of a price stabilization committee.

Portable radio for lifeboats

 A NEW TYPE OF RADIO has been developed in Great Britain by the International Marine Radio Company for special use in lifeboats. It is smaller than types already in use and weighs less than 30 lbs. It is completely transistorized, can be used by one man and transmits and receives on three different frequencies. The set floats: it can be thrown overboard and retrieved later, in emergencies. During tests off the south coast of England signals were picked up in Malta.

Hong Kong Seamen's Committee publishes report

 THE COMMITTEE which has been studying methods of seamen's recruitment in Hong Kong has published its final report. The report recommends that the Government should set up a centralized Seamen's Recruiting Office without delay, through which all recruitment of seamen should be conducted, irrespective of the flag under which they are to serve. Shipping companies may however be licensed to recruit their own crews, but their procedure should be subject to control and inspection by the

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Aspects of the International Labour Conference



General view of an International Labour Conference at the Palais des Nations, Geneva. Of particular interest to the international trade union movement at this year's conference were the discussions on trade unions and labour relations in the developing countries, and the ILO's procedure for discussing social problems in different industries (ILO photo)

Brother Omer Becu, General Secretary of the International Confederation of Free Trade Unions, addressing an International Labour Conference. This year he criticized parts of the Director-General's Report dealing with trade unions in the developing countries, and stressed the paramount importance of the ILO's tripartite principles



 THE FORTY-EIGHTH INTERNATIONAL LABOUR CONFERENCE, held in Geneva in June this year, continued its discussion of the report of the Director-General submitted to the forty-seventh Conference. It will be recalled that last year African delegates left the Conference in protest against the presence of a non-representative South African workers' delegate, thus bringing the proceedings to a premature close. Fortunately this time there was no such discord, owing to the South African government's decision, under pressure, to withdraw from participation in ILO activities, and all the delegates who spoke on the subject of apartheid were unanimous in their condemnation.

Among the subjects dealt with in the Director-General's report which were discussed at length this year were several which are of more than usual interest to the international free trade union movement as being of fundamental importance. Under the chapter heading Trade Unions and Labour Relations (in the developing countries) the report states that ILO action in favour of promoting sound trade unions and labour relations cannot be fully effective if it is confined to working only with government; it is therefore suggested that the ILO might be given the opportunity of offering more direct assistance in particular to trade unions where these are having difficulties in setting up sound organizations

or in providing adequate training for its leadership. The Report also suggests that the ILO should make use of international standards, technical cooperation, educational work, research work and dissemination of information to further these ends.

Brother Omer Becu, General Secretary of the International Confederation of Free Trade Unions, was given the opportunity to address the Conference and in his comments on this chapter of the Report he attacked this concept of the ILO's rôle in promoting strong trade unions in developing countries. 'We want to make it clear beyond any shadow of doubt that it is not the rôle of the ILO to assist in setting up trade

unions or to provide specified leadership training. Surely this is and must remain the prerogative of the workers and the trade unions themselves, where necessary with the help of the international free trade union movement... The Report itself stresses that the ILO cannot undertake activities in any country without the agreement of the government concerned. It would be interesting to know how the ILO would reconcile respect for basic ILO principles with the rendering of assistance to some sort of trade union organization in a totalitarian country. Let me make it quite clear that on such a fundamental issue the free trade unions cannot compromise.'

The Report suggests that the ILO's workers' education programme should pay more attention to the training of trade union leaders and active members, by organizing seminars on subjects such as collective bargaining, trade union participation in economic and social planning, etc., and special training courses at national level on subjects such as social legislation, the rights and duties of workers, the structure of trade unions, etc.

Commenting on this, Brother Becu, said: 'We think that the Report confuses workers' education with trade union training. In workers' education, as part of adult education, public authorities and universities can play an important rôle. No doubt the ILO can also make a useful contribution in that field. But we insist that trade union training is and should remain the responsibility of the trade unions themselves.' The free trade unions must reserve to themselves the

ITF General Secretary, Brother Pieter de Vries, addressing the forty-eighth International Labour Conference, which met in Geneva in June this year. He spoke on the section of the Director-General's Report dealing with the future of the ILO Industrial Committee system. On the platform behind him is the Conference President, Andrés Aguilar (Venezuela govt. delegate)



Partial view of the Worker's Group of the 1961 ILO Inland Transport Committee, which met before the plenary session each day to establish a common policy. The ITF is disturbed at the suggestion that Industrial Committee meetings should be less frequent in future

right to plan and carry out trade union training in accordance with their own basic principles. This task cannot be entrusted to an inter-governmental organization which cannot undertake any activity in any country without the consent of the government. However, 'the ILO can and should make an important contribution — for example by providing literature and lectures dealing with the functions of the ILO, international labour standards and the application of international labour Conventions and Recommendations.'

Brother Becu also stressed most strongly the need to preserve and strengthen the tripartite character of the ILO. 'Another aspect of the Report concerning which certain reservations appear to be warranted is the emphasis it places on research and expert work. While this work is of great importance for the preparation of ILO action, it should never be chosen in the place of tripartite deliberations and decisions. Too often the Report seems to imply that more research and expert work constitutes the answer to social problems. We hold that social problems must find their solution through the systematic and conscious efforts of the tripartite ILO... We hope that this Conference will leave no doubt as to the desirability of strengthening tripartite decision-making, and also with respect to its application on the execu-

tion of technical cooperation activities. A strengthening of tripartism will also give added impetus to the search for ways and means through which the ILO could enforce the implementation of its basic principles in all member States.'

