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**International
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Comment

Black Christmas

After learning that Vuyisile Mini, Secretary of the African dockers' union in Port Elizabeth, and two other trade union leaders had been brutally executed by the South African régime even more people should be aware of the true nature of *apartheid*. The government's announced intention to suspend the so-called ninety-day law, under which anyone can be held without trial, not just for ninety days but for an indefinite number of ninety-day periods, must not be allowed to overshadow the fact that human rights are still denied in South Africa. Now that the United Nations, the British Trades Union Congress and the ITF have all declared their support of positive action against South Africa let us hope that Verwoerd – who is of course 'dreaming of a White Christmas' – will be forced to taste the bitter fruit of a black future. We hope that the New Year will bring brighter prospects for the oppressed peoples in his charge. In order that we who live in the so-called developed countries shall not be so completely absorbed in the feasting and celebrations of Christmas and the New Year that we do not even spare a thought for our brothers in South Africa – and all other afflicted peoples for that matter – we reproduce here extracts from a poem published in the *Transport & General Workers' Record* and written by the English actress Vanessa Redgrave, who has been active in the anti-apartheid campaign:

I saw a black man hanging on a tree,
Burned by the sun as black as black can be.

'What can I do to set you free?'
I asked and his white bones answered me –

Called to me, to me.
Don't send your ships to us across the sea,

Don't buy our fruit or sell your cars to me,

If you're afraid then please don't say
You pity me, you pity me, you pity me,
'You've a thousand million pounds
invested in my land

In trade and investment, that's a million grand.

Take it away, Oh take it away;
If you won't then please don't say
You pity me, you pity me, you pity me,
'If you make money from Verwoerd

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The story of Sweden's seamen

ANCHOR SEAFARING NEVER PROVED a fertile ground for the spread of trade union activities. Constant movement from one port to another and prolonged absence from the homeland present immense organizational problems. In most countries trade unions were well established in land industries before the seafarers began to organize. Seamen serving aboard the merchant vessels of many nations were subject to laws and conditions of service which amounted to military discipline. Any protest action on their part in respect of wages or working conditions was treated as mutiny.

Early activities

This situation existed in Sweden, and many long and bitter years of struggle passed before the seaman was regarded by the law as a free worker. Trade union activity began as early as 1884 amongst Sweden's seamen. Although this first tentative did not achieve much the trade union idea had taken root and had come to stay, even if it was not to flourish until many years later.

The stimulus for the next attempt at organization came from abroad. In 1887 Havelock Wilson in England had formed the Amalgamated Sailors' and Firemen's Union, which grew rapidly in strength and soon expanded its activities to Scandinavia. The Scandinavian branch had an office in Gothenburg, from which it directed its activities among Swedish seamen. These early organizational activities were sporadic, however, and it was not until Charles Lindley returned to Sweden that trade unionism really began to gain ground in the Swedish seafaring industry. Lindley, a Swede by

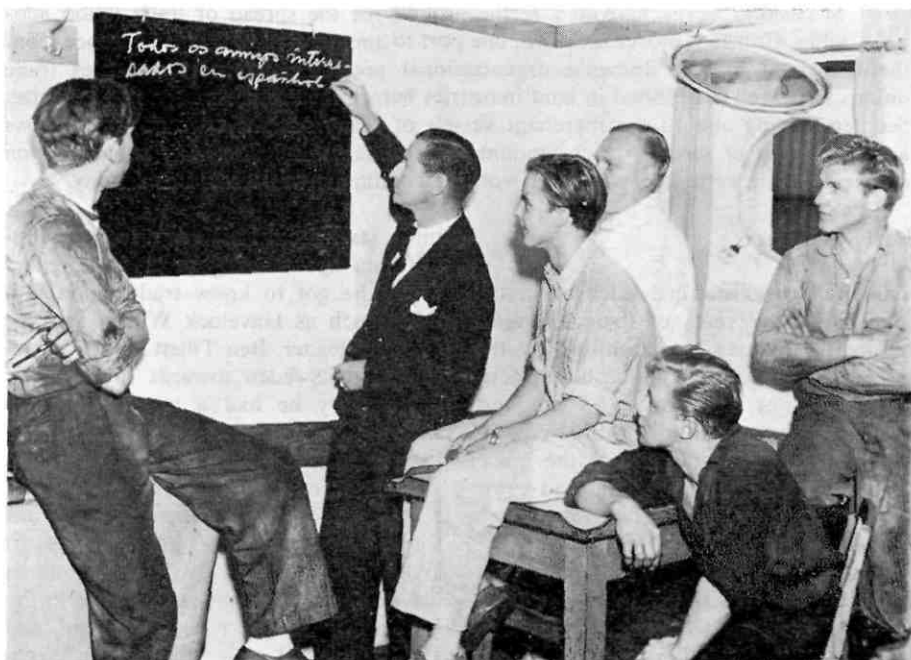
birth, started out in life as a seaman himself and spent many years in England where he got to know trade union pioneers such as Havelock Wilson and the dockers' leader, Ben Tillet. When he returned to Sweden towards the turn of the century he had a wealth of experience in British trade union activities to turn to good use in the younger Swedish workers' movement.

A Seamen's and Firemen's Union was formed around 1900 by the Transport Workers' Union under Charles Lindley's leadership. Conditions at this time in the Swedish merchant navy were bad and seafarers left for service on board foreign ships in large numbers. This practice was even encouraged by the Swedish shipowners, since it left them free to employ inexperienced boys who could be paid low wages. It was impossible for the experienced seaman or fireman to earn a decent living on Swedish ships.

These circumstances made problems of organization even more acute. In 1908 the Seamen's and Firemen's Union had a membership totalling only about ten

The Swedish seamen's delegation, headed by Union President, Johan S. Thore, at the 1964 negotiations with representatives of the shipowners on wage rates for their members





A Spanish class on board ship. The Union's efforts to make study facilities available to the men on board were rewarded. Crews showed great keenness to avail themselves of the valuable opportunities presented to them of further education in a number of subjects

per cent of crew members in the Swedish merchant service. Membership dwindled even further, and the union did not survive more than a couple of years. The emigration of Swedish seafarers ceased with the outbreak of the first world war, and it was not till then that the need to organize and fight for better conditions was definitely felt. The year 1914 marked the birth of the modern seamen's trade union movement.

Much that was wrong in the Swedish merchant navy called for parliamentary rather than trade union action. The seaman had to put up with low wages, miserable living conditions, bad food, long hours and, if these were not enough, cruelty from his superiors. And there was little he could do about it, for the law did not favour him. If he left his job, he could be punished for desertion. He was in fact little better off than an imprisoned criminal. His wages and working conditions could be improved through effective trade union activity. But even this was a poor hope, since the union which Lindley had organized in 1900 suffered to such an extent from the high rate of emigration that it folded up after ten years. The basic reforms had to come through parliamentary action. Charles Lindley was elected to the *Riksdag* (Swedish legislature) in 1906 and remained a member for many years. From this position he was able to focus national attention on

the shameful situation of the Swedish seafarer under existing maritime law, and fought tooth and nail for amendments which would ease his lot. The first proposal for a reform was defeated by the middle class majority which then enjoyed power. It was to take many years yet.

First gains

But these ten first years of the twentieth century were crucial ones for the trade union movement in Sweden. They were years of action and struggle and, though the workers did not come through victorious, they learned much from their experience. In 1914 two separate unions were formed for deck and engine room crew which on amalgamation in 1932 became the Swedish Seamen's Union of today. Thus Sweden's seamen can look back on half a century of uninterrupted trade union activity. The beginning of the war had put a stop to shipping, but as soon as the owners had got state guarantees against war risk there was a rush to get crews. The new unions stepped in without delay with demands for minimum wages and war risk compensation. The shipowners declared themselves willing to negotiate and by 2 January 1915 agreement was reached, the first collective agreement in Swedish seafaring history.

These were times of danger and sacrifice, for, although Sweden remained

neutral throughout the war, her ships were not immune to mine explosions and torpedo attacks. 787 seafarers on board Swedish vessels and 430 Swedes sailing aboard foreign tonnage lost their lives in the first world war (in 1939—1945 the figures were 1,370 and 240 respectively). But trade was good and the shipowners were making money fast. The seafarers for their part often had to resort to juridical action to get their risk pay. But at least there was work.

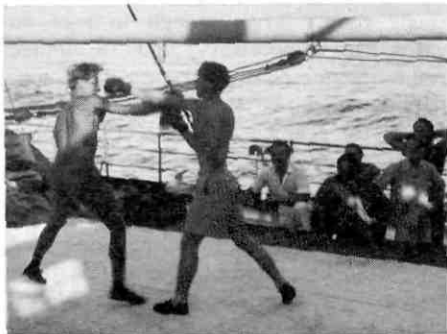
As soon as the war ended that too changed however. Trade slumped and shipping was laid up. Seafarers suffered extreme hardship: there was mass unemployment. A sign of the lean times ahead was the shipowners' demand immediately after the war for a wage reduction. The unions' reaction was hostile and on the 9 January 1919 the Seamen's Union went on strike. Strikebreaking labour was used but did not prove to be of great benefit, since port workers in other European countries refused to handle cargoes on the black ships. The Seamen's Union struck again in June of the same year to bring their wages into line with those of other European seamen. The shipowners gave in after a few days and agreed to pay the international rates. The Firemen's Union had not engaged in open conflict but also benefited by the agreement, which for the first time regulated hours of work. The unions had now established themselves as forces to be reckoned with and it was clear that the shipowners could no longer ignore them in labour matters.

Safety and comfort

During the early part of the century there was a scandalous disregard for safety at sea on the part of the shipping companies. Wrecks were frequent, but as long as their vessels were insured the shipowners were not worried. The main object was to make the maximum profit:

Swedish seamen's representatives talk to police during a boycott of the runaway flag ship, Filadelfos, during the early 1950s





Thanks to their union, Sweden's seamen enjoy many recreational activities on board ship. Their predecessors fifty years ago would not even have had the leisure — or the energy after work — to pursue them

the well-being of those who sailed the floating coffins was of little importance. Ships sailed badly overloaded, undermanned or manned with inexperienced personnel, inadequately equipped with lifesaving gear and with cargoes badly stowed. A vessel inspection system was introduced in 1914, but some 15 wrecks occurred in the Baltic trades alone between 1905 and 1921, with overloading as their sole cause.

Undermanning constituted another threat to safety at sea which the seafarers' organizations had to fight hard against. At this time a seaman could legally be forced to sail in a vessel which he thought to be unsafe. Manning was considered to be a matter which could best be dealt with through legislation. But although Lindley and his Social Democrat colleagues in the *Riksdag* made strenuous efforts to secure amendments in the maritime law ensuring safe manning scales, the shipowners' lobby proved to be too stiff an opposition. The matter finally had to be settled by trade union action, and manning scales were incorporated in the 1937 collective agreement.

In the not too distant past a Swedish seaman could also be forced to sail on a ship aboard which heating, ventilation and accommodation were so bad as to constitute a danger to his health. Living conditions on board have come a long way since those days. The union's determined struggle to secure improvements in this field was helped along by the rapid technological changes which were occurring in the shipping industry between the wars and which provided the opportunity to have improved accommodation built into new tonnage. Sweden was the first country to ratify the ILO Convention on Crew Accommodation (1936) and the Swedish government has since laid down additional requirements for

the comfort and well being of crews on board.

The Swedish Seamen's Union has a striking record of welfare and educational work. The circumstances of the seafarers' profession are such that he is deprived for long periods of the normal everyday comforts which most land workers enjoy. The seamen's organizations have always striven to make as many of the good things in life as possible available to the seaman. As early as 1916 they began supplying books to crews on board merchant vessels, and this practice grew — with the help of a state subsidy granted in 1931 — into the present system of circulating libraries. Facilities to enable crews to pursue studies while at sea were first organized on a properly planned basis in 1937 and immediately registered enormous success. The Union also struggled for many years for proper professional training facilities for seamen. Shortly after the war an old four-rigger, the *Viking*, was acquired for use as a seamen's school, and this paved the way for the setting up of other schools.

International activities

The Swedish Seamen's Union has always had a close association with the ITF. Charles Lindley played a part in the formation of the international and participated in its early activities. Many Swe-

The Swedish painter, Amelin, captures the atmosphere of work on board ship



Charles Lindley, one of the pioneers of both the Swedish seamen's and international transport workers' trade union movement

dish seamen's representatives came after him to give valued service to the international movement.

When the ITF began its campaign against flag-of-convenience shipping the Swedish Seamen's Union gave its full support. In December 1958 a four day total boycott was called against some 1,200 ships flying flags of convenience. Encouraged by the Seamen's Union the

port workers' organizations made certain that no runaway flag ship was handled in a Swedish port during the four day period. The Dutch ship *Anayansi* flying a Panamanian flag was at the time being loaded in Västervik, but the dockers ceased work on her as soon as the boycott was due to start. The captain waited patiently for the four days thinking that loading would then resume, but the Swedish Seamen's Union asked the dockers to continue the boycott in this instance. The enraged captain promised the Union's President, Johan S. Thore, the beating of his life should he ever set foot on the *Anayansi*. But it was a different matter when Thore actually paid the ship a visit. The captain, though willing to conclude an agreement for his crew with the Swedish union, was refused permission to do so by the company. The dockers were prepared to continue the boycott indefinitely and so the *Anayansi* was forced to set sail for London with only half its load. The ITF took charge there and the vessel was eventually sold to be broken up.

