

International Transport Workers' Journal

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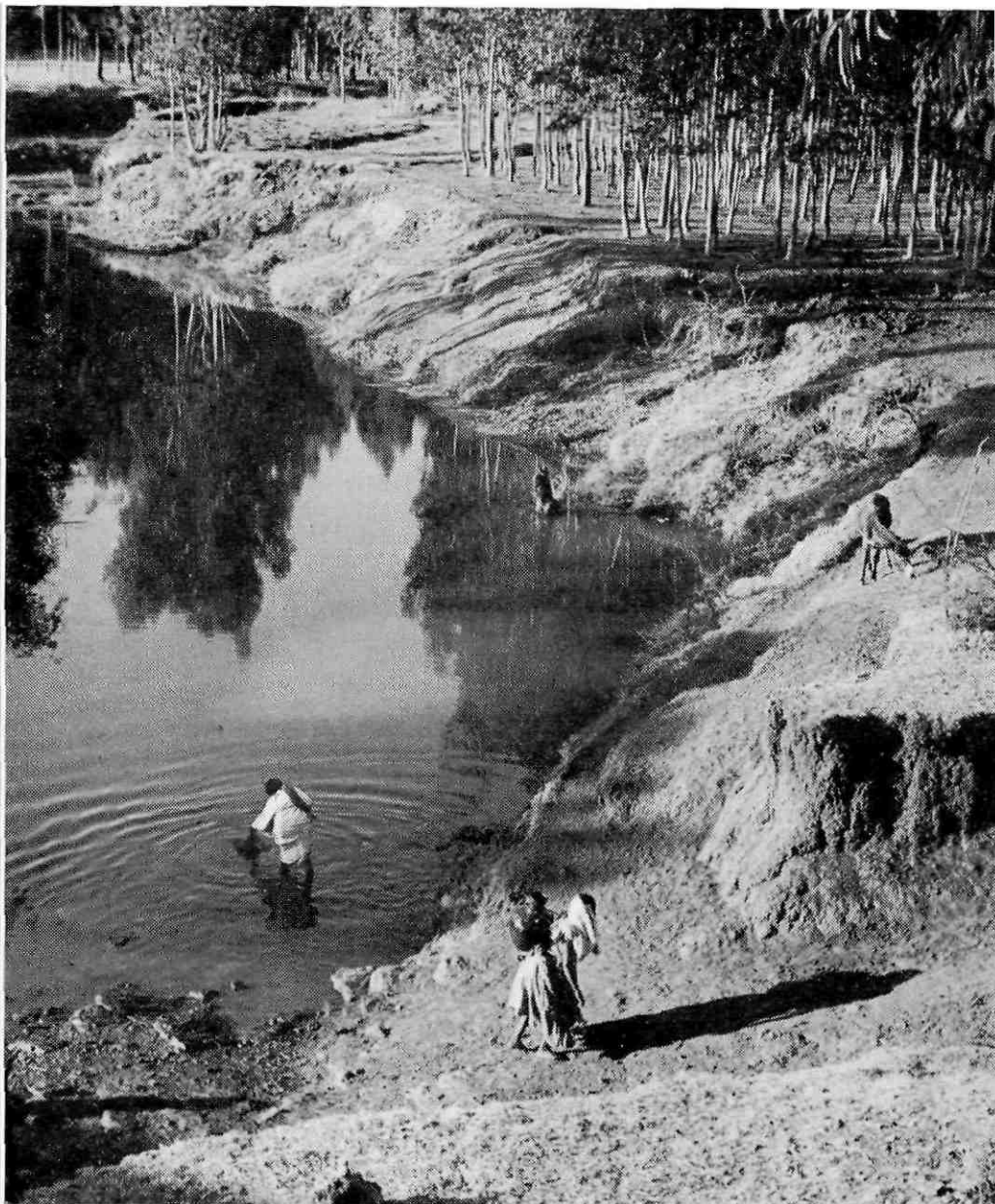
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Monthly Publication of the International Transport Workers' Federation

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Monthly Publication of the ITF

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Comment

General Secretary in Latin America

GENERAL SECRETARY of the ITF, Pieter de Vries, is at present engaged on a tour of Latin America and the Caribbean area, which began in Rio de Janeiro, Brazil, on 13 November. The trip will be an extensive one to enable him to visit as many countries as possible and to meet as many leaders of ITF-affiliated unions as possible. In addition to Brazil it will cover Uruguay, Argentina, Chile, Peru, Colombia, Venezuela and Curaçao, terminating in Mexico about mid-December.

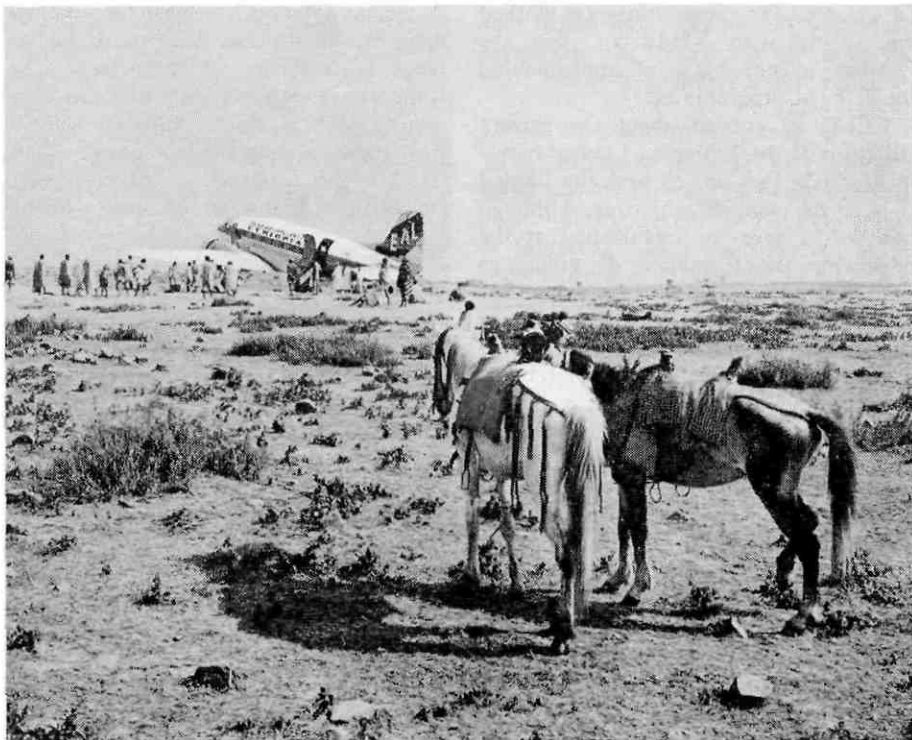
The ITF has 89 affiliates, grouping some 120,000 transport workers in 18 countries in the region. To his great regret the General Secretary will not be able to visit them all in the few weeks at his disposal to cover such a vast area.

This is the first visit he has made to the region since the ITF Regional Transport Workers' Conference that took place in Lima in 1961. Much has changed since then, industrially and politically and he feels it is time to take stock at first hand of the present situation. The ITF's strength in the continent is greater than ever, but many of Latin America's perennial ills – gross inequalities in wealth, economic and political instability, the actual or potential power of the military 'gorillas' – still afflict too many of her countries. The wonder is that the transport workers' unions have on the whole survived, or even flourished, in environments that sometimes threaten to destroy them.

It is the ITF's unshaken belief that, given the slimmest of fair chances, Latin America can become the prosperous, dynamic continent of which the promise has been evident for decades, though as yet hardly fulfilled. But the trade unions' part in progress has to be recognized by the powers that be and encouraged by the international trade union movement with all its energy. Nowhere is this role more important than in transport in a region where distances are measured in thousands rather than hundreds of miles, and the ITF counts itself fortunate that over recent years it has built up a strong and intensely loyal body of affiliates.

The General Secretary's main motives in visiting Latin America are to knit the ITF's Latin American community even tighter, to assure them, by his presence and the message he is to give them, of the profound identity of interests between them and the ITF as a whole, and to convince them that in the difficult times which certainly lie ahead, the ITF will maintain the unwavering support on which so many of them have come to rely.


Transport trade unions in Ethiopia



Air transport is the only way of reaching many parts of Ethiopia. EAL, the national airline, operates a considerable number of domestic services, for which native Ethiopian pilots are extensively employed. The Airlines Union has 700 members in the capital

Much of Ethiopia is still very wild. Large areas are without roads, telephones and electricity. But the climate is pleasant for most of the year because of the altitude



 ITF REPRESENTATIVE IN EAST AFRICA, Walter Townsend, paid visits recently to the Sudan and Ethiopia, to contact leaders of transport workers' organizations. The ITF has no affiliates in either country, and, till now, relatively little has been known about trade union activity in their respective transport industries. Townsend's visits did much to further future ITF relations with unions in the two countries, and the ground was prepared for some valuable work in Ethiopia.

Ethiopian trade unions were formed following the issuance of the Decrees on Labour Relations and Public Employment by Emperor Haile Selassie on 15th October 1962. Some activity of a trade union nature had been carried on by railway workers and attempts had been made to form trade unions but all such activity was temporary in nature. After issuance of the decree, unions were quickly formed and the Confederation of Ethiopian Labour Unions (CELU) was formed in April 1963.

Ethiopian labour law favours the formation of plant or company unions and initial organization has been on this basis. There are more than eleven unions in the transport and related industries in the Addis Ababa and Dire Dawa areas, where all union organization is concentrated. These unions have a total membership of about 6,000 workers and are all affiliated to CELU.

The organizational energy unleashed by the Labour Relations Decree has

now diminished and a new stimulus for organization must be found which will push the trade union idea into new areas and lead to the formation of a true national movement.

It seems that trade unions are the first voluntary mass type organizations to be permitted or developed in Ethiopia so there is no reserve of experience in group work upon which trade unions can draw for leadership. There are few workers who can, given a brief exposure to trade union principles, take over and do an effective job of trade union organization and administration. CELU has only two or three full-time workers, and upon these few is thrust the full burden of organization, propagation, administration and liaison with the Department of Labour. The International Confederation of Free Trade Unions has stationed Lenart Kindström in Addis Ababa as an adviser to CELU. The Friedrich Ebert Stiftung of West Germany has two men stationed in Addis Ababa also to assist

CELU. CELU's programmes are worked out jointly with Kindström, and the German agency helps in implementing the ICFTU programmes.

CELU is worried about the present structure of the Ethiopian Labour movement which sees unions basically limited to a single plant or employer. Although this was a spur to organization at the beginning, the formation of numerous small unions now acts as a drag upon the growth of the movement. The unions see themselves as independent entities, although they are incapable of effectively serving the interests of their members. The unions are generally opposed to mergers because amalgamation would submerge the identity of a particular group of workers and disperse their interests among those of a much larger group. In addition, there are the usual personal, tribal and regional jealousies which further complicate the problem.

Language, and literacy itself, is another problem for Ethiopian trade unionists. The national language is Amharic, related to Arabic and Hebrew. Although many Ethiopians speak English (second official language) and French (third official language) there are few workers who do. Workers are generally limited to spoken Amharic thus severely restricting the absorption of information and educational materials from the outside. Kindström is seeking partly to overcome the language barrier by translating a few ICFTU publications into Amharic.

A second solution has been the employment of two students from the Haile Selassie I University as interpreters. The students are currently assisting the German Friedrich Ebert Stiftung with a workers' education programme in Addis Ababa. This programme has been very successful and has about 160 workers regularly attending.

Solomon Bayenne, CELU General Secretary, has asked Walter Townsend to return to Ethiopia to assist CELU in forming a national transport workers' union. The initial idea is to bring together the small road transport and garage workers' unions but this grouping may be expanded to include airline, railway and perhaps other unions as well. The important thing is to form a unit large enough to carry out its own organization and administration. There may be some legal impediments to such large groupings but perhaps these can be overcome. Bayenne is anxious that CELU change the structure of member unions before the plant union structure becomes fixed.

The railways are an important sector of the Ethiopian transport industry, they have been subject to increasing competition from road transport in recent years, owing to a steady growth in road traffic and a substantial reduction in road freights. The two railways are the Franco-Ethiopian, from Djibouti on the coast of French Somaliland to Addis Ababa, the Ethiopian capital, and the

Eritrean Railway, from Massawa on the Red Sea coast to Asmara, capital of Eritrea. Eritrea formerly an Italian colony is a semi-autonomous state linked federally with Ethiopia. Both railways are operated by the Ethiopian Government. However, neither handles a volume of traffic large enough and at rates low enough to serve adequately the needs of an area so poor as this.

There are as yet no unions in Eritrea, but the Franco-Ethiopian Railway Union is the largest of the Ethiopian transport unions, organizing about 2,500 workers. The principal function of the Union at present is grievance handling, but it does have a negotiating committee composed of the President (principal executive officer), Vice-Presidents and General Secretary. The Union's aim is to secure a pay increase, health insurance provisions, the elimination of the discriminatory classification system, extended training opportunities and a realistic programme of Ethiopianization*. There are at present only two collective bargaining agreements in Ethiopia, neither of them in the transport sector. The Franco-Ethiopian Union has asked ITF's Walter Townsend to draft a proposed agreement for submission to the railway management, and he has agreed to do this.

