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Monthly Publication of the International Transport Workers' Federation

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Monthly Publication of the ITF

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Stuttgart 21—23 October, Civil Aviation Section Conference

London 2—4 November, Executive Board

5—6 November, Railwaymen's Section Committee

Comment

Seafarers' security of employment

THE QUESTION of security of employment is very much in the forefront of issues for negotiation between trade unions and employers in every industry and in every country. Even in a country of full employment like Sweden, the process of change and movement in industry has meant that the trade unions have become very much concerned to obtain for their members a greater degree of security and protection against the adverse effects of change.

Amongst seamen, too, there is a greater desire for steady employment in their chosen profession, and the issue of how to provide security of employment has been debated for over two years both in the pages of the Swedish seamen's union magazine *Sjömannen* and round the negotiating table with the employers. An agreement was recently signed by the Seamen's Union and the Shipowners' Association for the foreign trades which provides a sound foundation upon which a new structure of steady sea-going employment can be built up over the years ahead.

Under the terms of this agreement, seafarers who have worked for a company for at least a year may apply for what is known as company-established employment (rederianställning). A separate agreement will be drawn up in each case between the individual concerned and the company, and this will mean that the seafarer will be entitled to a regular annual income, paid holidays after nine months' continuous service away from home, and a passage home paid for by his employers. The company may transfer the established seafarer from one to another of its ships and, if some time elapses between voyages, may assign him to work ashore.

The Swedish Seamen's Union anticipates that there may be some controversy over the scheme to begin with, but feels that since its terms are voluntary and because it will be introduced gradually over a period of years, the membership will come to regard it with confidence. Not only will the seafarers have a steady job, against the background of which they can maintain a home and family in security; the shipowners will also benefit from having a permanent labour force of men who really want to devote their lives to the profession of seafaring.

Radio officers look to the future

ANCHOR EARLIER THIS YEAR, a member of the ITF-affiliated Danish Radio Officers' Union wrote a long letter to his union magazine in which he literally poured out his heart concerning some of the problems facing himself and his fellow Danish radio officers. The letter provoked a great deal of interest among the union's membership and further letters which were later published illustrated in equally striking fashion that his comments on the current situation of the Danish radio officer (and these would apply just as much to radio officers in a number of other countries) had struck a very sympathetic chord and were echoed by a fair proportion of his colleagues.

It would take too long to deal with all the aspects covered by this correspondence, which are in any case concerned mainly with the more practical and immediate side of the radio officer's life and work. We will therefore select one or two rather fundamental points which have rather wider implications in the international, as well as the national, field.

Perhaps the most important is the question of adapting training for sea service as a radio officer to the realities of life on board. This might seem to be a comparatively simple point. The aspiring radio officer is accepted for training at a radio school, is taught the Morse Code, the use and maintenance of his equipment, is given a few hints on what his job involves in practice, and then – if he successfully passes his examinations – is posted to a ship and starts doing his job.

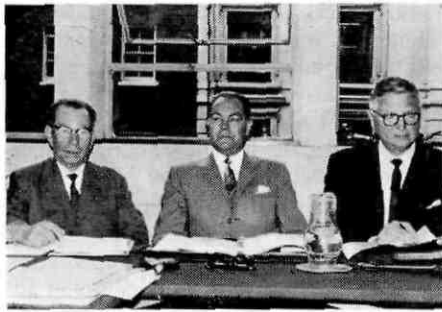
Now, there is nothing wrong with the assumption that this is in fact what happens to the new entrant. Unfortunately,

in some merchant marines the reality creates very great problems for the young radio officer. His training has been largely theoretical and it has been carried on in a shore establishment, but once it is completed the radio officer is often thrown straight in at the deep end. He finds himself thrust into what in many cases is a completely new society for him: the society of shipboard life with all its personal, technical and hierarchical intricacies and idiosyncracies.

But this is only part of the problem. Not only does the new radio officer have to adapt himself quickly to a strange new life; he also has to carry out an exacting and extremely vital job without any previous practical experience of what it involves. Unlike the young deck or engine-room officer, he may not have an older and more experienced colleague to whom he can turn for help and advice if he gets into difficulties. He has to find his own way and solve his own problems, relying more or less exclusively on what he has

The participants in the Radio Officers' Conference in London during July. Standing, left to right: H. Wiemers (Germany), D. Lamb, A. J. Cornner and A. J. G. Sayer (Great Britain), S. Bøje Larsen (Denmark), Japanese Interpreter, K. Murakami (Japan), H. Strickartz (USA), W. Wünsche (ITF German Interpreter), A. Kazakos (Greece), E. H. Ottersen (Norway). Seated, left to right: A. Zichtema (Netherlands), W. Cassiers (Belgium), K. Golding (ITF Reporter), P. de Vries (ITF General Secretary), H. O'Neill (Great Britain, Conference Chairman), R. Santley (ITF, Secretary), W. R. Steinberg (USA), E. Krokidas (Greece), E. Koivisto (Finland) and G. Hilding (Sweden). This article reviews in detail the problems discussed by the Conference and the very interesting decisions which were taken





Scandinavia was well represented: Brothers Koivisto, Finland, Hilding, Sweden and Ottersen, Norway, who introduced the item on maintenance of increased amounts of electronic equipment on board modern ships



Hugh O'Neill, General Secretary of the British Radio Officers' Union, who acted as Chairman of the Conference; and Bob Santley, ITF Section Secretary responsible for dealing with the radio officers' affairs

Convention. These plainly stipulate that all passenger ships as well as cargo ships of more than 1600 gross tons must as a matter of normal practice be equipped with radio-telegraphy. Exceptions to this are permitted, but only in abnormal circumstances. It is this possibility of exemption which is being abused in certain countries by applying it to circumstances which by no stretch of the imagination can be described as 'abnormal'. By doing this, safety at sea can be gravely hazarded.

There is a further point here. The 1960 Safety of Life at Sea Convention, like the 1948 Convention which preceded it, expressly states that the contracting governments consider it highly desirable that there should be no deviations from its stipulations on the use of radio-telegraphy, and that where exemptions are made under its permissive clauses governments should regularly report these to the Inter-governmental Maritime Consultative Organization (IMCO). It would be interesting to know whether such reports have in fact been made on the cases discussed at the London Radio Officers' Conference. A number of individual radio officers' unions have been fighting to end this situation. In this struggle some have been more successful than others. Our American colleagues, for example, cited a case in which a company had attempted to remove the radio officers from their passenger ships and to substitute a radio-telephony system. Our affiliate promptly informed them that if they persisted in this plan it would not only oppose the operation of the vessels without radio officers on the basis of the international regulations but that it would also publicly inform passengers sailing on them of the risks which they were running. The threat was quite enough: the radio officers were quickly reinstated and

even received back pay. Perhaps there is a lesson to be learned here!

The London Conference also took concrete action on this vital question. It has decided to approach both individual national governments and the Inter-governmental Maritime Consultative Organization and to draw their urgent attention to the dangers involved in such practices. It also urged that the substitution of radio-telegraphy by radio-telephony should only be permitted in cases where it is jointly accepted by the organizations of ships' officers, radio officers and seamen – in other words by those whose safety is primarily affected.

Since there is also an undoubted economic motive here, namely a desire by ship operators to save the expense of employing a radio officer, the conference also thought that this should be removed by insisting that radio officers should be carried regardless of the type of radio equipment fitted. It urged that all radio officers' unions affiliated with the ITF should press for this to be stipulated in their collective agreements.

It will be seen from this brief account of some of the principal subjects discussed by the conference that the radio officers' unions affiliated with the ITF are very much alive to both the basic problems of the radio officer's life on board ship and the more sophisticated questions which arise as the result of his work in our modern electronic age. This, however, is true not simply of the conference itself, but of the ITF's work as a whole on behalf of this very specialized group of its membership. The extent to which such problems have been anticipated can be seen from a study of the revised version of the ITF International Seafarers' Charter produced in 1960. A number of chapters in this are specifically concerned with the radio officer, his

work on board, and his relationship with other members of the ship's complement. Taken together, they form a very useful guide for the radio officer and his union in the maritime world of today. Because of their importance, we will conclude this article by quoting the relevant sections in extenso:

Radio watch

63. The contribution which radio can make to safety of life at sea cannot be overestimated and therefore as continuous as possible a human radio watch on board is essential. On all ships of 1,600 tons gross and upwards and on all ocean-going ships, irrespective of tonnage, this watch-keeping shall be maintained by radio officers holding first- or second-class radio-telegraph certificates.

Electronic aids

65. International agreement should be reached on the minimum characteristics necessary for an efficient general purpose ship-borne radar. Specifications to ensure this should also be internationally agreed, after which radar should be compulsorily required in all ships. Deck officers required to operate and radio officers required to maintain radar or other radio aids to navigation should be adequately trained and certificated so as to ensure efficient operation and maintenance of such equipment. Personnel required to operate or maintain radar or other radio aids to navigation should be adequately trained and where necessary certificated so as to ensure efficient and economic operation and maintenance of such equipment.

Manning

66. In addition to the master and the chief engineer, there should be, in the interests of safety, a sufficient

(Continued on page 212)

German delegates to the radio officers' conference: G. Gerdes, W. Wünsche (Interpreter) and H. Wiemers representing OeTV



Job elimination by 'natural wastage' in America

by JACK FRYE, *Economist, Labor Bureau of the Middle West*



A factor promoting the application of the attrition principle has been the increasing cost to employers of dismissing employees: severance pay, 90 days' notice, etc., and in the case of transfers, moving expenses and retraining. Savings on wages costs most cover these

■ SPEAKING IN DECEMBER 1963, US Secretary of Labor W. Willard Wirtz observed that 'the major labor relations development this year has been the almost sudden acceptance by large segments of labor and management of the "attrition principle" — that so far as possible, *present* employees will be protected against the effect of technological development.' The attrition concept has certainly become important in collective bargaining. Enough so that we must consider just what it is, what the problems are in its application, and the extent to which it solves problems of labor displacement.

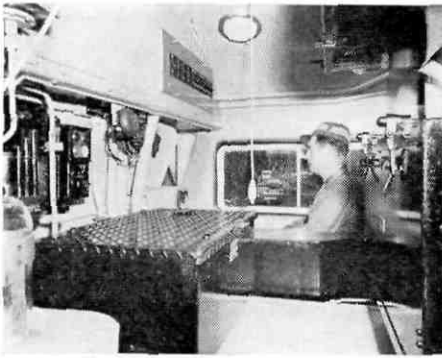
The word 'attrition' means wearing away. Attrition of the work force of an industry or the employees of a company is the reduction in numbers due to all causes other than layoff or furlough, but including death, retirement, discharge for cause and voluntary quits. The attrition rate is the percentage leaving during the year due to all of these causes without regard to replacements or rehires. Job reduction by attrition in its simplest form occurs when no one is laid off, but jobs are not refilled when they become vacant. In a labor agreement this would amount to an employment guarantee or, as in some contracts, a no-layoff rule.

The attrition principle was imposed by federal law in the Emergency Transportation Act of 1933 to job reductions due to coordinations of separate railroads. This law further limited employment decline to not more than 5 per cent per year

even if the rate of attrition was higher than 5 per cent. In many other situations, changes have been planned ahead and phased out over a period of time so that jobs would only be eliminated as vacancies occurred without requirements of law or contract.

A factor promoting the attrition principle has been the increasing cost of employee displacement to employers. In the railroad industry, the attrition provisions of the Transportation Act of 1933 were replaced by the Washington Job Protection Agreement of 1936 which substituted protective payments to adversely affected employees for the guarantee of employment. This was a milestone agreement, unmatched in any other industry, which provided for maintenance of earnings for those continued in employment after merger, displacement allowances of 60 per cent or severance pay, moving ex-

This article was prepared in cooperation with the Department of Public Relations of the ITF-affiliated Railway Labor Executives' Association.