The *Anayansi* story serves to illustrate the important part the Swedish Seamen's Union played in the campaign. The solidarity of the port workers always enabled these boycotts to be effective, and in some instances the Seamen's Union was able to conclude an agreement for a crew on the ITF's behalf.

The solidarity of Sweden's seamen has brought them through some hard fights. Many events have passed with the fifty years since, on the eve of the first world war, two trade unions were formed to protect crew members' interests. Many men lost their lives in the two wars; many suffered hardship through their trade union activities. But perhaps the darkest days were when there was no work to be had, not even at low wages or under bad conditions. Even when war had set fire to the seas all around Sweden and seamen were dying daily, there was at least work to be had. But the hunger and poverty brought on by the depression between the wars did not kill the unions. Seamen stood by the organizations they had created, which had in the past proved their value and which they were confident would do so again. They were right. After the amalgamation in 1932 of the Seamen's and Firemen's Unions together with three smaller organizations, strength united was proved to be greater. The 1937 agreement provided some of the best results the seamen had yet secured. The second world war


brought a return to the lean times, but after the war there was plenty of work. The Union secured a good wage agreement and improvements continued to be registered over the years to come.

New ideas

Today the Swedish Seamen's Union is among the world's most progressive trade unions. Over recent years it has developed some interesting ideas, such as company-established employment and dual department working. A seaman has much more security under a system where he is employed directly by the shipping company on a permanent basis and assigned by the company to his ship than if he has to go from ship to ship signing a fresh contract each time. The introduction of this system was provided for in one of the Union's recent agreements. The question has also been taken up of breaking down the traditional division between deck and engine room service, as modern developments in shipping technology make it possible to interchange personnel between the two departments. Experiments in this field have been approved by both sides of the industry.

In an article of this scope it is impossible to describe all the achievements of the Swedish Seamen's Union in the detail they deserve. There are many events which made history and many stories worth telling. The Union has made sure that these have been recorded however. A book has been published in Swedish entitled *Union on the Seven Seas* (Förbund på Sju Hav) to commemorate the Union's fiftieth anniversary. It tells the long and interesting story of Sweden's merchant seamen and their trade union activities from the early days up to 1964.

Stockholm's Seamen's Hotel


 A NEW SEAFARERS' HOTEL has recently opened in Stockholm, situated near both the harbour and the city centre at Slussen. The building consists of 184 rooms, of which 166 are




single rooms large enough to take an extra bed if necessary, and 18 double rooms. Seafarers' organizations have contributed towards furnishing the hotel. Prices for seamen will be 15 kr. for a single room and 27 kr. for a double room.

The hotel has close-carpeting throughout to provide good sound-proofing, and an efficient internal communications system. There is an automatic alarm-clock system which can be set by the guests themselves, piped radio in each room and provision for television sets in future. Each room also has its own bathroom. The hotel is air-conditioned and centrally heated; there is a bar-restaurant on the ground floor; the hotel garage – also heated – can take 45 cars; and there is a local hiring hall on the premises. Seafarers' unions are represented on the hotel management.

European transport institute proposed


 A PROPOSAL for creating a European transport institute was put forward at Strasbourg at the close of a five-day international symposium organized recently by the European Conference of Ministers of Transport. The aim of the meeting, attended by some 270 experts and representatives of universities and business, was to seek scientific thought on modern transport problems. The conclusions are to be published in report form later this year.

Satellites to aid the mariner

 SEVERAL SATELLITES have been launched into orbit by the United States Navy and used by their vessels and other ships for navigation purposes. The navigator on board ship is equipped with a satellite table, to tell him exactly where the satellite is at any given time. As the satellite goes round the earth it continually broadcasts a radio signal, which is picked up by the navigator as soon as the satellite comes 'over the horizon'. He will go on picking up this signal as the satellite climbs into the sky above his head and then finally disappears over the horizon behind him. The wavelength of the signal will change all the time with the movement of the satellite, and the navigator can measure the distance of his ship from the satellite by measuring the wavelength. Knowing where the satellite is, from the table, he can work out where his ship is. The first use of the satellites will be military, but when fully developed the system will be available for peaceful uses as well.

The need for publicly owned transport

by MAGNUS JOHANSSON

 THE TRADITIONAL IDEA that every enterprise must produce a monetary profit has for too long prevented the rational development of our public transport system. It is not only that essential investment has been postponed indefinitely, but it has also meant that employees' pay and working conditions have suffered.

Despite the fact that most local authorities and town planners, with a tenacity of purpose which borders on monotony, have pointed out the advantages of publicly owned transport if the transport problems of large towns are to be solved, we have not progressed much further with its development than we had before the war. In the last ten years, for example, the number of routes has dropped from 1,140 to 1,124.

On the other hand the spread of private motor cars has been favoured, thus aggravating urban traffic problems. There has been no mention of 'proof of need' for business purposes in connexion with private cars. But it is considered wasteful to spend money on disposing of the problem which they have created. For instance, the state railways deficit of 82 million kroner is regarded as a millstone round the necks of the taxpayers, but nobody mentions how we are going to get back the 538 million which has been spent this year on the roads. We have to have roads. Why have we no plan for a rational coordination of public and private transport?

Certainly there is talk of providing large car parks on the outskirts of towns, but all the time new and bigger roads are being built paralleling the public transport routes into the town centres. Even though we are moving towards a situation in which more and more people try to meet their transport needs with the help of their own car, there are still thousands who use trams and buses every day.

Copenhagen's trams alone carried 162 million people last year. Add to this the private transport companies and hire car firms and you get the real picture: that if the cities are not to be strangled with traffic the number of people using public transport must be increased and not reduced as it has been in recent years. The thought that the latter tendency may continue has already given the city's traffic authorities nightmares.

The traffic problem is also pressing in other Danish towns and demands a positive policy for publicly-owned transport. Those towns which still stick to the idea that bus transport must pay for itself are thus falling behind, whilst it is possible to see some progress in towns where the task is approached from a rather

more modern point of view. In the latter it is not only the inhabitants who benefit from publicly-controlled transport but also the employees.

It goes without saying that if a town hands over its public transport system to private interests, stagnation quickly sets in, particularly in the drivers' conditions of service. The private employer will seldom be sensitive to the improvements taking place elsewhere but claims that his income from fares does not allow him to follow the general rise in the standard of living.

However, the prospects are better when the local authorities clearly recognize their responsibility in this sphere. This has been the case in Odense, among other places. Many years ago a conservative deputy mayor said that of all the things which have to be properly run in a town public transport is one of the most important. It is obvious that if all parties in a local council can agree about public transport there is a good chance of achieving something.

The Chairman of the Odense drivers' association, Erik Nielsen, tells us that as long ago as 1950 they went over from private to public ownership in Odense. They got rid of the trams and now use buses exclusively. Odense's urban bus undertaking today employs 112 drivers of whom 82 are established employees and the other 30 belong to the Drivers' Association.

The change, Erik Nielsen says, brought a completely new perspective to negotiations on wages and conditions. It was no longer a question of fares alone, but rather what it cost to provide an effective public transport system. This means not only good buses but also highly qualified drivers and the willingness to pay for them. Urban bus drivers in Odense get considerably more than it is possible for employees of private companies to obtain in other parts of the country.

Driver Erik Rasmussen* has been with Odense transport for five and a half years and is on the point of becoming an established employee. He says that by and large he is satisfied with his job but points to certain things which annoy him a little. One of these is the fact that there has been no alteration in the timetables since 1952. Seen against the background of the growth in traffic it is ob-

This is a translation of an article which appeared recently in the Danish Transport & General Workers' Union magazine.

vious that the job is becoming more and more strenuous. Today drivers have to stick to these timetables in heavier and heavier traffic, and take the fares as well, whereas before there were conductors.

Another thing which puts many people off is the irregular nature of the work. Rasmussen did stress, however, that he never drove more than eight hours a day, and some days only five. But it is always annoying to have one's leisure time interrupted.

We agree with his views on establishment. He believes that it is no longer so important in days of full employment to have security of that kind, and thinks that all drivers should be employed on the same terms.

He believes in the ability of publicly owned transport to hold its own in competition with other forms of transport. The low fares in Odense have resulted in an increase in passengers being registered, in contrast to the situation in most other towns. In Odense one can travel as far one wishes in an hour for 60 øre. The deficit is reasonable – about 300,000 kr. Seen in relation to what the undertaking would have lost if the increase in passenger traffic had gone over to private cars instead, this is not very high.

Driver Frode Lauesen works on the state railways buses out of Odense. He too has views about the prospects for public transport. He thinks that the falling off in passenger traffic which the railway buses have experienced can be put right by abandoning some of the services. He points out that the buses still carry parcels etc. which have to be delivered along the route. Naturally it was nice in the old days when they could jog along pleasant country roads with passengers who did not mind very much whether they arrived half an hour late or early. But those days are past. Today it is not good enough to take two hours to go 75 km. The old cosiness will have to go, if long distance buses are to hold their own.

Frode Lauesen, too, saw no particular advantage in the establishment system. The trade unions should work for a real improvement in working conditions, not just for individual groups, but for everyone.

In the Copenhagen area, too, some local authorities have come to understand that new principles for bus transport are necessary, if the reasonable demands of the public for rapid and comfortable transport from the outlying districts are to be met.

Flemming Petersen told us: Up to four years ago the Amager line was a company which almost always covered its expenses out of fares. But when the local authorities broadened their interests in the company, operation was coordinated with the Copenhagen tram service and this resulted in greater profitability. A collective agreement was signed which gave nearly 30 per cent wage increases to drivers.

Flemming Petersen thought that it was high time that the whole Copenhagen area was regarded as a unit from the point of view of traffic. He also considers it unreasonable that colleagues in other suburban areas are paid less simply because there they do not have a modern policy for public transport.


But public transport does not only exist in towns. In the country too it is a necessity of life. Here the situation is much worse, particularly where there are no railway bus services. A driver from Central Jylland said that his employer could not think of paying more than the national minimum because he was obliged to carry the schoolchildren of the district at cut price.

It can be seen that conditions vary very widely. One town is progressive and another is still governed by 19th century liberalism – if you give a worker one krone you expect to get two back.

The solution therefore seems to be that the whole public transport system should be overhauled, not only from the point of view of traffic but also from that of wages. The pay of long distance bus drivers in West Jylland is just as important as that of their colleagues in the maelstrom of a large city.

Hiring of dock workers

By *Vernon H. Jensen, of the New York State School of Industrial and Labour Relations, Cornell University. Publishers: Harvard University Press, Cambridge, Massachusetts.*

 PROFESSOR JENSEN reports on an extensive first-hand investigation into the hiring schemes and employment practices of five world ports: New York, London, Liverpool, Rotterdam and Marseilles. The book deserves to be read by all who are interested in solving what is the central social problem of the port industry, security of employment for the docker, and should be particularly valuable to those grappling with it in the less developed parts of the world.

The problem is undoubtedly an extremely difficult one. The fluctuations of port traffic, the nature of the work, and the conditions under which it has to be done, preclude the tidy kind of solution possible in many other occupations. But Professor Jensen's book shows that the objective of security of employment for the dock worker can be pursued in various ways.

It describes the comparatively advanced labour schemes which are in operation in the five ports named. It describes also how they came into being, tracing the history of the different ports back to the times when men were herded together at the docks like cattle and picked for jobs, if they were lucky, much after the manner of the slave market. Thus it gives a vivid picture of the bad old days, of the misery and hardship which used to be the lot of those who looked to the docks for a livelihood, of all the abuses and malpractices and, all too often, violence and criminality to which they gave rise. This background throws into relief the great job of social progress which has been done and the roles played in it by workers, unions, employers and governments. Unfortunately, there are ports where these conditions do not belong to the past but are very much in the present. For them the book is particularly instructive.

From widely varying conditions schemes have emerged which have a number of basic features in common. Among them is the registration and control of the size of the port labour force, with the object of keeping it at levels where the average amount of employment gives a sufficient income and the industry does not have to carry an excessive reserve of labour. The second feature is to seek a sharing and allocation of the work available which is both just and efficient. The third is to provide appropriate compensation for regular reporting for work and for periods of involuntary non-employment, with the object of forming a link with those who devote their working lives to the industry. The five ports have moved in different degrees along these five routes to the ultimate goal of permanent employment for the docker.


They thus provide a good cross-section of the progress which has been made in all the socially advancing countries towards the decasualization of dock work. Though the progress is remarkable, there

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Round the world of labour



Trade unions seek European Unity

 **TRADE UNION** leaders of the whole of free Europe – representing the workers in the European Economic Community as well as those of the European Free Trade Association – declared at Turin, Italy, recently that they stood for a community of the peoples of Europe. A united Europe, they stated, must be outward looking and must assume its responsibilities towards the developing countries. The motion was adopted at the 7th European Regional Conference of the International Confederation of Free Trade Unions. More than 60 delegates from 15 countries, representing about 26 million trade unionists, attended the conference which underlined that a united Europe must concede to the trade union movement, representing millions of workers, an effective position of influence. It further stressed that a united Europe built on freedom and justice had no place for countries under dictatorial regimes which disregarded elementary human rights.