Air transport in Ethiopia has developed rapidly, because the country has few roads. Ethiopian Airlines (EAL) were founded in 1945 and have a monopoly of domestic air transport. EAL operates services to some 24 Ethiopian centres and to eleven foreign cities. EAL functions under an agreement with Trans World Airlines which provide supervisory and technical personnel.

The Ethiopian Airlines Union has 700 members, all in Addis Ababa. EAL is a Government corporation, but there is no legislation preventing Government workers from forming unions. The Airlines Union has as yet no collective agreement in force, but negotiations have been initiated for a pensions plan.

Road transport in Ethiopia has been retarded in its development because of the inadequacy of the road system. Before the Italian occupation of Ethiopia and Eritrea in 1935-41, the area was practically without roads, but the Italians built 3,000 miles of highway capable of taking heavy lorry traffic. During the ten years which followed little maintenance

* In Ethiopia, as in other African countries, native staff are being increasingly employed in key posts, formerly held by foreigners.

The first collective agreement in Ethiopian labour history was drawn up by the 2,000-strong Wonji-Shoa Sugar Workers Union early in 1964. The Sugar Workers' Union is an affiliate of the Confederation of Ethiopian Labour Unions, which was formed in 1963





Since 1951 most of the roads in Ethiopia have been renovated. The Italians during their occupation built some 3,000 miles of highway which however were neglected during the years that followed their departure. A road renovation programme was launched in 1951

nance was done and the roads became unusable. But in 1951 the Government launched a road renovation programme, and most of the Italian highways have been made serviceable once more. It is now possible to travel by road from Addis Ababa to most parts of Ethiopia.

There has been a steady growth in road traffic and a substantial reduction in road freight rates. Commercial vehicle registrations for 1957 showed 6,200 non-Governmental vehicles.

Road transport workers are organized in a number of small company unions. CELU plans to help the various unions of road transport and motor engineering workers group themselves into a single union organizing the whole sector. At present two of the unions, the General Ethiopian Transport Company Workers' Union and the Union of 16 Garages, together have 800 members, but a further 1,500 of these workers are organized in six different unions.


The General Ethiopian Transport Company has itself proposed a collective bargaining agreement to the union, and the Union has been studying the company's proposals. If the agreement is signed it will be its first collective contract. In judging which clauses are of benefit and which are of no advantage to the workers, the Union will be gaining

valuable experience for the time it comes to propose an agreement on its own initiative.

Seafarers and dockers do not appear on the Ethiopian trade union scene. Ethiopia itself is not in any case a maritime nation. The ports which it uses are Djibouti, in French Somaliland, Assab and Massawa, in Eritrea. Djibouti is the main one serving Ethiopia, but Assab is connected to Addis Ababa by road and is being developed. There is no trade union organization in either port.


Townsend hopes to go to both these ports on his next visit to Ethiopia. He is confident that significant results can be obtained in this country. International labour has the opportunity here to help a new trade union movement along the road to free and responsible trade unionism. It is to be hoped that this opportunity is not missed. The ITF is playing its part.

Move to supersede Panama canal

 THE US SENATE AND HOUSE OF REPRESENTATIVES have passed similar bills to establish a commission to study the possibility of replacing the Panama Canal with a sea-level waterway somewhere else on the isthmus. The commis-

sion would look into potential sites and investigate the feasibility of using nuclear power to excavate a new canal.

IATA on training of pilots

 MEASURES to avert the threat of a serious shortage of pilots were discussed at the recent IATA Conference in Montreal, which was attended by representatives of forty-four airlines from thirty countries. Airlines are already faced with difficulties in finding pilots and the future expansion of the industry will mean that even more will be required not only to meet the greater demand but also to replace pilots who will be retiring. The Conference therefore discussed recruitment and the need to improve and expand training facilities and to bring syllabuses up to date to cover the latest developments in the airline industry.

Europe's first atomic merchant ship

 THE NUCLEAR MERCHANT SHIP *Otto Hahn* was launched recently at Kiel, Germany. Although it will fly the Federal German flag, the *Otto Hahn* is in fact a European project: Euratom is helping to finance the installation of the nuclear reactor, in return for access to research information gained from the project.

The *Otto Hahn* is expected to be at sea some time in 1967; at present she is still only a hull, but installation of the two propulsion systems will begin next year. In addition to the reactor, the *Otto Hahn* will have conventional oil fuel engines giving her a speed of eight to ten knots for use when manoeuvring in case of a reactor failure. Under normal conditions, the ship will have a speed of eighteen knots from a 10,000 h.p. motor driven by steam from the reactor. The reactor has been designed to run for 5,000 hours before having to be recharged; this means that the *Otto Hahn* will be able to cruise for almost a year without being refuelled.

The ship will carry a crew of 73 which will be specially trained for eighteen months. In addition it will be able to carry fifty passengers, mainly technicians to begin with, who will thus be able to study nuclear marine propulsion under normal seagoing conditions.

This issue of the Journal follows our three monthly practice of focussing special attention on the developing countries, with full coverage for ITF activities.


A Chile for all the people



The nitrate industry is one of the mainstays of Chile's economy. It is at the same time one of the areas in which foreign interests have control and which Frei will 'Chileanize'

Eduardo Frei, Chile's new President Elect, who is due to take office this November



 IN 1931 a group of Chilean students led by a young man called Eduardo Frei began to question the middle class, conservative values of their social background, exploring the terrain for more acceptable political and social philosophies. Four years later they established the National Falange, a group which had only its name in common with the party which took control of Spain under General Franco. Frei and the other leaders of the Chilean Falange all came from well-to-do families, but they were determined to end their country's false democracy in which all the rules favour a few wealthy families and the big commercial and industrial monopolies. Now, thirty years later, things are still much the same, but these same men, who in 1957 formed the Christian Democratic Party, have a real chance to make changes, for on 4 September Frei was elected President of the Republic by 56 per cent of the popular vote.

Two alternatives

The choice before the Chilean people in these last presidential elections was between Marxist revolution proclaimed by Frei's chief opponent, Salvador Allende, and 'revolution in freedom' as proclaimed by Frei himself. The significant feature of the presidential campaign was the lack of alternative to this revolutionary choice. A third candidate did stand, representing the Chilean Radical Party. Less precise in defining his policy than Allende or Frei, Jorge Durán sought to maintain a progressive tradition acceptable to the middle class. Originally he had represented the Democratic Front, a right wing-centre coalition uniting the conservatives, liberals and radicals. One year ago, however, this coalition broke up, and the right wing surrendered its representation in the presidential campaign. Durán decided to go

it alone on behalf of the radicals.

But only eight per cent of the vote went to Durán, which was proof enough of the Chilean people's desire for revolution in one or other of the forms offered them. Allende got 38 per cent of the vote, the largest Marxist vote in Chile's history. Many foreign observers as well as Chileans are relieved at the result of the 1964 campaign. An Allendist victory would have meant revolutionary changes in the nation's economy and in social conditions, which are urgently needed, but Allende represented the extreme left wing Front for Popular Action (FRAP), an alliance of the Communist and Socialist Parties and four smaller groups. His platform consisted of a sweeping programme of reforms, which included nationalization of the foreign owned mining companies, radical agrarian reform, nationalization of bank credit, foreign trade, insurance and public

utilities, economic development through state planning of industry and a foreign policy of non-alignment.

The dangers of these policies were apparent to thinking Chileans. Quite apart from the possibility of the Communist element in the FRAP seizing control, outright nationalization of mines and mineral resources would have put Chile in a difficult position vis-à-vis the countries which either own them or have interests in them and at the same time provide markets for the minerals.

Frei's reforms

Frei is less extreme, and more cautious, but his programme also aims at far reaching reforms in Chile, much needed and much overdue. He proclaims 'Chileanization' of the mineral interests. This means that Chile must have more say in the operation and exploitation of the mines and that a larger share of the proceeds must go to Chile. Frei is expected to start negotiations with the foreign companies which at present exploit them. He is reluctant to nationalize, but will do so if it is the only way Chile can gain a controlling interest in the exploitation of its own resources.

On the home front he is committed to providing land for 100,000 landless peasants — in a country where most productive land is owned by a few wealthy families, launching an all-out attack on illiteracy and building 360,000 new homes. His social reforms centre on agriculture, the fiscal system, industrialization and extension of workers' rights. He plans to grant agricultural workers the right of assembly and the right to strike. He intends to give workers the opportunity to participate fully in the national life, to amend labour legislation in their favour and to give the unions and popular organizations a chance of influencing national policy. He is not against private property, and has promised a fair part for the private sector of industry to play, but he will expect the private interests to cooperate with him in carrying out his progressive policies.

Frei, at 53 a comparatively young man in politics, is assisted by a team of young, but competent economists and other technocrats, reminiscent of John F. Kennedy's 'New Frontiersmen'. They do not underestimate the technical, political or financial difficulties of their ambitious programme. President Frei has laid heavy emphasis on education at all levels, and has shown that he is well aware of the implications of his projec-

ted agrarian reform. He knows that a plan for land redistribution which is not accompanied by technical improvements and better communications is no real land reform.

The old order

Frei's immediate problem is that he does not control Congress. Conservatives and liberals are strong in the legislature and are in a position to block any proposals likely to affect the middle and upper class interests they represent. But the old order in Chile has been in control for too long, and the time has come for changes. Landlords who do nothing to improve their land and capitalists who do not invest in their own country have no place in Frei's scheme of things. He runs the risk that a largely reactionary Congress will prevent him from going ahead with his plans. But at least a minority of politicians of the old order realize that the days of class privilege are over and that they must make sacrifices. A Chilean President can exercise more control than, for example, a President of the United States, and he has ways and means of getting his own way if he is determined. Apart from this Frei may be counting too much on the patriotism of his Congressional colleagues, but Congressional elections in

March 1965 will provide an opportunity for Frei's Christian Democrats to storm the last strongholds of effective Conservative opposition.

Frei's Christian Democrats spearhead a new kind of reform movement in Latin America. In most parts of the Continent parties identified with the Roman Catholic Church have not been the most progressive groups. The religious climate in Chile is more favourable to social progress, but it is the first time the peasants and workers have had a real alternative to Marxist movements to give national expression to their aspirations. They have made their choice. Frei may already have stood for the Presidency and lost, as he did in 1958, but in the recent elections there was no effective opposition from the middle class parties, and, in a straight fight between Allende, with his Communist supporters, and Frei, the middle class voters threw their weight behind Frei — and breathed a sigh of relief when he was successful.

New pattern

Foreign observers have seen in this novel situation — a Christian inspired democratic left against a Marxist alternative — a pattern which will probably be repeated all over Latin America. The virtual

(Continued on page 233)

Agriculture is a main target for Frei's reforms. He plans to give land to some 100,000 peasants and to grant agricultural workers the right of assembly and the right to strike




Round the world of labour



Group of foreign guests at the Finnish Seamen's Union Congress: front row, left to right, M. Ramos, National Maritime Union of America; Roger Dekeyzer, Belgian Transport Workers' Union; Pieter de Vries, ITF General Secretary; second row, seated, Bill Hogarth, British National Union of Seamen; standing, Henry Hildebrand and Heinz Kluncker, German Union of Public Service and Transport Workers, the union organizing seafarers

Congress of Finnish seamen's union

 THE FINNISH SEAMEN'S UNION held its quadrennial Congress during August. It was attended on behalf of the ITF by Pieter de Vries, General Secretary, and by representatives of a number of ITF-affiliated unions including the National Maritime Union of America, the German Union of Public Service and Transport Workers, the British National Union of Seamen, the Norwegian and Swedish Seamen's Unions, the Belgian Transport Workers' Union, the Estonian Seamen's Union and the Scandinavian Transport Workers' Federation.

Among the decisions taken by the delegates was an amendment to the union's constitution providing for an increase in the size of the governing bodies in order to secure full representation for all groups of membership. The ex-

ecutive committee is thus increased from nine to twelve, the general council from eighteen to twenty-four and the congress from thirty-five to fifty.

The Congress agreed to set up a special section for fishermen within the union, which will be run by a committee whose members will be elected on a district basis. Fishermen will thus be able to count on the full support and strength of the seamen. Talks have already been held with fishermen's representatives from throughout Finland, and there appears to have been an enthusiastic response to the idea of joining up with the seamen.

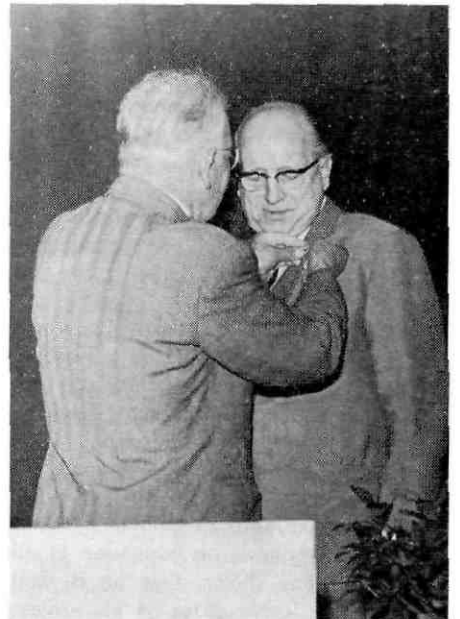
Delegates also called upon the union's executive, in the interests of extending industrial democracy, to seek representation on all bodies concerned with sea-

Niilo Wälläri presenting Pieter de Vries with the Finnish Seamen's Union's gold badge of honour during the Conference

men and seafaring, including shipowners' organizations. Finally, Congress decided to increase the maximum period during which the union's unemployment benefits can be received from 60 to 150 days per year.

