

International Transport Workers' Journal

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Comment

Death on the roads

STATISTICS OF ROAD TRAFFIC accidents in 1963 for twenty-two European countries have recently been published by the UN Economic Commission for Europe (Inland Transport Committee). The available information shows that deaths totalled about 62,800, although the real figure is estimated to be nearer 80,000. When broken down the statistics reveal that pedestrians made up approximately 31 per cent of the fatalities, bicyclists 10 per cent, motorcyclists 21 per cent and drivers and passengers of motor vehicles 37 per cent.

In an attempt to evaluate the number of persons killed per 100 million driver/km or passenger/km for each category of vehicle, the report shows that the rate varies for most countries between one and two for automobiles, rising as high as six to 10 for cyclists, whilst the rate for motorcyclists is even higher. On the other hand, the rate for passengers in buses is not so high, and appears to be even lower than that for commercial aviation, which was 0.38 in 1964.

The statistics do not reveal the causes of accidents, since the definition of causes is regarded as strongly subjective and in the great majority of cases an accident has no single cause. However, it must be abundantly clear that a great many accidents could be avoided, although no effective way of achieving this has yet been found by any government.

A very commendable concern with this problem in the field of road haulage was recently demonstrated at the conference of the Scottish Commercial Motormen's Union. One delegate spoke of the flimsy construction of some current vehicles, whose manufacturers worked on the principle that every pound of weight taken off the chassis meant an extra pound in pay-load. Others called for much stricter penalties on hauliers who send defective and overloaded vehicles out on the roads. Delegates also called for more and better-qualified Ministry of Transport vehicle examiners, with authority to stop any commercial vehicle for a spot-check. Last, but not least, a higher status for the professional driver, and better training, would be a major contribution to improved safety.

An extension of the positive and responsible approach displayed by these trade unionists to all those concerned in any way with road traffic—from drivers to government officials—would certainly help to check the appalling death toll.



Whilst seamen's wages in Europe have risen continually in real terms since the end of World War II, those of Indian seamen have continued to lag far behind (P&O photos).

Are Indian Seamen getting a fair deal?

By Pieter de Vries, General Secretary.

INDIAN SEAMEN HAVE NOT HAD an increase in their rates of pay since 1 January, 1960. Having regard to the progress shown in the conditions of seamen in other countries as regards both wages and fringe benefits it would appear relevant to enquire why not. A brief glance at conditions obtaining elsewhere at the present time and at those obtaining in India over the last ten years, would soon dispel any illusions one might have to the effect that this lengthy standstill is due to the excellence of the wage rates and other conditions enjoyed either at the time of the last increase — five years ago — or at any time before that hard-won increase.

For the last five years, the Indian AB has been drawing a monthly salary of Rs. 178.50. The sterling equivalent of this is £13 8s. And yet, as early as 1946 — i.e. nearly twenty years ago — the figure of £16 a month was recognised as a **minimum** monthly rate of pay for an AB. This is the rate laid down in the ILO Convention on Wages, Hours and Manning dated 1946.

The 1946 Convention states that: 'the basic pay or wages for a calendar month of service of an able seaman employed on a vessel to which this Convention applies shall not be less than sixteen pounds . . . or the equivalent thereof in other currency'.

In the following article it goes on to say: 'In the case of ships in which are employed such groups of ratings as necessitate the employment of larger

groups of ratings than would otherwise be employed the minimum basic pay . . . of an able seaman shall be an amount fixed as the adjusted equivalent of the minimum basic pay stipulated in the preceding article.'

Apart from a number of revisions of this Convention, much has happened in the maritime industry since 1946. We shall later in this article have a few words to say on the subject of 'the

employment of larger groups of ratings than would otherwise be employed'. We would point out in the matter of wages, however, throughout the world, as a result of general economic expansion, the rates of seafarers everywhere have risen appreciably — with the regrettable exception of those of Indian seamen. These increases in rates have not been absolute. The cost of living in practically all countries has risen too. And in this connection India is certainly no exception.

Apart from other considerations, it was with this general trend in mind that the 41st International Labour Conference (Maritime Session) held in April 1958 adopted Recommendation No. 109 in which £25 was laid down as a minimum monthly wage for an able seaman.