Utmost solidarity with the workers in Spain in their struggle to re-establish the civil rights and democracy suppressed by General Franco's dictatorial regime was reaffirmed by the conference. Noting that opposition to the regime was increasing in Spain, the European trade union leaders assured the Spanish workers and their representatives – the Spanish trade union organizations UGT and STV – of their full support. The conference protested against the measures of oppression taken by the Spanish Government and called for the release of workers detained for strike action or for expressing their opinion. The conference warmly welcomed the implacable opposition maintained by the trade union organizations in the EEC countries to any form of association of Franco Spain with the European community.


The importance of a dynamic economic growth for the trade union objectives, full employment, rising living standards, an equitable distribution of incomes and help for the underprivileged, was stressed

in a resolution adopted. The conference urged the ratification of the European Social Charter, signed in October 1961, and the creation of the social prerequisites for the free mobility of manpower throughout Europe. It demanded the 40-hour 5-day week for European workers. Another resolution emphasised the need to aid the developing countries.

The report on activities was presented to the meeting by W. Schevenels, General Secretary of the ICFTU European Regional Organization, who was re-elected in his post by the Turin Conference. F. Hayday of Great Britain was elected President of the ERO.

Omer Becu, General Secretary, and Alfred Braunthal, Assistant General Secretary, represented the ICFTU at the Conference. In his address to the conference Becu outlined briefly the problems facing the trade union movement in Europe. On the subject of European unity Becu recalled that all the free trade union organizations of Europe, the French and British included, were deeply disappointed by the breakdown of negotiations between the six Common Market countries and Great Britain in January 1963, and that on several occasions the British trade unions and those in the Common Market countries had sought to conquer the obstacles to European unity. On aid to the developing countries Becu said: 'we are convinced that all the efforts made by the industrial countries to assure the healthy development of the economy of these countries will be in vain if, in 10 or 15 years from now, the gap between rich and poor countries will not have been bridged to a considerable extent. The maintaining and consolidating of peace depends to a large extent upon the success of these efforts'.

New facilities for NMU members

 **THE NATIONAL MARITIME UNION OF AMERICA** is planning to build a new health, training and recreation centre for its membership on the site of its old headquarters building in West 17th Street, New York. The new building will

house the union's retraining and upgrading school, with living accommodation for students, an expanded medical clinic, and a wide range of recreational and educational facilities.


On the first floor there is to be a fully equipped gymnasium, locker rooms, swimming pool, steam rooms and showers, and a barber shop. There will also be an auditorium with a capacity of close to 1,000 for meetings, lectures, movies, concerts, etc. The second and third floors will be devoted to medical services; these will give all necessary inoculations and tests required before signing-on will be provided. A record will be maintained to eliminate unnecessary repetition of the routine tests. Twice a year complete head-to-toe physical examinations will be provided.

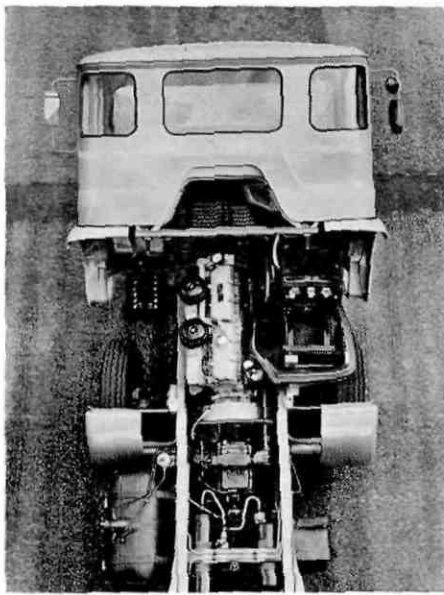
The medical clinic will also test eyesight and prescribe and manufacture lenses and spectacle frames. Hearing tests will also be provided, and prescriptions made for hearing aids.

On the fourth floor there will be fully-equipped modern cafeteria, seating about 250 people. The kitchens will be equipped not only to serve the cafeteria but also to be part of the job-training programme. Administrative offices and conference rooms will also be on this floor. The fifth floor will be entirely devoted to classrooms, workshops and reference rooms for the training school, which will provide classroom work and practical training on actual shipboard equipment.

The floors above the fifth will be devoted to living quarters for members while they are students in the training school, since union members will be coming from all parts of the country.

Comfort at the wheel

 **A BRITISH MOTOR MANUFACTURING FIRM** specializing in the construction of heavy duty commercial vehicles has developed a driver's cab intended to provide perfect driving conditions in any climate or environment. Exhaustive studies have been made of the needs of different drivers in different conditions, and the firm's research has resulted in a cab



The cab may be tilted to an angle of 55° by the simple operation of a lever. This gives the driver or mechanic immediate and easy access to the engine for repairs

which will, it is claimed, give a driver maximum comfort and ease at all times. The driving seat, controls, mirrors, door handles, window levers and external steps have been so devised and positioned as to enable him to enter the cab, sit down and leave it again with his hands in his pockets. Vision is enhanced by extensive glazing and the cab is insulated against noise and heat from the engine, though it is also fitted with heating and ventilation equipment.


Two outstanding features of the new cab are the tilting and vibro-massage mechanisms. The whole of the cab can be tilted to an angle of 55°, to expose

The new 'ergomatic' tilting cab is an all steel structure. The lower frontal assembly incorporates reinforced members to give good protection to the driver in an accident




the engine, by the simple operation of a lever. The passenger seat may also be fitted with an electrically driven vibrating pad, the action of which would be to relax and retone the occupant. This has been devised for the benefit of drivers on long distance runs during their rest periods.

Train guard may wear turban


 AMAR SINGH, a London underground train guard, was sent home recently when he arrived at work wearing a turban instead of the regulation cap after he had returned to his Sikh faith which requires that the hair be left uncut. After quite a bit of press publicity, critical of such official petty-mindedness, he was told that after all he might wear his turban, with the London Transport cap badge pinned to it (see Cover Picture).

Trade unions seek voice in unified European Community


 'THE WORKERS OF EUROPE, who have so largely contributed and still contribute towards the construction of a unified Europe have the indisputable right to reasonable representation in the institutions which are building up Europe economically and socially,' the European Trade Union Secretariat has told the Council of Ministers of the European Economic Community.

The Secretariat groups ICFTU-affiliated trade union organizations in the six EEC countries. The above message was sent in connexion with the negotiations on the merger of the three main European institutions – the EEC, the Coal and Steel Community and Euratom – and the consequent creation of a united executive body.

Milan 'Metro' inaugurated

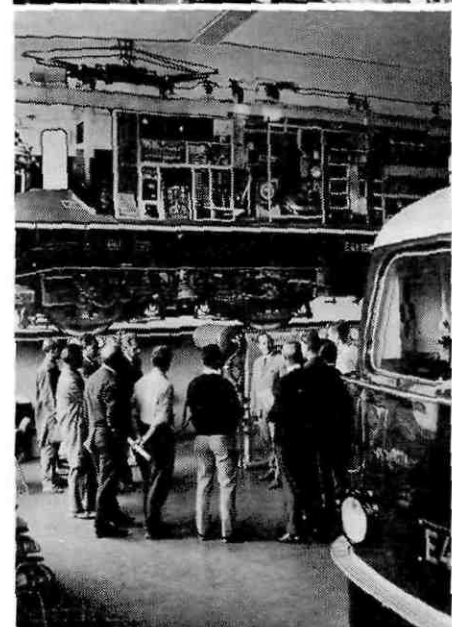
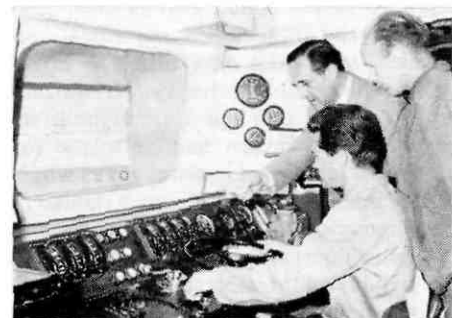
 MILAN'S FIRST UNDERGROUND RAILWAY, connecting residential suburbs in the north-east with the industrial quarters of the south-west was inaugurated recently. It is about eight miles long. The construction work lasted nearly eight years and cost about £500 million. A second line to link main line railway stations is being built.

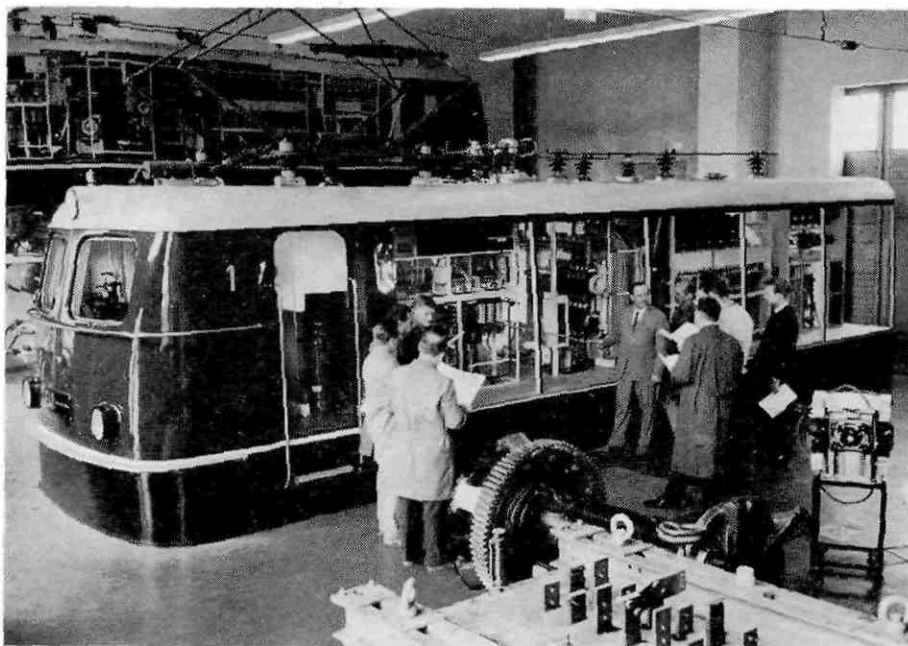
70 mph in a lecture room

 THE GERMAN STATE RAILWAYS' TRAINING SCHOOL in Munich is equipped with an almost lifesize model of an electric locomotive of a type in current service on the State system. Although it has no wheels and is permanently

mounted in the machine room of the training school this replica is more than a model. It has everything which a trainee-driver will find in the locomotive he subsequently drives. Every single switch and lever is there. Only the moving chassis is missing. But even without this all the conditions which would be encountered aboard a real locomotive are simulated exactly, so that the prospective driver may get the impression of being in control of a moving locomotive.

An electronic computer imitates the conditions of a journey, and a moving diagram showing all the details of a stretch of line – signals, stations, milestones, gradients – exactly to scale draws past the driver's window at the appropriate speed. The computer stores up the necessary data for a trip, fed in by the instructor: overhead wire tension, setting of the speed controls, train weight, line conditions, (curves, gradients, signals, etc.), brake data and characteristics of the locomotive. From this the computer can ascertain the speed at which a train would travel under the same conditions, the current in the driving motors and the






pulling power of the locomotive. It can in fact establish the entire behaviour of a train over a given stretch of line.

Besides simulating a trip in normal circumstances the computer can also provide emergency situations on the command of the instructor. By operating a switch beside the driving position he can create any emergency situation: from

the sudden change of a signal to red to a fall of the overhead wires.

In the same room is a lifesize photo of an electric locomotive, which is used in conjunction with the model. Behind the photo are several lamps which serve to highlight different parts of the locomotive for tuition purposes and to demonstrate their functioning.

A Labour Lord

 THE BRITISH TRADE UNION MOVEMENT has produced many remarkable men. They have pioneered fields of trade union activity, and have played their part in the making of British history. One of these outstanding figures is

(Continued from page 254)

is still some way to go, even in the advanced countries, before the final goal is reached: for the docker to enjoy the kind of status and stability in his job which is taken for granted in so many occupations and to which the importance of the docker's job certainly entitles him.

The Inland Transport Committee of the ILO, at one of its first sessions, in Brussels in 1949, adopted recommendations containing basic principles on the regularization of dock employment. Professor Jensen's study provides a useful handbook for those working to secure the application of the ILO principles in countries which are still behind the times in their hiring methods and employment practices in the port industry.

Lord Citrine, former General Secretary of the British Trade Union Congress and one of the architects of the TUC as it is known today. He was born, a seafarer's son, in Liverpool towards the end of the last century. His lifetime has spanned an epoch in which much has happened and in which the lives of men have changed fundamentally. His autobiography *Men and work* is now available in Great Britain (Hutchinson, price 40s).

He started out in life as a £2 per week electrician in the north of England. It was at this stage in life that he became interested in trade unionism. After working for the Electrical Trades Union for a number of years he was appointed Assistant General Secretary of the TUC, eventually becoming its General Secretary. In his autobiography he describes the way he set about making the TUC more efficient in its administration and the various measures he attempted to introduce to make the TUC a more effective body. Much of what he put before the TUC's General Council was ultimately made possible and has since proved beneficial to British labour's cen-

tral organization.

He was also a pioneer of joint consultation between the central employers' organizations and the TUC on industrial questions of a general nature. Opposition to this came notably from two sources: employers of the old diehard school and the extreme left wing of the TUC itself.