In his Presidential Address, Niilo Wälläri reported that in Finland during the last four years not a single flag-of-convenience ship has been loaded or unloaded or permitted to leave unless it had a valid ITF agreement. This 100 per cent record had been achieved with the help of the Road Transport Workers' Union (which organizes dockers), the Dock Foremen's Union and the Pilot and Lighthousemen's Union (all of which are ITF affiliates).

Pieter de Vries, in his fraternal speech to the delegates, congratulated the union on its fine record, and stated that the 100 per cent union membership among seafarers was undoubtedly a vital factor in its success. He went on to speak of the ITF's tasks: studying the effects of automation and rationalization on board ship in various countries; seeking to prevent the use of Asian seafarers as cheap labour by promoting their organization






Niilo Wälläri, making the Presidential address to delegates to the Congress of the Finnish Seamen's Union in Helsinki. In the foreground is Olavi Keitele, who was elected as first vice-president of the union

into strong trade unions; and the continuing campaign against flag-of-convenience shipping, in which the Finnish seamen were such a tower of strength.

MNAOA hopes to improve union communications

 THE BRITISH MERCHANT NAVY and Airline Officers' Association is seeking ways to establish closer links with its seagoing membership, perhaps by means of 'Liaison Officers'. Writing in the Association's quarterly magazine, the *Merchant Navy Journal*, Douglas Tennant, General Secretary, says: 'I am very conscious of the need for each member to feel that he has at his disposal a specialized machinery, created to handle his own problems and the problems of his particular department, as well as reflecting the interests of Merchant Navy officers as a whole. To achieve this it is necessary to have a sound structure with good leadership, provided by a democratic organization that reconciles the various interests and yet gives proper and adequate attention to the needs of every section of the membership. I think time and experience has demonstrated that we have in fact established such machinery, but that there is a need to improve liaison.


'Generally speaking we soon learn

from members when and how the shoe pinches, but there are often important issues when it is apparently assumed we have a crystal ball to keep us informed... It is imperative, therefore, that every opportunity is taken of creating better communications between members and the administration of the Association and vice versa. We need to encourage the exchange of opinions and information about an immense range of professional, industrial and social issues, with two particular objects in mind. First, so that the members can appreciate the extent of the work undertaken on their behalf, and second, to ensure that at all times the Association is adequately reflecting their views at all levels of negotiation....

'Seafarers are obviously placed in a disadvantageous position compared with shore based employees able to attend regular branch meetings.... I think we could make a start by obtaining a core of members interested in specialized subjects, who would be prepared to cooperate with the administration of the Association, the object being to accelerate a two-way flow of views and information. In this way the valuable experience and energy of our members would be harnessed for the common good.'

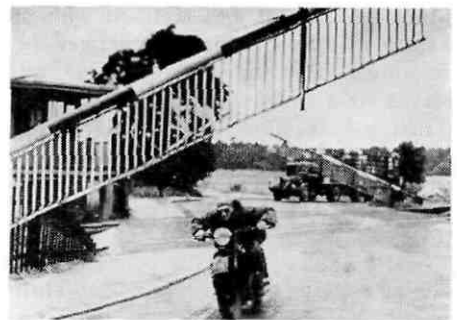
The Council of the MNAOA has set up a small subcommittee to investigate and report on the introduction of a Liaison Officers' scheme. Consideration will be given to the type of scheme which would be suitable, and the sort of administrative arrangements which would be necessary.

Dangers of level crossings

 THE FOLLOWING VIEWS on the dangers of level crossings are taken from an editorial in the journal of the New Zealand Locomotive Engineers, Firemen and Cleaners' Association.

'Probably the least desirable feature of combined road and railway systems in any country is the level crossing. At places where it is necessary for the railway to bisect the highway, or vice versa, warning lights, alarm bells and even automatic barriers are not always sufficient to ensure that the time will not arrive when the axiom that both trains and motor vehicles cannot use the crossings at the same time will be demonstrated with devastating results.

'A few years ago, the Association asked that legislation be enacted to make it compulsory for all motorists to stop at all level crossings. The object behind the request was simply to place private



motorists under the same obligations towards their own safety and that of their passengers, as the law demands that drivers of public transport and vehicles containing explosive materials shall exercise towards their passengers and towards the public.

'Every locomotive man knows only too well that the present law regarding the use of level crossings by motorists is not only ineffective when observed, but also that it is recognized more by breaches of the regulations than by observance of them....

'We know only too well that the most efficient warning devices will not prevent some people from attempting to cross a railway line in the path of an approaching train. We are also aware that when a roadway is built up to allow motorists to drive above the line, accidents are not likely to occur. Until such time as all level crossings are bridged or closed, the destruction of life and property will continue.'


Radar simulator for Norwegian training ship

 THE NORWEGIAN MINISTRY of Shipping and Trade has commissioned a training vessel, *Trondelag*, in Oslo which is the first in the world to be fitted with a marine radar simulator and displays for training merchant officers in all aspects of navigation and ship handling at sea. The *Trondelag*, of 540 tons and with a cruising speed of 12 knots, will sail from northern Norwegian ports with officers studying for their second, first and master's certificates. The vessel has a permanent crew of 12 and a further training feature is that normal duties are carried out on board by some 50 boys aged between 16 and 18 who will be given a six-weeks' training course, straight from school, before beginning their careers at sea.


The radar simulator will allow comprehensive navigational training beyond the safety limits of actual seaborne radar installations. Disaster situations can be

simulated, studied and rectified without hazard to crew or ship. It generates the responses from other 'vessels' as observed in a radar carrying ship. In addition, a 'coastline' can be simulated and the handling characteristics of a radar-carrying vessel from an ocean-going tanker to a coastal fishing vessel, can be varied by the simulator.


Swiss railways build homes for staff

 THE SWISS RAILWAYMEN'S FEDERATION, together with other unions in the public service sector, have for a long time been concerned with the problem of housing for their members. Recently the SBB (Swiss Federal Railways) have launched out on a new scheme to provide homes for their own staff in Basle. Because many railwaymen have to work at odd hours and find themselves travelling to and from work at times when public transport is not available, they have to live within easy reach of their jobs; however, it is particularly difficult to find reasonably-priced housing in central areas which would meet these requirements. In order to be able to promote recruitment the SBB set up a working party in 1960 to find housing in the Basle area for its staff. After running into considerable difficulties in obtaining land and planning permission from the local authorities, the SBB has finally received authority to build three blocks of flats of 9, 11 and 14 stories respectively, thus providing a total of 133 dwellings. However, this project will still not fill the need and there are further plans to build also on railway land.

Safety sash for permanent way workers

 THE SWISS FEDERAL RAILWAYS' safety service have given instructions that all workers employed in permanent way construction and maintenance are to wear a luminous safety band in the form of a sash over either shoulder. This fluorescent sash, orange in colour, glows in semi-darkness and can be seen from a distance.


Britain's largest union still growing

 THE TRANSPORT AND GENERAL WORKERS' UNION, Britain's largest trade union, reports that its membership at the end of June this year was 1,443,972, an increase of 31,369 over that in December 1963. Frank Cousins, General Secretary, referred to this as 'a further significant step in the immediate aim of achieving a membership


of one and a half million members.'

The union has been conducting an intensive recruitment and publicity campaign. Every region of the country has shared in the increase, and expansion has been achieved and maintained among clerical and women workers, road transport, commercial, building, engineering and manufacturing workers.


Loans for taxi-drivers

 THE MAYOR OF HAMBURG has proposed that the city's taxi-owners should be granted loans to enable them to equip their cabs with protective glass partitions between the driver's seat and the passenger section. This follows the recent murders of taxi-drivers.


Radioactivity and jet aircraft

 THE INTERNATIONAL CONGRESS OF Aviation and Space Medicine, held in Dublin recently, was told that passengers, aircrew and freight carried in high-flying jet aircraft were virtually immune from radioactive fallout, being shielded by the fuselage shell. However, ground staff and maintenance workers who were employed washing down or polishing the aircraft, or had to handle the air-breathing components and engines, were liable to radioactive contamination and should be subject to special precautions.

Flying near human limits

 IN A PAPER PRESENTED to the recent British Association Conference psychologists of the Royal Air Force Institute of Aviation Medicine suggested that airline pilots of today were working close to the limits of human performance. It was proposed that different ways should be found to present pilots' instrument readings, which had shown no marked improvement since aircraft instrumentation began. For instance, a jet fighter pilot coming in to land spent an eighth of this time transferring his gaze from instruments to runway and back, when he should be watching what was going on. Such advances as vertical take-off and landing would lead to an increase in the number of instruments in the cockpit. The real advances in aviation ought to be reserved for complexity.


US Government aids fishing industry

 THE US GOVERNMENT has approved a \$50 million programme to rebuild and modernize the US commercial fishing fleet over the next five years. The new measure will permit the go-




vernment to pay one-half the cost of new fishing vessels, increase the subsidy from \$2.5 million to \$10 million a year, and open it to all fishing vessels. The US share of the total world catch of fish has dropped from 13 to 7 per cent since 1956.

Taxis help in 'Dim-Dip' headlight experiment

 FROM MID-SEPTEMBER and during the winter nights, several hundred London taxicabs will be using a 'dim-dip' headlight beam in well-lit streets. This is part of a road safety experiment on behalf of the British Ministry of Transport and the Road Research Laboratory of the Department of Scientific and Industrial Research. The system consists of a simple device which brings on low-power dipped headlights whenever the engine is running and the sidelights are switched on. This lighting thus shows that the vehicle is moving or waiting to move. The 'dim-dip' beam cannot interfere with the effectiveness of good street lighting nor can it cause dazzle.


Half the taxis taking part are fitted with the 'dim-dip' device; the other half are operating with ordinary lighting. Operating records for both groups will be sent to the Laboratory for comparison. The Ministry of Transport has thanked the Transport & General Workers' Union (an ITF affiliate) for its assistance in recommending its taxi-driver member to collaborate in these experiments.

Buzzer to warn of faulty brakes


 A WARNING BUZZER which automatically sounds inside the driving cab if there is a loss of air pressure is one of the refinements of a brake system fitted to a new range of British Motor

Corporation lorries. The buzzer also comes on when the brake shoes need adjustment. The new brake system – for lorries carrying loads of five, seven and eight tons – provides airpower assistance to the footbrake and is operated by independent hydraulic lines to front and rear from the master cylinder.

British seek 35-hour week

 A RESOLUTION carried unanimously by the recent Congress of the British TUC called for a shorter working week with the eventual aim of reducing the hours to thirty-five. The resolution also asks for longer annual holidays – not less than three weeks a year. The motion was introduced by Jack Jones of the Transport & General Workers' Union, who compared British working hours and holidays unfavourably with those of many other European countries and suggested that much of the time lost through sickness resulting from tension and pressures at work could be reduced by greater leisure time. 'We think the vast increase in productive power in this country justifies increased holidays and shorter working hours; it is the most effective way of spreading the gains of increased productivity and preventing unemployment.'


Arne Geijer to resign from ICFTU

 ARNE GEIJER, President of the Swedish national trade union centre LO, has announced that he will resign from his post as President of the International Confederation of Free Trade Unions at the organization's next Congress in Am-



sterdam in July 1965. He has been ICFTU President since 1957, succeeding Omer Becu who is now General Secretary.

Railway for North West Territory

 ON 29 AUGUST 1964 the Great Slave Lake Railway of Canada will enter the North West Territories. This was the first time in the history of Canada's development that a railway connected with the national railway system has been extended so far north. Completion of the Great Slave Lake line is expected in mid 1965 when a major ceremony marking its completion and first operation will be held. The purpose of the railway is to serve the Pine Point mine just south of Great Slave Lake, as well as Hay River and the entire Mackenzie River transportation system.


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disintegration of the centre and right wing parties in Chile aided considerably in assuring Frei's victory, and whether this would be a contributory factor in other Latin American elections is not so sure. But if the peoples of the Continent

have a truly effective alternative to Marxism as a force for rapid social progress, then the old conservative groups are likely to weaken and lose much of their support.

In Chile the crucial changes have been made. The eyes of the world are on President Frei to see him carry out his election promise: 'We are going to build a new Chile for all the people, a revolution in freedom.'

South African views on automation

 IN A TALK TO MEMBERS of the University of the Witwatersrand, T. P. Murray, President of the Trade Union Council of South Africa, advocated the establishment of an Economic Commission to study the effects and prospects of automation. We give below extracts from his address, which was the second of a series of three on automation.