The paramount importance of the tripartite principle also underlay the contribution to the discussion on the Director-General's Report made by Brother Pieter de Vries, General Secretary of the ITF, who was invited to attend the Conference as an Observer. His speech was devoted to the section of the Report on Methods of dealing with Industrial Problems. The Report suggests that the ILO's machinery for dealing with industrial problems has not kept pace with current needs and that it is worth considering whether certain broad questions which interest many branches of the economy at the same time should not be dealt with at joint meetings of different Industrial Committees or through research or other means. The Report suggests that on matters of an essentially technical nature a small meeting of experts could be of very substantial assistance 'since the conclusions and recommendations emanating from such meetings might be expected to be more detailed and of more immediately practical value than those which a more delicately balanced membership such as is sometimes found in an Industrial Committee



Partial view of the 1961 session of the Inland Transport Committee — one of the ILO standing Industrial Committees. In his speech to this year's International Labour Conference Brother de Vries criticized the Director-General's proposal that groups of experts might take over some of the tasks at present carried out by these Industrial Committees

could hope to draft as the outcome of much give and take.' The report points out that a new approach to the work up to now carried out by Industrial Committees would entail more frequent use of smaller technical or regional meetings and fewer Industrial Committee meetings.

Brother de Vries began by pointing out what appeared to be a fundamental misconception in the Report of the rôle of Industrial Committees. The emphasis seemed to be on questions of industrial development and development planning in general, whereas in fact the Industrial Committees were a forum for discussing the social problems of individual industries. The 'new approach' advocated in the Report appeared to involve making a distinction between 'industrial' workers and other undefined workers and creating the impression that industrial workers were a group apart who could be treated as such for purposes of convenience, and could indeed be lumped together because they had certain problems in common.

'The latter point is an especially specious argument', Brother de Vries continued, 'since there is hardly a single problem particular to an individual industry which at the same time does not also have some general aspect. But this

is to evade the whole spirit behind the workers' original demand for the creation of Industrial Committees.

'Such Committees were not requested for the purpose of discussing the general or common problems of industry, but to deal with the special problem of individual industries.'

Going on to comment on the Report's proposal that committees of experts might take over the discussion of 'technical' questions at present dealt with by the Industrial Committees, Brother de Vries said that it could be argued that all subjects discussed within the Industrial Committees were 'technical' since those aspects of them which were of interest to members of the Committees were, in fact, particular to an individual industry. 'Are subjects of direct interest to the regularly constituted Industrial Committees now to be handed over for discussion — and presumably also for decision — to ad hoc groups of experts who (in the words of the Report) would not represent any particular organizational interest but would, on the contrary, have the opportunity (again in the words of the Report), to give full rein to their individual contribution?'

There was a formal logic in the idea that experts might be able to produce more detailed and practical conclusions

and recommendations than the delicately balanced membership of an Industrial Committee. However, 'it is very similar to the argument that an appointed government of experts is more capable of running a country efficiently than one elected by the vagaries of democratic suffrage. None of us here would seriously propose this as a solution to our own country's problems and I would say, with equal bluntness, that it is not acceptable as a means of solving the social problems of individual industries within the ILO... It is quite clear that the ultimate responsibility for reaching conclusions and making recommendations must remain with the Industrial Committees, which, with their tripartite composition and universal character are fully in accord with the spirit of the ILO Constitution and the Declaration of Philadelphia.

'We cannot hand these prerogatives over to small anonymous groups of technocrats speaking solely as individuals and lacking either responsibility or authority. The workers' representatives within the ILO are not dependent agents who are there for the purpose of expressing personal beliefs and idiosyncracies; they have an obligation to their memberships — those millions of workers for whom the ILO is supposed to exist — and they are mandated to carry out the job entrusted to them by those memberships and to put forward views on the most urgent international problems of their industries which are a distillation of those held by workers throughout the world.

'There is a further factor which is somewhat glossed over in the Report, when the Director-General is arguing that the Industrial Committees are not as effective as they might be. It is, however, a very important one and one to which my organization has repeatedly drawn attention in recent years. In his Report, the Director-General writes:

'Indeed, there is some feeling that some agenda items considered by Industrial Committees in recent years have lacked the importance and urgency which is essential if the Committee is to have a provocative discussion and to reach substantive conclusions.' Let me say at once that the workers are very much in favour of lively and even uninhibited discussion within the Committees, but that they do not always get as much of it as they would like. We do not, however, think that the explanation given by the Director-General for the lack of provocative discussion is the real one. There are


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News from the Regions



General Secretary Odeyemi, second from left in white hat, with a group of conference delegates having a look at the site for the new driving school which the Union hopes to complete shortly provided that sufficient funds can be raised to continue with the work

Nigerian driver's union meets

 ITF REPRESENTATIVE for West Africa, Emile Laflamme, attended the 4th Annual Conference of the Nigerian Motor Drivers' Union, held earlier this summer. The Conference was held on the site of the drivers' school which the Union runs in Lagos. The premises have still not been completed, though the preliminary work was done


Emile Laflamme, ITF Representative in Nigeria, addressing the conference of the Nigerian Motor Drivers' and Allied Transport Workers' Union. On his right is Bro. L. L. Borha, General Secretary of the United Labour Congress of Nigeria and on his left are Brothers Folashade Adenubi, newly-elected President of the Union, and E. O. A. Odeyemi, General Secretary

some time ago. Lack of funds has prevented any further progress being made. The union hopes that the necessary money will be found in the near future.