The Communists used to attack him for being friendly with the capitalists. According to them he was serving the employers' interests and betraying those of the workers. They had it in for him ever since he investigated the extent of their infiltration into the British labour movement, exposing their cover organizations and alerting the unions on the true aims of the communists. He came in for quite a lot of criticism from the extreme left generally. His accepting a title in 1935 prompted them to protest on the ground that it was basically wrong for a labour man to accept honours. The British honours system was an aristocratic tradition and, for a man committed to oppose this tradition, to accept a title was a form of 'collaboration with the enemy'. To trade unionists from other countries a labour leader with 'Lord' in front of his name must seem something of a paradox. But the tradition of bestowing titles is kept up in Britain for the purposes of showing national appreciation for outstanding services to the community, in whatever field they may have been rendered. Looked at from this point of view Citrine's title was seen to be a sign that organized labour had at last achieved status as an institution to be respected by the community.

Citrine is no stranger to the international movement. During the thirties he was president of the International Federation of Trade Unions, the pre-war predecessor of the International Confederation of Free Trade Unions, which had its headquarters in Berlin. Visits to Berlin after Hitler's rise to power, and a fact-finding mission to Mussolini's Italy which he had undertaken earlier with J. Sassenbach, then Secretary of the IFTU, gave him a clear idea of the dangers which the dictatorships constituted for the rest of Europe. He reported to the TUC on what he had learned in the course of these visits and also on trips which he had made to Russia. He made it his business to inform the unsuspecting world of the real meaning of events in Germany and Italy at the time, by contributing articles and speaking in public.


Lord Citrine's memories are vividly recalled and set down in *Men and work*. The
(Continued on page 259)

Mexico plans to increase fish production

This article is based on a report which appeared in Fishing News International recently.



Two boats of the shrimp fleet of Mazatlán; as shrimps are becoming scarce in the Mazatlán fishing waters, the fishermen complete their catch with shark (FAO photo by R. Ortiz)

 AS MEXICO has almost 6,000 miles of coast-line, it might easily be assumed that Mexicans are great consumers of fish. Yet most Mexicans seldom eat fish and perhaps not more than a quarter of the nation's 38 million people have ever seen one on the family table.

Neither do the great majority of Mexico's fishermen enjoy any measure of prosperity and, with the exception of those fishing for the export market, their annual earnings are far below those of their counterparts in more developed fishing nations.

There are reasons for this, of course. Although they are bordered by two oceans, the Mexicans traditionally have not been a sea-going people. The bulk of the population lives in the inland plateaus, far from the sea.

Communications between the coasts and the interior are often difficult and slow and there is a shortage of refrigeration and fish-preservation facilities. Outside the cities, fish is little seen in inland Mexico and when it is—it usually costs more than meat.

So the fishing fleet is small and concentrates on luxury fisheries such as shrimp which bring foreign exchange of the order of \$60 million a year, but are

priced out of the range of the average Mexican housewife.

So the fish situation is not all it could be in Mexico. Both producer and consumer suffer: the fisherman because his trade is too little developed and poorly paid; the consumer, or would-be consumer, because fish, when it is available, costs more than he can afford to pay.

Prices depend on season, an erratic market, the weather, and, as the fishermen put it 'pura suerte,' that is 'sheer luck'. The fishermen are often the victims of inefficient marketing, handed down from one generation to another, through middlemen who expect a high profit and often have a financial lien on the fishermen. Big catches do not, as a rule, result in a corresponding return to the fisherman, since the middlemen are able to force prices down when there is a local abundance.

The Mexican Government is aware of all this, of course — aware of the need

Fishing nets on Janitzio Island, Mexico (Photo courtesy FAO by Patrick Morin)



for more fish on the average Mexican table and the predicament of fishing ports like Alvarado. Alvarado is a small port city some forty miles south of Veracruz. A majority of its 12,000 people depend on fishing for their living, and the Papatoapan river, the inland lagoon and the offshore waters are all rich in fish. However, the fishermen are poor and few have modern equipment. Alvarado handles less than 3,000 tons of fish during an average year, and preservation facilities are scant. Through a number of vigorous programmes the Government has moved to do something about it. One of the latest of these efforts is the project now going on in Alvarado.

The Government, through the Co-operative Bank, is sponsoring there the construction of an ultra-modern pilot fishing port, complete with the latest preservation equipment, the nucleus of a modern fishing fleet, rail lines into the interior to give a better deal for Alvarado's fishermen.

The old port of Alvarado, where things

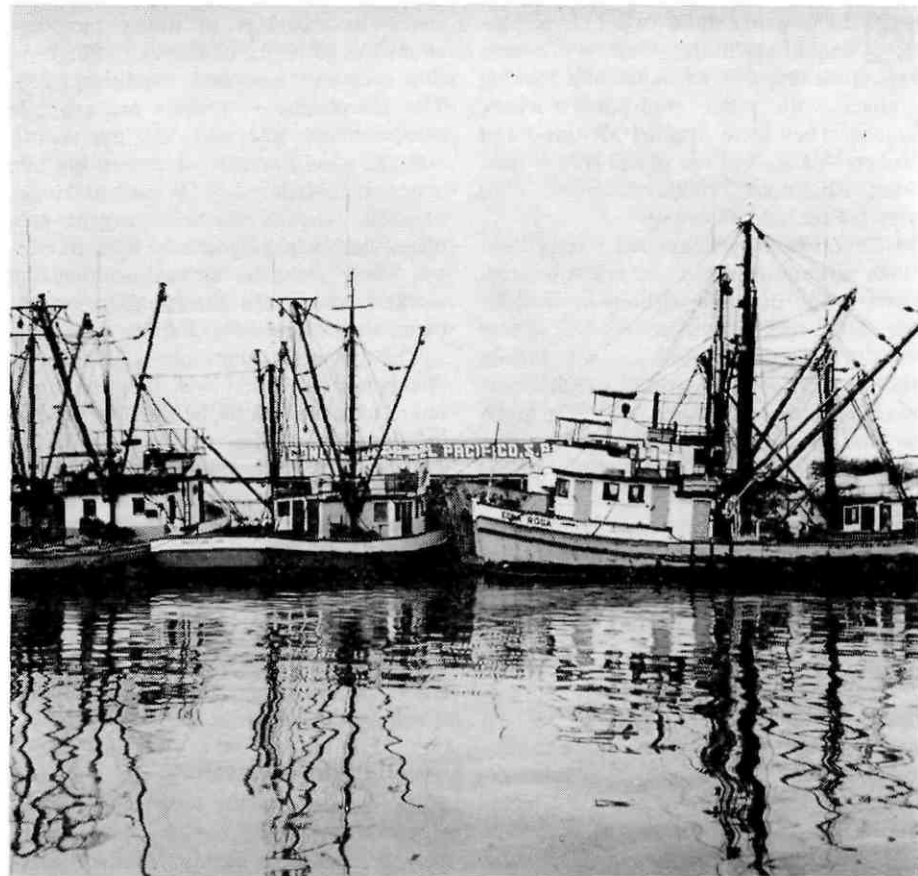
have changed little before, now is to have new and better docks, boat maintenance facilities, a government-supervised marketing centre and plants for drying, smoking, salting, freezing and canning of fish. There will also be a plant for the conversion of offal into meal for animal feeding.

Alvarado's annual capacity is to be increased 10 times, to 30,000 tons and the channel at the mouth of the Papatoapan is now being deepened to handle vessels up to 200 tons.

The Bank has ordered five modern 86-ft. fishing boats from a Dutch shipyard. Studies are being carried out at the Marine Biology Station, Veracruz, and elsewhere, to determine more precisely the nature of the marine resources of a long stretch of the Gulf Coast, the topography of the offshore and lagoon waters, and just what species the Alvarado fleet could most profitably fish.

The Bank has purchased a substantial quantity of modern fishing gear and this will be sold to the fishermen at reasonable prices through their own co-opera-

These boats, seen beside the freezing plants which handle their catch, are part of the shrimp fleet of Mazatlán, Mexico. In general the fishing industry is very short of facilities for freezing the catches, but it is hoped to remedy this in future (FAO photo by R. Ortiz)



Fishermen at work on lake Patzcuaro, Mexico (FAO photo by R. Ortiz)

tive. The Co-operative, of which the officers will be elected from among the fishermen will be housed in its own new building, and one of its main tasks will be to help fishermen to realize better prices for their catches and to make Bank loans available for improvement of boats and equipment.

The cost of the pilot port will be about \$7 million. To get construction started the Bank borrowed \$6 million from a Dutch company and a team of Dutch experts is now assisting the Mexican engineers at the work site. Marine engineer José Maria Cobes, who grew up in Alvarado, heads the work programme, assisted by Dr. José Gonzales of Spain, a fisheries expert of the Food and Agriculture Organization.

Work on the new port began last year and is going forward on a round-the-clock, seven-days-a-week schedule. Present plans call for President Adolfo López Mateos to open the new port in the future.


(Continued from page 257)

wealth of details which he has been able to furnish on almost any event he recounts is explained by his lifelong habit of keeping private records and his outstanding proficiency in shorthand. His account of the historic general strike in 1926, of which he was one of the leaders, is supplemented by lengthy passages quoted direct from the diary he kept at the time. *Men and Work* is good background reading for any study of British trade union and recent political history. It is none the less worth reading because Lord Citrine is an interesting figure and has had an interesting life.

News from the Regions




ILO investigation of Japanese trade union rights

 THE ITF was recently represented by the General Secretary, Pieter de Vries at hearings by the ILO Fact-Finding and Conciliation Commission on Freedom of Association investigating trade union rights in Japan. De Vries' evidence was concerned with railwaymen's rights, and the ITF-affiliated National Railway Workers' Union of Japan also sent representatives to state their case to the Commission. (For joint statement adopted by the complainants, see November issue of the *ITF Journal*.) The photographs show Pieter de Vries and Harold Lewis, his Personal Assistant, with Japanese trade union representatives, also Paul Tofahrn, General Secretary of the Public Services International,



whose affiliates were also represented.

Transport unions in Northern Peru

 LAST SEPTEMBER two ITF Representatives toured Peru's northern region visiting ITF affiliates and making contact with other transport workers' unions. They were Manuel Medrano and Robert Aiken, and the places they visited were: Chimbote, Trujillo, Salaverry, Chiclayo, Eten and Pimentel.

In Chimbote they contacted five unions: three grouping port workers, one taxi drivers, and the other fishermen. Two of the port workers' unions needed advice on the procedures necessary for setting up housing co-operatives, and this was readily given. Assistance was also given to one union on planning a trade union leadership course for some of the members. The ITF Representatives were also able to give guidance on problems arising from port mechanization. One of the unions has put up its own union building close to the docks with a spacious hall for meetings, offices for administration, a library and shower rooms for members.

The taxi drivers' union has approximately 500 members, grouped in 16 branches in various parts of northern Peru. The union is engaged on the construction of a building to provide a meeting hall and offices for the 16 branches.

The union also plans to provide edu-


cational and recreational facilities for union members and their families and a workshop where the drivers can service their vehicles.

At Trujillo the ITF representatives spoke to a special meeting of port administrative workers on aspects of international trade unionism and the part which the ITF has to play. The administrative workers showed great interest in the subjects discussed, one of which was trade union education. In this connection they were told that members of their national federation were receiving instruction under the sponsorship of the ITF and the American Institute for Free Labour Development.

At Eten and Pimentel the ITF team contacted port and railway workers' unions. They assisted the officers in finding solutions to various problems and spoke to meetings of union members about the activities of the ITF. Wages in this area are low and conditions bad. The Eten railway workers for example earn between \$22 and \$26 per month and the port workers get something like a penny for each 160 lb. sack of sugar handled. One of the most urgent problems however is ignorance and illiteracy. These must be tackled so that the workers may learn more easily how to better their standard of living.

The general impression gained by Aiken and Medrano was that the trade union idea has established a firm footing in this area. The workers see their unions as the only means whereby they can better their standard of living and improve their working conditions. The ITF visit was of enormous value in that it demonstrated to them that they are not alone in their struggles and that they are united through the ITF with their brother workers in countries, where the unions are stronger and able to extend a helping hand across the frontiers.


Nigerian drivers' school

 THE NIGERIAN UNION of Motor Drivers and Allied Transport Workers has been building its own driv-




ing school with international trade union assistance. Emile Laflamme, ITF Representative in West Africa, has been very closely associated with the project and he reports that the school is now in use, although still not completely finished. With a little further financial assistance the union hopes to be able to finish off the garage section, enclose the plot of land with a wire fence and erect a small hut to be used as a driver's rest quarters. The photos show the present stage of construction.

Transport cooperatives for India

 A GOVERNMENT OF INDIA study group has recommended that 1,000 new transport cooperative societies should be established during the period of the Fourth Plan – ten societies in each State. It has therefore suggested a provision of Rs. 200 million in the Central plan and an equal amount in the State plans to be utilized as investment in the form of share capital and loans to the new societies.