A controlled attrition rate, limited to a certain percentage of the labour force per year, can balance normal turnover of staff against the actual change in the amount of work to be done as productivity rises, and thus help to prevent deteriorating working conditions for those employees who remain

penses, protection against loss on homes, and 90 days' notice. Its principles have been followed by the Interstate Commerce Commission in setting the conditions for changes requiring Commission approval and have been incorporated in many collective bargaining agreements covering circumstances other than merger. Before World War II, dismissal compensation or severance pay plans were widespread in some industries. In recent years such plans have spread much more, so that they are contained in 95 per cent of contracts in the communications industry, and in the major contracts in the auto, aircraft, apparel, steel, can, rubber, and electrical manufacturing, meat packing, airline and other industries. Since 1955, supplemental unemployment benefits or SUB plans have been negotiated for about 2 million union workers and these plans have recently been liberalized to raise the level of benefits and add such benefits as moving expenses, severance pay and retraining arrangements to the plans.

There are other costs in furloughing or laying off workers. For instance, the amount of unemployment insurance tax paid by an industry is directly related to displacements, and the tax rate for the individual employer is so determined in most industries. Loss of experienced workers brings a real financial loss if they later have to be replaced by untrained persons. There are also intangible considerations that might be weighed as costs, such as employee morale, public relations, and even the employers' share of the community burden when towns become distressed or families destitute. In the past, too often, all of the money costs as well as the family

hardships of economic change have fallen entirely on the worker. Now, both union organizations and public opinion increasingly insist that the employer must give some kind of protection to employees.

From an employer point of view, all of the costs of getting rid of workers have been rising and for these costs there is no production of anything to sell. The attrition alternative is to keep employees on the payroll pending normal turnover. Their work is available then to the employer. If the employer is able to utilize their labor to the extent that is worth more to him than the difference between separation costs and wage costs, the desirability of this alternative is apparent. Cost considerations may be reinforced by pressure from the union bargaining committee.

Recently, this attrition alternative has been spreading in collectively bargained agreements in the railroad industry and in other industries. It may be in the form of a 'no-layoff' pledge. For instance, in the New York Transit system there was for some years an unwritten agreement that the large scale elimination of jobs that was occurring would be accomplished without layoffs. The issue became more acute when an automatic shuttle subway was introduced in 1962. The strike in that year resulted in a written guarantee of the policy of job reduction by attrition only. In 1963, it took a strike to retain the 'no-layoff' rule in the Philadelphia transit agreement. In return for some rule changes, the Pacific Maritime Association set up a fund to guarantee employment to Class A longshoremen, less natural attrition. A significant agreement between the United Steelworkers and Kaiser Steel, reached in 1963, provides that workers who would have been laid off due to changes in techniques or methods will stay on jobs in a plant-wide employment reserve. In the railroad industry there have been many agreements applying to special situations based on the attrition principle, either explicitly or implicitly. The Brotherhood of Railway Clerks has undoubtedly made the most use of attrition provisions in agreements concerning the centralization of work and the installation of computers, and many other situations, especially those involving the transfer of work. Recently, the BRC has incorporated attrition arrangements in agreements of general application covering a whole railroad and all types of employment changes, except decline in traffic beyond a

certain amount. Of particular importance is the Southern Pacific agreement of April, 1963 and the Long Island agreement of March, 1964, which is very similar.

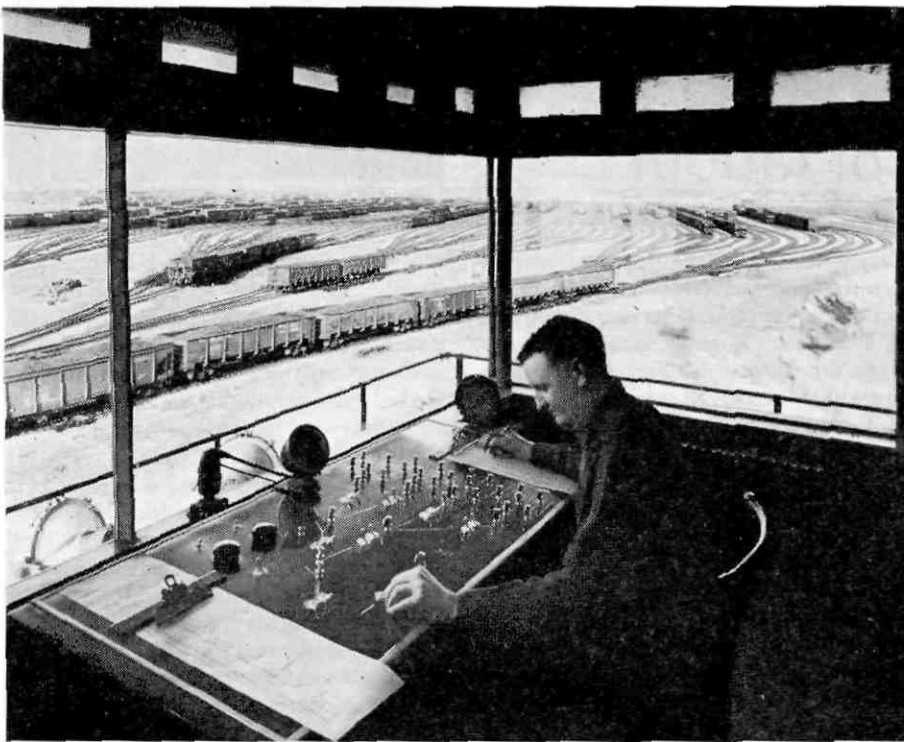
The recent agreements negotiated by the Railway Labor Executives Association for protection of employees affected by rail mergers have also limited job elimination to the rate of attrition. The latest and most advanced of these was reached on May 20 of this year and protects employees in the event of merger of the Pennsylvania and the New York Central. This agreement not only provides for preservation of employment and the Washington Agreement types of protection for moving expenses, etc., but also provides that job reduction due to all causes will be limited to 5 per cent a year except for proportional reductions due to any decline in traffic greater than 5 per cent. The landmark agreement of the Telegraphers on the Southern Pacific of 1961 included a limitation of 2 per cent, and this agreement has been strengthened in 1964.

This limitation on abolition of jobs to a certain percent per year results in a 'controlled' attrition rate. The very great significance of these controlled attrition provisions is that they are a recognition that all employees are affected by the abolition of jobs, not just the man who holds the job. Collective bargaining must deal with the effect of job abolition on the working conditions, opportunities and security of all employees, and those effects may be complex.

The most direct effects may be on the working conditions of remaining employees. If the amount of work has not declined, or if it is not declining as rapidly as jobs are being abolished, the

Fireman and driver of a diesel locomotive. This article outlines the developments in labour relations in the United States which have led to the wide acceptance of the 'attrition principle' in reducing the number of jobs with the spreading of automation





The idea of reducing manpower by failing to replace employees who retire, die or change jobs voluntarily has been spreading in collective bargaining agreements in the railway industry, sometimes in the form of a 'no-layoff' guarantee covering a specified period

work load increases. Work may be speeded up, safety precautions scanted, crew sizes reduced, and hours and schedules of work rearranged to the detriment of remaining employees. Unions have traditionally concerned themselves with all of these matters as representatives of worker interests. A too-rapid rate of attrition, one not offset by increases in productivity, can adversely affect all of these working conditions. A union policy that only protected individuals against displacement, would ignore the effects of excessive job elimination and be harmful to the future interests of all of the rest of the union members.

The rate of attrition is affected by many factors besides the natural one of mortality. There is abundant evidence that management policy and conditions on a job directly affect the attrition rate. Retirements and quits are both accelerated by insecurity and layoffs. Deterioration of working conditions, overloading of work, management pressure on the individual, repeated changes of job locations — all of these have the effect of driving people out, and raising the attrition rate. The rate of attrition is also much affected by the age, sex, and racial composition of the work force and the related matters of family circumstances,

discrimination, and opportunities in other employments. For all of these reasons, it cannot be assumed that the attrition rate on any job will be even, steady, or normal — or that it will correspond with the amount of work left to be done as technology changes and productivity increases.

If an employer can increase the attrition rate by pressure, job overloading and general worsening of working conditions, then a 'natural' attrition agreement may be building in an incentive for the employer to use such tactics against the union membership. The concept of a 'controlled' attrition rate, limited to a certain percentage of the work force per year, meets some of the objections to a natural attrition rate. A controlled rate can balance normal turnover with actual change in amount of work as productivity increases.

In applying the attrition principle in collective bargaining, there are many other complications and disparities from one situation to another. In the case of unions with membership scattered over a wide geographical area, questions will arise as to what area the attrition rate will apply to. Will it cover one or many seniority units? Will employees be forced to move their homes or change

types of jobs to stay on the payroll? Are there great differences in job qualifications and will retraining be necessary? Is union representation based on craft, class, or industrial units? These are some of the complexities that bargaining parties may have to take into account before they can judge the usefulness of attrition and its merits as a solution.

Even agreements limiting job elimination to a controlled rate of attrition do little to relieve the national problems arising out of job shrinkage in basic industries. Broader measures are required, such as shorter hours of work and a growing, full-employment economy. Such measures would also make collective bargaining problems over job elimination much easier to resolve. Shorter hours would absorb, in the same industry, workers who would otherwise be displaced by technological change, and strong activity in the rest of the economy would provide alternate employment opportunities.

Nevertheless, considering the terrible insecurity that has been the lot of most industrial workers, acceptance of the attrition idea as a limitation on job abolition will be a great step forward. It will greatly lessen many hardships to the families of workers directly affected by technological changes. It may also be at least a partial solution to many stubborn industrial disputes. However, even after the attrition principle is accepted, many complex problems in the application remain to be solved. Furthermore, union organizations are fully justified in insisting that the attrition rate be controlled to a certain annual percentage to maintain a balance with actual work requirements as changes in methods come on.


Attrition may have direct adverse effects on the working conditions of remaining employees unless applied at a controlled rate. Work may be speeded up, safety precautions ignored, crew sizes reduced and hours rearranged to the detriment of the staff if there are no proper safeguards laid down by collective bargaining pacts



Round the world of labour




New inquiry into Munich air disaster

 THE WEST GERMAN FEDERAL AVIATION OFFICE has recommended that the Ministry of Transport reopens the inquiry into the air crash at Munich in February 1958. This follows a new British investigation which showed that the main cause of the crash was slush on the runway and not ice on the wings.

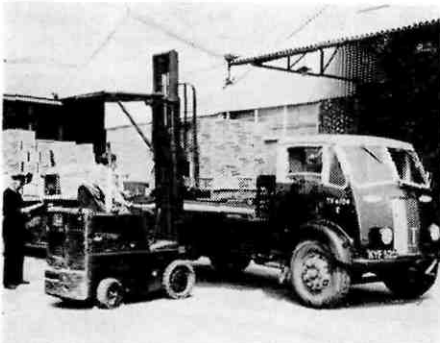
The International Federation of Air Line Pilots' Associations submitted a memorandum to the West German government in 1962, requesting that the inquiry be reopened on the basis of the latest evidence at that time, which showed that slush on the runway had a much greater drag effect than was known previously and would be more than enough to preclude the acceleration of the aircraft to the take-off speed.

Increased weights and dimensions of lorries

 INCREASES IN THE MAXIMUM PERMITTED WEIGHTS and dimensions of motor vehicles and trailers are allowed under new regulations made by the British Minister of Transport which came into effect on 21 August.

The maximum overall length of articulated vehicles is increased to 13 metres (approximately 42 ft 7 ins). The 30 ft limit on other vehicles is increased to 11


Ministry of Transport regulations, effective from August this year, allow increases in the maximum permitted weights and dimensions of motor vehicles and trailers, subject to certain conditions (British Rail-subject to certain conditions (Photo published by courtesy of British Railways Board



metres (approximately 36 ft). Increased maximum gross weights apply only to vehicles which satisfy certain conditions. These are, in general, 'new' vehicles, i.e. those first registered after 1 February 1963; other vehicles brought temporarily into Britain; and certain trailers drawn by these vehicles. They will have to carry plates showing recommended maximum gross weight and comply with stringent requirements regarding brake efficiency.

Axle loads are also increased and apply to vehicles satisfying the conditions required to carry the new gross weights, a one-wheeled axle being allowed 5 tons instead of 4½ tons, and a two-wheeled axle 10 tons instead of 9 tons. With effect from 1 January 1966 a length limit of 18 metres (approximately 59 ft) will be laid down for 'trains' consisting of a drawing vehicle and one trailer.

Right to strike threatened in Great Britain?