At his present rate of £13 8s., therefore, the Indian seaman is still getting less than the lowest minimum reached in hard international bargaining some twenty years ago, and getting little more than half of what is considered a bare minimum today.

Indian, British and other shipowners engaged in the Indian trade, and thus the chief employers of Indian seamen, no doubt appreciate the availability of a body of experienced and reliable seamen capable of operating their vessel — but do they have to pay them wages which fall so far short of reasonable minimum standards? The answer is, of course, 'no'. They have been able to do so as a result of a combination of a number of factors, not least among which is the Indian seaman's preference for orderly processes of negotiation. This has given the other side an opportunity to drag its feet — an opportunity of which it has made use in a manner which has had little regard for the justice of legitimate claims. More recently, the state of emergency declared by the Indian government as a result of the Chinese aggression has served shipowners as a pretext for

doing nothing, secure in the knowledge that the seamen in that crucial time for their country would not take any form of industrial action to back up their claims.

Just how badly have Indian seamen fared in recent years by comparison with those of other nations?

In the case of Norway, one of the world's leading maritime nations, we find that over the last five years the earnings of seafarers have increased by percentages ranging from 20% in the case of masters to 45% in the case of stewardesses. Stewards' earnings have risen by 40%, whilst those of an AB show a 32% increase. Although no data are immediately available covering the preceding five years, there seems little doubt that they would reveal a comparable trend.

The figures for Sweden are even more revealing. Percentage increases in wages over the period 1955 to 1965 range in the main from 68.3 to 92.7 in the case of ratings. Some junior ratings have received even higher increases. Concentrating on the AB, we find that in 1955 he was getting a monthly wage of Swedish crowns 595 (about £41). By 1965 this had risen to Sw. cr. 1,006 (about £70) — an increase of over 69%. This increase is even more marked when an AB is serving on a passenger vessel where his present rate is Sw. cr. 1,131 (about £78): it is around 90%.

Meanwhile, what has happened to the Indian seaman? We have already noted that for the last five years his pay has been appreciably lower than that considered a bare minimum nearly twenty years ago. This raises the question as to what has been done over the years to redress this imbalance. The short answer is: very little indeed.

The last ten years have seen the following wage movements: in May 1957 the Calcutta rates were brought to the level of those of Bombay, the Calcutta AB's monthly wage of Rs. 125 (under £9 10s.) rising to Rs. 150 (£11 6s.). Similar adjustments were of course made in the pay of all other ratings. In October of the same year (1957) an increase of 10% was won.

This was followed in January 1960 by a second increase of about 8%.

The overall percentage increase in the rates of pay of Indian seamen over the last ten years is in the region of 20% — give or take a little either way.

This 20% increase in wage rates over a ten-year period looks very much less impressive, however, when we consider the rise in the cost of living which has occurred in the same span of time. It cannot be said that **real** wages have increased if the rise in the cost of living has kept pace with, or even outstripped, the increase in nominal wages.

What do we find in the case of India? Here it must be admitted that satisfactory statistics are hard to come by. The Government of West Bengal (Calcutta) however does publish a cost of living index relating to the 'working class'. This index could well be taken as relevant to our purposes. It shows a rise from the figure of 347 in 1956 to 480 in 1964 (compared with a base of 100 in 1939). In the last decade therefore, the cost of living in this region — from which many seamen are recruited — **has gone up by something like 37%.**

An increase of 20% in nominal wages over a comparable period has therefore on this basis grossly failed to keep pace with the rise in the cost of living. So far from progressing, the Indian seaman is falling back.

It might be contended that we have chosen an index 'suitable to our purpose'. Let us try another one — purely by way of demonstrating price trends — and see how we fare. The official All-India General Price Indices (Consumer Prices) records a figure of 96 in 1955 (with a base of 100 in 1949). It has risen steadily since then, topping 128 in 1962. That reveals a rise in consumer prices of over 28% in the period 1955 to 1962. Here again we have a figure well in excess of that for the wage increase over the same period. It would still be in excess if the index had remained at the 1962 figure. Since then the upward trend in consumer prices has continued — between 1958 and 1964 they rose by about 30%, according to ILO figures — so that we

are forced to the conclusion that consumer prices over the last ten years have risen very much more than the 20% that wages have risen. In fact, the prices increase would appear to be around the figure of 4% a year. Assuming a continuation of this average, we would get a figure of 40% for the year 1965. This compares with the 37% increase in the cost of living figures published by the Government of West Bengal.