Brother Odeyemi, General Secretary of the Motor Drivers' Union, addressing delegates to the annual conference. Brother Laflamme is seen following the proceedings at the left

Dominican transport workers form federation

 TRANSPORT WORKERS' UNIONS in the Dominican republic recently held their first National Congress. The result of this important meeting was the formation of a national Transport Workers' Federation. One of the first decisions of the new Federation was to seek affiliation with the ITF. The ITF was actually represented at the Congress by Brother Elmo Rivera, one of the graduates of last year's ITF trade union instructors' course at the University of Puerto Rico. He extended fraternal greetings and congratulations from the international movement to the new Federation and reported on its first proceedings to the Regional Director. Other important resolutions adopted by the Congress included demands for an immediate revision of the Labour Code as present labour laws date from the Trujillo dictatorship, restraint of the cost of living and an increase in the statutory minimum wage.

The Regional Director, Brother Otero, paid a visit to the Dominican Republic shortly after the formation of the new Federation for discussions with its General Secretary.

Costa Rican railmen hold training course



THE NATIONAL RAILWAYMEN'S UNION of Costa Rica recently held a ten-day course of trade union training for railway workers. It began on 13 and ended on 23 July. Subjects dealt with in the course included the following: History of the labour movement; history of international trade unionism; history of the Costa Rican National Railwaymen's Union; collective bargaining; and parliamentary democracy. Each instruction session was complemented by a film show.

In charge of all arrangements for the course was Marco Tulio Alvarado, one of the graduates of last year's trade union instructors' course held under ITF sponsorship at the University of Puerto Rico. He was assisted by Brothers Nautilio Barahona and Alvaro Jiménez Zavaleta. The railwaymen also enjoyed the participation in their venture of the ITF, the Inter-American Organization of Workers (ORIT), the Central American Institute of Labour Studies and the International Union of Food and Drink Workers.

No recognition for African trade unions



WE QUOTE THE FOLLOWING EDITORIAL from the South African labour newspaper *Forward*, published recently under the heading 'Making enemies of world trade unions'.

'The government remains fiercely hostile to any recognition of African trade unions. At the Third Reading of the Shops and Offices Bill, the Minister of Labour, Senator Trollip, reacted vehemently to a suggestion that African workers might make collective bargaining agreements with their employers.

The Minister warned that he would keep a sharp lookout for such agreements, which would not get his approval. He accused the United Party of trying to use the Bill to gain official recognition for African unions, and stated flatly that he would not allow this to happen.

Why does the government persist in this attitude? If anything is doing South Africa harm all over the world it is the government's refusal to extend the rights of freedom of organization and collective bargaining to African workers.

The antagonism of trade union leaders everywhere is not, as the government would have us believe, due to misrepresentations or false reports by pressmen. Nor is it due to unthinking or irrespons-

ible acceptance of Afro-Asian and communist propaganda. It comes from a clear understanding and knowledge of discrimination in South African labour laws and practices.

Trade unionism is international. Trade unionists see it as part of their job to watch what is happening to workers in other countries. The powerful international trade union movement has watched with growing concern the implementation of Nationalist labour policy in South Africa.

They hoped that reason and patience would give the South African government time to fall into step with other democratic countries by extending the right to organize and bargain collectively to the majority of this country's workers, the Africans.

But Senator Trollip's peremptory rejection of any relaxation will convince labour leaders abroad that the South African government is determined to continue its policy of discrimination.

This will intensify world trade union hostility and encourage more than 200 million organized workers to support sanctions and other actions against South Africa.

Those who are prone to blame everybody but the government for South Africa's unpopularity, ought to know the harm that is being done by the government itself because it has a bee in its bonnet about African trade unions!

Turkish unions celebrate one year of freedom



THE 24 JULY is now celebrated in Turkey as Labour Day. On this date last year the Turkish government enacted legislation granting the nation's workers the right to bargain collectively with their employers and to call strikes when necessary. The ITF sent a cable of congratulation to the national trade union centre Türk-Is, on behalf of the millions of transport workers across the globe who shared the joy of Turkey's workers on that day.

Transport cooperatives in Venezuela



MOST OF VENEZUELA'S COMMERCIAL ROAD TRANSPORT is operated by small local groups or trade associations of individuals possessing their own vehicles. The cooperative movement is growing however, and last year the Transport Cooperative Federation was formed. Its aim is to educate these local groups on the advantages of operating as

genuine cooperatives. Five cooperative bus services are in existence. One of them, in Caracas, the capital, was originally a private bus service but which went bankrupt, throwing 85 workers out of their jobs. It competes with the much larger municipal transport service, but negotiations are in progress for the cooperative to take over the entire municipal service.