 SERIOUS MISGIVINGS have recently been expressed by the British trade union movement over the results of a House of Lords Judgment early this year in what is known as the Rookes v. Barnard case. A draughtsman employed by BOAC, Douglas Rookes, resigned from membership of his union, and was dismissed when the union, enforcing its 'closed shop' policy, threatened strike action. Rookes then sued three union officials, Barnard, Fistal and Silverthorne, and the House of Lords, to whom the case was taken on appeal, decided that BOAC had been unlawfully intimidated into dismissing Rookes, that he was therefore entitled to damages, and that the union's threat to call a strike was in breach of its collective agreement with BOAC, which has a clause precluding strike action until a dispute had been before the National Joint Council for the Civil Aviation Industry.


British trade unions are now afraid that the 1906 Trade Disputes Act does not, as they had thought, exempt them and their officials from liability for acts of 'conspiracy' committed in the course of a trade dispute. If a 'third party' to a

dispute, like Rookes in the case quoted, can successfully take union officials to court, other third parties such as customers or suppliers who are affected by strikes may be able to do the same.

The Trades Union Congress has been unsuccessful in its attempts to persuade the government to introduce legislation to restore the protection which the 1906 Act was supposed to have provided. They are now hoping that if the Labour Party wins the forthcoming general election it will bring in legislation recognizing in unchallengeable terms the right to strike.

Meanwhile, the unions are naturally somewhat wary of taking strike action.

Training seamen for automation

 THE ITF-AFFILIATED NATIONAL MARITIME UNION has scored an important breakthrough on the automation front, winning approval from both the Maritime Administration and the US Department of Labour for a programme to train seamen in the shipyard for berths on board seventeen new fully-automated vessels. The first NMU members to participate in the programme have been undergoing training in the Pascagoula, Mississippi, shipyard on the SS *Mormacargo*. Two new ratings are included in the manning scale for the new ships, deck-engine mechanic and engineman. The engineman rating is required only on re-fitted or semi-automated ships.

In separate talks held with the Department of Labour and the Maritime Administration in Washington DC, NMU Vice President Mel Barisic told government officials that the success of the automated ships, which are being built with subsidies, depended a great deal on training the crews to handle the new equipment. Under the Subsidy Act the shipping companies cannot recover the wages paid to seamen hired before a new vessel is accepted for delivery. The shipowners were understandably reluctant to set up the much-needed training programmes with this restriction facing them.


Convinced by the arguments advanced by the Union, the Maritime Administra-

tion agreed to waive the subsidy rules in this instance and to allow the payment of wages and subsistence of the men taking the training programme in the shipyards. The Labour Department, under the provisions of the Manpower Development and Training Act, will provide funds to cover the transportation of the seamen.


The NMU had been pressing since last October for a training programme for crews of the new automated ships. The go-ahead given by the government agencies ensures that the first ships out are manned by seamen specially trained in the use of new equipment installed on the vessel. The programme now under way will continue until the automated craft in the present round of construction are in the water or until the projected training and upgrading school is set up by the union.

The men who have been training on the *Mormacargo* include one chief steward, one electrician, three deck-engine mechanics and one bosun. They are backed up by a team of substitutes, making a total of twelve men in training.

Japan needs seafarers' university


 RECOMMENDATIONS have been made to the Japanese Ministry of Transportation that training standards at mercantile marine schools should be raised to university level. The Marine Technical Council which had been studying the matter pointed out that recent developments in the shipping industry required a higher degree of marine technical knowledge for seafarers to keep abreast of technological changes in their profession. Students needed training of university standard to acquire the special knowledge related to the techniques involved in the operation of modern ships. The Council felt that the establishment of a mercantile marine high school, which offered a practical course in ship operating techniques would go a long way towards filling present needs.

Less jobs in British transport


 THE PRESENT DECLINE IN LABOUR REQUIREMENTS for the transport industry in Great Britain will continue, according to a forecast in the report of a manpower study (Manpower – the pattern of the Future) recently published by the British Ministry of Labour. Transport is one of the less favoured sectors of British industry with regard to job opportunities, for the report forecasts a considerable overall growth in employment

over the next 10 years. Automation will be precipitated by this growth, for industry is likely to be faced with manpower shortages. Longer full-time education and earlier marriages will contribute to this. Although an overall increase in manpower requirements is expected, employment in some individual industries – mining, agriculture, for example, as well as transport – is expected to decline. Other conclusions of the study are that the proportion of white collar workers will increase, totalling a quarter of the entire labour force in manufacturing by 1968, and that opportunities for women will expand more quickly than for men. There will be an increase in employment in public administration and in the building industry. By 1968 it is expected that 6 million men and 3 million women will be employed in manufacturing, 6 million men and 5,500,000 women in services and about 3 million in the rest of the economy.

Workers' leaders victimized in Spain

 THE SEVERE SENTENCES PASSED ON THREE LEADERS of the illegal Spanish Trade Union Alliance have aroused vehement international protest. They were arrested last March in Barcelona and charged with belonging to a clandestine organization and distributing leaflets in which they denounced the official Spanish unions, branding them as state-run organizations set up to control the workers and not to defend their interests. The leaflets also called for the restoration of the free and democratic trade union movement in Spain. The trade unionists: Francisco Calle Marcilla, José Cases Alfonso and Agustin Mariano Pascual, were sentenced to between three and six years imprisonment and ordered to pay fines ranging from 25,000 to 100,000 pesetas.


Poor training for Swiss merchant navy officers

 SWISS SEAMEN training to be officers get state assistance to meet the expense of their training. The grants offered by the Swiss government cover only about one third of the training expenditure and all seafarers who receive such grants must undertake to serve on board Swiss ships for a minimum of three years. Those who fail to observe this regulation are obliged to give back all or part of the grant received. The grants may in individual cases suffice, but experience has shown that they do not in the majority. The Swiss transport wor-

kers' union (VHTL) is pressing for a review of the state grants to bring them more into line with the present cost of living.

Maritime radio officers are not catered for at all in the state grant provisions, although training facilities for radio operators exist in Switzerland. The union has made demands to the authorities to have the radio officers included in the officers' training assistance scheme.

Austrian drivers as skilled workers

 AN AUSTRIAN COURT has decided that professional lorry drivers may be considered as belonging to a skilled occupation when they have been driving lorries for a long time or are expected to perform other duties of a skilled nature in addition to driving. A man who has achieved the status of a skilled worker in this way is thus qualified to receive a disability pension if because of ill-health he can no longer drive, instead of being transferred to other, less demanding work.

Previously, a man on the brink of retirement – say 59 years old – who because of ill-health was no longer capable of driving but who might during his career have been responsible for the safe carriage of many thousands of tons of goods could expect no recognition of all those years of service. He had to continue to earn a living as best he could.

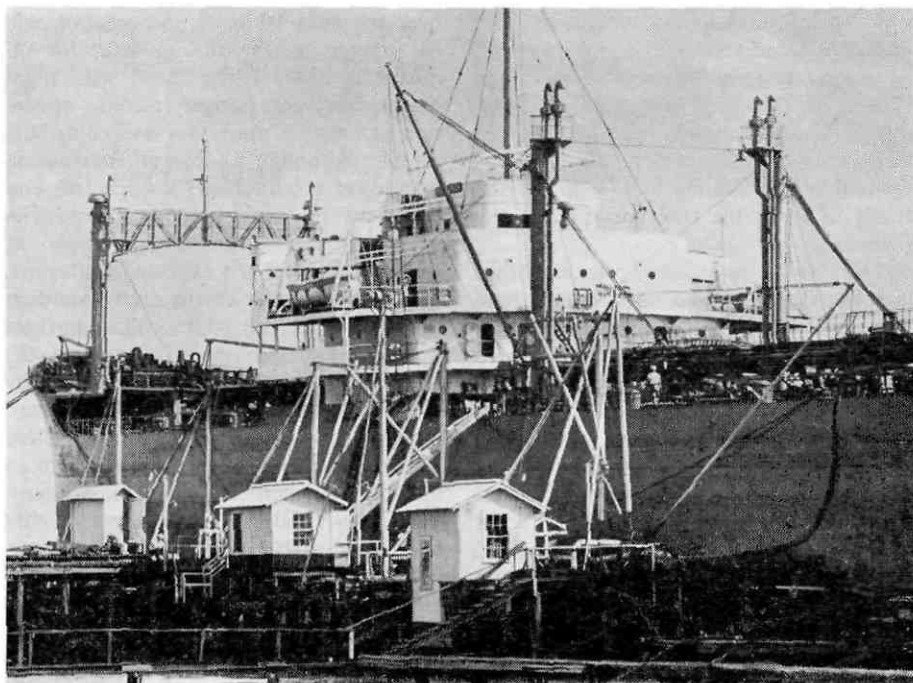
The ITF-affiliated Austrian Commercial and Transport Workers' Union has been energetically pressing this issue in the interests of all its members employed as lorry drivers, with the aim of getting the clearly-stated intention of legislation – that professional drivers should not be abandoned when they are disabled by sickness – translated into practical effect. The union was able to show that practical experience could qualify a man to perform a skilled occupation, and that formal qualifications need not be the only yardstick.

These and other arguments were not without effect. The Vienna court, in its judgment of 3 April 1964, ruled that technical knowledge, familiarity with traffic regulations and the necessary driving proficiency required of a professional lorry driver could not by themselves be recognized as qualifying a man as a member of a skilled occupation; however, after a long career as a professional lorry driver he might be held to have reached the status of a skilled worker.


(Continued on page 212)

Lifeboats for tankers

This article is based on a survey of British experiments on new types of life boats for use on board tankers which appeared in the April 1964 edition of Navigator, magazine of the ITF-affiliated Danish Navigating Officers' Association.



American tanker taking crude oil on board. The problem of assuring the safety of crews who have to get away from ships through burning oil on the sea's surface was discussed at the 1960 safety of Life at Sea Conference (USIS photo)

 ONE OF THE ISSUES raised at the IMCO conference on the Safety of Life at Sea in London, 1960, was the necessity to find some way of safeguarding crews who have to abandon ship and who encounter the hazard of burning oil on the surface of the sea. It was left up to the individual member countries to conduct experiments with fireproof lifeboats for use on board tankers. *)

Danish tanker Emma Maersk. Tests with a sealed fireproof motor lifeboat cooled by water sprinklers and equipped with compressed air for the occupants to breathe showed that it was possible to protect the boat for the few minutes it took to clear the flames on the surface of the water



Experiments began in England during March/April 1960; the Tanker Lifeboat Working Party Test Panel held seven tests to find out whether a lifeboat which was completely covered in could keep the occupants safe from the heat of burning oil on the surface of the sea. The Working Party decided that the lifeboat should be able to travel at three to six knots surrounded by flames for five minutes. During this time it should be able to afford protection against heat and provide sufficient air free from noxious fumes from the fire, so that lives

*) The Conference recommended that consideration of this subject should embrace the following points: (i) the need for tanker lifeboats to be of non-inflammable and fire-resistant materials, and to be adequately insulated; (ii) the provision of motor lifeboats with a speed of at least six knots to enable them to pass quickly through an area of fire on the surface of the water; (iii) the provision of a water-spray to cool the lifeboat to the maximum extent possible; and (iv) the provision of means of protecting the occupants against fire, high temperature and smoke.

could be saved; the boat should of course also be completely seaworthy.

Because of its watertight bulkheads, a tanker comes off better than other types of vessels if it is involved in a collision or goes aground. But if it has a cargo of inflammable oil or petroleum, or if a collision causes damage to an empty, but not gas-free, tank, the ship can take fire. Experience has shown that if fire breaks out after a collision panic often follows because of the fear of an explosion; no steps are taken to extinguish the fire and many crew members try to save themselves by jumping overboard. This is not said as a criticism, because the danger of such an explosion is often stressed. But in many cases when fire breaks out adjacent undamaged tanks containing oil or petroleum are not endangered by the fire.

In the first place, for a fire to begin there has to be certain amount of air present with the inflammable liquid; and the cargo in adjacent tanks cools the bulkheads in the same way as water.

If fire breaks out in the fore end of

the ship, however, there is a distinct danger that it may be carried amidships unless the vessel's course is altered to prevent the flames from travelling, and the first thing to do in case of fire on board a tanker is to set the ship into a course which will keep the flames moving away from the ship. It is very important to note that in case of leakage the oil spreads out over the sea's surface. As long as the ship keeps going, the oil will spread to windwards because the ship is moving faster than the oil on the water; where the oil on the surface is on fire, in turning back there is a risk of the ship becoming completely surrounded by burning oil. It is up to the captain to decide what to do in a given situation.