USS centre in Guinea

 THE UNITED SEAMEN'S SERVICE (a US seamen's welfare organization) has announced a special programme of services to seamen in the port of Conakry, Guinea, in connexion with the visit there of the hospital ship *s.s. Hope*. A building adjoining the port gate has been made available for this programme by the Guinea government for the duration of the *Hope's* visit. The USS centre will bring together the Guinean and foreign communities in a hospitality and recreational programme which will serve all seamen in transit in the port of Conakry. It is expected to be watched with interest by other African nations as it repre-




sents the first joint effort in an international maritime programme made by any of the African states since gaining their independence.


Mechanization of rural water transport in Pakistan

 A PILOT PROJECT for mechanization of the rural water transport in East Pakistan has been undertaken by the East Pakistan Inland Water Transport Authority. The project, costing Rs. 1.2 million, is expected to be completed early next year.

Road transport institute in India

 THE INDIAN MINISTRY OF TRANSPORT has decided to set up a Central Road Transport Training and Research Institute at Bhosari, near Poona. The Institute will train officers of State Transport undertakings with a view to increasing the operational efficiency of the country's road transport system.


Newsletter for FOFATUSA

 THE FEDERATION OF FREE AFRICAN TRADE UNIONS of South Africa – which is affiliated to the ICFTU – has started issuing a regular newsletter from its Headquarters in Johannesburg. This


is to meet the need to put trade union news effectively to the man in the street and to maintain a direct link between the organization and its members. The first issue contains a report of last year's National Conference of FOFATUSA and news of developments in struggles for better wages and conditions in different industries. It also contains news from the ICFTU and a feature on 'Why you should become a union member' which stresses the need for continuous loyalty to the union and deplors the habit of some workers who only turn to the union when they are in trouble.

We wish FOFATUSA every success in its new venture.

Right to strike lost in Brazil

 ITF REGIONAL DIRECTOR FOR LATIN AMERICA, Jack Otero, reports that the trade union situation in Brazil is far from satisfactory under the military regime established following the revolution which displaced President Goulart. The government recently restricted the right to strike – although this right is guaranteed by the still-valid Constitution – which means to all intents and purposes that strikes are prohibited. Many unions are still in the hands of government appointees, and there is as yet no sign that they will allow fresh elections to be held. This is because the government is afraid that the communists will be returned to power in the unions, since they have been among the first to voice the workers' dissatisfaction with the government's behaviour. Apart from the strike regulations, collective agreements have been cancelled, and the government have enforced their own terms for wage increases, etc. Otero has been in Brazil in connexion with 'Operation Brotherhood' an organizing drive among Brazilian workers.

Visits by ITF representatives


 ITF REGIONAL REPRESENTATIVES have been travelling recently to make contact with transport workers' unions in different parts of their respective areas of responsibility. Donald U'ren, Asian Representative based in Kuala Lumpur, has been on a trip to North Borneo, accompanied by the ICFTU representative Mr. Ramanujam.

Jack Otero, Regional Director for Latin America and the Caribbean Area, has been in Brazil leading a team in an organizing campaign. He is joining ITF General Secretary, Pieter de Vries, dur-

(Continued on page 272)

How the Railway Labor Act works



 READERS who have followed in ITF publications the progress of some of the railway labour disputes in the United States may have found somewhat confusing the multitudinous stages of negotiation, mediation, investigation, arbitration and any other '-ations' through which a claim has to be processed. It may therefore be interesting if we take a look at the timetable of events in a number of railroad industry disputes over recent years and see just how the Railway Labor Act, which regulates relations between the railway companies and the unions, works in practice.

In a series of articles which he wrote for the ITF in 1958, Bob Coutts, head of the American Train Dispatchers' Association, gave a description of the negotiating procedures which the Act lays down. 'The Railway Labor Act is administered by the National Mediation Board. It consists of three members, not more than two of whom may be affiliated with the same major political party (Republican or Democratic). The board members are appointed by the President of the United States, with Senate approval. No member of the National Mediation Board may hold union membership nor may any member have any interest in a railroad. They are, and must be, neutral.

'The most important single responsibility of the National Mediation Board is to assist unions and railroads in their collective bargaining negotiations when those parties cannot reach a mutual agreement among themselves. But the National Mediation Board cannot interfere with or participate in such negotiations without a request for its services by either the union, the railroad or both,

except in very rare emergency situations.

'If a union and a railroad, or a group of unions and railroads cannot reach mutual agreement in their negotiations concerning either wages or working conditions, then either one or both of the parties may request the mediatory services of the National Mediation Board. The Board confers with the parties separately, and occasionally brings both parties together, in an attempt to reach a mutually acceptable agreement. If the Board is unable to arrange an agreement, it then offers arbitration to the parties. It suggests that a representative of the union and one from the railroad select some neutral party who has some competence in the field of railroad labor problems. Usually the parties do not accept arbitration as a solution to their disagreement for the reason that the award of a board of arbitration is final and binding.

'If the parties decline to arbitrate, then the National Mediation Board may, and if there is the possibility of a strike being called usually does, advise the President of the United States that a serious stoppage of interstate commerce may





occur. The President may then appoint an "Emergency Board" to which the unions and railroads may present their respective contentions. The Emergency Board, consisting of three neutrals who have some experience and competency in such matters, must be promptly appointed and immediately convene its hearings.

'After both the unions and railroads have presented their arguments concerning the negotiations involved, the Board must prepare a report and recommendations to the President. The report must be made within thirty days after the hearings have been completed, unless both parties, by agreement, extend the time. The recommendations of the Emergency Board are not binding on either party, although they are usually accepted. No strike action may be taken by the union for thirty days after the report of the Emergency Board is sent to the President. If the recommendations are accepted the negotiations have been completed. If they are not accepted by the union it may call a strike thirty days after the date of the report.'

Now let us follow through the course of three separate movements involving disputes over wages and working conditions in the railway industry. The first two involved eleven so-called 'non-operating' railwaymen's unions, and were initiated by the latter submitting individual but uniform claims for improved pay and conditions to the railroad companies. (After the preliminary stages of negotiation the two sides formed joint negotiating committees to conduct talks on a national level.) The timetable for the earlier movement was as follows:

September 1959 – claims submitted: 25 cents per hour increase, cost-of-living bonus to be consolidated into basic pay with effect from 1 November 1959 (date on which contract expires). Employers reply with counter-proposals for 33 cents per hour wage cuts.

December 1959 – Joint negotiations continuing.

February 1960 – Joint negotiations deadlocked, so National Mediation Board steps in to attempt to mediate a solution.

April 1960 – No success with mediation, arbitration ruled out.

May 1960 – Presidential Emergency Board begins hearing submissions from both sides to the dispute.

June 1960 – Emergency Board reports: recommends increase of 5 cents per hour from 1 July 1960 and various improvements in conditions. Report criticized by unions but, after direct negotiations with railroads,

August 1960 – Agreement reached on basis of the Board's recommendations. Contracts effective until 1 November 1961.

The second example of a national wage movement by the non-operating

unions follows an almost identical pattern. It began about a year later, shortly before the termination date of the current contract, 1 November 1961.

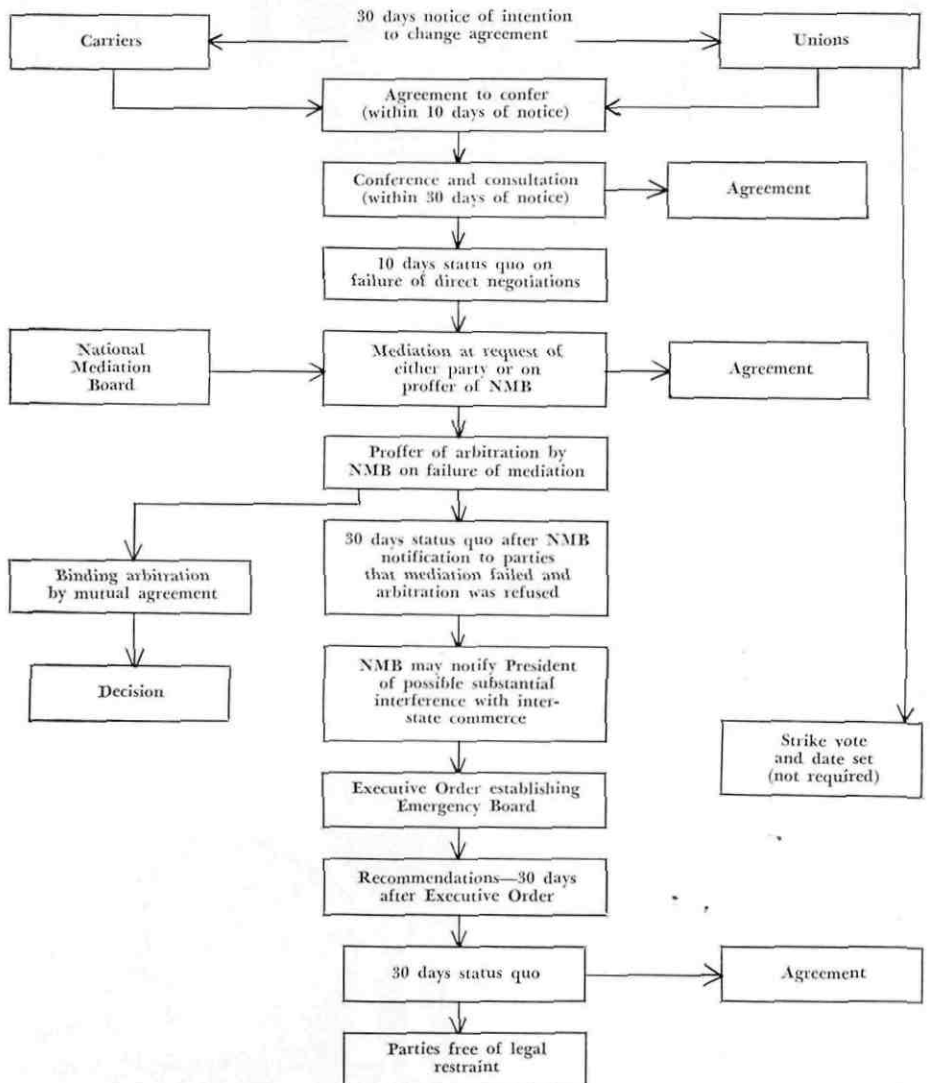
September 1961 – Claims submitted: 25 cents an hour pay increase and six months' notice of redundancy.

October 1961 – railroads counter with proposal for 20% pay cuts and 24 hours' notice of redundancy.

November 1961 – Disputes goes before National Mediation Board on failure of direct negotiations. Unions seek mandate for strike action by membership ballot.

March 1962 – Presidential Emergency Board hearings start after failure of mediation and rejection of arbitration.

April 1962 – Emergency Board report recommends pay increase totalling 10.28 cents per hour in two stages: 4 cents with effect from 1 February 1962, remainder



NOTE: All mandatory time periods may be extended by mutual agreements.



from 1 May 1962. Redundancy notice to be not less than five working days.

June 1962 – Agreement reached on basis of Emergency Board recommendations.

The very similar pattern of events in both these wage movements shows quite clearly how the Railway Labor Act is used by the employers to delay settlement for as long as possible. It is obvious from the totally unrealistic nature of their counter-proposals to the unions' claims that they do not enter the direct negotiation stage with any intention whatsoever of reaching agreement within a reasonable period of time. They know from experience that they can let the dispute continue through the mediation stage until, with the possibility of nation-wide strike action, an Emergency Board is appointed. They can also probably count on the fact that although the Emergency Board is bound to recommend some kind of an increase, it is unlikely to be as much as the unions were claiming; they are then prepared to pay whatever is recommended, in the knowledge that they have gained almost a year. It thus appears that although the Act scrupulously safeguards the concept that collective bargaining is best, the Emergency Board procedure – the railway industry's Taft-Hartley – introduces a certain amount of coercion; the alternative, binding arbitration, is naturally even less acceptable to

the trade union side.

The third example we quote demonstrates an even greater extension of this dilatoriness – although in this instance delay was to the unions' advantage. This was the so-called work-rules dispute which affected the five 'operating' unions.* Back in 1958 the railway companies started a virulent publicity campaign against what they called 'feather-bedding' among rail employees, directed particularly at the continued carriage of firemen in diesel locomotives. This campaign was intended to get the public into a receptive frame of mind for when the companies launched their attack on railroad jobs the following year.

1959 – The nation's railroad companies proposed drastic pay cuts, alterations in methods of payment which would mean

serious loss of earnings, and the abolition of thousands of jobs. These proposals were pressed with such vigour through the direct negotiation and mediation stages that the unions had the feeling that they were being hustled into either accepting arbitration or going on strike. A Presidential Emergency Board was appointed and in

1960 it recommended that a thorough study should be made of the whole issue by a team on which neither the unions nor the companies would be directly represented.

September 1960 – This proposal from the Emergency Board was discussed by representatives of the two parties and the US Secretary of Labor.

October 1960 – The outcome of the above discussions was the establishment of the Presidential Railroad Commission, which was made up of five representatives of each party and five neutrals representing the public interest. The recommendations of this Commission were not to be binding.

January 1961 – the Commission began hearing evidence on the dispute. The companies presented their case first; this took four months. Then the unions put their side, and the members of the Commission also went out to study workers 'on the job'.