Nigerian dockers want safety at work



PORT WORKERS organized in the ITF-affiliated Nigerian Dockers' Transport and General Workers' Union are dissatisfied with the conditions of safety under which they have to work. Their leader, ITF Executive Board member, A. E. Okon, in a letter to the Nigerian Minister of Labour pointed out that the dock labour scheme in operation for the port of Lagos does not afford standards of safety which would be reasonable in the dock industry. He deplored the fact that the dock employers still do not feel obliged to provide what amenities are required by the scheme. He demanded the immediate enactment of legislation to remedy the situation, which would benefit all dockers in the country.

Trade union instructors' seminar in Trinidad



A SEMINAR FOR TRADE UNION INSTRUCTORS was organized last July in Port of Spain, Trinidad, by the Trinidad and Tobago National Trades Union Congress in conjunction with the American Institute for Free Labour Development. The programme included lectures on the history and structure of the trade union movement, labour legislation, trade union organization and administration, the role of trade unions in economic and political fields and collective bargaining.

Kenya opens trade union education centre



THE KENYA FEDERATION OF LABOUR (KFL) recently opened an Education Centre in Nairobi. The aims of the new centre are to establish a literacy programme in English and Swahili for Kenyan workers and to work out a trade union education programme for union officials. Other functions of the Centre will be to organize discussion forums on problems of interest to workers and to co-ordinate KFL educational activities.

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Union Congress, as Vice President of the Congress of Unions of Employees in the Public and Civil Services, as a member of the National Joint Labour Advisory Council, & Employees' Provident Fund Board, and as Vice Chairman of the Railway Joint Council Machinery of Negotiation and Consultation. He has sat on the arbitration panels of about 15 unions. Donald U'ren's successes as a union leader in his native land augur well for his career as ITF Representative. Those who have come to know him in the ITF are convinced that he will enable us to learn a lot more about the trade union situation in Asia and to do a lot more to help struggling unions in many more countries than has been possible until now.

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officers of the Seamen's Recruiting Office. It has also been recommended that the new body should be made a division of the Hong Kong Marine Department and that the Director of Marine should be assisted in its operation by an advisory board on which the Labour Department should be represented. ITF Representative in Hong Kong, Ewen Macdonald, met the Committee while it was preparing its report. He made known the views of the seafarers' organizations on the matter – namely that there should be some kind of trade union representation on the Advisory Board, in accordance with the ILO Nuwara Eliya Resolutions on the subject of seafarers' recruitment. The General Secretary, Pieter de Vries, has also been in touch with the Acting Director of Marine in Hong Kong on the same subject.

(Continued from page 192)

many controversial issues which we should like to see placed on the agenda of ILO Conferences, but unfortunately it must be said quite bluntly that it is precisely such issues which are carefully shunted off the track when the Governing Body comes to take its decisions on the composition of the agendas, largely as the result of pressure by the employers and also – I am sorry to say – by some governments...


The ILO cannot survive, let alone do its work effectively, if its efforts are consistently directed into comparatively harmless channels and all discussion and

decision is reduced to the lowest international common denominator...

The workers – and particularly those organized in the International Transport Workers' Federation – believe passionately that if the Industrial Committee system is used effectively and aggressively, as it was intended to be used, then its results will more than justify its existence. Before we consider ways of modifying it, of whittling down its functions, or quietly letting it bleed to death, let us try to get back to its original purpose, that of providing a lively, controversial forum in which real negotiations can be carried on with the aim of achieving real solutions to real problems.

The principal achievements of the Conference were: the adoption of a declaration concerning the South African government's policy of apartheid, approval of an ILO programme for the elimination of apartheid in labour matters in South Africa, and the adoption of two amendments to the ILO constitution providing for the suspension and expulsion of a member country suspended or expelled from the United Nations or practising apartheid (a separate article in this issue deals with this aspect of the ILO Conference); the adoption of an amendment to the ILO Constitution eliminating all reference to 'non-metropolitan territories'; the adoption of a Convention and a formal Recommendation on employment policy; the adoption of a Convention and a formal Recommendation concerning benefits in case of industrial accidents and occupational diseases; the adoption of a Convention and a Recommendation on hygiene in commerce and offices; the adoption of conclusions to serve as the basis for a Recommendation on the employment of women with family responsibilities and four resolutions on various aspects of women's work (see separate article in this issue of the Journal); the adoption of conclusions to serve as the basis for two Conventions and two Recommendations on the employment of young persons in underground work in mines of all kinds.

Defects on 53 per cent of British road haulage vehicles

 THE BRITISH MINISTRY OF TRANSPORT recently launched a campaign against the use of defective vehicles for the carriage of freight on the roads. Roadside inspections were in-



Lorries stand at the side of the road while British Ministry of Transport officials check them for faults during a spot check at Northolt, near London, during July this year

creased for the summer months. Each main commercial and industrial area had its turn for visits by the Ministry's inspection teams. If, in the course of these roadside checks, a vehicle was found to have developed faults which might constitute a danger to its driver and to other road users, it was issued with a notice prohibiting its use until the faults had been made good. The prohibition could only be withdrawn after further inspection had indicated that the vehicle was again in an acceptable state of repair. The inspection covered all items which affected the safe use of vehicles: condition and efficiency of brakes, steering, lighting, tyres, springs, chassis, exhaust systems, body fastenings, direction indicators, speedometers, etc. Unsafe loading was also taken into account.