A particularly glaring example of panic on board a tanker occurred in 1958 when three tanks were holed during a collision and the oil caught fire. The crew abandoned ship in panic without stopping the engine and the ship sailed on for 25 sea-miles before being stopped by other vessels which put a firefighting crew on board by helicopter. The fire was extinguished. Oil in the adjacent tanks was unaffected by the fire but twenty-four men died in the panic.

When oil flows out on to the water and catches fire, enormous flames and terrific heat are produced, with temperatures of up to about 1,000° C. It may happen that a captain finds it impossible either to sail the ship away from the fire on the sea's surface, or to extinguish the fire on board (or both) and decides that the danger is so great that the crew must be evacuated. In such a situation it will not be possible to get clear with liferafts as in a dry cargo vessel; lifeboats which can be got very rapidly away from the area of fire will be needed and this is the situation which the 1960 conference considered.

Following the first experiments in 1960 in England, a further test was held on 26 November 1963 in Portsmouth at the Royal Navy sea school with a 26-foot lifeboat. The boat was constructed of reinforced plastics and fitted with a water sprinkler system. Otherwise the boat fulfilled all the specifications of the international convention and the Ministry of Transport regulations for a sealed fire-proof lifeboat for use on board tankers.

The boat was fitted with a diesel engine with fresh water cooling which enabled the engine to be run whilst the boat was still in the davits. In order to secure the necessary air for the engine and obtain a little extra pressure in the

sealed boat (to keep out smoke and gases) it was provided with a cylinder of compressed air which could provide the necessary amount of air for a full complement for ten minutes. The engine was equipped with a special pump which, as soon as the boat was launched, pumped water up to the sprinkler heads and the boat was thus sprayed with a wall of water which gave protection against the heat over the whole hull.

For the test the boat was placed in a pool which held fuel oil to a depth of about ½ inch; the oil was ignited with the help of petrol and the boat was immediately surrounded by flames which burned for six minutes. While the fire lasted the engine was running and the sprinkler system worked as planned. Thermometers in the boat registered a maximum temperature of 54° C in the hottest part, and 43° C amidships, all temperatures taken at head level.

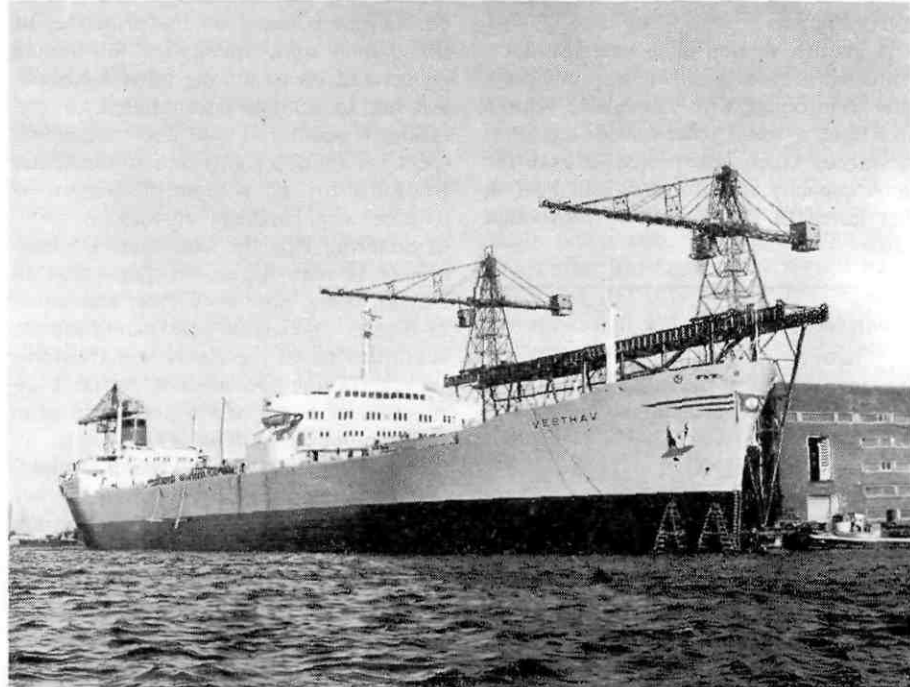
The boat's steering gear, starter and engine controls were placed forward. During the test there was nobody in the boat, but there was a set of instruments to find out how well the occupants would be protected. When the boat was opened after the test there was a certain amount of smoke in it and there had apparently been a small fire forward, but none of those invited to watch the test had the opportunity to investigate this more closely.

Danish tanker Vesthav. A second experiment with a covered steel boat protected outside with insulating material was less successful; temperatures inside the boat reached an intolerable level in a very short space of time, showing the sprinkler system was better



BP tanker British Justice discharging crude oil at the company's Aden refinery. Experiments have been carried out in Britain to find a way of protecting tanker lifeboats so that they can carry escaping crews safely through the heat and fumes of fire on the surface of the sea (BP photo)

On 27 November there was a similar experiment at Pinewood Studios in Uxbridge near London, this time with a 30-foot boat of steel, protected on the outside by special layer of heat-proof material and asbestos. The boat was in addition equipped with a 12½ horse power aircooled diesel engine which with the boat fully loaded gave a speed of six knots. A compressed air cylinder was placed on board to provide air for the engine and the occupants and to create a slight pressure in the sealed boat to keep out smoke and gases; in all, air for a total of twelve minutes.



The steering and engine controls were placed aft in a small wheelhouse. The test was held in a large pool with oil covering the water. The engine was started, the oil ignited and with the help of remote control the boat sailed round in the pool in a radius of about thirty metres (approx. 100 feet) for 8 minutes. At the beginning the flames did not cover the whole area, and during the last two minutes the boat was sprayed with water from a number of firehoses.

The maximum temperatures registered were 140° C at head level, 75° C at seat level and 35° C at floor level. The highest temperature was reached after ten minutes, i.e. after the boat was out of the flames and had been sprayed with water for four minutes. With the help of instruments the gas content of the air was measured. A white mouse which had been placed at seat level was unharmed.

After the first test the firm stated: The static test is said by experts to be the toughest; the manufacturers are convinced that the sprinkler system, correctly used, is the only method of giving full protection, as the test demonstrated.

After the second test: The test demonstrated very clearly that only effectively insulated steel boats can afford real protection to the crew in burning oil. The longest that a man can withstand high temperatures unharmed has been put at 120° C for five minutes, 150° C for four minutes, and 180° C for three minutes, but there is a very important factor missing, since there is no information on the degree of humidity present, and this plays a very big part.

A Danish version of a watersprinkler-protected lifeboat built of fireproof polyester reinforced with fibreglass, with a deck and a small wheelhouse, has been produced, which is expected to have the same capacity to resist fire and heat as that tested in Portsmouth in November 1963.

(Continued from page 204)

number of certificated watch-keeping officers in the deck, engine room and radio departments to permit of a three-watch system.

IX. MANNING

134. In view of the special responsibilities of the master and the chief engineer, they should be free from all routine watch-keeping duties. On vessels carrying more than three radio officers the chief radio officer should be free from all routine watch-keeping duties.

135. Sufficient officers – deck, engineer and radio – should be carried to permit of a three-watch system with a certificated officer on watch at all times.'

(Continued from page 209)

The court also went a step further, and ruled that a driver can be entitled to skilled status if to long service as a lorry driver is added the performance of other skilled jobs such as maintenance and repair of his vehicle.

UN on racial discrimination

THE GENERAL ASSEMBLY of the United Nations, on 20 November 1963, adopted unanimously the United Nations Declaration on the Elimination of All Forms of Racial Discrimination. In so doing, it reaffirmed the principles contained in the United Nations Charter and the Universal Declaration of Human Rights that all human beings are equal in dignity and right. Noting that 'discrimination based on race, colour or ethnic origin in certain areas of the world continues none the less to give cause for serious concern', it affirmed the necessity of speedily eliminating such discrimination, in any form, throughout the world and of adopting national and international measures to that end. The full text of the Declaration follows.

The General Assembly

Considering that the Charter of the United Nations is based on the principles of the dignity and equality of all human beings and seeks, among other basic objectives, to achieve international co-operation in promoting and encouraging respect for human rights and fundamental freedoms for all without distinction as to race, sex, language or religion.

Considering that the Universal Declaration of Human Rights proclaims that all human beings are born free and equal in dignity and rights and that everyone is entitled to all the rights and freedoms set out in the Declaration, without distinction of any kind, in particular as to race, colour or national origin.

Considering that the Universal Declaration of Human Rights proclaims further that all are equal before the law and are entitled without any discrimination to equal protection of the law and that all are entitled to equal protection against any discrimination and against any incitement to such discrimination.

Considering that the United Nations has condemned colonialism and all practices of segregation and discrimination associated therewith, and that the Declaration on the granting of independence to colonial countries and peoples proclaims in particular the necessity of bringing colonialism to a speedy and unconditional end.

Considering that any doctrine of racial differentiation or superiority is scientifically false, morally condemnable, socially unjust and dangerous, and that there is no justification for racial discrimination either in theory or in practice.

Taking into account the other resolutions adopted by the General Assembly and the international instruments adopted by the specialized agencies, in particular the International Labour Organization and the United Nations Educational Scientific and Cultural Organization, in the field of discrimination.

Taking into account the fact that, although international action and efforts in a number of countries have made it possible to achieve progress in that field, discrimination based on race, colour or ethnic origin in certain areas of the world none the less continues to give cause for serious concern.

Alarmed by the manifestations of racial discrimination still in evidence in some areas of the world, some of which are imposed by certain Governments by means of legislative, administrative or other measures, in the form inter alia, of apartheid, segregation and separation, as well as by the promotion and dissemination of doctrines of racial superiority and expansionism in certain areas.

Convinced that all forms of racial discrimination and, still more so, governmental policies based on the prejudice of racial superiority or on racial hatred, besides constituting a violation of fundamental human rights, tend to jeopardize friendly relations among peoples, co-operation between nations and international peace and security.

Convinced also that racial discrimination harms not only those who are its objects but also those who practise it.

Convinced further that the building of a world society free from all forms of racial segregation and discrimination, factors which create hatred and division among men, is one of the fundamental objectives of the United Nations.

1. Solemnly affirms the necessity of speedily eliminating racial discrimination throughout the world, in all its forms

and manifestations, and of securing understanding of and respect for the dignity of the human person;

2. *Solemnly affirms* the necessity of adopting national and international measures to that end, including teaching, education and information, in order to secure the universal and effective recognition and observance of the principles set forth below;

3. *Proclaims* this Declaration:

Article 1

Discrimination between human beings on the grounds of race, colour or ethnic origin is an offence to human dignity and shall be condemned as a denial of the principles of the Charter of the United Nations as a violation of the human rights and fundamental freedoms proclaimed in the Universal Declaration of Human Rights, as an obstacle to friendly and peaceful relations among nations and as a fact capable of disturbing peace and security among peoples.

Article 2

1. No State, institution, group or individual shall make any discrimination whatsoever in matters of human rights and fundamental freedoms in the treatment of persons, groups of persons or institutions on the grounds of race, colour or ethnic origin.

2. No State shall encourage, advocate or lend its support, through police action or otherwise, to any discrimination based on race, colour or ethnic origin by any group, institution or individual.

3. Special concrete measures shall be taken in appropriate circumstances in order to secure adequate development or protection of individuals belonging to certain racial groups with the object of ensuring the full enjoyment by such individuals of human rights and fundamental freedoms. These measures shall in no circumstances have as a consequence the maintenance of unequal or separate rights for different racial groups.

Article 3

1. Particular efforts shall be made to prevent discrimination based on race, colour or ethnic origin, especially in the fields of civil rights, access to citizenship, education, religion, employment, occupation and housing.

2. Everyone shall have equal access to any place or facility intended for use by the general public, without distinction as to race, colour or ethnic origin.

Article 4

All States shall take effective measures to revise governmental and other public policies and to rescind laws and regu-

lations which have the effect of creating and perpetuating racial discrimination wherever it still exists. They should pass legislation for prohibiting such discrimination and should take all appropriate measures to combat those prejudices which lead to racial discrimination.

Article 5

An end shall be put without delay to governmental and other public policies of racial segregation and especially policies of apartheid, as well as all forms of racial discrimination and separation resulting from such policies.