December 1961 – Report of Presidential Railroad Commission was published. It recommended: the elimination of 30,000 to 45,000 jobs, mainly those of firemen in diesel freight locomotives; revision of the pay system, resulting in severe pay cuts for higher-paid workers; and that the questions of technological changes in the industry and the size of crews should be submitted to binding arbitra-

* Brotherhood of Locomotive Engineers, Brotherhood of Locomotive Firemen and Enginemen, Brotherhood of Railroad Trainmen, Order of Railway Conductors and Brakemen, Switchmen's Union of North America.



tion. The Commission's report was a bitter disappointment to the union side, and they rejected its conclusions.

April 1962 – Negotiations were resumed on the basis of the Commission's report. Meanwhile, the unions sought strike authority from their members.

May 1962 – Negotiations broke down. National Mediation Board stepped in.

June 1962 – Employers' side broke off negotiations being conducted under Mediation Board auspices. The unions rejected binding arbitration as a solution, and the companies announced their intention to introduce the changes recommended by the Presidential Railroad Commission with effect from 16 August. The unions then applied to court for a temporary restraining injunction to prevent them from carrying out this threat, whereupon the railroads withdrew their ultimatum and then announced that they would instead apply their original proposals of 1959.

August 1962 – Further court action by the unions obtained a temporary restraining order preventing the railroads from unilaterally altering the *status quo*.

November 1962 – Appeals Court found against the unions, and ruled that the companies could go ahead with implementing their proposed changes.

December 1962 – Unions took case to Supreme Court.

February 1963 – Railroads rejected offer of further negotiations by unions.

March 1963 – Supreme Court upheld Appeals Court ruling, but said unions could not be held responsible for the failure to reach a negotiated settlement. Then negotiations were resumed, but broken off again shortly afterwards by the employers.

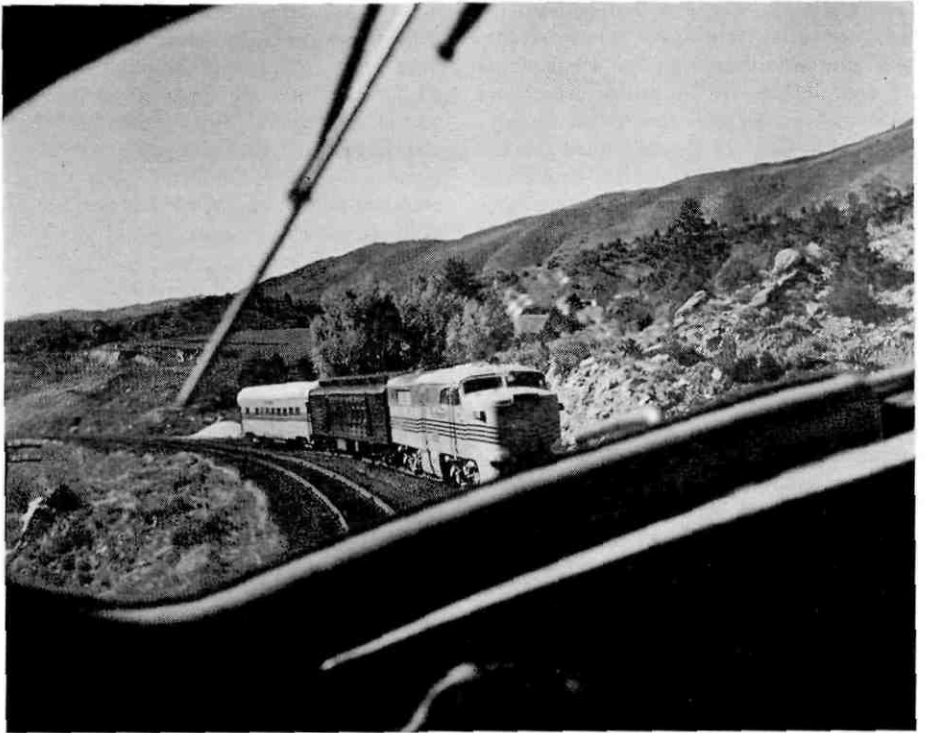
April 1963 – Presidential Emergency Board appointed to try for an agreed settlement, or if that was found impossible, to make recommendations.

May 1963 – Emergency Board recommendations published: slight improvement on recommendations of Presidential Railroad Commission. Negotiations resumed, deadline 18 June for strike action and implementation of changes by railroads.

June 1963 – President Kennedy appeals for postponement of action until 10 July. Negotiations continued, but then broke down again.

July 1963 – Deadline again postponed, this time to 29 August.

August 1963 – Agreement reached on submission of two issues (job reductions and redundancy arrangements, and size



of train crews) to binding arbitration. US Congress decision implements this – an unprecedented step. Arbitration board to consist of two representatives of each party to the dispute and three neutral members appointed by the President. The board's decision to be reached within 90 days, and a further 60 days after that before decisions implemented.

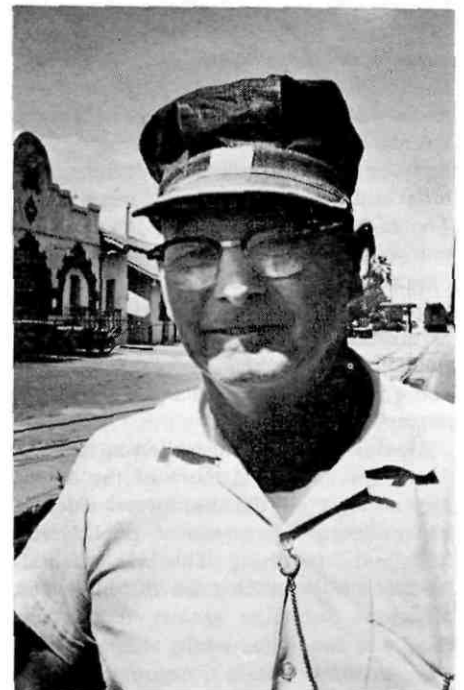
Negotiations to continue on other issues in dispute, but no action to be taken for 180 days.

November 1963 – Arbitration board ruled that 90% of firemen's job in freight and yard work should be abolished, partly by natural wastage (attrition). Redundancy arrangements: firemen to be offered comparably-paid jobs for at least five years, no redundancy for men with ten years' service or more. The issue of train crew sizes was referred back to the parties for negotiation.

April 1964 – After failure to reach agreement on pay and fringe benefits, a strike was threatened for 25 April. On 22 April President Johnson announced that 'agreement in principle' had been reached during discussions at the White House between representatives of the two parties. This provided for, among other things, increases for workers in marshalling yards; improved paid leave provisions; and lodging allowances for those who have to spend time away from home.

This dispute, which took a period of

about five years to settle (and some aspects of it are still being contested in the courts), demonstrated that the Railway Labor Act procedure on its own was inadequate to deal with anything more complicated than the normal relatively simple pay and conditions claims. It had to be supplemented by special inquiry boards, intervention of government, and what amounted to compulsory arbitration. It is of course laudable that



the affair was finally settled without the need for strike action, but this possibility was present throughout the final stages of negotiation. In an article which we published in the *ITF Journal* in January last year, Roy Davidson, head of the Brotherhood of Locomotive Engineers, says what he thought was wrong with the existing collective bargaining procedures.

He begins by pointing out that although the Railway Labor Act has kept down the number of strikes in the industry, there is a good deal of discontent beneath the surface, and it therefore cannot be said that peaceful and harmonious relations exist, and in fact there is a widespread feeling that more can be achieved by attempting to avoid the Act's procedures than by keeping to them. Davidson sees the provision for government intervention in disputes as a 'double-edged sword' which 'has operated against good labor relations' many times.

He continues, 'Sometimes the mere fact that procedures involving varying degrees of government intervention exist is an obstacle to the prompt settlement of disputes. The parties wait for the processes to be invoked and to unfold. Management makes sure that labor first exhaust all of the remedies provided before buckling down to serious negotiation. That, of course, means delay and bitterness.'

He also thinks it is very unfortunate that face-to-face, responsible negotiations have given way to a large extent to more formal and legalistic proceedings. 'The negotiators for management tend to be, more and more frequently, the Wall Street, Madison Avenue and courtroom types, instead of practical, operating men. Even when practical men continue to represent management, they are given little latitude for reasonable negotiation. The higher management of lawyers and industrial bureaucrats sets impossible bargaining objectives for them.' With negotiation reduced to formal statements of position, often drafted with an eye to publicity, it becomes increasingly difficult for negotiators to bargain with any degree of flexibility.

Davidson is quite disturbed at the tendency for more and more of the debating, at least on the employers' side, to be conducted by means of public relations and advertising. This was especially true of the work-rules dispute when a vicious campaign against 'featherbedding' was conducted whilst attempts were being made to obtain a negotiated settle-

ment. The same has been true over recent years generally, since the railroads have been conducting campaigns designed to convince the general public, potential Emergency Board members and arbitrators of the desperate financial conditions of the industry. The unions could not carry the burden of answering such campaigns in kind, and in any case they think this kind of behaviour seriously imperils the genuine collective bargaining processes by which they set great store.

One of Davidson's points has recently been echoed by members of an Emergency Board investigating a dispute between the railroads and non-operating unions. The Board recommended that in future hearings should be shortened by holding a 'pre-trial' conference at which each side would file a trial brief summarizing the issues, the existing agreements and the proposed changes. The Board said the parties 'appear to regard the Board as an audience to an elaborate ritual - something like the Japanese Kabuchi theatre', where offerings are rigidly stylized and follow an undeviating pattern.

The Board also made the very telling point that 'the pattern of long delays, in both contract negotiations and grievance handling, as well as in procedure before Emergency Boards, is in itself one of the most serious irritants creating difficulties between the parties.'

Korean railwaymen's educational activity



THE KOREAN RAILWAY WORKERS' UNION has recently completed the



second of its programme of courses in trade union leadership decided on by its 1963 Annual Convention. The purpose of the programme is quoted as being (a) to give instruction in the ideology, history and functions of the trade union movement; (b) to improve the trade union official's ability to do his job effectively and responsibly; (c) to provide a basic understanding of economic, social and political problems; and (d) to enable the officials to disseminate what they have learned among the general membership.

The syllabus therefore includes instruction on the history and aims of trade unions; labour legislation; political economic and social problems at national and international level; workers' participation in management and sharing of the benefits of increased productivity; structure and work of the government and of the management of the state railways; and practical trade union work on behalf of railway workers.


The photographs show instructors and participants in the course organized by the Korean Railway Workers' Union.



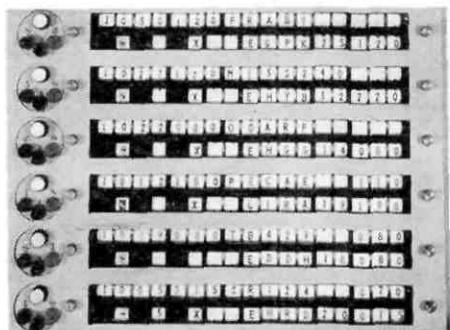
Automation of air traffic control in Holland



Automatic airways flight progress boards. This photograph was taken during training of air traffic control personnel at Schiphol Airport (Photo NV Hollandse Signaal Apparaten)

 THE NETHERLANDS AIR TRAFFIC CONTROLLERS at the Amsterdam Area Control Centre are currently being trained on the second phase of the automatic air traffic control system, SATCO (this system was first reported on in the *ITF Journal* in August/September 1958). The training is planned to be completed in December next and it is the intention of the Netherlands Department of Civil Aviation to put the system into operational use before the end of the year. In addition to the computers and printers already in operation, the system will include fully automatic progress boards to display detailed data on all airways and terminal area traffic, automatic conflict warning, automatic coordination between control sectors and automatically printed data outputs for Tower, Approach and Airways radar control units. Automatic outputs are also to be provided for 'off-airways' traffic.

Automatic flight progress strips as displayed to the controller. Each strip contains information about the aircraft flight plan (Photo NV Hollandse Signaal Apparaten)



It is eight years since the Netherlands Department of Civil Aviation first became seriously interested in the possibilities of automation in air traffic control. After accepting the basic concepts of SATCO, one of which is that it should be adaptable to the individual requirements of a particular control centre, the Department had to state in detail what its operational requirements of an automated system would be. This was done with the aid of a laboratory model made by SATCO's manufacturers, N.V. Hollandse Signaalapparaten. After that a possible phasing for the introduction of SATCO in the Netherlands was worked out.

The five-phase programme was drawn up on the principle of making haste slowly so that no revolutionary changes in working methods would be imposed upon the people who would be working with it and that the system should prove itself in operational conditions. Phase I

of SATCO was put into use at the beginning of 1961, and consists of computers and strip printing. Instead of making their traffic plans from handwritten flight progress strips – showing details of an aircraft's flight plan and any subsequent amendments to it – all flight data are fed by assistant controllers into a computer which produces accurate and up-to-date printed strips for the air traffic controller.

Phase II introduces a considerably larger degree of automation into the traffic control process. The progress strips from the computers are displayed automatically on three big boards which form the focal point of the newly built Area Control Centre room. To give a description of the functions of the equipment of Phase II, here is the way in which an outbound flight is processed through the system.