These intensive checks held in June and July showed that 53 per cent of all vehicles examined had defects. In 11 per cent of cases the vehicles were ordered off the road at once. The results of the inspections were so serious that the Minister of Transport called a meeting of the state road haulage concerns and the main road haulage employers' associations to discuss the situation. The most common defects were: ineffective, damaged or worn braking systems; unsafe steering; defective or missing lights or reflectors; and insecure body attachments. All these defects could have been avoided if the operators had had their vehicles properly and regularly maintained, as was proved by the speed with which repairs were made once prohibition notices had been served.

This month's Comment gives the views of the British trade unions on the state of the road haulage industry.

Changing conditions on the Rhine



The Port of Basel which handles roughly one-third of Switzerland's imports and exports. The Agreement concerning the Conditions of Employment of Rhine Boatmen was revised last year to take account of changed working methods (ILO photo)



CONDITIONS OF LIFE AND WORK have changed rapidly on the Rhine, Europe's busiest inland waterway. Night navigation, new types of river craft, a quicker tempo – these and other developments have overtaken and made obsolete many of the provisions of the original international Agreement concerning the Conditions of Employment of Rhine Boatmen.

Delegates to the May 1963 session of the Special Tripartite Commission concerning Rhine Boatmen at the ILO in Geneva, which revised the international Agreement covering their working conditions. The original Agreement was drawn up by the first conference in 1949, held on the ITF's initiative (ILO photo)



Concluded in 1950 under the auspices of the International Labour Organization, the Agreement was designed to harmonise working conditions on all boats navigating the river. Since these belonged to five nations, the differences to be reconciled were numerous. The Agreement dealt with such matters as manning, night rest during navigation, weekly rest, hours of work in port, overtime and holidays with pay. It was revised in 1954 and did not come fully into effect until all the signatory powers – Belgium, France, the Federal Republic of Germany, the Netherlands and Switzerland – had registered their ratification with the ILO. This occurred in 1959. But by then a new revision had already become necessary.

The original Agreement was based on the assumption that navigation on the Rhine came to a standstill at night. It was, in fact, usual only a few years ago for all Rhine boats to be moored at night in the ports or along the banks of the river so as to avoid the dangers of night navigation and to enable the boatmen to sleep.

The Agreement therefore provided

that each boatman should be entitled to a period of night rest of not less than 12 hours during the months of November, December, January and February, and 10 hours during the other months of the year. The night rest was to fall between 6 p.m. and 8 a.m.

Rhine barges alongside ocean-going vessels in the Port of Amsterdam. The ILO is working with the Central Commission for Rhine Navigation on manning regulations for vessels in continuous and semi-continuous navigation (ILO photo)



In 1954, when the Agreement was first revised, this general rule was departed from to the extent of providing that night rest might be replaced, through collective agreements or national legislation, by a daily rest period of the same duration, of which not less than 7 consecutive hours should fall between 8 p.m. and 6 a.m.

In 1962, an ILO Committee of Experts came to the conclusion that, with the introduction of radar and other modern aids to navigation, there was no objection on grounds of safety to navigation beyond the daily limits laid down in the 1950-54 Agreement. It unanimously recommended that the provisions dealing with night rest during navigation and with weekly rest days be modified to include special arrangements for boatmen employed in semi-continuous and continuous navigation.

The Committee also proposed certain additional changes, notably to strengthen the effective enforcement of the operative provisions.

Consequently, in May 1963, the Special Tripartite Conference concerning Rhine Boatmen was called into session for the third time. The Conference, meeting in Geneva, adopted various amendments and embodied them in a formal instrument for the amendment of the 1950-54 Agreement. This instrument has since been open to signature by the

countries concerned and to subsequent ratification. It has already been signed by Switzerland, Belgium and France.