'Trade unions throughout the world have wrongly been accused of being opposed to automation. They appreciate as fully as do the representatives of Capital and Government that this is the road to

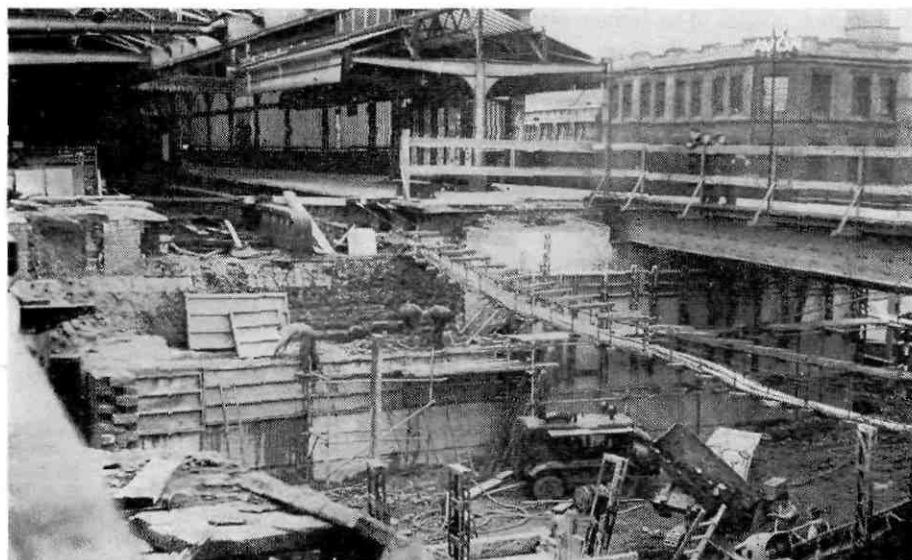
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NEW TYPE OF TRANSPORTER

This new transport vehicle, developed by a Hamburg company, is operated from the drivers' cabin above the load-carrying space. The driver's and mate's seats are individually adjustable and the vehicle is 4.5 metres long (approximately 14.8 feet), 2.5 metres wide (8.2 feet) and 3.7 metres high (12 feet). When the 'elevator' is placed directly over the container, four hydraulic 'claws' take hold of the latter and lift it off the ground. A locking mechanism – also operated from the driving cabin – prevents accidents in case the hydraulic system fails. The vehicle can carry 6 tons. Containers can be up to 4.5 metres long, 1.77 metres wide and 2.2 metres high (14.8 feet, 5.8 feet and 7.2 feet respectively).

Reflections on the Beeching report - one year later



A road-widening scheme in Birmingham involved reconstruction of Snow Hill station this year; scheduled for closure in 1966 - another example of wasteful and unnecessary expense

ITF A REPORT has recently been published by the British National Council on Inland Transport - an independent federation of organizations with an interest in the maintenance of good transport facilities, including two ITF affiliates, the National Union of Railwaymen and the Transport Salaried Staffs' Association - which recounts the objections which have been voiced over the past year to proposed railway closures, and points out serious inaccuracies in the 'Beeching Report' on the Reshaping of British Railways which came out in 1963.

Since Beeching a number of other reports have been produced - on traffic in towns, the needs of economically depressed areas, the drift of population towards the prosperity of South East England and on population growth - which indicate the degree to which national transport needs will increase and the necessity of examining the extent to which the system can meet those needs. 'It would be the depth of folly to allow Dr. Beeching to destroy railway facilities today that will have to be created anew a few years hence.'

Among the conclusions which have emerged from these reports are: a) the need to make the fullest use of railways serving urban areas, since railways alone can carry 'rush hour' commuter traffic; b) the need for railways in development areas to carry both passengers and freight, especially where railways already serve small towns which are to be enlarged to accommodate overspill populations; and c) the future need for rapid and comfortable rail travel to serve those who, with a population growth of 20 million in the next half-century, will inevitably settle in rural areas.

Evidence presented to hearings of objections to proposed railway closures on

grounds of hardship has shown the extent to which railways are essential to the life of the nation. 'If a line is closed, among the more important grounds of hardship disclosed have been: -

- The hardship to those without cars who use the railways for work and shopping. Alternative bus transport is frequently dearer and always takes much longer.

- The hardship to patients and their relatives and friends travelling to and from hospitals. Under the development of centralization schemes by the Ministry of Health, patients now have to travel longer distances for specialist treatment and operations. Generally they can travel in comfort by train but they cannot face the ordeal of a journey by bus, or even by ambulance, though the latter is only exceptionally provided.

- The hardship to schoolchildren and teachers who go by train to and from school. Alternative travel by bus imposes hardship because journeys are longer and dearer and children have to leave for school earlier and arrive home later. Homework and preparation for vital examinations therefore suffer. Many children have travel sickness in buses. With the centralization of schools, more chil-

The National Council on Inland Transport has recently published a report in which it gives an account of evidence of hardship revealed at hearings of objections to proposed railway line and station closures



dren than ever have long journeys to school, and parents do not like their children to stand at street corners waiting for a bus, in all weathers.

— Railways can maintain services during severe weather when roads are impassable.

— Railways can provide swift urban travel at times when congestion on the roads has reduced progress to a crawl.

— Parcels traffic: passenger trains operate a parcels service that is vital to the community, particularly for the rapid carriage of perishable goods. The parcels service by bus is limited to 80 lb. per item and transport by a particular bus cannot be guaranteed as luggage space is very restricted.

— The closure of a railway in a rural area is a blow to the efforts of a development authority to encourage industry, employment and rural settlement, and gives an impetus to the drift of population in search of employment in urban areas.

— Holiday resorts dependent on tourist traffic look to the railways to carry a large proportion of their visitors.

In the case of railway services to holiday resorts, the report points out that whilst there is little demand for train services outside the holiday season, to transfer all the passengers carried by normal service trains and special excursion trains during those peak periods to buses and coaches would add enormously to road congestion; to improve roads to cope with the increased traffic for perhaps a couple of months in the summer would cost considerably more



Simple halt. The Council suggests that costs might be reduced substantially if more stations were to be operated as unstaffed halts

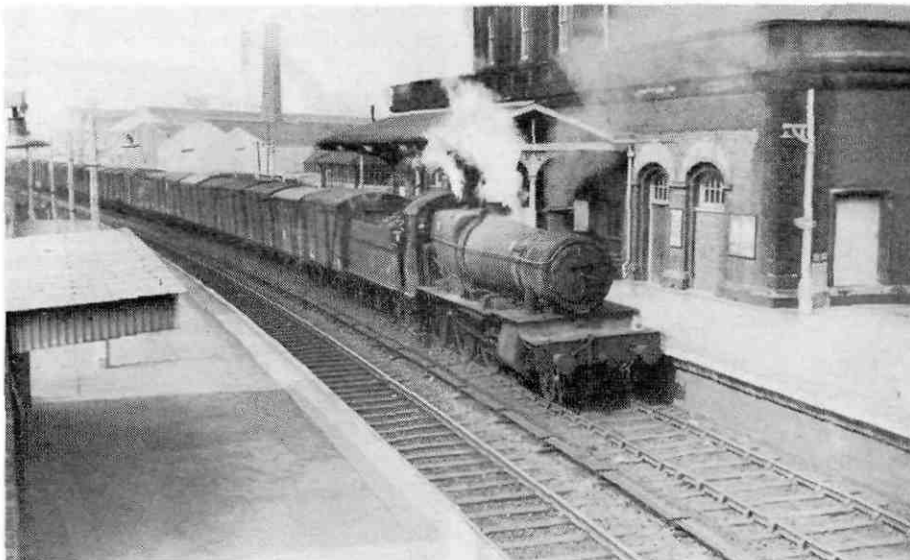
than to maintain the existing train service.

The National Council on Inland Transport also challenges the figures presented by the British Railways Board to hearings of the Transport Users' Consultative Committees (TUCCs) for losses on lines they propose to close. For instance, the following figures were provided for the use of the TUCC investigating the proposed withdrawal of an interurban service in the Western Region:

Direct expenses attributable to the service:	
Movement	£ 120,800
Terminal	£ 31,000
	<hr/>
Total	£ 151,800
Revenue directly attributable to the service:	£ 118,000
	<hr/>
Loss	£ 33,800

'On examination it is found that the movement cost is based on steam (present)

This station serves 35,000 people but is doomed to closure under the Beeching plan for the Reshaping of British Railways because it falls under the heading of 'uneconomical'



Modernization of this station (Bushey and Oxley) cost £10,000 recently; scheduled for closure in 1965 under the Beeching plan

working of 164,000 train miles and approximates to the figure given in the Beeching Report of 15s. per train mile. But the Beeching Report also gives 4s. to 6s. as the cost per train mile of diesel operation; in other words the substitution of diesel for steam would reduce the movement cost to £40,300 — a saving of £60,000, almost double the alleged loss. An examination of the station costs reveals that there are four stations and eight unstaffed halts. Using the figure of £2,500, given in the Beeching Report as a reasonable cost for a local station, and adding a generous allowance for the maintenance of the halts, we conclude that the terminal costs should be no more than £15,000. In other words, the direct expenses attributable to the service should with reasonable economies amount to only £55,000 and the resulting profit on the service should be £63,000.'

The Council attacks the failure of the Beeching Report to seek ways of reducing costs and increasing traffic. 'The Report gives these possibilities such derisory consideration that one must deduce an unwillingness to make lightly loaded lines self supporting, even where possible.... Five methods of making uneconomic lines more viable are considered. The five, which are notable for their omissions, are: lower fares, higher fares, substitution of railbuses for trains, fewer trains, fewer stations.... (But) the Report treats each suggestion as though it were proposed that *this one suggestion alone would make a line self supporting*. Of course, nobody says anything of the sort. What is proposed is that a combination of several or more of these suggestions should be tried.

'Of the proposal to substitute railbuses for trains, the Report says: "(This suggestion) ignores the high cost of providing the route itself, and also ignores the fact that railbuses are more expensive vehicles than road buses." As to the

cost of the route, the suggestion of railbuses does not ignore this. It has nothing to do with it. Railbuses are proposed as a means of reducing movement not route costs. It is equally difficult to see what the relevance of the reference to road buses is meant to be – except as rhetoric.’ The Council also points out that the Beeching Report omits at least one major proposal for reducing costs which is the oft-repeated suggestion that more stations could be operated as unstaffed halts.

‘The Beeching Report alleges that it is uneconomic to provide the 6,000 extra coaches necessary for holiday traffic. This statement is apparently based on a typical accountant’s argument: the 6,000 coaches are charged the full repair and depreciation rate regardless of the fact that they have already been 100 per cent depreciated and that virtually no repairs are necessary. There is a continual flow of such coaches becoming downgraded from regular service and a large fleet of extra vehicles is always likely to be available for holiday use *at virtually no extra cost* as has always been the case in the past....’

‘The Report’s gravest omission is the total lack of any reference to the mismanagement of many lightly loaded lines. Money can be saved on secondary lines in many different ways; better timetabling (giving both more attractive service to the public, and more economic use of trains); pruning of antiquated and over elaborate signalling and track arrangements; employment of travelling staff to issue tickets.’


The Council goes on to suggest that better patronage for the railways could be obtained by making a serious attempt to run the trains when people want to travel. It also points out that from an examination of train miles, locomotive hours and number of locomotives it appears that each locomotive in stock produces about 49 train miles in 24 hours: a speed of 2 miles per hour! ‘The reason is simply time spent by engines and trains standing about doing nothing. Here are savings to be had far greater than those of closing branch lines. Many diesel trains still run in steam timings with time allowances for taking water, turning the engine, coaling, cleaning fires, etc.’

In conclusion, the National Council on Inland Transport states its belief that ‘the future modernized rail system should be an extensive, not a curtailed one. It must also be evaluated not alone but in relation to other transport. “The examination of one form of transport in

isolation is an amusing exercise, but a waste of time....”’; Gilbert S. Szlumper, former General Manager of the Southern Railway.’ The Council gives a sample profit and loss account for road transport worked out on railway principles, including cost of road construction and maintenance, police, signals, administration, parking, accidents, congestion, damage to buildings, etc., which shows an excess of expenditure over income of £876 million.

‘There is no escaping that, according to this yardstick, the roads lose far more money than do the railways. We do not argue a punitive increase in road taxation: we argue for fair play and that the yardstick of social benefit and profit and loss should be applied equally to both for the good of the community so that railway and waterway (as in other countries) shall carry an increasing load of heavy traffic to the relief of the roads and the benefit of the community as a whole’.

Denmark's long distance drivers

 THE VERY TERM ‘LONG DISTANCE DRIVER’ might seem a bit of a paradox in a country the size of Denmark. But though distances are small as the crow flies, actual journeys are often long. For Denmark sprawls over several islands and has hundreds of miles of

One of the drivers with whom the Union man talked said that, with the speed limit of 36 mph. in force in Denmark, it was impossible to drive a lorry in top gear



indented coastline. The only link between the capital, Copenhagen, situated on Zealand, the largest of the islands, and the Danish mainland is by ferry. Thus the 166 mile distance between Ålborg, in north Jutland, and Copenhagen, a stretch which it should be possible to cover in three or four hours, takes six or seven because of the sea crossing. The Danish Transport and General Workers’ Union (DASF), an affiliate of the ITF, has about a thousand of these drivers in its ranks.