Article 6

No discrimination by reason of race, colour or ethnic origin shall be admitted in the enjoyment by any person of political and citizenship rights in his country, in particular the right to participate in elections through universal and equal suffrage and to take part in the government. Everyone has the right of equal access to public service in his country.

Article 7

1. Everyone has the right to equality before the law and to equal justice under the law. Everyone, without distinction as to race, colour or ethnic origin, has the right to security of person and protection by the State against violence or bodily harm, whether inflicted, by government officials or by any individual, group or institution.

2. Everyone shall have the right to an effective remedy and protection against any discrimination he may suffer on the ground of race, colour or ethnic origin with respect to his fundamental rights and freedoms through independent national tribunals competent to deal with such matters.

Article 8

All effective steps shall be taken immediately in the fields of teaching, education and information, with a view to eliminating racial discrimination and prejudice and promoting understanding, tolerance and friendship among nations and racial groups, as well as to propagating the purposes and principles of the Charter of the United Nations, of the Universal Declaration of Human Rights, and of the Declaration on the granting of independence to colonial countries and peoples.

Article 9

1. All propaganda and organizations based on ideas or theories of the superiority of one race or group of persons of one colour or ethnic origin with a view to justifying or promoting racial discrimination in any form shall be se-

verely condemned.

2. All incitement to or acts of violence, whether by individuals or organizations, against any race or group of persons of another colour or ethnic origin shall be considered an offence against society and punishable under law.


3. In order to put into effect the purposes and principles of the present Declaration, all States shall take immediate and positive measures, including legislative and other measures, to prosecute and/or outlaw organizations which promote or incite to racial discrimination, or incite to or use violence for purposes of discrimination based on race, colour or ethnic origin.

Article 10

The United Nations, the specialized agencies, State and non-governmental organizations shall do all in their power to promote energetic action which, by combining legal and other practical measures, will make possible the abolition of all forms of racial discrimination. They shall, in particular, study the causes of such discrimination with a view to recommending appropriate and effective measures to combat and eliminate it.

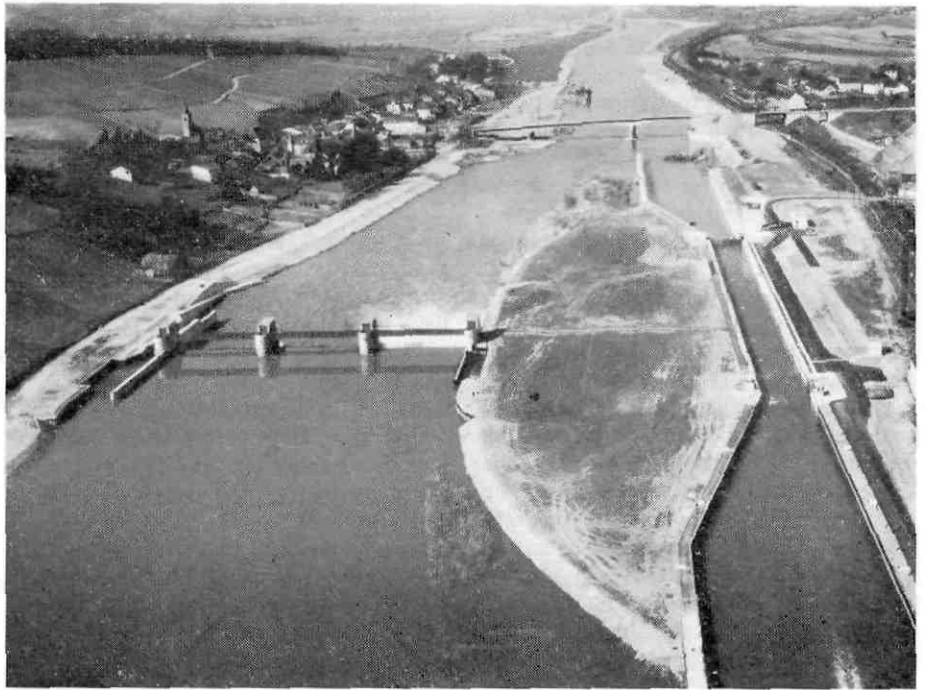
Book review

Labour Education (No. 1, June 1964) published by the International Labour Office, Geneva.


 THIS IS THE FIRST ISSUE of the bulletin, published in English, French and Spanish by the Workers' Education Division of the ILO, which aims to act as a clearing house of information on workers' education, making available a wide range of information on the important work done in this field in different regions of the world. It contains sections giving news on the work done by trade union and workers' education organizations throughout the world; on activities of the ILO in this field, in collaboration with trade unions; on the International Institute for Labour Studies (see article in the *ITF Journal*, March 1963); and a useful section on workers' education literature.

We apologize for a mistake in a caption to a photograph of participants at the Vienna Executive Board meeting in the September ITF Journal (p. 180 top): Third from left is Malaya bin Mohd. Ali, a guest from Malaya, and not R. Kamisawa as stated.

The Moselle - new inland waterway



Each lock has a dam. Eleven dams in Germany and Luxemburg work hydroelectric generating plants attached to them. One of these - at Coblenz - already existed

 FROM ROMAN TIMES until the advent of the railway and the invention of the internal combustion engine the Moselle was an important transport route. Up until the middle of the last century the Moselle carried a tenth of all Rhineland traffic. But seasonal conditions prevented the river from being used for part of the year, and goods formerly transported along it could be carried more economically by road and rail.

One of the first vessels to use the newly canalized Moselle passes through the lock at Apach, where the river passes the point where France, Germany and Luxemburg meet



In the twentieth century it was seen to have great potential importance as a connection route between the waterway networks of France and Germany. In 1953 the European Conference of Ministers of Transport expressed interest in the possibility of canalizing the Moselle to make it more serviceable for navigation. On 27 October 1956 Germany, France and Luxemburg signed a treaty under which work was to be undertaken to make the Moselle navigable between Thionville in eastern France and Coblenz in Germany where it flows into the Rhine. Under this treaty a 271 kilometre long stretch of the river was to be dredged and equipped with locks, so as to make it accessible for vessels of 1,350 tons, in the shortest possible time. The work was carried out as a joint enterprise by the three countries under their respective waterways administrations and the International Moselle Company, took seven years to complete, and the route was opened to shipping on 26 May 1964.

The canalization of the Moselle has made the French industrial area of Lorraine accessible to the large craft which

ply the Rhine. Push boat convoys of 3,200 tons, 165 to 172 metres long and 10.5 to 11.4 metres wide, and self propelled 900 ton boats towing single 1,350 ton barges are now able to enter the Moselle at Coblenz and proceed as far as Thionville on the edge of one of France's most important mining and steel manufacturing areas. The return journey between those two points is around three days. To enable boats drawing 2.50 metres of water to use the route the whole year round it has been found necessary to sink the navigable channel to a minimum depth of 2.90 metres. Its maximum width along the straight is 40 metres, though it has been found necessary to increase this in the bends.

Thirteen new dams have been built: two in France, two along the stretch which marks the border between Luxemburg and Germany, and nine in Germany itself. One dam already existed at Coblenz connected to hydroelectric generating station. All the remaining dams along the German stretch have power generating plants. The costs of their construction were borne by Germany.

The expense of building the various wharves was met by local business interests. The main ones are at Coblenz and Trier (Germany), Merttert (Luxemburg) and Thionville (France). The new international waterway will eventually be extended to penetrate further into the Lorraine industrial area. It is expected that Rhine traffic will be able to go upstream as far as Frouard, just north of Nancy, by 1968.

The Moselle has become a toll paying river. The toll charges are roughly equivalent to those in effect on the Main and the Neckar in Germany. Levels of freight traffic in the order of 9 to 10 million tons were expected quite soon after the Moselle waterway was opened for service. The heaviest traffic is in coke, coke products and minerals upstream, and in steel, dross, corn, wood and dairy produce downstream.

Although the greater part of the Moselle waterway passes through German territory, it does not benefit German interests in any great measure, for it provides a welcome outlet for the metallurgical products of the Lorraine industrial region, without any return traffic of great value from Germany. A possible exception is coal and coke from the Ruhr and Aachen coalfields, which have hitherto been carried by rail. The railway administrations of the three Moselle states and

Belgium have agreed on special reduced tariffs for coal transport to Lorraine in order to compete with the water carriers.

The cost of the canalisation, and of all the installations necessary, was met by the French while the Germans paid for the construction of the electrical plants in German territory, the power from which will flow into the German grid. Germany is compensated by this to some extent for the disadvantages which the waterway constitutes to her economy. Luxemburg agreed to cooperate in the scheme on promise of certain compensations by France. These consisted of a gift of 20 electric locomotives and the writing off of certain debts held to France.

Conditions of navigation on the Moselle are roughly the same as those obtaining on the Rhine. A Moselle Commission has been set up to administer the waterway, with more or less the same functions as those exercised by the Rhine Commission. It is composed of six members; two for each riparian state. It has its headquarters at Trier in Germany. Possibly in the future a single Commission will administer the two waterways together.

Against oil pollution at sea



LAST YEAR 700 MILLION TONS OF oil were transported across the

world's oceans in tankers belonging to the shipowners and oil companies of all countries. This traffic is vital, but it has created a problem: pollution of the seas. Light oils and petroleum products, such as gasoline and kerosene, evaporate quickly and cause no pollution. But heavier oils, such as fuel and diesel oil, and crude oil are not volatile. They can drift for long distances, they pollute fishing grounds and are eventually deposited on some stretch of coast.

There are occasions when oil has to be discharged from vessels at sea. Some oil pollution results from unavoidable accidents but the main cause of it is the practice by which tankers carrying crude oil clean their tanks at sea. Washings containing minute quantities of crude oil are discharged into the sea. These quantities in themselves are not important, but the aggregate amounts which find their way into seas, particularly in view of the vast increase in crude oil traffic since the last war, are alarming. Three international conferences on oil pollution at sea have been held since the last war. A Convention adopted by the first and amended by the second and third provides for the prohibition of the discharge of oil in certain specified zones and for the installation in ports and oil terminals of facilities for receiving oily residue from dry cargo ships and tank washings from tankers. The last conference in 1962 laid down an absolute world wide prohibition on discharges from vessels of 3,000 dwt and over.

This provision will not come into force, however, until the Convention has been ratified by a sufficient number of states. A further drawback to the solutions provided in the international convention is that it only applies to vessels flying the flags of those countries which have ratified it. And if all ships obey the letter of the convention, there are still some areas where the discharge of oil is permitted. This oil is bound to drift ashore sooner or later.

Three of the major oil companies have introduced a more efficient method of ensuring against oil pollution: the 'load on top' system. With this method the tanks may be washed as before, but the oily waste is not discharged into the sea. It is collected into a single tank and left to settle, the oil forming a layer on the top. On discharge only the water is pumped back into the sea, and the new cargo of oil is pumped in on top of the washings, from the previous cargo, if the vessel is

(Continued on page 224)


This aerial photo shows an example of how the Moselle has been adapted for modern navigation. A dam has been built on the river while a canal link has been laid with a lock to cut off the bend. The canalized part of the river will now take 3,200 t convoys




News from the Regions



Trade union college in Abidjan

 HERBERT TULATZ, Assistant General Secretary of the ICFTU, was received by the Minister for Education of the Ivory Coast in Abidjan recently. The Minister assured him that he warmly welcomed the ICFTU's plan to build a college in Abidjan which would serve to train trade union leaders from all French-speaking parts of Africa. The ICFTU has obtained an area of 15,000 square metres in the university quarter of Cocody.

Committee to look into wage levels in Kenya

 A COMMITTEE has been appointed to advise the Kenya government on methods of improving wage levels and the possibility of abolishing differentials in wages between men and women.


The committee will advise on how a wage structure reflecting ability and experience can replace the present structure, which in some cases is based on race and colour. It will review the relationship between collective bargaining and the statutory wage regulation machinery. It has also been charged with fixing rural minimum wages and with the responsibility of finding out how current differentials in wages paid to men and women can be abolished without affecting efficiency and productivity. The committee will be composed of representatives of

A committee representing both sides of industry and the government is to look into ways of securing equal pay for women workers in Kenya (EAR & H photo)



both sides of industry and of the government.