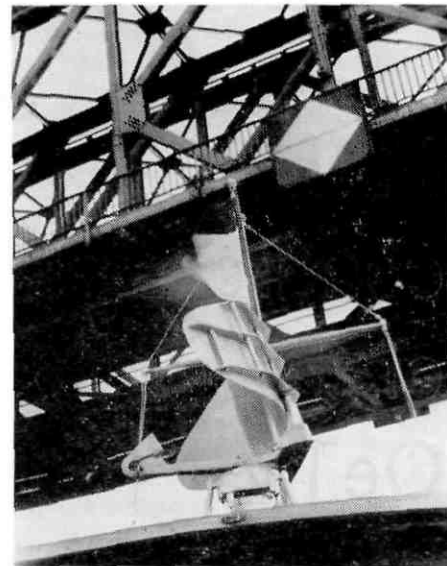
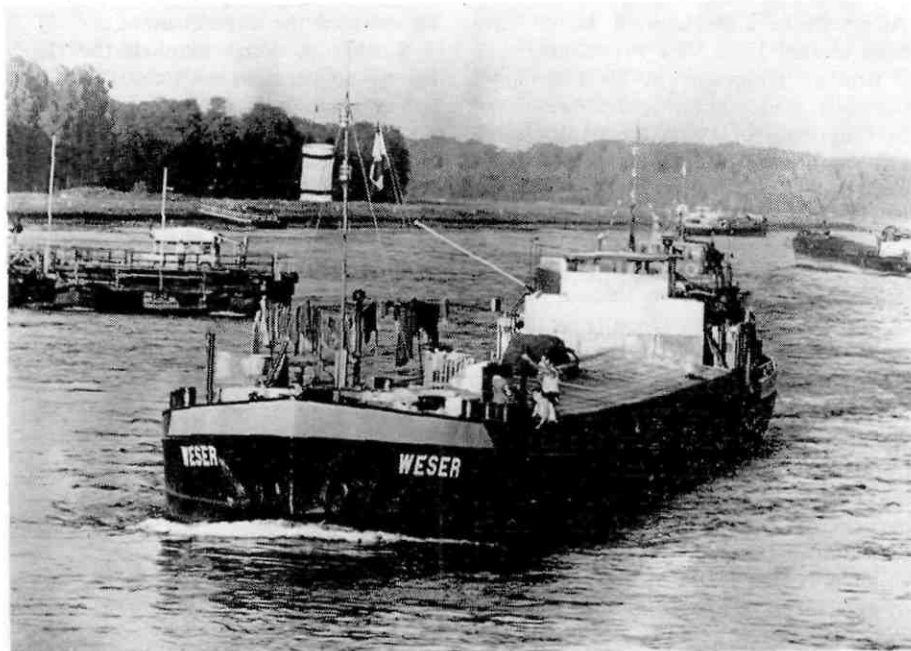
The new system of granting rest days entitles boatmen engaged in semi-continuous and continuous navigation to one day's rest for two days worked, and further stipulates that days of rest shall be given consecutively and shall in any case be granted within a period of not more than six weeks. All provisions regarding daily rest periods are now to be mandatory; they apply to the crews of all Rhine boats including those operated by owner-operators.

The original Agreement relied to a large extent on collective agreements to give effect to its operative part. A procedure for detecting, investigating and reporting violations on a national basis was provided for but it proved in practice to be unworkable.

The instrument of revision incorporates a new system of enforcement under which each contracting country shall enforce the terms of the Agreement not only on its own vessels but also, within its territory, on all vessels to which the Agreement applies, regardless of flag or nationality.

The effective application of this new system of enforcement throughout the length of the Rhine is expected to be the subject of a further conference to be held in the near future.

An entire family lives aboard this Rhine barge. The revision of the Agreement on working conditions incorporates a new system of enforcement under which each country enforces the Agreement on its own vessels and within its territory on all other vessels covered by the Agreement, regardless of nationality (ILO photo)



In former days, dusk brought a halt to all traffic movement. Now, radar has made round-the-clock navigation possible. The photo shows a radar scanner on a Rhine barge. The new system for rest days entitles boatmen in semi-continuous and continuous navigation to one day off for two days worked (ILO photo)

The question of the adequate manning of vessels is closely connected with that of the rest periods. The Employers' and Workers' delegates to the May 1963 Conference made it clear that they would accept the instrument of revision only if they could be assured that adequate regulations would be adopted.

The ILO is now co-operating with the Central Commission for Rhine Navigation to establish agreed manning regulations for vessels engaged in semi-continuous and continuous navigation. The manning regulations of boats engaged in traditional day navigation have already been fixed.

The Agreement on Conditions of Employment was one of two agreements concluded under ILO auspices in 1950 for the benefit of Rhine boatmen. The other, on social security, entered into force in 1963 following its ratification by the countries concerned.

The Agreement on Social Security guarantees that every boatman shall be protected by the national legislation of a single country against all risks, so that conflicts between the various national laws can no longer arise. It provides that periods of employment in any contracting country are to be taken into account in the calculation of his benefits.

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Fifth congress of the OeTV



Guest speakers at the OeTV Congress included Willy Brandt, Mayor of Berlin

FROM 28TH JUNE TO 4TH JULY an important trade union gathering was taking place in Dortmund, Germany. It was the Fifth Congress of the German Transport and Public Service Workers Union (OeTV), which, with its membership of close on a million workers, numbers among the ITF's strongest affiliates.

It was attended by over 500 delegates from all parts of Western Germany and by fraternal delegates from a number of other countries and from international organizations. Guests included the Minister for Labour and Social Affairs, the Minister of the Interior, and Willy Brandt, Mayor of Berlin.

Pieter de Vries, General Secretary of the ITF, expressed the ITF's appreciation for the cooperation the OeTV has extended the International in so many of its activities



This year's Congress was marked by a change in the Union's Executive. Former president, and member of the ITF Executive Board, Adolf Kummernuss, has been succeeded by Heinz Kluncker. Albert Finke and Heinrich Jacobi have been elected Joint Vice Presidents.

Brother Kluncker, at 39 Germany's youngest trade union leader, was born in Wuppertal in 1925. He has been an active union member since 1946, and since 1952 has worked at the OeTV's headquarters in Stuttgart. In 1961 he became a member of the Union's Executive Committee. He is married and has one child.