In their trade the old rule of supply and demand still applies as far as wages are concerned. Unfortunately for the older and more experienced men at the wheel, the Danish Army trains several thousand national servicemen as lorry drivers each year, so that there is a constant supply of new blood (and cheap labour) coming on to the market. The training that these young ex-servicemen have received may enable them to manoeuvre a heavy vehicle on a road, but it is going too far to suggest that they are adequately qualified for jobs in commercial haulage, with all that needs to be known about the trade and about traffic regulations and the various laws affecting commercial road transport.

Short sighted employers however fail to see the advantages they may have in engaging drivers who really know their jobs; they are only concerned with pay-

A Swedish driver expressed satisfaction with the fixed weekly wage system which operated in his country and with the use of tachographs for record-keeping purposes



ing as little as possible in wages. An experienced driver knows how to accomplish a trip in the shortest time possible and at the same time to use his vehicle economically. And he is a good enough mechanic to find faults in his vehicle and do occasional on-the-spot repairs. An inexperienced man might be able to drive fast, but might lose money for his employer in other ways.

As regards wages there is no difference at present between the driver who really knows his job and the inexperienced one. The Danish Union is anxious to change this. Along with certain changes in legislation affecting the protection of the worker and the movement of vehicles a new wages system based on work results is advocated. This would be more just from the experienced driver's point of view who would be rewarded for the skills he has developed over the years at the wheel.

Two of the limitations to which drivers are subjected in Denmark, and which affect their work, are the speed limit for heavy vehicles – fixed at 36 mph – and the restriction on driving time of 11 hours per day. Most of the drivers consider both these restrictions to be unrealistic. Lorries are built for higher speeds than 36 mph, and it is impossible under this limitation to complete some of the longer trips, between Jutland and the capital, for example, in eleven hours. The union has been examining the possibility of obtaining changes in these regulations.

Conversations which a man from the DASF Secretariat had with a few drivers on the road showed that the Union was working in the right direction. One of the drivers said that he made three trips per week from Ålborg to Copenhagen, sometimes starting at six in the morning and returning home around 3 the next. But he spends six hours of this long working day on the sea crossing. Nevertheless there is not much time left for leisure. He has two days off in all, and earns 225 Kroner per trip (£11.13s or \$32.60). He maintained that it was impossible to stick to the 11 hour rule, and advocated the introduction of a new regulation stipulating that there should be two drivers when a trip covered more than a certain number of miles.

A Swedish driver expressed satisfaction with the system operated in his country. He was on a fixed weekly wage which did not depend on the distance he covered or on the loads he carried. His vehicle was fitted with a tachograph, a



Distances in Denmark are not great, but actual journeys are often long by virtue of the many ferry crossings which are necessary on some trips. For instance, during a return trip Ålborg-Copenhagen, a driver may spend as much as six hours out of 13 on sea crossings

device which registers the mileage covered and the time taken on a given trip. This protected him against exploitation, for the vehicle could be stopped by the police at any time and checked for speeds and driving time.

The Danish Transport and General Workers' Union would like to see conditions existing in Denmark under which drivers could advance in their jobs and earn more as they increased their experience and ability. The Union also considers important the introduction of


reasonable regulations governing working hours, so that the job may not become too strenuous for the older drivers.

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a fuller life for all; that technological advance can be resisted only at the cost of declining living standards and that those who fear unemployment could prevent the process of automation only at the cost of much more extensive and

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The lone fight

 **GERMANS AGAINST HITLER** by Terence Prittie (published by Hutchinson, London, at 30s.) is one of a number of books whose publication has undoubtedly been inspired by the twenty-fifth anniversary this year of the beginning of the Second World War. The activities of the German opponents of the Hitler régime are not particularly well known outside Germany, except for the more spectacular incidents like the 1944 plot to assassinate the Führer. Mr. Prittie's book describes the personalities and achievements of several groups of Germans who, from widely differing motives, felt the need to oppose the Nazis.

The German opponents of Hitler were drawn from many different walks of life. Mr. Prittie devotes most space to the 'conservative' military and civilian opposition who were primarily concerned with the disastrous effects which the Nazi's destruction of the established order was having on the German people, and which Hitler's military adventures would have on Germany's position in the outside world. These were men in positions of influence and power, the men who organized the various attempts to remove Hitler and who had drawn up plans for the new order which would succeed him. A chapter is devoted to the 1944 bomb plot.

The book describes the efforts of individual Roman Catholic and Protestant churchmen to keep alive the Christian faith, their protests at Nazi atrocities and the persecution which they suffered for speaking out against the evil they saw. He also gives an account of the opposition activities of the 'White Rose' youth movement and of the Communists; however, the chapter which is most interesting to us is one entitled 'The Last Remnants of Weimar', which describes the work of the Social Democratic and trade union opponents of Hitler.

Trade unionists and Social Democrats were the first to suffer from the attentions of the Nazis after Hitler came to power in March 1933. 'On May 2, 1933, the Nazis closed down Trade Union headquarters throughout the country, dissolved the Unions, arrested their leading members and confiscated their liquid assets and premises. A number of Trade Unionists were hustled off to the first of the concentration camps. On May 10 Nazi officials and police began to occupy Social Democratic party offices, close down party newspapers and seize party funds, files and other property. Strikes were outlawed by decree and collective bargaining was abolished.'

Thousands of Social Democrats went into concentration camps. Many others went into exile, and quickly became active, maintaining contact at enormous risk with colleagues still inside Germany and informing the outside world about

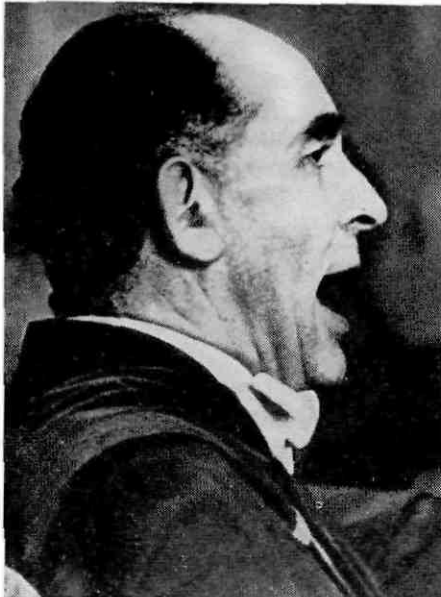
the true meaning of Nazism. Soon, small groups of Social Democrats were beginning to organize an underground resistance, first simply as 'discussion groups' but later printing and distributing illegal pamphlets. Throughout the period of Nazi power trade unionists and Social Democrats sought to keep the German people informed of Nazi atrocities and to keep alive their ideals. For this they were constantly hounded, their leaders arrested, tortured and murdered. Mr. Prittie relates in detail the brutal treatment of several of these brave men, including Julius Leber, Wilhelm Leuschner and Theodor Haubach who were to have held office in the Provisional Government planned to take over if the 1944 plot had been successful.

Mr. Prittie sums up the achievements of Social Democratic resistance to Hitler by quoting Fritz Erler, one of the organizers of resistance groups, and today a leading member of the German Social Democratic Party:

'On the face of things it looks as if we missed a big chance at the outset in 1933. But there was plenty to be done after that. We maintained a minimum of organization and continued to train people to be democrats. We managed to keep our illegal literature circulating until late in the war. We went on telling the workers in the factories that they would in due course have responsibilities to discharge.... In the final event, perhaps our main achievement was to keep so many people completely clear of all connection with the Nazis and their contagion. These were the "small" people, who helped more active resisters, who sheltered and fed them when the Gestapo was at their heels — and who really disbelieved in Nazism. They were available for the post-war period, to help build up a better Germany.'

The July Plot, by Roger Manvell and Heinrich Fraenkel (Bodley Head, London, price 30s.), covers much of the same ground as *Germans against Hitler*, but is concerned only with the six years leading up to the daring attempt on the Führer's life in 1944 and only with the resistance groups and figures who were

Roland Freisler, President of the Nazi People's Court, which tried and sentenced the conspirators involved in the July plot



involved in this conspiracy.

The people of Germany have often been accused of irresponsibility in surrendering themselves politically to the mad housepainter from Austria and in allowing themselves to be led blindfolded towards whatever fate he should decree for them. 'Were there no good Germans in 1933?' ask foreigners who have no clear idea of the social and economic background in Germany during the early thirties, 'no one to prevent him from seizing power at the start?' *The July Plot* does not set out to answer the latter question, and it is clear that the German people realized their mistake a good deal too late. But good Germans there were and one of the reasons for the failure of the 1944 attempt on Hitler's life was that they were not trusted by the Allies – those of them of course who were still at liberty and able to organize resistance, for the Nazis had swift and effective methods of dealing with their opponents. The authors describe how members of anti-Nazi groups had made secret contact with British citizens in neutral territories pleading for the support of the allied powers for a coup d'état as a result of which an armistice might be negotiated. The Allies had been reluctant to enter into any liaison with the resistance movement in Germany, and the July Conspirators were forced to go it alone.

The job was a difficult and extremely perilous one. *The July Plot* effectively transmits the feeling of tension and frustration as each successive attempt on the Führer's life failed – he seemed to have an uncanny sense of impending danger, and was in the habit of making last minute changes in schedule to forestall would-be assassins. With the tight security system in force under the Nazi régime it is remarkable that the conspirators avoided detection for so long.

It is also surprising to find out how much potential opposition there was to Hitler and the Nazis. The conspirators had an enormous task on their hands, for if they planned to overthrow the Nazis they had to have a régime to replace them, and the whole plan depended on whether the army support their cause. Before eliminating Hitler, they had to form a shadow cabinet which would negotiate a peace treaty with the Allies, and, most important, they had also to win substantial support in the Army. Many of the Generals were in sympathy with the whole idea, but refused to lend their active support on the grounds either

that the plot was too badly organized for success or that they dare not commit themselves until Hitler was dead. Some Army men however, such as Olbricht at the Reserve Army headquarters in Berlin and Stuelpnagel in France, were prime movers in the ill-fated coup d'état.

The bomb was duly planted, and the assassins withdrew to begin their work. But Hitler once again managed to preserve himself: the explosion, which Stauffenberg had seen with his own eyes moments after he had left the bomb concealed in a briefcase near the Führer, had not done its job. He was still alive, as the conspirators were to learn to their horror when they heard his voice over the radio that night. The signal for operations to begin had been given – already too late – on Stauffenberg's assumption that the Führer was dead. The operation had gone off so smoothly in Nazi-occupied Paris that overnight 1,200 Gestapo and SS were put under lock and key. When the nagging rumour of Hitler's survival turned into reality and it became clear that the Nazis had regained control in Berlin, these arrests had to be passed off as mistaken obedience to insurgent orders.

However, the truth of how near the rebels had come to overthrowing the Nazis was kept from the German people and the world. 'It was a revolution on the telephone which we crushed with a few rifle shots,' Goebbels is reported to

have said in private. 'But if just a little more skill had been behind it, the rifle shots would not have done the trick.' Certainly with a great many *ifs* – if the bomb had done its job, if operations had been properly coordinated and executed speedily, if the conspirators had been more ruthless with their opponents and had been able to agree among themselves from the start – Germany would have been rid of the Nazis sooner and its cities would have been spared relentless destruction brought about by the night and day visits of allied bombers during the closing phases of the war. The *ifs* remained *ifs*, however, and Nazi revenge was swift, cruel and without mercy.

The July Plot is a good account of these events. It takes the authors a long time to set the scene, but once the plan is before the reader, the conspiracy tells its own story with all the advances and setbacks, excitement and anguish, and tragedy of the final failure. The account relies to a considerable extent on the writings of those who were involved. The book does not throw much light on the details of the insurgents' plans for gaining control over the entire territory occupied by the Nazis or on what form the new régime would take, but these would in any case not have been central to the story of the plot and might have made the account too unwieldy.

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If the attempt in July 1944 to assassinate Hitler had been successful, the fury of destruction might have been halted earlier, and the shame which Hitler had brought on the German people might have been expiated. The conspirators' failure was a tragedy for Germany



Railway workers in the Rhodesias

by A. H. MWANZA, General Secretary of the ITF-affiliated Railway African Workers' Union

In this article, which first appeared in the Central African Examiner of May 1964, Brother Mwanza explains the problems encountered by railway trade unions in Northern and Southern Rhodesia following the break-up of the Central African Federation; he gives an account of the African union's efforts to break down the barriers of 'job reservation'; and describes the hopeful signs of cooperation between African and European-led railway trade unions. We append to his article a summary of a recently-negotiated agreement for improved pay and conditions.



Now that the Central African Federation is ended many people want to know the position of the Railway African Workers' Union (RAWU). Doubts are expressed as to whether it will remain operating throughout the three countries of Zambia (formerly Northern Rhodesia), Rhodesia (Southern Rhodesia) and Bechuanaland Protectorate, because Zambia is now under Black Government, while the other two countries through which the railways run are still under European rule.