Common markets in developing areas

 REPRESENTATIVES of the government of Egypt, Iraq, Kuwait, Jordan and Syria recently signed a document forming an Arab Common Market. Among the aims of the association stipulated in the document are: freedom of movement for persons and currency; freedom of exchange of local and foreign products; freedom of transit and free use of airports and harbours.

Heads of four West African states – Sierra Leone, Ivory Coast, Liberia and Guinea – also met in August to consider the possibility of linking their countries in a free trade association. The difficulties in this instance are considerable. The states in question have different currencies, produce and export many of the same commodities, and have non-African trade alliances – Sierra Leone with the British Commonwealth and the Ivory Coast with the European Community, for example. They do not trade with each other to any large extent at present.

After a three day meeting the four heads of state decided to appoint a high level study committee which is to report back by the end of January. The heads of state will meet to consider further moves next April. Final arrangements may be limited, but the four countries may be able to formulate a common policy for siting industries, for cooperation in trans-frontier road building and for increased student exchanges.

New minimum wage for Argentinian workers


 THE GOVERNMENT OF ARGENTINA has laid down a new minimum wage for the country's workers. It has been fixed at 14,000 pesos for a married worker with one child and at 9,800 pesos for a single worker (390 pesos = £1 or \$2.8). The minimum wage regulations came into force for employees of private industries on 1 August and will become effective for Government workers on 1

November of this year.


Shipping line for East Africa

 THE GO-AHEAD has been officially given to a plan to establish an East African National Shipping Line. Agreement was reached on this at a meeting of the East African Ministerial body uniting the Communications Ministers of the three East African countries concerned in the shipping project: Kenya, Tanganyika and Uganda. They agreed to the immediate opening of negotiations in Dar-es-Salaam.


African trade union views

 WHILST IN LAGOS, Nigeria, recently for a meeting of the ICFTU African Regional Organization's Executive Board, AFRO Chairman, Humphrey M. Luande, condemned the subversive activities of the Communist orientated All African Trade Union Federation, deploring their aim, which was permanently to divide the African trade union movement. And speaking on the diminishing freedom of workers' organizations in certain newly independent African countries, he said: 'We the free workers of Africa want economic changes that would offer us a steady and progressively rising living standard, within a social and political framework which guarantees peace, security and freedom. He called for the vigilance and concerted action of all democratic trade unions to intensify the struggle in the defence of legitimate rights and freedom of workers and trade unions.'

Nigeria's recalcitrant employers

 THE AGREEMENT between the workers' organizations, the Nigerian Employers' Consultative Association and the Government, which brought to an end the general strike in Nigeria last June, is still a controversial issue. Disputes have arisen in industries all over the country resulting from the reluctance of employers to pay their workers the rates specified in the agreement. Trade Union leaders have called for legislation to right this situation.

Officers' unions probe shipboard noise

 LIFE IN AN AGE which has machines or mechanical aids for the performance of almost every kind of job has become progressively easier, as technology has advanced, but machines also present their problems. One of these is noise. The larger the number of moving parts which an installation incorporates, the greater the volume of noise which it will generate. The noise problem is especially acute on board ship. The evolution of the merchant vessel from the old steam type to the modern motor or turbine driven ship has been accompanied by an increase in noise volumes to which seafarers are exposed. It has been found that the engine room of a modern merchant ship is one of the noisiest places to work. The dangers of constant exposure to high noise levels are all the more serious because they are not readily discernible. Loss of hearing through exposure to loud noise is a gradual process which the victim may not notice until his hearing is severely impaired. Psychological disturbances may also result, for it must be remembered that the seafarer is not in the same position as the factory worker who is usually out of earshot of the noise of his machine when he goes home after the day's work. The seafarer can never escape entirely from his work environment while still aboard the ship.

Irritability, ill-humour and discontent are typical symptoms of the stresses to which people are subjected when working exposed to loud noise. Their ability to concentrate and carry out exacting jobs is reduced.

Startling results

To establish more facts about this problem the Scandinavian Engine Room Officers' Federation recently carried out a survey of hearing defects amongst engine room officers on board vessels of the Scandinavian merchant fleets. It showed some startling results. Only 14 per cent of the engine room officers examined had normal hearing. 34 per cent had suffered severe impairment and 42 per cent slight impairment. 7 per cent had hearing defects caused partly by noise, and 3 per cent had defects traceable to other causes entirely.

Research into the general effects of noise is only just beginning, but its possible effects on the human hearing organism are known. Over recent years it has been established that continuous exposure to noise in a volume range of 80 to 90 decibels (dB), which makes low-voiced conversation difficult, causes permanent loss of hearing.

Certain safety aspects also come into the question of noise in the engine room. Safety depends to a large extent on effective communication. Words of command or warning calls may be misunderstood or not heard at all. Hearing defects therefore also carry an accident risk.

Seafarers unprotected

The Scandinavian study* into noise in the engine room has proved wrong the assumption often heard that a man can accustom himself to loud noise. He can only get used to being deaf.

Although much of significance has

come from conferences and publications concerning this problem few national regulations have been set up to prevent damage to seafarers' hearing through noise on board ship. Regulations which have been adopted contain no more than general recommendations. In Sweden for example, according to legislation dating back to 1954 which deals with insurance against work injuries, deafness or impairment of hearing due to noise or vibrations from machinery in the place of work count as work injuries. Swedish law has however not dealt with the question of protecting seafarers against the effects of such noise and vibrations, though ship construction regulations specify that machinery liable to cause bodily injury should be equipped with appropriate protective devices or installations. As regards crew accommodation the regulations demand that it should be insulated against loud noise emanating from other parts of the vessel. But this specification has not been followed up with an appropriate indication of the highest permissible noise volume in the living quarters.

Noise reduction in the engine room should be no great problem at the present stage of advancement of shipping technology. The seafarers' organizations are generally of the opinion that the problem is more a financial than a technological one.

Engine room noise is complex in its origin, made up of sound produced by the

*) The British Ship Research Association is also carrying out a study of noise on board ship. The study is to cover a wide range of ships and will extend over several years. After all the necessary data have been collated and analyzed, BSRA hopes to be able to provide guidance to shipowners and shipbuilders on reducing noise in ships to the lowest possible level.



main engines, generators, pumps, fans, compressors, etc. Each noise has a different volume and a different frequency. Those in medium or high frequency ranges are the most dangerous. Studies have established that the reduction gears in turbine vessels produce noise with a volume of 102-110 dB and a frequency of 1859 c/s, and that certain components in diesel engines produce volumes of up to 118 dB and frequencies of 1600-6400 c/s. These are the noise levels against which protection is most vitally needed. Another study has shown that the average noise level at different places in the engine room of a motor vessel can be between 100 and 110 dB. The loudest noise volume in a high frequency range was an earsplitting 126 dB in a generator room.

Noise reduction

There are a number of measures which could be taken to reduce the overall volume of noise in the engine room. Better balance of moving parts, more accurate cutting of reduction gear teeth, reduction of revolutions, silencers for air intakes, insulation of particularly noisy parts by means of acoustic hoods, elastic mountings and sound proof control boxes would do much to relieve the pressure of noise on those who work in the engine room.

Reduction of noise in the crew's quarters can be achieved by insulating the main and auxiliary engines from the hull by means of elastic mountings for the machinery along with sound-proofing and better insulation of the crew's quarters. Moreover the quarters themselves should be positioned as far from the engines as possible in the first place.

The majority of measures for reducing noise are of the type which should be planned at the design stage. In the case of vessels already in service which have been found to have a level of noise above that acceptable from a health point of view, where to tackle the problem at source would be out of the question, attention must be concentrated on cure rather than prevention. Individual protection, by means of ear muffs for example, is a solution, though the discomfort of wearing earmuffs in the hot oily atmosphere of a ship's engine room creates a disadvantage to this kind of protection.


Precautions

The shipping employers would do well to consider introducing regular hearing

tests for engine room personnel. It is of special importance to keep a check on those employees who are particularly sensitive to loud noise or who are thought to be going deaf, so that proper precautions may be taken in time. Hearing tests should also be made before men are signed on for engine room service.

The Swedish Engine Room Officers' Union, which took the initiative in getting the Scandinavian survey underway, expressed the hope at its last congress that the authorities concerned – ship-owners, shipbuilders, shipping insurance companies and medical experts, together with the seafarers' organizations – will interest themselves in the problem of noise in the engine room, and work together towards a satisfactory solution of it. The task is to arrest damage which has already occurred to the hearing of some engine room employees and to save many more from reaching their retirement completely or partially deaf.

310 miles in 3 hours

 THIS OCTOBER SEES the inauguration of a new high speed railway in Japan. It is the new Tokaido line, linking Tokyo with Osaka and covering a distance of 310 miles along Japan's Pacific coast. The journey between these two cities will eventually be accomplished in 3 hours at a maximum scheduled speed of 125 miles per hour.

In 1959 it became apparent that the existing 347-mile line linking Tokyo with Osaka was heavily overburdened. The cities which lie on the line constitute the nation's most densely populated area (36 million inhabitants). The old Tokaido line connects Japan's large and most important industrial cities, which together contribute 70 per cent of the country's industrial production. More than 33 million passengers and 13 million tons of freight were being transported each year. Some 260 trains were using the line every day, running at 4 minute intervals. Traffic had reached saturation point and it was clear that something had to be done, unless the nation's economic expansion were to be retarded. The decision was made to build an entirely new Tokaido line, and the engineers were quickly called in on the job. Construction work began in April 1959.

For operation at the high speeds planned the new line had to be as straight as possible. There are no level crossings and curves have been largely eliminated. Those which had to remain were made



On a test run last year one of Japanese National Railways' new Tokaido Line trains reached the maximum speed of 160 miles per hour. A spokesman of the Company said he was confident that the trains could easily manage speeds of 217 miles per hour by adjustment of gear and engine ratios. All possible measures have been taken in the construction of the new 310-mile line to ensure maximum safety of operation

as gentle as possible. 3,100 bridges and 640 tunnels had to be built and the rails were laid in mile-long sections, with joints specially designed to take up heat expansion. Each car of the trains has its own motor, which means that the motive power is distributed over the whole train and the load is shared equally by all axles. The trains consist of 12 cars, each weighing 60 tons and shaped like the fuselage of an aircraft to reduce air resistance. They ride on pneumatic springs to reduce sway. The tracks are mounted on rubber cushions which in turn are mounted on pre-stressed concrete sleepers.

The accident record of Japanese National Railways – 10,000 deaths per year – has given rise to a thorough study of the safe operation of such high speed trains. The JNR engineers have designed the new line to be as accident proof as possible. The train driver's functions have been reduced to the minimum. All he has to do is start and stop the train. For most of its journey it is run automatically by a transistorized electronic brain which is located at Tokyo central station. Should an emergency arise along the track the automatic control system brings all trains in the area to a halt. The front of each train is fitted with a rubber backed steel skirt which will clear the line of any obstacle in its path.

The railwaymen's unions are continuing their vigorous campaign for improved safety throughout the network.

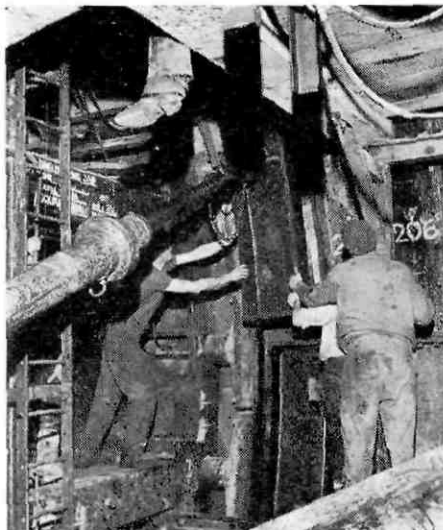
London on the move



The aerial photo shows the route one of the proposed new urban motorways will take. The elevated road superimposed on the picture in the foreground will carry traffic between central London and the main routes to Wales and the west of England. A connecting road branches off to the south eventually to link south London with western routes

With a population of over 9 millions, London's transport requirements are quite spectacular. On an average weekday some 16 million journeys are made by motorized transport. To cater for all these journeys there are 1,250,000 private cars, 260,000 motor cycles, 191,000 goods vehicles, 8,000 buses, 6,000 taxi cabs and over 1,000 coaches. To find out the best way in which the city's road system could be improved to cope with these immense and ever increasing volumes of motor traffic, a comprehensive traffic survey was commissioned jointly by the British Ministry of Transport and the London County Council. The London Traffic Survey, one of the largest undertaken anywhere in the world, was begun in 1962 and has still not yet been completed. Phase one has been carried out however, and the results of it have been published. It has established essential facts and figures about current patterns of movement in London. Phase two will forecast movement patterns for 1971 and 1981. In addition to the Traffic Survey the firms concerned have also been commissioned to carry out a transportation study, which will apply the results of the Survey to the development of an overall transportation plan for London, giving the city 'a flexible communications network with ease of travel by both road and rail.'