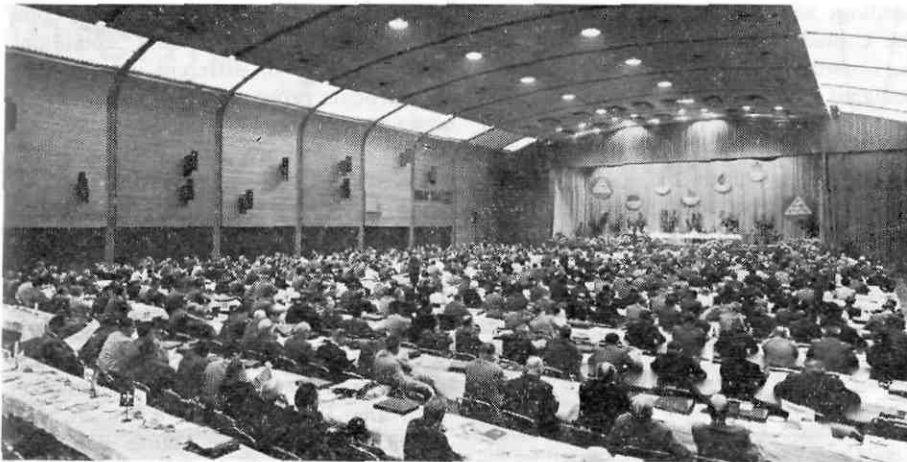
The Congress was attended by ITF General Secretary Pieter de Vries, who in his speech to the delegates paid tribute to Brother Kummernuss for his outstanding work on behalf of the German trade union movement and for his interest and work in the international field, particularly within the ITF. He became President of the OeTV in 1949 when the Union was first constituted in its present form. He first joined a union at the age of 17 and as he grew older he began

taking responsibility in union affairs. The Nazi take-over in 1933 put an abrupt end to these activities, but he continued to do clandestine work for the democratic trade union movement. And he suffered the consequences.

Brother de Vries thanked the OeTV for its cooperation with the ITF in assisting trade union development in the

New OeTV President, Heinz Kluncker (left), shakes hands with his predecessor. Brother Kummernuss had been in office since the OeTV was first constituted in its present form four years after World War II





The OeTV's Fifth Congress, held from 28th June to 4th July in Dortmund, was attended by 506 delegates from branches all over Germany (Photo: Joachim Diederichs)

emergent countries of Africa, South America and other regions. Referring to the OeTV he said that few unions could have a prouder record of solid achievement. Over the years it had enjoyed an able and responsible leadership and had conducted its affairs with skill and enlightenment. The substantial gains it had made in the past would, he felt, sure, be repeated in the future. He also expressed appreciation for the many valuable contributions which the OeTV had made to the IFF's work through representation on the Federation's various bodies.

At the close of the Congress, Brother Kluncker rejected criticisms of the strike

as an ultimate weapon in industrial disputes. The OeTV would always strive after settlements through orderly negotiations, but the strike weapon would be retained as an ultimate measure. He said that the next objective of the OeTV was to win payment of an additional month's salary in each year for workers in the German public services. In addition, he said, the OeTV will do more for those of its members employed under civil service conditions. Improvements in pay and conditions for these workers depend more on parliamentary action than on negotiations between the respective union and administration.

Apartheid and the ILO



WE GIVE BELOW A SUMMARY of the declaration concerning apartheid adopted by acclamation by the International Labour Conference in June this year.

In its introductory paragraphs, the Declaration notes that all ILO member countries had, under the Declaration of Philadelphia (which is embodied in the ILO Constitution as a statement of the aims and purposes of the Organisation), solemnly affirmed that 'all human beings, irrespective of race, creed or sex, have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity'.

It says that despite a 1947 undertaking 'faithfully to perform and carry out' all the stipulations of the ILO Constitution, South Africa has adopted policies wholly incompatible with them, thus creating

an alarming situation. It adds that the implementation of the principles set forth in the Declaration of Philadelphia is recognized by that document to be a matter of international concern and that the question of apartheid has therefore ceased to be a purely domestic concern of South Africa.

In connection with South Africa's decision of last 11 March to withdraw from the ILO, the Declaration mentions the fact that, under the ILO Constitution the withdrawal of a member country is subject to a two-year period of notice and that, in addition, South Africa continues to be bound by the obligations resulting from ratified ILO Conventions.

In its operative section it calls upon South Africa to recognize and fulfil its undertaking to respect the freedom and dignity of all human beings and, to this end, to:

— Renounce forthwith its policy of apartheid and repeal all legislative, administrative and other measures in

violation of the principle of human equality and dignity;

- Establish a policy of equal opportunity and treatment for all, in employment and occupation, irrespective of race;
- Repeal the statutory provisions which provide for compulsory job reservation or institute discrimination on the basis of race as regards access to vocational training and employment;
- Repeal all legislation providing for penal sanctions for breach of contracts of employment, for the hiring of prison labour for work in agriculture or industry, and for any other form of direct or indirect compulsion to labour including discrimination on grounds of race in respect of travel and residence;
- Repeal the statutory discrimination on grounds of race in respect of the right to organize and bargain collectively, and the statutory prohibitions and restrictions upon mixed trade unions including persons of more than one race.