In short, over the last ten years, there has been an increase in prices/cost of living in India around the 40% mark against which the Indian seaman can show an increase in wages of only about 20%. He is thus, comparatively, worse off in 1965 than in 1955 — a state of affairs which should give satisfaction to no-one, not even to those who employ him.

We are, of course, only too familiar with the counter arguments advanced by owners anxious to preserve these sub-standard rates. Only too familiar, for example, is the Indian owners' habit of pleading inability to reach final agreement with Indian unions due to other interests, notably those of the British owners, being involved. British owners in turn return the ball to the Indian court. It is not a very edifying game. We would hope that the day is not too far off when the owners involved get together with the Indian unions to negotiate in good faith — without using the complexities of the shipping interests in the trade concerned as an excuse to do nothing. Equally irrelevant to the basic problem of reasonable minimum standards of wages and conditions for which the Indian seaman is striving is the owners' argument that 'traditional' practice requires larger crews when Indian seamen are employed than if a vessel were manned exclusively by a European crew.

It may be said right away that this argument is unacceptable. Although the ILO Recommendation of April 1958, in addition to recommending £25 as a minimum monthly rate of pay for an able seaman, also largely repeats the language of the earlier Conven-

tions in the matter of the relating of wages to 'extra numbers' employed, it is our contention that, certainly as regards Indian seamen, this assumed ratio of employment is today unreal. In these days we have a 'de facto' ratio of 1:1. Such being the case, the argument that differences in crew costs are incurred by the shipowner as a result of employing Indian rather than European ratings simply does not hold water. As long ago as 1959, Indian trade union sources were reporting that, as a result of conversion to diesel fuel on British ships, for example, the number of Indian crew members in the engine room was almost on a par with the British and that reductions in the numbers on the deck and catering side was proceeding apace. We contend that today the parity process is effectively complete and what small differences there may be here and there do not in any way constitute a justification for such substantially lower rates of pay.

There is no doubt in our minds that we interpret the views of Indian unions correctly when we say that, whilst opposing the 'ratio' argument at the time the 1946 Convention was being discussed and adopted might not have been easy because of the factual situation at that time, they certainly have to reject it vigorously today. Implicit in their demands for improved rates of pay and other conditions of service is the principle of equality of status.

From the foregoing it emerges only too clearly that the Indian seaman is getting a bad deal. He is today still being badly paid in relation to an acceptable 'standard' minimum wage of £16 a month internationally agreed upon as long as twenty years ago. He comes off even more poorly when his increments over a ten-year period are compared with the rise in the cost of living over the same period.

These we have seen to be 20% compared with 40%. In the case of Norway, and covering the last five years, we find that an AB's earnings have gone up by some 32%. In the same period, the consumer price index rose by about 16.5%.



Most revealing of all, however, is the situation of the British AB. Here we are concerned with rates paid to men serving on vessels owned by operators some of whom are also active in the Indian trade and who are often themselves employers of Indian seamen.

In 1955 a British AB was getting about £28 a month. Today (ignoring the latest adjustment) his pay is £42 10s. This shows an increase over the last decade of something in the region of 50%. Against this we must note a rise in the cost of living of around 30%. Again, the rise in wages considerably outstrips that in the cost of living, showing a substantial increase in real wages.

We could go on multiplying examples. We doubt, however, whether we should succeed in finding another example of the cost of living outstripping real wages as is regrettably the case with the Indian seaman. Indeed, in some countries we find built-in safeguards against this happening. The Belgian seafarer, for example, is guaranteed a proportionate increase in his pay under the terms of his collective agreement every time the cost of living rises above a certain figure. A similar arrangement operates in the case of