RAWU structure

The structure of RAWU as it stands today follows the pattern of the setup of the Rhodesia Railways. As long as the Railways remain one unit under one ownership and control, the Railway African Workers' Union will operate as one Union throughout the Railway network. The Union may only divide if the Railways were divided according to the territories. But even if such changes of ownership took place, relationships between the three possible Unions under a common banner of Federation of Railway Labour would emerge within the first six months of such changes.

When the decision to break up the Federation was arrived at the Railway Labour Organisations, including RAWU, presented very strong evidence the Sub-Committee 'B' on the effect of the dissolution of the Federation on the Railways. The strongest evidence was centred against any attempt to break up the Railway which would automatically result in the division of the Railway Labour Movement. The two Rhodesian Governments have in return given assurance that the Railways will not break up; they will remain as one entity under the management of the Railways Board and Higher Authority. As far as Railway workers are concerned, this ensures the continuity of the Railway African Workers' Union in its present form.

Prior to 1955, African Rail Unions in Southern and Northern Rhodesia operated independently of each other. NR had its own Union known as the African Railway Workers' Trade Union whereas SR Africans had their known as the Rhodesia Railway Workers' Union. Each had its own Presidium, Secretariat, and governing bodies. As they had one negotiation machinery through which the two Unions jointly met one Railway Management, this created a number of difficulties and setbacks. Claims were not presented with unanimity and common approach. The Unions' collective bargaining Committees differed as to techniques at the bargaining table and in the presence of the Management.

Continuity

It was common trade union knowledge

therefore that unity and a common approach to labour problems could only be had by the creation of one Union. Hence the amalgamation of the two Unions in 1955 to form what is known as the Railway African Workers' Union with one Presidium, Secretariat and one governing body. It is this Union which is registered under the Rhodesia Railways Act, 1949, in SR, the Rhodesia Railways Ordinance, 1949, in NR, and the Trade Unions and Trade Disputes Proclamation, 1942, in Bechuanaland.

All Union activities are centred in its Headquarters in Bulawayo, which handles all labour grievances from branches in Bechuanaland, Rhodesia and Zambia. All its 17,000 members are united under RAWU irrespective of their tribal and territorial origins. They regard themselves as Railwaymen and nothing more, nothing less. The relationship between the workers of the two Rhodesias, therefore, is admirably strong. It will be strengthened more by pan-Africanist brotherhood which is intended to unite all Africans irrespective of their origin. This is practically demonstrated at the Union's Annual General Meeting of the National Council (Annual Delegates Conference) which is attended by representatives drawn from more than 40 Union Branches at the rate of two delegates per Branch. At such Conferences the National Executive Committee (governing body) is elected from amongst the delegates present without regard to tribal, political and territorial origins. Leaders are elected on their own merits and capabilities.

Relations between Unions

While the brotherhood between African Workers of the two Rhodesias has grown from strength to strength under the banner of the RAWU and pan-Africanism, the relationship between RAWU (which is predominantly African) and the European-led Unions has not yet been established due to differences in skin colour and also job reservation. Employer-employee negotiations are conducted through two separate Industrial Councils, the Special Industrial Council (SIC) made up of representatives of RAWU and representatives of the Railway Administra-

tion, and the National Industrial Council (NIC) consisting of representatives of the European-led Unions – the Rhodesia Railway Workers' Union and the Amalgamated Engineering Union – together with representatives of the Railway Administration. Europeans have always regarded themselves as superior to Africans and as such cannot belong to the same Labour Organisation. Further, they feel that belonging to one Union may open the way for Africans to jobs which are reserved for whites. As result of this, racial Rail Unions have at times blacklegged the activities of another Union. Negotiations on African Advancement, for instance were not directly between the RAWU and the Railway Administration. By and large they were between the African Union on one hand and the European Unions on the other, RAWU acting through the Railway Administration and the Governments by bringing pressure to bear on them.

However, as a result of the African Advancement agreement, nearly 400 Africans had, by February this year, taken up jobs in the following NIC grades: firemen, shunters and learner shunters, guards and learner guards, general grade clerks, improver cooks, dining car waiters, apprentices.

Out of 370 Africans, about 150 were taken on from SIC grades within the Railway Services. All these Africans who have crossed the line are bound by the Railway main agreement to join the European Unions and already a number of them are members of the RRWU. This is so and should be so because the European Unions represent the interests of the National Industrial Council grades whereas the RAWU represents the lower-

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The tragedy of the insurgents' isolation comes through most poignantly in the closing chapters which describe the trials in the spring months of 1945. Those who had not either committed suicide or been summarily executed were 'heard' in the People's Court, in which the counsels for the defence – when given an opportunity to speak – complained of their 'thankless tasks'. The final defeat of Germany's Nazi régime was close, but not close enough. Most of the defendants at the 'Bloody Assize' were executed. Only a handful of the original conspirators, who had been sentenced to hard labour or who had managed to escape, survived until the Allies finally broke through into Germany.

grade African employees. Therefore before we examine the relationship between the European-led Unions and the African Union, let us look at relationship between African and European employees in the NIC; the relationship between African members of the RRWU on one hand and the RRWU and European members on the other.

Discontent among Africans

On relationships while at work, some African employees have greatly regretted that they joined the Railways. The attitudes of some white workers towards Africans leave much to be desired. Africans are subjected to bad insinuations and rudeness. Had they not been induced by better pay than most Africans in the Railways and elsewhere get, most of them would long ago have resigned their posts. The same feeling is expressed by African members of the RRWU. Most privileges which were fought for by the European Unions – such as medical facilities, accommodation, canteens, rest rooms in depots and on lines, profitable job routines – are not enjoyed by the African NIC employees. In spite of being members, the African employees claim that the RRWU has no taken necessary steps to remedy these 'pin-pricks' to their satisfaction. There is therefore a great desire by most of the African NIC employees to join the African Union or belong to no Union at all. They claim they are not sufficiently protected.

The amendment of the Apprenticeship Act in 1960 to allow Africans to be apprenticed in industry took place simultaneously with the amendment of the Main Agreement on the Railways to allow Africans to obtain jobs which were hitherto held by Europeans only.

When the first intake of the African apprentices was done in the Bulawayo Mechanical Workshops late last year, they were placed under the tuition of the European journeymen. Though reluctant, many Europeans (AEU members) agreed to train Africans, except for a few diehards who felt it was wrong to train people whose aim it was to take over their jobs. It was these few diehards who caused the incident in which two Europeans refused to train Africans. They have since resigned from the service.

The AEU's attitude towards this matter was justified in so far as Trade Union aims and objects are concerned. They could not have gone against the wishes of their members although they disagreed with their actions. In any event it was

not the duty of the white workers to train the African workers if they did not want to do so. However, the Railways have now done what they ought to have done in the beginning. They have appointed persons (Instructors, Tutors) and assigned them with the responsibility of training the apprentices of all races in the workshops.

Move towards common approach

As racial friction is prevalent among the workers everywhere we welcome the step taken by the Railway Administration. For we now feel that Africans will receive more extensive training than they would have done. But the intake must increase; the 12 Africans undergoing apprenticeship at the moment* are not sufficient.

Towards the latter part of 1963 and during 1964 some events of common interest to rail labour organizations have taken place. It was feared that the dissolution of the Federation might effect some changes in the present working conditions. To fight against such a move, rail labour organizations co-operated and presented a united front before the Governments and the Sub-Committee 'B'. The Railway Front comprising RRWU, RAWU, AEU, Senior Salaried Staff Association and Pensioners' Association, fared very well. The results of their struggles were encouraging and satisfying. The proposals made by the Governments of Southern and Northern Rhodesia will no doubt require a similar Railway front. For *inter alia* there is a suggestion of having one Industrial Council as against the present setup.

Railway Trade Unions are also deciding to form a liaison Committee between the African and European led Unions to be known as the Labour Relations Advisory Committees. This move is also a uniting factor.

The Railway policy of tampering with certain allowances which railwaymen have been enjoying for some years may also require a Trade Union Railway front, for the policy of eliminating certain allowances will affect all railwaymen. The subject matters covered in what I call 'uniting factors' will go a long way towards creating good relationships between European-led Unions and the African Union. But such relationships will not rest on sound foundations unless bad race relations as experienced at work by both NIC and SIC employees improve.

* May 1964

Europeans and Africans should learn to work in harmony for they are the basis on which a strong labour movement is built. 'Charity begins at home' is a reminder that unless there is good race relationship in the workshop, relationship between racial Unions, which has never existed but which is in the process of being established, will not be established on true and sound foundation.

Railway pay and conditions

The Railway African Workers' Union has recently negotiated a new agreement with the Rhodesia Railways, with effect from 1 March 1964 for two years. Pay increases are retroactive to that date. Negotiations on a list of claims on behalf of SIC grades began in March this year, and among the items on which agreement was reached fairly quickly were the introduction of compulsory contributory pension schemes and the check-off of union dues to enable the union to operate group life assurance, credit unions and cooperative societies for its members.

But no agreement was possible on two items which involved claims for increased basic wages and allowances. The union was claiming improvements in basic wages of £9 per month for wages employees — labourers — and £7 per month for salaried staff. It also claimed the same allowances — cost of living, family allowances, etc. — as those paid to NIC grades. The parties went through various stages of the statutory negotiating procedure without arriving at any solution of their differences. The two sides then presented their cases to a jointly-appointed mediator. His dedication and shrewdness, coupled with the determination and responsibility of both union and management, provided a basis for settlement and agreement was reached on 10 July 1964.

The significance of the new wage agreement is the inclusion of the Railway Statement of Policy which if implemented with sincerity will go a long way to promote the economic well-being of the SIC employees. According to this Policy, the Railways will be working towards the integration of conditions of service for the employees of the NIC and the SIC grades and which 'shall be so framed as to apply to employees of all races in all grades of Railway employment.'

The Union accepted the Railways suggestion that an integrated wage structure could not possibly be determined until job evaluation had 'provided a new basis

on which to evaluate the rate for the job.' Agreement was therefore reached that job evaluation be conducted under the Chairmanship of independent consultants; that it should be done within 12 months from the 1st July, 1964 or any such periods as the job evaluation Committees may decide 'and that the Railway African Workers' Union shall be represented in these Committees.'

Wages increases

The second significant aspect of the agreement is the consolidation into basic wages of cost of living allowances and the sum of 12/8d, representing the average of children's, special transport and spread-over time allowances. This will enhance the emoluments of employees who work overtime and for employees who retire on Medical and Longservice Gratuity. Although children and family allowances will not apply to new entrants, this consolidation has benefited them in advance together with those serving employees who, hitherto, were not entitled to these allowances. Employees in wage grades who constitute 89% of the total labour force received increases in basic pay of 40/- per month; the rest received 37/- per month. All these were paid retrospectively from 1st March, 1964 and they represent the highest increases the Union has ever achieved in its history. Moreover a settlement was achieved without the Union resorting to threats of industrial action.

With the consolidation into basic pay of cost of living and other allowances wage scales have been raised according to the following formula: — Present pay plus £2.0.0. increase plus 3 or 4% cost of living (consolidation) plus 12/8d average of children, special transport and spread-over-time allowances (consolidation). New starting rates now range from £12 16s. to £17 19s. rising by five annual increments to maximum rates of from £16 18s. 6d. to £28 13s. per month. All serving employees have been transferred to the rate for the second year in their grade, whilst new entrants are recruited at the starting rate in their grade.

Allowances

Family allowances will continue to be paid, but only to serving employees earning less than £30 per month; those with less than four years' service get £2 10s. a month, those with more than four years £3 10s. per month. Serving employees who are at present single will receive these allowances as soon as they

get married. Child allowances for the first child remain at 10s. per month, for the second child 6s. (an increase of 1s.) and for the third and subsequent children 3/6d. each (an increase of 1s.). Serving employees receive this allowance in two forms: (a) through consolidation into basic pay of the sum of 12/8d. (see above); and (b) through make-up pay representing the difference between the employee's entitlement and 12/8d. New entrants are not entitled to child allowances.

Other items on which agreement was reached were: married accommodation allowances, vocational leave, sick leave, travelling allowances, relief and transfer allowances, climatic leave, night work allowances, extra gang allowances, danger allowances, Sunday overtime pay, hotel expenses and casual leave.

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intractable non-technological unemployment due to inability to compete successfully with the products of the more modern and efficient economies.

'The trade unions, in short, welcome any development that lightens the burden of human labour and makes it possible for mankind to create greater economic wealth with less human effort. This is the promise of automation, but automation implies fundamental economic changes for the future, with the introduction of new processes, the tapping of new sources of demand and the shift of consumer demand from one industry to another. Economic dislocation will be an inevitable consequence and such dislocations cause grave social difficulties. The steam engine and other inventions taught us that unless there is positive and adequate advance planning to cope with change, the necessary social adjustments, though benefiting a national economy, can gravely harm large numbers of individuals ...

'An essential requirement for the kind of planning-for-the-future which I am envisioning, is the setting up of a central clearing house for economic information from all sectors of Government, Industry and Commerce to give the commission a total picture of disparate though inter-related developments ...