The Declaration invites the ILO Governing Body to request the South African Government to report annually the position of its law and practice in regard to ILO Conventions and Recommendations dealing with freedom of association, penal sanctions, the abolition of forced labour and the elimination of discrimination in employment and occupation.

The Declaration also calls for an an-

Prisoner in a South African jail (Photo: Anti-Apartheid Movement Great Britain)



nual review of such reports by the Conference and, in addition, asks the Director-General to submit to the Conference a special annual report on the application of the Declaration, this report to include recommendations concerning any measures that should be adopted with a view to bringing to an end the policy of *apartheid*.

The Declaration makes a 'pressing appeal' to the governments, employers and workers of all ILO member countries 'to combine their efforts and put into application all appropriate measures to lead the Republic of South Africa to heed the call of humanity and renounce its shameful policy of *apartheid*.'

Finally, the Declaration reaffirms the resolve of the Conference 'to co-operate with the United Nations in seeking and guaranteeing freedom and dignity, economic security and equal opportunity for all the people of South Africa.'

Programme to eliminate apartheid

The ILO Programme for the Elimination of *Apartheid* in Labour Matters concentrates on three broad areas:

- Equality of opportunity in respect of admission to employment and training;
- Freedom from forced labour (including practices that involve or may involve an element of coercion to labour);
- Freedom of association and the right to organize.

In respect of each of the matters considered the document describes the present situation (particularly in terms of the applicable laws and regulations), summarises the findings of authoritative ILO bodies, and indicates specific changes in existing legislation to make the elimination of *apartheid* effective. The recommendations for action contained in the Programme were approved by the Conference.

Constitutional amendments

The International Labour Conference adopted two instruments of amendment to the ILO Constitution. These instruments of amendment deal with the suspension and expulsion of ILO member countries. They had been placed before the Conference by the ILO Governing Body on the recommendation of the Governing Body's special Committee on Questions concerning South Africa.

The first amendment would empower the Conference, by a two-thirds vote, to suspend from participation in its pro-

ceedings any member country found by the United Nations to be flagrantly and persistently pursuing by its legislation a declared policy of racial discrimination such as *apartheid*. This amendment, put to a vote by show of hands, was carried by 253 in favour to 24 against with 35 abstentions. The instrument was later adopted by record vote on the basis of a final text submitted by the Drafting Committee.

The second amendment would empower the Conference, by a two-thirds vote, to suspend or expel from membership of the ILO any member country having been suspended or expelled by the United Nations. This amendment was carried without opposition when put to a vote by show of hands. The instrument was later adopted by record vote on the basis of a final text submitted by the Drafting Committee.

Amendments to the ILO Constitution, adopted by the Conference by a two-thirds vote, take effect when ratified or accepted by two-thirds of the ILO member countries including five of the ten member countries that hold permanent seats on the Governing Body as being states of chief industrial importance.

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When a boatman becomes sick or is accidentally injured within the territory of a contracting country not his own, he enjoys the same medical attention as boatmen of that country. This applies also to a boatman's wife and other members of his family.

Another effect of the Agreement is that a boatman's various periods of employment are to be added together to establish his right to old-age, invalidity or survivors' pensions. Each country on whose boats he has worked shares in proportion to the time he has been covered by its insurance legislation.

The Agreement on Social Security has recently been revised so as to adjust it to new conditions and to co-ordinate it with other agreements both bilateral and multilateral governing social security for migrant workers in Western Europe. The new provisions will enter into force once the necessary ratifications have been received.

The Agreements commend themselves to the boatmen primarily because they guarantee minimum conditions of employment below which no employer has the right to fall; to the employers, be-

cause they eliminate any chance of competition based on unequal conditions aboard vessels of different nations. The Agreements prove that differing national systems can be harmonised in the interests of all concerned.

(Source: ILO)

ITF Seminar in Peru



THE ITF LAST MONTH launched a trade union training course for Peruvian transport workers in conjunction with the Peruvian Centre for Labour Studies in Lima. The course began on 17 August and is to last eight weeks classes being held daily. Twenty members of ITF-affiliated unions in Peru are taking part. Railwaymen, municipal transport workers, road haulage workers, seamen, port workers and air transport personnel are all represented in their number. The new course offers an extensive union grounding.

ILO experts study employment problems of automation



A CONFERENCE, held earlier this year by the International Institute for Labour Studies of the International Labour Organization in Geneva, brought together some 80 experts on social and economic problems raised by rapid technological changes in industry. They were drawn from labour, management and governments, and came from some 20 countries with differing economic and social systems.

The purpose of the Conference on Employment Problems of Automation and Advanced Technology was, as well as to explore some of the social and economic problems of technological change, to promote the study of these problems and to permit an exchange of views between experts. Working papers prepared by various experts served as a basis for the discussions. Education and retraining were among the important topics. Consideration of the impact of automation on industrial relations, collective bargaining and staff attitudes provided an opportunity to study a number of experiments made in the United States, France and Great Britain. The conference also discussed the formulation of retraining programmes for workers rendered redundant by technological change on the basis of a document prepared by the Organization for Economic Cooperation and Development.

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