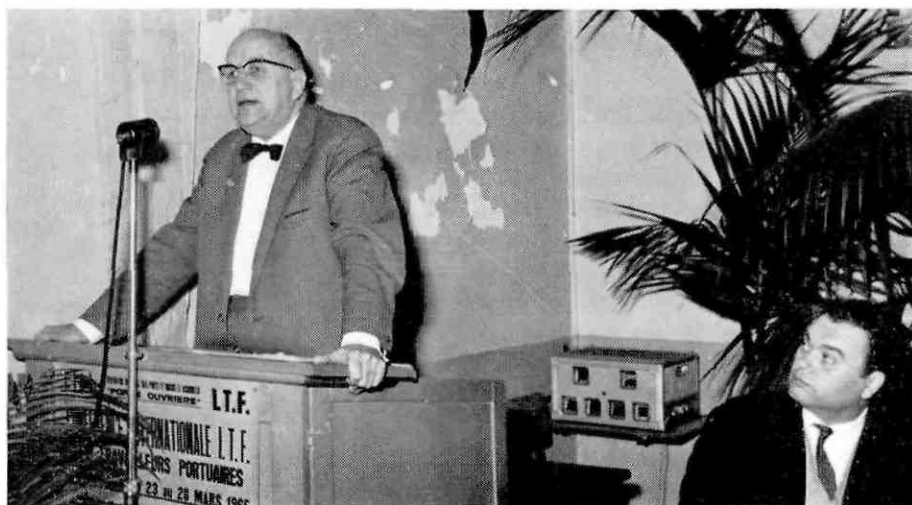
the Italian seaman.

In the foregoing, we have been at pains to compare like with like. In other words we have shown a trend in maritime countries for real wages to rise appreciably in terms of the national economy. Although it is natural to ask why an Indian seaman should be getting so very little by comparison with, say, a British AB, we have deliberately avoided this line of argument. We consider the line we have adopted as much more relevant: how can Indian and British shipowners defend their poor record? How is it, one might ask, that shipowners recruiting crews in Singapore could pay a Chinese seaman £20 10s. a month (in 1963) and a Malay seaman £19 whilst an Indian seaman recruited in India to serve on a vessel, owned probably by Indian or maybe British interests, is still being paid less by something like £6 a month?

How is it that the present rate for a Chinese seaman recruited in Hong Kong (£25 10s. on some lines, £24 8s. on Shell Tankers) could be so much higher than that of an Indian seaman serving on one of his own country's vessels?

(Continued on page 120)

The docker's progress



NOT SO MANY YEARS AGO, dockers formed one of the most exploited groups of industrial workers that could be imagined. They were hired, rather like animals, by the day or even for a couple of hours, after waiting around the docks in all weathers for the chance of a brief spell of casual employment. And it **was** very often purely a question of chance, of whether your face fitted or whether you looked strong enough to make the ganger think that hiring you would be a good bargain for the employer. If you did get fairly regular work, the pay was poor; the hours were long; the job gruelling. If you fell sick or were injured that was just too bad for you. When you were too old or too weak to keep up the pace, there was no work for you and, of course, no pension either.

The job itself was considered unskilled and it attracted the unskilled, men who had only their physical strength to sell — for as long as it lasted. Even many trade unionists towards the end of the 19th century thought of the dockers as a group which it was almost impossible to organize or as incapable of any coherent trade union action. There were others, however, who had more faith in this ragged army of men at the very bottom of the social scale. It was they who worked and spoke, encouraged and persuaded the dockers to band together and to fight for a better way of life. The fruits of their labours are being enjoyed by dockers in most countries today.

One wonders what these early trade union pioneers — and the dockers that they organized — would have thought of the ITF Dockers' Conference held recently in Bordeaux (24 to 26 March) and the subjects which it discussed. What would they have made of the report given on the agreement signed towards the end of last year by the dockers of Belgium, with its 5-day week of 37½ hours (at the former pay rate for six days) as against their seven-day

week of 80, 100 or even 120 hours? Or its annual leave provision for three weeks holiday at five weeks' pay? Or the Dutch delegates' account of their vocational training schools for dockers, where boys are taken on at the age of 12 and receive both a good general education and a thorough grounding in port work by the time they leave at nineteen? Would they have shaken their heads in disbelief when they heard a Uruguayan docker telling of a sick pay scheme which provides for one year's sick leave at 80 per cent of the normal rate, with the possibility of retiring on 70 per cent of the standard pension if the illness goes on for longer than twelve months? Perhaps they would have been even more astonished when they heard that the pension is payable after 30 years' work in the industry at age 50, but that the Uruguayan affiliate is now actively pressing for it to be given at 45 after 25 years' work.