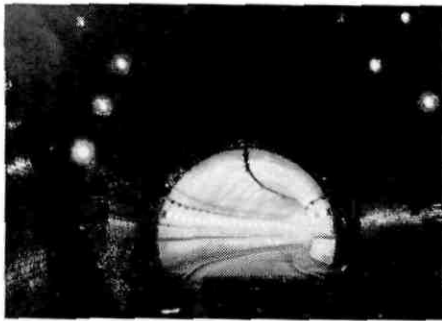
To ease congestion on the London Underground, a new line is being built from Victoria Station, one of British Railways' busiest terminals, across the central area to some of the densely populated suburbs in the north east particularly Walthamstow



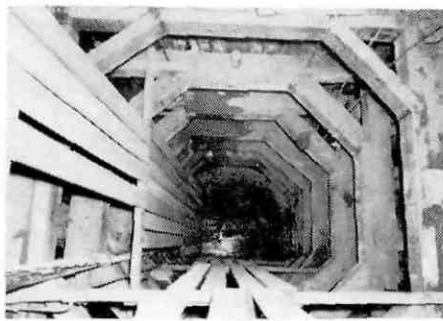
The survey area covers 941 square miles, enclosing the whole of the Greater London conurbation. It was found that of the 8,815,000 vehicle journeys made in this area on an average weekday 94 per cent began and finished within the area. Only 38 per cent of households own cars, but the Survey revealed that the car owners make more than twice as many journeys as non-car owners. Of all one way journeys made by individuals (person journeys) within the Survey area 35 per cent are made by bus, 46 per cent by car, motor cycle or other private vehicle, and 19 per cent by underground or surface railway.

The mode of transport varies with purpose of the journey. In London 82 per cent of journeys by surface railway and 72 per cent of those by underground were

for the purpose of work, but only 53 per cent of bus journeys, 34 per cent of car journeys and 14 per cent of taxi journeys were for this purpose. The surface and underground railway systems are thus of importance for peak period travel in London. Together these systems total some 700 route miles, of which 206 are on the underground. Between 1952 and 1962 the number of persons entering the central area of London during the morning peak period rose by 11 per cent. The number coming in by private road transport and by train increased substantially more than this, but bus passengers decreased by over 30 per cent. The number of people using buses for off peak travel outside the central area decreased to an even greater extent. Nevertheless the buses, the underground and the surface



The Blackwall Tunnel carries traffic under the Thames in London's dockland. Work has been started on a second tunnel at that point, so that eventually one way streams of traffic will be able to flow between the two banks, thus relieving the chronic congestion



railway lines still serve about 90 per cent of all peak period travel to the central area and over 50 per cent of all weekday journeys in Greater London as a whole.

However car ownership may eventually rise to 90 per cent of all households. And, as the Survey established, car owners undertake more journeys than non-car owners. London's road system will have to cater for heavy increases in traffic volumes in the years to come. The number of cars in London (1¼ million) is certain to increase heavily over the next two decades. This is clear from the findings of the Buchanan Committee, reporting on Traffic in Towns last year. Traffic volumes in London, according to the recent Traffic Survey, were 40 to 50 per cent higher in 1962 than in 1952. Since 1952 traffic volumes have increased from between 3½ and 4 per cent per year at the boundary of the central area to nearly 8 per cent in the outer suburbs. The Survey has shown that car owners tend to use public transport for peak period travel to and from the central area, and it is expected that the increase in car ownership will lead to greater volumes of traffic outside the central area and for off-peak travel, rather than for journeys in connection with work in the centre.

Much has already been done in London to ease the flow of traffic on major radial and peripheral routes. Underpasses and flyovers have been built at major junctions; new one-way traffic systems have been introduced; and some roads including the main route from central London to the airport have been cleared for through traffic by bans on parking and stopping. Motorways are being extended to bring traffic into the urban area and the Blackwall Tunnel under the Thames is being duplicated. For the future, plans are in the making for a network of motorways to carry traffic between key

points within the urban area. These should be built during the 70's.

Whatever developments may occur in the field of private road transport, the London Traffic Survey has shown clearly that the public transport system – road, surface rail and underground – will still be needed over the years to come. To ease congestion in the underground a new line is already under construction between central London and some of the heavily populated suburbs to the north east. The Transportation Study which has been commissioned by the Ministry of Transport will determine what further new routes, extensions and measures to coordinate and improve existing facilities will be needed.


Book reviews

ICFTU publications

The International Confederation of Free Trade Unions has recently issued revised editions of some of its educational publications: two 'Know your facts' booklets, *Brief history of the International trade union movement* (No. 1; price 1s.) and *The European trade union movement within the ICFTU* (No. 4; price 2s.) and one in the series 'You and your union' on *Collective bargaining* (No. 6; price 6d.).

It has also issued an extremely attractive illustrated booklet entitled *The force of the future*, an introduction to the ICFTU and what it stands for, with particular emphasis on its programme for youth.


The European Community

 THE INFORMATION SERVICE of the European Community has published a short illustrated history of the development of the European Economic Community entitled *Uniting Europe*. It

covers the period from 1950 through the creation of the European Coal and Steel Community in 1951, the creation of the Common Market in 1957 up to 1964 and the plans for the future. It is designed mainly as propaganda material, and contains no information which cannot be found in many other publications on the subject.

A far better guide to the EEC is given in a booklet published by the German Trade Union Federation (in English) entitled *European Integration: From the European Idea to the European Economic Community*. This traces the course of European politics before and after the First World War and after the Second World War, and gives a detailed account of the ideas which went into the creation of the EEC, under the headings of economic aims, common economic policy, social policy, EEC and its relations with overseas countries, and the internal structure of the community. A particularly interesting chapter deals with trade unions and economic integration and there are appendixes describing the Coal and Steel Community and Euratom, and giving brief descriptions of the democratic trade union movements of the EEC countries and the ICFTU European Trade Union Secretariat.

Cuba trade unionists still in jail

 ATTEMPTS BEING MADE BY FIDEL CASTRO, Prime Minister of Cuba, to lessen the antagonisms between his country and the democratic nations will have no effect so far as the international trade union movement is concerned unless fine words are translated into action and the democratic trade union leaders of Cuba are released.

Francisco Aguirre Vidaurreta was arrested shortly after Castro came to power in January 1959, sentenced to nine years imprisonment and is still in jail. David Salvador, who fought with Castro against the Batista dictatorship, and who led the Cuban Confederation of Workers after Batista's fall, finally became disillusioned by the treatment of trade unionists who held democratic ideals and went into opposition. He was arrested and imprisoned on 5 November 1960 for protesting against the abuse of power by the Minister of Labour. After having been held in custody for more than eighteen months, he was sentenced to 30 years' imprisonment in August 1962.

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'La Fraternidad' suggests plan for Railways



Argentine railway station. This article gives a summary of the proposals put forwards by the ITF-affiliated Argentine Locomotivemen's Union La Fraternidad on a national transport policy, particularly as it affects the railway. Railwaymen are keen to revive the industry

■ A COUNTRY'S TRANSPORT SYSTEM ought to be a national asset, and it therefore follows that transport policy ought to be decided in the light of the national economic and social interest, and not unduly influenced by the shortsighted views of any interested groups as appears to be the case today. A long-term view is essential if the future prosperity of the country is to be properly served. What is needed is a transport system which will be able both to promote and serve the expansion of Argentina's industrial development during the next twenty years.

Up to now the different branches of transport and individual firms within each branch have had almost complete freedom to regulate their own rates of growth and areas of activity, and this has inevitably resulted in a haphazard transport system which as it stands cannot possibly be geared to serve the needs of the Argentina of tomorrow. The need now is for a properly coordinated transport system in which each branch of the industry will have its own 'sphere of influence' within which it can be of optimum value to the community and beyond which it is no longer economically viable or socially useful. These spheres of influence would be determined largely by geographical factors, the location of centres of production and consumption, population, etc., and in accordance with the needs resulting from planned economic growth.

In drawing up a coordinated transport programme one of the first priorities is a realistic assessment of costs. For example, railways have unnaturally inflated costs at present because they have very little freight custom and because the administration is extremely inefficient; on the other hand road transport bases

its prosperity on failure to observe labour legislation, on freedom to fix own rates and freedom from the need to pay its own infrastructure costs, etc., and the same goes to a degree for inland water transport.

In establishing general rules for transport coordination, La Fraternidad states that the following matters should be subject to regulation: minimum obligations of transport undertakings; minimum technical and operative skill required of those engaged in transport; spheres of influence of each sector of the industry together with points where the different branches would meet; methods of rate-fixing, regulation and control; qualifications required of employees; and the proper enforcement of labour and social security laws.

In addition a Federal Council of Transport should be established, with a code of principles governing the relations between national and local government and transport undertakings, and authority to force compliance with the law, set penalties of non-compliance, and prevent the formation of private monopolies.

A body of highly-qualified scientists and experts on transport policy should be

The Argentine Locomotivemen's Union 'La Fraternidad' has published a review of the current plans for developing Argentina's railways, at the same time putting forward its own ideas on national transport policy and its effect on the railways. An article by Assistant General Secretary Hans Imhof in this Journal some time ago (No. 2 of 1963) outlined the probable transport policy of the Argentine government, and we now give a summary of our affiliate's views on the subject.

Puntos de Vista de
 "La Fraternidad"
 Sobre Política Nacional
 de Transportes y su
 Materialización en
 Ferrocarriles



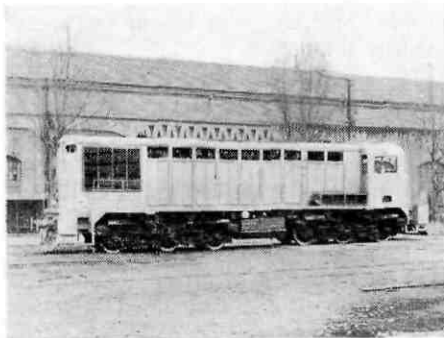
SOCIEDAD DE PERSONAL FERROVIARIO DE LOCOMOTORAS
 Hipólito Yrigoyen 1935 - Buenos Aires
 Año 1964

Title page of La Fraternidad's booklet: 'Comments of La Fraternidad on National Transport Policy and how it affects the Railways' - the union's detailed examination

set up to draft the regulations and to advise the government on their execution. This body might be known as the National Transport Planning Committee, and trade unions in the transport industry would be represented on it.

In its work this committee would have to consider the overall transport economy of the country, the social costs of transport generally and within each sector of the industry; it would also have

Italian-built diesel-electric locomotive supplied to Argentine State Railways. La Fraternidad calls for the establishment of a National Transport Planning Committee, composed of experts and including representatives of the trade unions concerned, to draft a coordinated transport plan

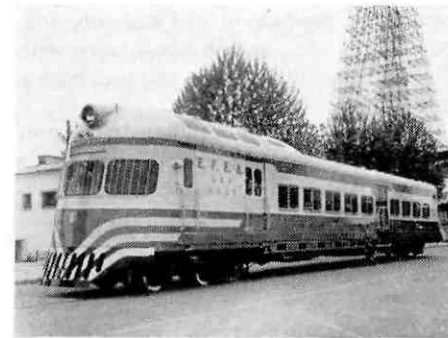


to determine where at present transport is not effectively serving the needs of the community, how this could be remedied, and what effect the creation of a properly coordinated transport system would have on the costs of each branch of the industry. Finally, it would propose measures of rationalization and modernization and advise top-level administration in each branch of transport on how to carry through reforms and alterations in accordance with the overall transport policy.

In this way the shameful waste of manpower and resource which at present results from ignorance and refusal to adopt a scientific approach would be avoided. Because of this lack of a rational approach the efficiency of the transport system has deteriorated alarmingly. On the railways alone thousands of millions of pesos have been thrown away in unwise investment, lines have been shut down, valuable workshops closed; no wonder the railways are not serving the nation as they should. And there is no sign in the present state of affairs that things are likely to improve. The railwaymen want to make their contribution in setting their industry back on its feet, not just for their own benefit, but for the benefit of the nation as a whole.