'The economic commission that I envisage would no doubt have to consider, and make recommendations on such matters as revised retiring ages; earlier pensions and other aspects of social security; shorter working hours; expansion of the national economy; guaranteed an-

nual wages and, perhaps most important of all, education... The educational requirements imposed by modern technological advances are as vast as they are far reaching and, in my view, it is imperative that the voice of Organized Labour must be heeded in the determination of future policy.

'Automation, as has become apparent in countries where the process is far further advanced than in South Africa, calls for new skills, clearly different from the old ones, and not merely for an upgrading of existing skills. And new skills mean more education, re-education or retraining. It also implies displacement of labour and a need for human adjustments.

The first and most immediate challenge is how to provide new skills for those workers displaced by automation who are ready to adapt themselves to new industrial methods and tools. More basic, more challenging and less certain of solution, is the problem of the young people at school today and how to prepare them for the uncertain world of tomorrow. The march of technology is known neither by its speed nor its direction; at least, not with sufficient certainty to justify clearcut recommendations for the generation now at school. Probably the most that can be said is that there is a need for a sound basic education to provide a foundation for the later acquisition of specialized skills. For this, improved communication between Industry and Commerce on the one hand, and those who determine educational policy on the other, is clearly necessary. Workers who may be willing and able to acquire skills for which there will be a demand in the future are unable to prepare themselves either because they lack adequate warning or because the teaching institutions have inadequate knowledge of the skills they should be teaching.'

ITF supports Japanese railwaymen's rights

 PIETER DE VRIES, ITF GENERAL SECRETARY, has recently made a statement to a panel of the ILO Fact-finding and Conciliation Commission hearing evidence on the Japanese government's failure to ratify ILO Convention 87 on Freedom of Association and Protection of the Right to Organize. De Vries' evidence was concerned with the trade union rights of Japanese railwaymen. The following statement was adopted at a meeting of the complain-

ants during the Geneva meeting, which began on 9 September:

'The representatives of the International Confederation of Free Trade Unions, the Public Services International, the International Transport Workers' Federation, the Postal, Telegraph and Telephone International, the International Federation of Free Teachers' Unions on the one hand and the representatives of all the Japanese trade unions in the public sector meeting on the occasion of the ILO Fact-Finding and Conciliation Commission on Freedom of Association,

Reaffirm their support for the Japanese trade unions in the public sector in their fight for full respect of freedom of association and the related right to bargain collectively on behalf of their members, as well as for the ratification of ILO Convention No. 87,


Express their satisfaction at the way in which the ILO Fact-Finding and Conciliation Commission on Freedom of Association conducted the hearings in connection with the complaints against the Japanese Government,

Firmly hope that these hearings as well as the further discussions which could be conducted between the Japanese trade unions concerned and the Japanese Government may lead to a simplification and a modification of the Japanese legislation regarding trade union rights of workers in the public sector in order to eliminate from the existing legislation all the restrictions on the full exercise of the right to organize and to bargain collectively.

Pledge to support the Japanese trade unions concerned in their demand for recognition of the right to strike or for adequate and satisfactory compensation in the form of fully independent and effective arbitration machinery in those exceptional cases where for certain essential public services the right to strike may have to be regulated by appropriate rules of conduct.


Insist that it is the purpose of the free trade union movement to ensure for its membership in all countries adequate means for peaceful settlement of disputes in order to guarantee the right of all workers to steadily improving working conditions and social justice.' (See also *ITF Journal*, July 1964.)

Forum of economic problems


 IN MEXICO CITY last July trade union organizations from all over the American continent met to consider social and economic problems in Latin American countries. The occasion was

the Second Interamerican Trade Union Forum on Economic and Social Problems, held by the Interamerican Regional Organization of Workers (ORIT). Workers' organizations throughout the American hemisphere sent delegates to the Forum and representatives of the Organization of American States and of the American Institute for Free Labour Development also attended. Arturo Jáuregui, General Secretary of ORIT, said that his organization considers worthwhile a study of economic and social problems which brings together all the forces concerned in the progress of the Latin American peoples through peaceful and lawful means.

Malayan rubber workers thank ITF

 THE MALAYAN NATIONAL UNION of Plantation Workers informs us that it has successfully concluded negotiations on wages for its members in the rubber industry, with the help of a mediator. The negotiations had lasted eleven months, erupting at one stage into a 'pilot strike' which threatened to develop into an indefinite strike. The ITF was among a number of organizations which stated at that time that they would do all they could to support the union in case strike action became necessary, and the union has now thanked us for this expression of support. Whilst not completely satisfied with the results of mediation, the union is convinced that it did right to reject arbitration as a solution, and is now on the look-out to see that the new agreement is properly implemented.

Unofficial strikes probe

 AGREEMENT HAS BEEN REACHED between the British TUC and the Employers' Confederation on a scheme for two-man investigations of unofficial strikes. The scheme is an experiment for up to 12 strikes to be investigated over a period of 12 months, by a nominee of each party. The Minister of Labour had suggested that a Ministry official should act as chairman of the investigators; inquiries should begin while the strike was still on; and the reports should be published. But TUC and BEC representatives decided that it would be preferable for the inquiries to be made only by people drawn from industry - though not from the industry in which the dispute occurs; the reports should go to the TUC and BEC for examination; and inquiries should be conducted after the strike was settled.

News from the Regions



Malayan railwaymen win battle on status

THE MALAYAN GOVERNMENT has at last accepted the claim by the Railwaymen's Union of Malaya (an ITF affiliate) that railwaymen are government servants under the Federal Constitution and thus entitled to the same rights, privileges and benefits as government servants in other branches of the public service.

The railwaymen have been seeking to get this vital fact established beyond doubt for many years. The story really goes back to the Railway Ordinance of 1948 which failed to define the status of railway employees. This lapse was corrected in 1951 by an amendment which laid down that 'any person in the service of the Railway Administration shall, except where otherwise expressly provided by any other written law, be deemed to be also in the service of the Federation.'

Despite this amendment, the Railway Administration and the government still failed to treat the railways as a government department and its employees as government servants, but the issue remained dormant until Malaya's independence in 1957, when the new Constitution redefined the status of the railways as a public service and of their employees as servants of the head of state.

In 1959 the railway unions began to negotiate in earnest for similar benefits to those enjoyed by other government servants. These negotiations resulted in strike action by the Locomotivemen's Union (the forerunner of the Railwaymen's Union of Malaya (RUM)) in November 1959. A Royal Commission was set up to inquire into a number of issues in dispute and its report was presented to Parliament in February 1961. The Commission's recommendations on the status of railway servants and their right to be included in a public service pension scheme were as follows:

'We believe that clarification of the status of railway servants would contribute to the establishment of a more satisfactory basis of mutual understanding.

Management and Unions have put different interpretations on the rulings already given on this long-standing issue. Amendment No. 40 of 1951 (referred to above) to the Railway Ordinance sought to remove any doubt to what extent the Railway Administration and its servants were to be treated as a government department and as government servants. The amendment, however, fails to resolve anomalies in practice. It is natural for railwaymen "deemed to be also in the service of the government of the Federation" to expect the same benefits and privileges as government servants and to feel dissatisfied with whatever the Railway Administration may say, in all sincerity, in denial of the same. We think that this dissatisfaction, and perhaps with it an underlying suspicion that the government is partial to the Malayan Railway Administration, will remain till the issue is faced squarely.

'The solution does not, we think, lie either in exhorting the Railway Unions to try to understand that the Railway is not, in the accepted sense, a government department but an organization run on commercial lines which should pay its way, nor in making further amendments of the Ordinance with the object of defining in what respect the railway servant has, on the one hand, status of a government servant, and when, on the other hand, he is not entitled to that status. A more radical solution is required. Holding the status of a government servant, the railway servant is subject to all the duties and obligations of the former. It seems therefore right to us that he should also enjoy all the rights and privileges of the government servant of his corresponding class, subject only to the efficient working of the Railway, and that he should not be differentiated against merely on the grounds of economy.'

These recommendations were ignored by both government and Railway Administration and in December 1962 the Railwaymen's Union of Malaya took strike action, following a series of attempts to deprive railway employees of

certain benefits which they derived from their status as government employees, in particular the withdrawal of medical facilities (subsequently restored by order of the Prime Minister) and the rejection of a claim for inclusion in the public service pension scheme. The strike ended on 16 January 1963, one of the conditions for a return to work being that the question of railwaymen's status was to be decided in the High Court.

On 29 October 1963 a writ was issued by the Railwaymen's Union containing the following claims: 1) a declaration that all members of the plaintiff union in the service of the Railway Administration at all material times have been and are public servants and/or government servants and/or engaged in the public service and/or in the service of the government of the Federation; and 2) an injunction to restrain the defendants from continuing to dispute the plaintiffs said status and preventing the plaintiffs from enjoying the said privileges and advantages.

An eminent British Queen's Counsel, Mr. Dingle Foot, was engaged by the Union to present its case in the High Court in August. However, immediately after the hearing opened the Malayan Attorney-General made a statement to the Court announcing that the government accepted the claim; the case was thus settled almost before it began. Railwaymen now have a firm assurance that they are regarded as government servants, with all the rights and privileges attaching to that status.

There is still one fly in the ointment, however. It is not yet known whether the government will put into effect a plan which it announced last year to convert the Railway Administration into an autonomous Public Corporation, thus taking it out of the field of government service, and also depriving its employees of their newly-recognized status. This plan was shelved until the result of the High Court case was known; but if the government is still unwilling to grant the railwaymen their rights, it may take this way out.



Picture showing the students and teachers together. In the foreground the teachers: (left to right) Manuel Medrano, Pedro Villavicencio (CELP), Jack Otero, Jesse Friedman (CELP), Medardo Gomero. Otero, Medrano, and Gomero work in the ITF Lima Office

Transport workers' trade union course in Peru

AS REPORTED in the last issue of the *Journal*, the ITF has sponsored an eight week training course in trade unionism for Peruvian transport workers. The project was executed jointly with the Centre for Labour Studies (CELP) in Lima, the Peruvian branch of the AIFLD. Eighteen students took part in the course, which opened on the 17 August. They included dockers, tramwaymen, bus and taxi drivers, civil aviation workers, railwaymen and seafarers.

The emphasis throughout was on practical training, though adequate attention was also given to the theory behind it. Subjects of which the practical aspect was stressed included collective bargaining, industrial relations, adult psychology, public relations, organizing techniques, practical accounting, trade union journalism, public speaking, grievance handling and strike procedure. Experience gained in previous ITF courses has shown that students absorb new *The theoretical side of the subject matter was played down as far as possible in this recent ITF tuition course. The emphasis was on practical aspects of union work*



knowledge more effectively if they are given the opportunity of putting it into practice immediately. For this reason much of the Lima course consisted of staged situations in which the students were placed to work out for themselves the best methods of handling them under the guidance of an instructor.

In addition to the practical sessions the syllabus also included lectures on Peruvian labour law and the structure of the Peruvian labour ministry, social security, and the history of the Peruvian and international trade union movements. The tuition was undertaken jointly by a panel of instructors from the Peruvian Centre for Labour Studies and Brothers Jack Otero, Manuel Medrano and Medardo Gomero of the ITF Regional Office in Lima. Arturo Sabroso Montoya of the Peruvian Confederation of Labour also gave some lectures.

An innovation characterized this latest ITF training course. Before it got underway the organizers contacted local unions affiliated to the ITF, asking them to send instructors to help out with the tuition. The idea behind this was not to provide additional lecture material. They came to explain problems with which their unions had been faced and the solutions which had been found to deal with them. Sometimes these were problems currently confronting a union and which the union was still working on. Round table discussions were arranged to talk over these questions and the students were asked to explain how they would deal with them.

The final week of the course, which

ended on 10 October was devoted to teaching practice for the students, in which they were able to go over what they had learned and make sure that it stuck in their memory by teaching it to others.

The students were so enthusiastic about the course that they began after the first three weeks to publish their own mimeographed bulletin for distribution among their unions. In this way they could reach a larger number of union members and inform them of the advantages of participating in such a course. At the same time they were able to put some of their newly acquired knowledge into practice, particularly in the field of trade union journalism.

ITF Journal resumes publication in Spanish

THE SPANISH VERSION of the *Journal*, which for some time went out of circulation, is to reappear. Prepared at the ITF's Regional Office for Latin America in Lima, Peru, the Spanish edition, *Transporte*, will contain abundant information on the ITF's activities in Latin America and the Caribbean as well as a copious selection of news items about the ITF's affiliates in all parts of the world and articles of particular interest to transport workers. *Transporte* will be an excellent companion to the Spanish Press Report, also issued from Lima, which now appears in printed format.

ITS men discuss Brazil


REPRESENTATIVES of the international trade union organizations working in Brazil met recently in Rio de Janeiro to consider the present situation in that country, exchanging information and studying possibilities of extending their joint activities. The meeting was held on ITF initiative, ITF Director for the Latin American Region, Jack Otero, taking the chair. Those present were Manuel Pavón (Interamerican Regional Organization of Workers - ORIT), Joviano de Araujo (ORIT), Albert Ramos (Public Services International - PSI), Robert Goss (International Federation of Petroleum and Chemical Workers - IFPCW), Efrain Velazquez (IFPCW), and William Medeiros (International Federation of Commercial, Clerical and Technical Employees).