The flight plan is presented to the Flight Information Office where an ex-



SATCO computer cabinet – memory rack and power supply unit pulled out – (Photo NV Hollandse Signaal Apparaten)

tract from it is inserted by teleprinter into the computer. On the basis of these data the computer accurately calculates the flight path, and rearranges the information in the format required by the different control positions. Twenty minutes before the estimated time of departure (ETD) given in the flight plan, the computer (which receives a continuous input of the actual time, GMT, from a master clock) transmits a selection of the flight data to the automatic Terminal Area board, prints departure strips on the Tower and Approach strip printers and prints an additional strip for the Control Centre. This last printed strip is partly a back-up for the Area display board and partly a piece of notepaper on which the controller can note unusual circumstances about the flight or clearance which would not normally be processed through the computer.

When the pilot calls Tower for his taxi and take-off clearance, Tower informs the Area controller by intercom. The controller then inserts a 'procedure' clearance on his input keyboard after first identifying the aircraft by pressing a button next to the strip concerned. He will at the same time amend the ETD if necessary. The computer now makes a fresh calculation of estimates and flight levels, brings the displayed strip up to date – strips can be rearranged on the display in order of time at the touch of a button – and transmits the data to the automatic board of the sector controller who will be handling

that aircraft. The computer then further carries out a 'clearance check' to ensure that the flight path of the aircraft is not in conflict with any other aircraft already in the system. If the computer does find a conflict, a red light is flashed next to the displayed strip for the reporting position at which, or immediately after which, the conflict is predicted to occur. In this case, an amended flight path must be calculated and a new clearance check is made by the computer.

On take-off, Tower inserts the actual time of departure (ATD) into the system and a white lamp flashes against that aircraft's strip on the Area controller's display board. The controller acknowledges the signal by a button on his input keyboard. The white lamp goes out on the strip at the first reporting position on the relevant sector board. Meanwhile, both Approach and Airways Radar are informed of the aircraft's departure and of its airways clearance.

The Sector Controller then checks the clearance, and, by means of a button on his keyboard, causes the computer to print out a boundary estimate message for the adjacent control Centre on the assistant controller's teleprinter. This message is then passed by telephone to the adjacent Centre by the assistant controller who, when the message is acknowledged, makes a 'coordination effected' input on his printer, and this causes a special symbol to be shown automatically on the Sector Controller's strip.

When the aircraft arrives at the first reporting position, the Sector Controller makes a progress input into the system which causes the white lamp of that strip to be extinguished and the lamp of the subsequent reporting position strip to be lit. In addition, the departure strip is erased from the Area Control display board. As will be clear, the white lamp is used to indicate the next reporting position for each flight. This lamp begins to flash when clock time equals the estimated time at the position in order to draw the controller's attention to the aircraft being late. Once an actual time of overflight (ATO) input has been made, the previous strip is erased from the board, thus automatically clearing obsolete data from the display.

Should an input cause a significant change in the progress of the flight (e.g. a re-clearance), then the controller can repeat the boundary estimate procedure described above.

Once the aircraft is handed over to the

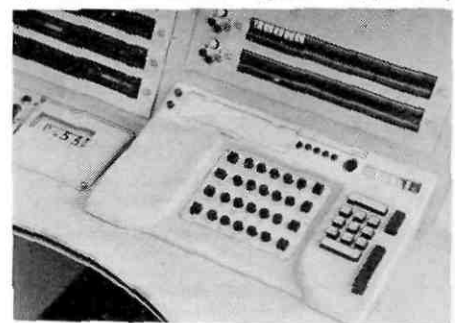
adjacent centre, the controller can delete the data from the displays and the computer memory, but, in order to prevent an erroneous erasure, not until the input of the ATO at the last reporting position has been made.

Every input by the controller is checked automatically by the computer, which, if a mistake is made, informs the controller not only that he has made a mistake but what the mistake was. Perhaps even more important than checking the controller, the computer also checks itself. Further, as a final back-up in the event of a catastrophic failure, the data of the traffic situation at the time of the breakdown can be retrieved and the controller can continue to work manually.

Significant changes for the controller in Phase II of SATCO are, first, the strips. Information is divided into current data (which he must have continuously on display) and long-term data (which he can call up by pressing the 'on request' button). This reduces the quantity of data the controller needs to scan. Further, by use of different colours – red for actual times and cleared flight levels, black for estimates and requested or calculated flight levels – scanning is simplified still more, while the lamp signals – flashing white or flashing red – focus the controllers's attention on problems to be solved. Second, the controller has had to learn to use the input keyboard for feeding information into the system.


Future estimated phases for the introduction of SATCO at Amsterdam are: Phase III – automatic processing of radar data (including secondary radar), automatic coordination between traffic controllers and radar controllers, conflict prediction based on radar separation minima, extension of automatic outputs to other interested parties, e.g. airport authorities, operators, etc. (this phase is now being worked out); Phase IV – automatic links with adjacent Control


SATCO input keyboard (Photo by courtesy of NV Hollandse Signaal Apparaten)





Centres, limited automatic clearance calculations (this phase is in the development stage); Phase V – if thought necessary, introduction of automatic three-dimensional tracking radar (this will depend on the success or otherwise of secondary radar for altitude reporting and decoding of individual aircraft identities).

Publications received

 GLOSSARY OF TRADE UNION TERMS, published by the International Confederation of Free Trade Unions at 5s. (75 cents) – an extremely useful book for all those concerned with trade unionism at the international level. Part 1 is a glossary of the trade union jargon in common use (in English); Part 2 gives labour terms in four languages – English, French, German and Spanish; and the appendixes give a list of ICFTU abbreviations, ICFTU affiliates and abbreviations, International Trade Secretariats and abbreviations and a list of United Nations Specialized Agencies and abbreviations (all in English). Editions of the Glossary in other languages are in course of preparation.


 RAILWAY WORKSHOPS: THE PROBLEMS OF CONTRACTION, by P. Lesley Cook, published by the University of Cambridge Department of Applied Economics at 10s. 6d. – This is an independent study of the long term plans which have been worked out by British Railways for the future of their main railway workshops.

 HISTORY, AIMS, STRUCTURE OF THE OECD, *Job re-design*, first of a series devoted to the Employment problems of Older Workers, *Policies for Prices, Profits and other Non-Wage Incomes*, all published by the Organization for Economic Cooperation and Development – three booklets of interest to those concerned with the wider aspects of economic and social planning.

 TRADE UNIONISM IN YUGOSLAVIA, published by the British Trades Union Congress at 1s. 6d. – A TUC delegation recently visited Yugoslavia at the invitation of the Central Council of the Confederation of Trade Unions there. They visited factories and a workers' university and had intensive discussions with representatives of the Central Council. This booklet is a report on the trip and impressions of the trade union movement in Yugoslavia which the delegation received

Training trade unionists on four continents

by ALBERT HAMMERTON, *Chief of Division Education, Women & Youth Department of the ICFTU*

 FROM MODEST BEGINNINGS the educational activities of the International Confederation of Free Trade Unions have grown, after fourteen years, into a service sponsoring and assisting with courses throughout four continents. On any day of the year a course, either directly organised, or in some way aided by the ICFTU, will be going on somewhere in the world.

This educational programme aims at promoting trade unionism in the developing countries, strengthening unions which have suffered from the crushing effects of totalitarian domination and assisting the stronger movements through the exchange of ideas and materials. All these aims are embodied in the Constitution adopted at the ICFTU's founding Congress in 1949.

In November 1952 the ICFTU opened the world's first trade union college sponsored by an international body in Calcutta, India. At the inauguration a speaker described it as the accomplishment of an ideal. It was indeed a fine manifestation of the spirit of international solidarity.

The college seeks to bring together promising trade unionists from different parts of Asia to enable them to imbibe the spirit of democratic trade unionism and to study modern methods of organization and administration. It also provides an opportunity for trade union leaders of Asia to meet from time to time to exchange ideas and experiences on specific problems confronting Asian trade union movements.

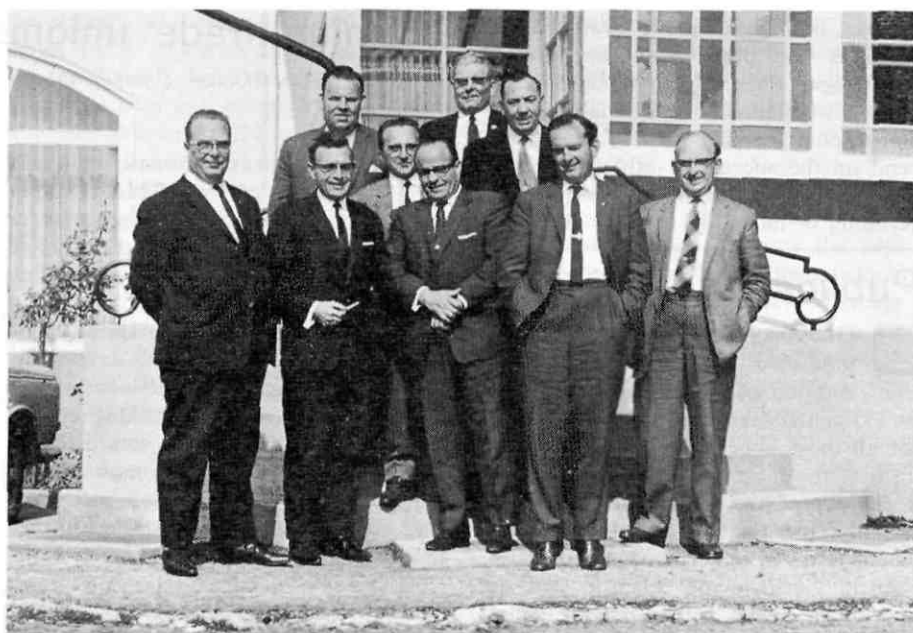
The college aims to help the growth of leadership from the ranks. For this purpose, there is an obvious need for a greater proportion of trade union educational work to be done at national, industrial and local levels and in a number of languages, taking into account each local situation. The college, therefore, seeks to equip ICFTU affiliates in Asia to initiate their own trade union educational schemes, by training teachers for national and local programmes, by the production of suitable literature for educational work in Asian languages, and by offering technical and other assistance in the planning and execution of trade union educational projects. Since its foundation, the college has organised 21 international courses which have been attended by 563 students from 15 Asian countries. In addition, it has sponsored hundreds of courses throughout Asia in the local languages.

A new departure for the college in 1963 was the organisation of a study conference on 'Workers' Participation in Management', which was attended by 33 active trade unionists from 11 Asian countries and territories. The conference discussed the aim, object and scope of workers' participation in management; participation in collective bargaining; co-determination; self management; participation at different levels, etc. In the field of extra-mural activities, the college held 24 different courses during 1963. These courses were attended by 650 students and held in 10 different countries in Asia. In October of last year the college held its first regional course in the Tamil language; it was attended by 39 trade unionists from Ceylon, India and Malaysia.


Known as the College on the Equator, the ICFTU African Labour College, which began its work in 1958, has had its own building since 1961 and has indeed become a focal point of the trade union movement on the African continent. Organisational and educational activities in Africa are as closely integrated as possible. Up to now the college has trained about 400 trade unionists from 14 countries in eight residential courses of three months' duration. Many of the Kampala graduates have returned to their unions in influential positions. In addition to the residential courses, the extra-mural activities of Kampala College have been receiving ever-increasing attention. In 1963 alone, courses of one to two weeks' duration were held in Tanganyika, Aden, Uganda, Kenya, Northern and Southern Rhodesia, Gambia, Sierra Leone, Liberia and Nigeria. About 300 students participated in these courses, which dealt primarily with topics such as union accounting, wage policies, economic considerations in collective bargaining and industrial relations – all related to the immediate practical needs of the movement.

In French-speaking Africa, whilst awaiting the building of a residential college similar to that already in existence in Kampala for English-speaking Africa, (Continued on page 272)

British visit to German transport school



British visitors with their hosts at the Verkehrsinstitut at Quelle. Left to right, from row : A. Reppel of the OeTV, Director of the Institute Mr. Sogemeyer, H. Imhof, ITF Assistant General Secretary and Road Transport Workers Section Secretary, A. Kitson, General Secretary of the Scottish Commercial Motormen's Union, and A. Hughes, Divisional Secretary of the United Road Transport Workers' Association. Back row: G. McCumesky, Divisional Secretary of the URTWA, K. Haussig of the OeTV, A. G. Beck of the Transport & General Workers' Union, and J. Moore, General Secretary of the URTWA

 DURING SEPTEMBER officials of British transport workers' unions paid a visit to the Verkehrsinstitut (a driving school) at Quelle near Bielefeld. They were accompanied by Hans Imhof, ITF Assistant General Secretary and Secretary of the Road Transport Workers' Section – who arranged the trip – and A. Reppel and K. Haussig of the German Transport and Public Services Union (OeTV).

The British delegation consisted of Alex Kitson, General Secretary of the Scottish Commercial Motormen's Union, Albert Beck, National Secretary of the Transport and General Workers' Union, Jack Moore, General Secretary of the United Road Transport Workers' Association and A. Hughes and G. McCumesky, Divisional Secretaries of the latter Association.

The Verkehrsinstitut has developed from a private school into a trust which receives subsidies from the regional (Land) and West German governments. It is a residential school taking up to seventy-eight students, and conducts three types of courses: a driving instructors' course, a professional drivers' course (in collaboration with the OeTV), and a teachers' course (tuition on traffic is compulsory in all German schools up to university level).