At the moment, the railways are quite incapable of promoting the economic development of the country. There is only 1 km of railway line for every 75 sq. km of area and for every 500 inhabitants, compared with a figure for the United States of 1 km for every 20 sq. km and 466 inhabitants. The railway network itself covers only a relatively small area of the country in the more

Argentine State Railways diesel hydraulic railcar. La Fraternidad proposes that the railways should be made the 'vertebral column' of the Argentine transport system, with the road transport network complementing the railways instead of competing with them as under the Government's plans



Trans-Andean train running from Argentina to Chile. La Fraternidad considers that only a vigorously expansionist policy can make the railways fulfil their proper role in promoting the development of the Argentine economy and play their part in a continental transport system in the years to come


highly developed north. La Fraternidad is convinced that the national policy for the railways should be expansionist; lines should be extended southwards into areas of potential growth. Under the plan railways should be expanded to form the 'vertebral column' of the national transport system, linking Patagonia in the south with the main body of Argentina's economic life and enabling full exploitation of the area's potential. This 'longitudinal' network would diminish the distances covered at present to bring goods to the centres of consumption and is the basic structure for a coordinated system.

Other transverse lines would link important areas of production and consumption, and road transport networks would be developed to work to and from loading and discharging centres at road-rail junctions and carry goods and passengers over the shorter distances. In this way road transport would complement the railways instead of competing with them as at present. It is also important that the eventual creation of a continental transport system for the whole of South America should be borne in mind when long-term plans are being drawn up.

Being of such vital national importance, the railways system should of course be state-owned. Railway management should be dedicated to the success of the industry, dynamic and forward-looking, highly qualified and well-organized. There should be a clearly defined management structure, with adequate delegation of authority right down the line. Overall planning must be centralized, and execution of these plans decentralized. The railways staff should be organized in three departments: administration, analysis and planning, and

(Continued on page 224)

50 years of progress

 THE SWEDISH SEAMEN'S UNION is fifty years old. It traces its origin back to 1914, when the Swedish Sailors' and Firemen's Unions were formed. The present union is the result of a merger of these and three other seafarers' organizations. It has a present membership of 15,100, including 800 women and 7,711 foreigners. To commemorate the jubilee, Yngve Gyllin, editor of the union's newspaper, *Sjömannen*, and of the Swedish version of the ITF Journal, has set down the organization's story in a three hundred page volume, entitled *Union on the Seven Seas* (Förebund på sju hav).

The Union's Congress, held from 23 to 28 August in Göteborg, was a fine opportunity for friends of the Union to convey their congratulations and good wishes for the future. It was attended not only by seamen's delegates from all corners of the globe where Swedish ships sail, but also by a number of guests and delegates from sister organizations in Sweden and abroad. By the end of the opening day, the Swedish seamen's leader, Johan S. Thore, was addressing the gathering from behind a pile of gifts. These included a glass vase bearing an inscription from the ITF. It was presented by ITF General Secretary, Pieter de Vries, who represented the transport workers' international at the meeting.

Brother de Vries congratulated the Union warmly on its achievements, declaring that these were of enormous sig-



The Congress was attended by a number of guests and fraternal delegates. Edvard Wilhelmsson, Secretary of the Swedish Trade Union Federation (LO), and Gösta Skoglund, Minister of Communications, were prominent figures among the guests

nificance to the ITF, for the workers of Sweden were a source of constant inspiration to the new recruits of the international movement. He recalled that the Swedish Seamen's Union was among the first of the ITF's affiliates to see the need for action against certain of the world's shipowners, who take advantage of extreme poverty in the developing countries in order to obtain cheap labour for their ships. Apart from the work the Union had done with the ITF Seafarers' Section, it was also tackling the problem within its own area. Arrangements were

It is five years since the Union met in Congress, and the delegates, representing 15,100 seamen serving aboard Swedish ships, had much to discuss. Among the items on the Agenda were the questions of working hours, seamen's taxation and company-established employment





Johan S. Thore, President of the Swedish Seamen's Union, gives his inauguration speech at the Union's 7th Congress

already being made with the ITF's cooperation to enrol in the Swedish Seamen's Union unorganized Asian seamen serving on board Swedish-owned ships which trade in the Far East.

It is five years since the Swedish Seamen's Union met in Congress, and delegates had a great deal to discuss. Among the many subjects for consideration were: the question of seafarers' working hours, a revision of the seamen's law and taxation system, and the company-established employment scheme.

Seafarers complain that reforms in working hours and conditions benefit workers on land immediately, but their introduction in the shipping industry always lags behind. The terms of reference of a committee set up recently by the Swedish government to study the introduction of the 40 hour week did not cover shipping. The Seamen's Union sent a memorandum to the government claiming equal rights with other workers in this issue. Seafarers are determined not to lag behind the rest of the nation as regards the introduction of the 40 hour week. In addition the Union, in cooperation with the stewards' and engine room officers' organizations, have worked out a proposal for revision of the seamen's law, which has been submitted to the Minister of Communications.

For visitors from abroad one of the most interesting achievements of the Swedish Seamen's Union is the scheme, introduced in the 1964 foreign trades agreement providing for company-established employment. Under this seamen in cer-

tain categories may apply directly to the shipping company for work on board one of its vessels. They are employed in the same way as workers on land, enjoy a regular income and annual holidays. The company may transfer them from one to another of its ships and, if some time elapses between voyages, may assign them to work ashore. All seamen are not automatically entitled to company-established employment. They may only apply after at least one year's service on one of the company's ships. But the scheme revolutionizes the traditional concept of ship-board employment, where the seaman signs on for a voyage or for a specific period, after which he may be obliged to find himself another ship. It gives him a steady job, a background against which he can start a home and a family without fear of unemployment. The shipowners also derive the advantage of having a permanent labour force.

(Continued from page 216)

carrying crude oil. If black oil is being carried the washings are discharged at the loading refinery before new cargo is taken on. This scheme is now in general operation by the three companies which pioneered it, and it is estimated that 80 per cent of the world's seaborne oil traffic is carried in ships owned or chartered by these companies. If others follow their lead there may be an end to oil pollution on the seas.

(Continued from page 222)

technical. Equipment will have to be renovated and modernized, and modern techniques will have to be employed in future. It is the lack of any forward drive up to now which has led to frustration among the employees; they need to be given a sense of purpose.

La Fraternidad proposes that the National Transport Planning Committee should draw up a programme covering a period of 18 years for the renewal and expansion of the railways. The first priority should be to renovate the infrastructure; there is only a limited degree to which lines in bad repair can be patched up, and new lines will be needed to take the strain of higher speeds and more up-to-date rolling stock. Mechanized equipment should be used for permanent way construction. Secondly, railway workshops should be brought back into service – the present 'rationalization' has decimated them – to cope


with the urgent job of maintenance and repair to existing traction and rolling stock. Finally, a sensible policy for ordering new locomotives should be put into practice.

The railways deficit is in reality not so enormous as it appears under present methods of calculation. At the moment the railways are indirectly subsidizing private industry by low rates; a realistic assessment of costs should be made, and rates fixed at an economic level. The only charge that can fairly be brought against the railways is that they are not providing a proper service to the community, and this would be remedied by an expansionist policy. So-called experts have laid the blame for the railways' deficit on the employees, and have suggested that by removing the railwaymen's hard-won gains in the way of wages, conditions of service and strength of trade union organization all the railways' problems would be solved. La Fraternidad energetically rebuts this charge and is determined that railway workers shall not be made to suffer for the mistakes of others.

(Continued from page 220)

To these cases were added dozens and hundreds more, with sentences ranging up to thirty years' imprisonment. The charges were mostly of 'counter-revolutionary activities'; others were executed. It is intolerable that men and women who were in the forefront of those who opposed the regime of the dictator Batista should now suffer in this manner at the hands of the 'liberator'; Castro can never hope to win again the good opinion of the free labour movement until these wrongs are righted.

Centenary of international socialist movement

 IN BRUSSEL at the beginning of September the Socialist International celebrated the 100th anniversary of the foundation of the International Working Men's Association. The original IWMA was primarily a trade union organization, but was destroyed by ideological differences; the Second International created in 1889, was a federation of political parties, and was destroyed by the First World War; recreated in 1923 as the Labour and Socialist International it was smashed again by dictatorship and the Second World War. The present International was formed in 1951.

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
- 316 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;

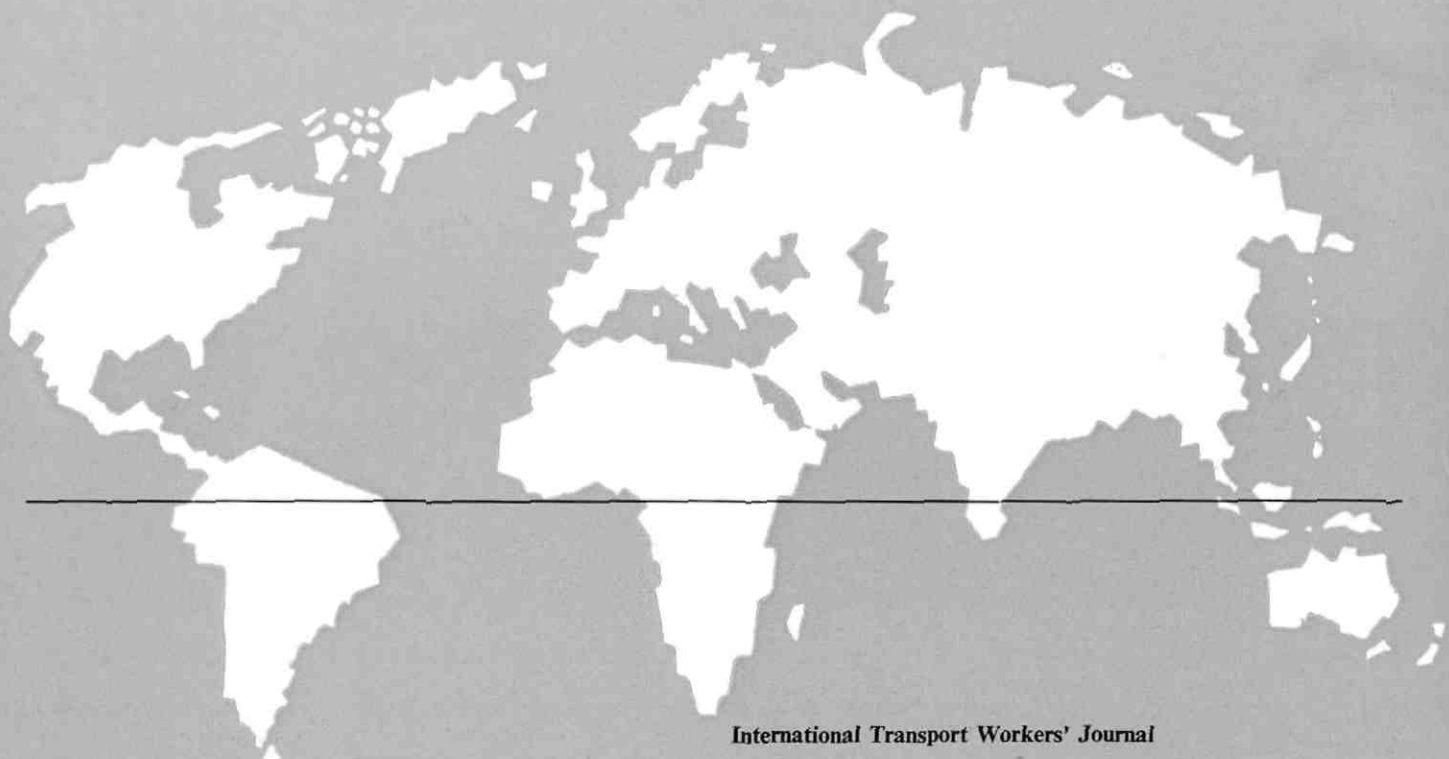
to represent the transport workers in international agencies performing functions which affect their social, economic and occupational conditions;

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
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

Editions of Press Report

Pressebericht

Pressmeddelanden

Communications de Presse

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

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