The delegates at the meeting expressed concern over a number of problems which the new régime in Brazil showed no immediate signs of solving. The cost


of living continues to rise and the purchasing power of workers' wages continues to decline. Communists are still conducting their subversive activities, though under cover. The government is showing an alarming tendency to curtail properly drawn up collective agreements: this has manifested itself in the case of the airline workers, who were due in June this year for a cost of living adjustment in their pay. The government, pursuing its austerity policy, decreed that the clause entitling them to this should be suspended from their agreement with the airlines. The delegates also noted that employers are taking advantage of the confusion still existing in some areas, where unions are under government control because of Communist infiltration. Some employers are refusing to pay the national guaranteed minimum wage, and are getting away with it. The trade union tax still continues to operate — an institution which the workers would like to see abolished.

The delegates all agreed that contact should be made with the Brazilian Minister of Labour and that he should be informed of international labour's concern over these matters. They also agreed that they should in future meet each month to hold similar discussions.


Korean unions protest at Labour Bill

 KOREAN WORKERS have protested to their government over a bill on labour legislation. The Federation of Korean Trade Unions (FKTU) considers that the provisions of this bill will restrict the autonomy of workers' organizations. The FKTU has been supported by the International Confederation of Free Trade Unions, whose General Secretary, Omer Becu, has also sent a message of protest to the Korean Government. In it he calls upon the Government to preserve the right of workers to form trade unions. The FKTU has organized nation-wide protest action to be continued until the bill has been amended along the lines proposed by the unions.

ITF organizing drive in Brazil


 IN MID-SEPTEMBER the ITF launched a crash organizing drive in Brazil, 'Operation Brotherhood', the intention of which was to help strengthen the transport workers' unions now under new leadership. A team of ITF representatives has been running the campaign under the leadership of Jack Otero, ITF Director of Regional Affairs in Latin America.

Mexican union's contribution to social progress


 THE MEXICAN PILOTS' ASSOCIATION (ASPA), an affiliate of the ITF, is in the vanguard of the labour movement's struggle to better the Mexican people's standard of living.

A project in which the Association was recently engaged shows the extent of the pilots' interest and involvement in the social progress of their country. ASPA has sponsored the construction of a new primary school in the small rural community of San José Chicoloapan in Mexico State. The school incorporates a canteen, a medical dispensary and a playground equipped with plenty of recreational facilities. Other workers' organizations also participated in this important project, including the Electricians' Union who supplied the electrical installations. The ASPA Number One School was officially opened by the wife of President López Mateos of Mexico.

African head of EAR & H


 DR. E. N. GAKUO has been appointed as the new General Manager of the East African Railways and Harbours authority, with effect from 1 September 1964. His appointment has been welcomed by the Kenya Railway African Union, as the culmination of their Africanization campaign. Mr. G. P. G. Mackay, former General Manager, under whose direction Dr. Gakuo has worked in recent months, is to stay on for a time as an adviser.

Minimum Wages Board in Uganda


 A MINIMUM WAGES Advisory Board is to be appointed by the Uganda Minister of Housing and Labour, Mr. George Magesi. The Board will inquire into the wages of unskilled and lower paid workers throughout the country, and recommend basic minimum wages which should be paid having regard to the existing social conditions and the present economy of the country.

It will also make recommendations on the maximum sum which an employer may deduct from the basic minimum wage to represent the value of housing provided free by an employer. This recommendation will be related to the employer's obligation to provide free housing for his employees. The Board will consist of three independent members, one of whom will act as chairman, and two representatives each of employers and employees.


Fortnightly payment of wages

 THE NIGERIAN RAILWAY CORPORATION has announced that salaries and wages will be paid twice a month as from October 1964. This decision is in accordance with the agreement reached following the Morgan Commission's report on wages. It has been pointed out, however, that if the purpose of going over from monthly to fortnightly pay packets was to enable workers to budget more easily the present system of monthly bills should also be changed. 'If bills were to be delayed till the end of the month as now, it would mean that bills previously met from a full month's salary must now be met from one half of the normal pay packet... The whole purpose of fortnightly payment of wages to junior employees would be defeated unless public utility and sales departments of Government and commercial firms, as well as house owners, adjust the timing of their bills accordingly' (*Daily Times*, 3 September).

Peruvian railwaymen's congress

 THE PERUVIAN RAILWAYMEN'S FEDERATION held its Third National Congress recently. Among issues which were debated and upon which decisions were reached were the following: it was decided to press Parliament to rule that rheumatism, deafness and sight deterioration should be regarded as occupational diseases of railwaymen: the union is to press, through the national centre CTP, for the creation of Workers' Social Security in the Pacasmayo area and the construction of a hospital in the port of Pacasmayo; the union is to draw up a national wage claim and to press for a minimum wage for workers throughout Peru; finally, the Congress again approved affiliation to the ITF.

Monorail airport service for Tokyo


 THE WORLD'S LONGEST MONORAIL SYSTEM went into operation during September, linking Tokyo International Airport with the city centre. It will cut travelling time from the present 45 minutes to 15 minutes, and is 13.1 kilometres (8.1 miles) long. Construction began in May last year and costs Y19,600 million (approximately £19,370,000). It is owned and operated by the Tokyo Monorail Company. Trains travel at up to 100 km (60 miles) per hour, and leave every six minutes from the airport and town centre. They can carry up to 100,000 passengers a day.

Can Franco blackmail the Common Market?

by JOHN RIDDELL,
ICFTU Editor-in-Chief



General Franco, left, dictator of Spain, seen here with former dictator of the Dominican Republic Trujillo. In this article John Riddell explains why the free trade union movement feels so strongly about not admitting Spain into the European Economic Community

 FOR A LONG TIME now the Spanish dictator Franco has been working feverishly to get Spain accepted as a member of various international and European bodies on an equal footing with democratic countries. And it must be admitted that owing to the lamentable weakness of certain democratic governments, his efforts have met with some success in recent years. He managed to sneak into Unesco, into the United Nations and into the Organization for Economic Cooperation and Development. He has not yet made the grade either with NATO or with the European Economic Community.

Why is Franco so keen on getting into these bodies?

In the first place, in order to establish the 'respectability' of the sordid gang of military adventurers, hired assassins and crooked demagogues who came to power in Spain with the help of Hitler and Mussolini. And having 'arrived' in this way, he hopes that the dollars will flow more freely; that he will be able to get his fingers into a number of profitable European pies; that more funds will consequently be forthcoming to prop up the gimcrack structure of a regime riddled with chronic corruption and shaken by continuous popular revolt.

Why on the other hand, do democratically elected governments agree to have anything to do with a disreputable gangster of this kind?

Various arguments have been advanced at different times to justify this strange behaviour: strategic — Franco was needed to defend democracy against the threat of communist aggression; political — by drawing Spain into the democratic orbit and 'westernising' its

economy the brutality of the regime would gradually be tempered; and commercial — no democratic government can afford to deprive its national economy of valuable trade simply for idealistic reasons.

The free trade unions in general, and in particular those of the European and North American countries immediately concerned, have always rejected these specious, conscience-saving arguments. We refuse to believe that European democracy is so weak that it must lean for its defence on the uncertain military strength of a tottering dictator — this is really too ludicrous for serious discussion. We never accepted the argument that Franco's regime would become more democratic if it were granted economic assistance. And the facts have proved us right. The aid extended to Spain four years ago for the purpose of 'economic stabilisation' has led to no tangible improvement in the lamentably low standard of living of its workers, nor has it in any way mitigated the repressive policies directed against the clandestine

labour movement and, indeed, against democratic opposition of any kind. As for the commercial argument, the organized workers have always refused to submit to this kind of crude blackmail. If there were any foundation for fears that normal trade with Spain would be endangered, then the workers at least as much as the governments and employers would be entitled to cry halt; for it is their jobs which would be in jeopardy. We have not done so; firstly because we believe that Franco is bluffing — he needs trade with the democratic countries far more than they do with him; and secondly, supposing there were some substance in the threats, we know that the workers would be ready to make certain economic sacrifices if that could help to bring nearer the day of liberation for the long-suffering Spanish people.

The free trade unions have, in fact, consistently refused to play the game of those governments which are anxious to rehabilitate Franco for strategic, political or commercial reasons. No world congress of the ICFTU has been held without the adoption of a resolution strongly reaffirming labour opposition to Franco. The unions associated both with the OECD and the European Economic Community have taken an equally firm stand. And in recent years the existence of a joint committee with the Christian International for Spanish affairs has allowed an even more broadly-based attack on Franco through, for example, the submission of joint complaints to the International Labour Organization.

It has been on the European front that the free trade unions have so far been most successful in containing Franco's drive to force his way into democratic international organizations. In particular, his last attempt to gain entry to the Common Market was frustrated two years ago, when the Council of Ministers of the European Community refused to entertain his application for associate membership.

Since then Franco has not been inactive, however. Relying on the support of the French and German governments, he came back again. In view of the declared hostility of the Italian, Dutch and Belgian governments to any closer form of association than a simple trade agreement, it was generally understood that this was what was intended when the Council of Ministers of the Community recently agreed to open discussion with Spain.

The ICFTU is in a position to reveal — we would indeed be failing in our duty if we failed to do so — that this apparently harmless invitation is being used as a cover for renewed manoeuvres to bring Spain into full associate membership of the European Community.

What is actually going on behind the scenes? Free trade unionists in Europe and the public at large have a right to know.

We are able to state that economic pressure is being brought to bear on the recalcitrant governments, in particular on those of Italy and the Netherlands. Not much time is being wasted on diplomatic finesse. *They are being told quite bluntly that, unless they withdraw their opposition to Spanish association with the Common Market, their exports to Spain — in particular Fiat cars and Philips radio — will suffer.* Renault and Grundig, for example, it is hinted, will be only too willing to step in.

In other words this is the old trick of economic blackmail which Franco is hoping to pull off once again. But will he get away with it this time? Can the democratic governments of the European Six afford to have a laughing stock made of the economic solidarity of their regional grouping? Will they allow this ridiculous intruder to play off one of their members against another, to make nonsense of their common economic policy, not to mention their political unity in defence of freedom and democracy? Is there the right of veto in their Council of Ministers, or is this reserved exclusively for the more powerful members, and only for the purpose of keeping out democratic candidates for membership such as Britain? — a country which scrupulously refrained from any gesture which could have been interpreted as an attempt at economic pressure.

We venture to believe that the European governments which are now being subjected to this despicable blackmail will agree with us. Let us hope, too, that they will see through it and expose it for the ridiculous humbug which it is: after all, when the letter (if not the spirit) of the Rome treaties can be used to exclude an industrially powerful democratic country, surely they are adequate for keeping out a piddling upstart dictator.

Whatever the views and eventual action of the governments concerned, there is no doubt about the attitude of the free workers of Europe. They want no truck with Franco and are not impressed by his clumsy attempt to hood-

wink them that he of all people can endanger their jobs. They have their tradition of international solidarity and adequate machinery in the ICFTU, the ERO, the six country secretariat and the international trade secretariats to make it work.

Let the European governments take a leaf out of the workers' book. Let them have the courage of their convictions and demonstrate once and for all that their Community really is not only a democratic body but also an effective instrument for economic unity and solidarity. We can assure them that in taking such a stand they will have the enthusiastic support of their own workers. Is that not worth more than the cringing thanks of a poltroon dictator?

Book review

Job Evaluation and Merit Rating (published by the British Trades Union Congress, price 1s.6d.)



THIS BOOKLET is based on notes used in courses on production and management subjects at the TUC Training College. It provides trade union representatives with an extremely useful outline of the more commonly used systems of job evaluation and merit rating, and draws attention to points of special trade union interest. In relatively uncomplicated language, and with examples in the appendixes which serve to illustrate the different systems, the booklet thus provides an introduction to the terminology and methods of a subject which trade unionists are having to deal with more and more.

The chapter on trade union views points out that whilst it may be useful no system of job evaluation can be considered scientific or completely objective for each depends to a great extent on personal judgment. 'Any suggestion that there is something inherent in job evaluation which puts it beyond the normal negotiating or consultative process is wholly unacceptable.'

In general trade unionists are suspicious of personal wage differentials, because these too often lead to favouritism and jealousy. Merit rating can help to put rewards for merit on a more systematic basis, and is thus to be welcomed; on the other hand, without adequate safeguards it may merely provide a façade behind which objectionable practices are continued.

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 * Dominican Republic * Ecuador * Egypt
Estonia (Exile) * Faroe Islands * Finland * France * Germany
Germany * Great Britain * Greece * Grenada * Guatemala
Honduras * Hong Kong * Iceland * India * Indonesia * Israel
Italy * Jamaica * Japan * Jordan * Kenya * Lebanon * Libya
Libya * Luxembourg * Madagascar * Malaya * Malta * Mauritius
Mexico * The Netherlands * New Zealand * Nicaragua * Nigeria
Norway * Nyasaland * Pakistan * Panama * Paraguay * Philippines
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