The course for professional drivers, arranged in cooperation with the OeTV, was first started in 1963. There are three courses a year, of two weeks' duration, and one of these was in progress

during the delegation's visit. There are two preliminary courses and one advanced course each year, each taking twenty-five participants. (The advanced course is for drivers who wish to qualify for promotion to the grade of 'driver-supervisor'.)

A special practice track has been built at the Institute, which is available for public use – for a small fee – during the afternoons. The track is at present about one-third its final size, and is approximately two-thirds of a mile long with hills, curves, signs, etc. The Institute also has a large number of working and other models to assist tuition.

The delegation held discussions with the OeTV representatives and with the Director of the Verkehrsinstitut, Mr. Sogemeyer, on a number of subjects:

Driving licences – In Germany special driving licences are issued for lorries; for coaches and public service vehicles there is another licence which can only be acquired by candidates of at least twenty-years of age who have had two years' experience driving lorries.

One of the classrooms at the Verkehrsinstitut, where theoretical instruction is given



Training of drivers — The organization of courses by the Institute in cooperation with the OeTV is a new development in Germany. The cost per candidate amounts to between DM 500 and DM 600 to the union alone (about £44 8s. or £53 10s). At least one-third of the total cost is borne by the union, one-third by the national and regional governments jointly, and one-third by municipal transport undertakings for their drivers taking part. Drivers coming from private enterprises are in most cases obliged to seek leave without pay. In these cases, the union pays not only the full cost of the course less the subsidies mentioned, but also compensation for loss of pay.

The union receives a large number of applications for participation in the courses, but only a few can be chosen because the cost is too high for the union to be able to afford to send more students, at least for the time being. The candidate does contribute to the cost except when, as in some cases, he is willing to sacrifice his paid leave.

Participants are very carefully selected and those who have passed the final advanced examinations are expected to act as tutors at branch and local level which are to be started by the union in the near future. About half of the participants in the preliminary course are chosen for the advanced course and only about half of those chosen actually pass the final examinations at the first attempt. Both the preliminary and advanced courses required considerable effort from the



Visitors leaving for a tour of the Institute, where they saw the practice track specially constructed for driving instruction, two-thirds of a mile long, with curves, hills, signs, etc.

participants.

The Institute and the union are aware that this is only a beginning. These endeavours are made in the hope that the authorities and employers will eventually become convinced of the need to do more to raise the professional standard of the driver and in so doing to make an important contribution to the prevention of accidents.

Log-books and tachographs — In Germany log-books are compulsory in road

haulage and passenger transport other than public transport. The log-books consist of fifty daily sheets which are numbered. The book itself bears on the cover a number and the stamp of the issuing authority and is registered by the latter. When the driver, after a day's work or a trip lasting more than one day, returns to his place of employment, he has to hand in the sheet he has used for the day or days of his work. The employer then has to examine and sign it. It is very difficult to abuse these regulations as it would be hard for a driver to request a second book with the excuse of having lost the first. This might occur once or twice during a long period but the registering authority would certainly hesitate to issue further copies to the same driver if he should repeatedly claim to have lost it. Investigations at his place of employment would first be held. Apart from that, it is compulsory for commercial vehicles of over 5 tons loading capacity to be equipped with a tachograph as a supplementary means of control.

Working conditions — In the Federal Republic driving is limited to nine hours per day divided into two parts of 4½ hours each, between which a break of at least half an hour has to be taken. The maximum working time including driving, loading, waiting, etc., is 12 hours. If a vehicle is manned by two drivers and there is accommodation for one driver to rest, the vehicle may be on the move

Hans Imhof answers questions put by the British visitors during their visit to the Institute



for eighteen hours within a twenty-four hour period, whilst the remaining six hours can be filled by waiting times, loading, etc. After a twenty-four hour period of work, a rest period of at least eight hours away from the vehicle must be observed. There is a restriction on the use of road haulage vehicles from 10 p.m. on Saturdays to 10 p.m. on Sundays. Exemptions are only granted for perishable foodstuffs and other urgent transport.

The British delegates have been supplied with translations of the syllabus for both the preliminary course and the advanced course. These cover all aspects of the professional driver's job, including, apart from driving instruction itself, traffic laws and highway code, legal provisions governing goods and passenger road transport, licensing, motor vehicle mechanics and workshop instruction, transport documents, procedure in case of accidents, etc.

(Continued from page 269)

Seminars lasting from one to three weeks were held during 1963 in the Cameroons, Chad, Gabon, Congo-Leopoldville and the Ivory Coast, with a total of approximately 200 students participating. Seen against the background of the lack of trained leadership, which is the weakness not only of the African trade union movement but of Africa in general, the quiet day-to-day work of trade union education and leadership training is of exceptional importance.

ICFTU educational activities in Latin America began in January 1952 when the first of a series of four months' courses was held in Puerto Rico. They brought together trade unionists from Brazil, Chile, Colombia, Costa Rica, Cuba, Ecuador, El Salvador, Haiti, British Honduras, Mexico and Panama. Since then the ICFTU Inter-American Regional Organisation (ORIT) and its affiliates have conducted over 1,000 courses throughout the hemisphere which have been attended by over 50,000 students. Since the inception of the Inter-American Institute for Labour Studies in Mexico City, four courses have been held, each of two months' duration, with a total attendance of about 200 students from 15 countries.

In Europe the ICFTU, in close cooperation with its European regional organization, has organised annual seminar schools on various aspects of trade unionism and related problems. These have been attended by students from 10 European countries. A number of courses

have been arranged for Spanish-speaking workers in collaboration with the Unión General de Trabajadores de España whose headquarters is in Toulouse, and the UGT branches in Belgium; in these special emphasis was naturally given to problems connected with Spain.

During the past two years the ICFTU has been paying more and more attention to the problems of women and young workers. Thus, in 1963, courses for women were held in Africa, Asia, Latin America and the Middle East. The World Seminar on Women Workers' Problems took place in Gmund, Germany, in May 1963 and was attended by women trade unionist from twenty countries.

1962 saw the establishment of a Youth Section, which was attached to the Education Department of the ICFTU. This made it possible to carry out an idea which was born in 1958 – the holding of a world-wide gathering of young trade unionists. The Youth Rally, which was held in Vienna, Austria, was attended by over 4,000 young trade unionists from 70 ICFTU affiliates in all parts of the world. It concluded with an impressive torchlight parade in which some 12,000 young Austrian workers marched together with the Rally participants. Apart from the Rally, which has, so far, been the highlight in the programme of ICFTU youth activities, two international seminars for young trade union leaders have been held – one in Copenhagen, Denmark, and the other in Vienna, in conjunction with the Rally.

In line with its educational activities, the ICFTU has issued three series of educational publications "Educational News", "You and Your Union" and "Know Your Facts" in some twenty different languages, with a total printing of over half a million. In addition, the ICFTU issues tape recordings on trade union topics, while the International Labour Film Institute (ILFI) has built up a film library which includes 171 films covering 42 subjects in 12 languages. In undertaking these activities, the ICFTU has always been aware that trade union and workers' education cannot be separated from education in general. If adult education is an essential element in the fulfilment of the social, economic, political and cultural aspiration of individuals, then trade union education takes its place in this vast complex and corresponds to the particular needs of the workers. Trade union education is meant to give students the knowledge and know-how which will make them into effective

and responsible trade unionists, capable of serving in an effective manner not only their movement but the community as a whole. Trade union education is not an end in itself. It plays an essential role in the efforts of humanity to achieve freedom and social progress.

(Continued from page 261)

ing the latter's tour of the Latin American region. Manuel J. Medrano, Assistant to Otero in Lima, has been visiting Ecuador, and Otero himself has also recently been on a trip to Chile to report on the trade union situation there following the recent general elections.

Walter Townsend, Representative for East and Central Africa, based in Nairobi has reported on the situation in Uganda, Ethiopia and the Sudan, and Emile Laflamme, West African Representative based in Lagos, has visited Liberia.

(Continued from Comment)

How can you tell him that he's wrong?
If you prefer to make your money
Then don't sing my freedom song.
You say that you want to make me free
Then don't trade with the men who are
killing me,

Oh don't say you pity me.
'And don't you say 'It's a risky thing to
do,
I'm worried that the boycott might be
bad for you.'
I know how to live on nothing much
better than you.
So please don't say, oh, don't you say
you pity me.

'So now you can choose,
But oh don't wait too long,
For my brothers they will fight
And their freedom wish is strong,
Your leaders say they pity me
But your thousand million pounds
Are the seed of the tree
On which they're hanging, hanging,
hanging,

On which they're hanging me.
Oh, my loving friends
I can't get from my mind
Those white bones in the sun
That whispered in the wind.
'If there's no help soon
Then hanging from this tree
Will be thousands and thousands like
you and like me,
No money-making then and no ships
upon the sea,
Just white bones in the sun
A-hanging, hanging, hanging on my tree.'

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;

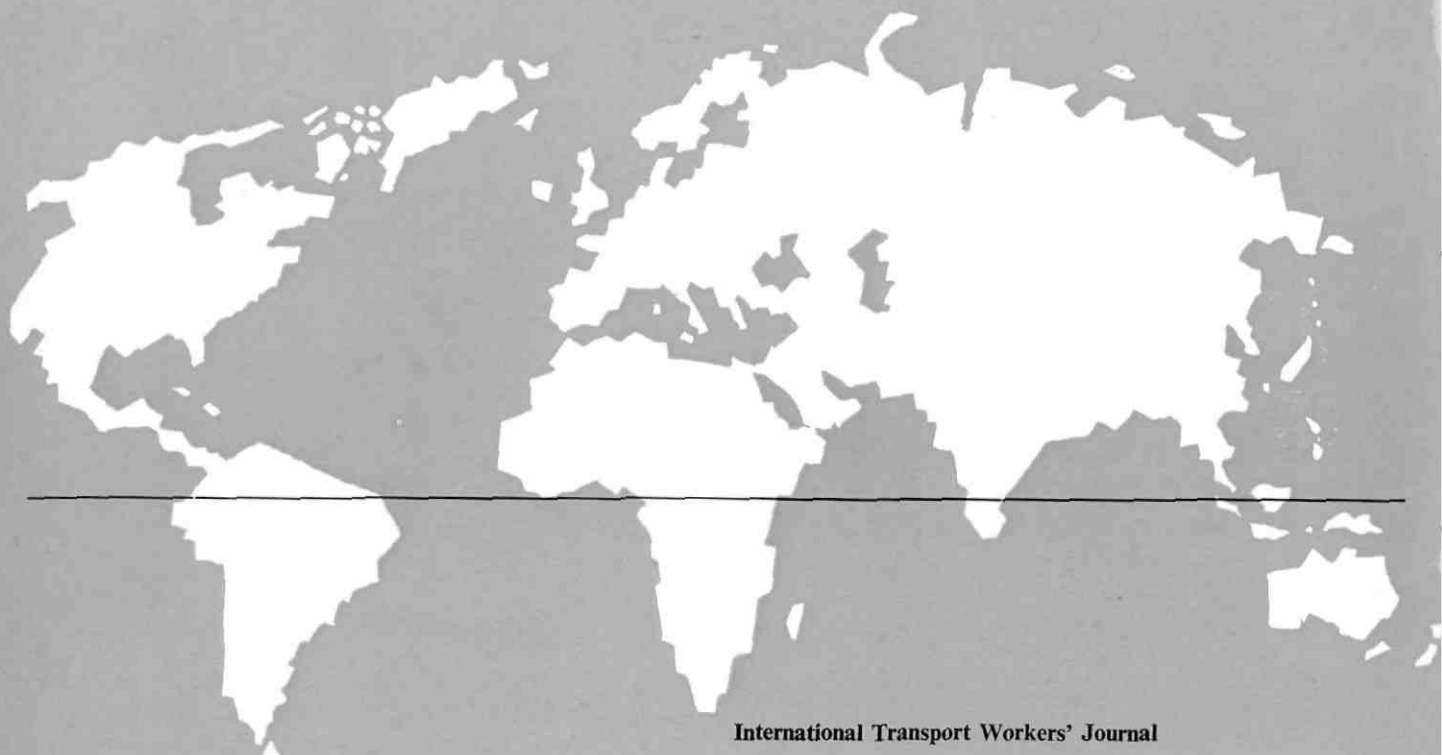
to represent the transport workers in international agencies performing functions which affect their social, economic and occupational conditions;

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 * Gambia
Germany * Great Britain * Greece * Grenada * Guatemala
Honduras * Hong Kong * Iceland * India * Indonesia * Israel
Italy * Jamaica * Japan * Jordan * Kenya * Lebanon * Liberia
Libya * Luxembourg * Madagascar * Malaya * Malta * Mauritius
Mexico * The Netherlands * New Zealand * Nicaragua * Niger
Norway * Nyasaland * Pakistan * Panama * Paraguay * Peru
Philippines * Poland (Exile) * Republic of Ireland * Rhodesia
El Salvador * St Lucia * Sierra Leone * South Africa * South Korea
Spain (Illegal Underground Movement) * Sweden * Switzerland
Tanganyika * Trinidad * Tunisia * Turkey * Uganda * United
States of America * Uruguay * Venezuela * Zanzibar

Publications for the world's transport workers



Editions of Journal

International Transport Workers' Journal

Internationale Transportarbeiter-Zeitung

ITF Journal (Tokyo)

Transporte

ITF-aren

Editions of Press Report

Pressebericht

Pressmeddelanden

Communications de Presse

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

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