Our visitors from the past would, of course, have been wrong in thinking that conditions such as these are now universal, even in the industrialized countries of Europe and North America, but they do nevertheless

illustrate very strikingly the long road which many port workers have travelled since the first viable dockers' unions began to take shape in the 1890s. The reverse side of the coin is, however, still very apparent in some areas of dockers' employment and is most glaringly obvious in the countries which are still in process of development.

This aspect of the present-day port industry was clearly pin-pointed by Bro. Pieter de Vries in his opening address, when he emphasized the very real necessity for the ITF's industrial sections, like that of the dockers, to preserve in their work genuine balance between the needs of workers in both the old and the new countries of our world. Casual labour conditions still exist in many Asian, African and Latin American countries, he said, and the loads which individual dockers are expected to manhandle place an intolerable strain on the physical capacity of men who are often poorly paid and badly nourished. Vocational training, pension and sickness insurance schemes, health and safety facilities are still lacking or totally inadequate.

Nor are such conditions necessarily

confined to the ports of the newer countries. Even today, there are still isolated pockets in Europe — including the country in which the Conference met — where antiquated conditions still survive despite the general advances which have been made in most fields. Decasualization still has to be achieved in some areas while in certain European countries one can still find ports in which loads of 100 kg. and upwards are carried by a single man.

Contrast this with the position in Argentina, where Bro. Tolosa reported that a limit of 50 kg. for the shoulder-carrying of sacks has been applied for years, together with a lower maximum of 30 kg. for packing cases and double pay if these limits are exceeded. And yet, a short distance across the River Plate in neighbouring Uruguay, one again finds loads of 70, 80 and up to 100 kg. being humped on the docker's shoulders.

In this field particularly, because of the sheer physical stress and exhaustion involved, there is a clear need for a rigidly-observed international regulation. A recent ILO Meeting of Experts, at which members of the ITF Dockers' Section were represented, discussed this problem in considerable detail and the overwhelming majority of the participants were of the firm opinion that the normal limit for male workers should be 40 kg., with only a few coming out in favour of 50 kg. The ITF dockers in Bordeaux had no doubts as to what the maximum load should be. They called for the lower limit of 40 kg. to be applied and for the provision of adequate alternative means of handling when heavier loads are involved.

The agenda item dealing with safety and health also provoked a lively discussion. In 1958 — as a result of ITF initiative — the International Labour Office issued a Code of Practice which covers, in very exhaustive detail, most aspects of the safety, health, selection and training of port workers. This Code is not yet universally applied (the Bordeaux Conference called for this to be done), but it nevertheless provides a first-class guide and weapon for indi-



Delegates to the Dockers' Conference outside the Town Hall. In the front row, right to left, are L. White, ITF, J. Duniau, P. de Vries, and Tim O'Leary, Dockers' Section President.

vidual dockers' unions. One French delegate went so far as to call it 'The Docker's Bible' and it can certainly be exactly that if it is properly and forcefully utilized by those who fought for its initial adoption. There was general recognition of this fact in Bordeaux.

The discussion here centred mainly around problems which had arisen in connection with certain specialized cargoes. Both Dutch and Scandinavian delegates drew attention to the dangers created by the handling of pitch, from which eye injuries, painful skin irritations and dystrophy of dockers' hands can result. A French delegate reported on widespread allergies created by cargoes of castor oil seed, which contain a powerful toxic substance known as ricin. Both dockers and people living near the port areas have been affected by these.

Although it was decided that these incidents, serious though they are, did not warrant the submission of any proposals for amending the ILO Code of Practice — which does already contain provisions on the handling of dangerous substances — the ITF will nevertheless supply case-histories on the effects of these two cargoes to the

ILO and will suggest that a detailed investigation of the situation should be undertaken without delay.

One can sum up the Bordeaux Conference by saying that it emphasized the need for concentrating on the consolidation of dockers' conditions. As can be seen from the statement issued at the end of the Conference (published in ITF Newsletter No. 7 of 1 April), the dockers' unions affiliated with the ITF have a clear programme of aims, many of which have now been achieved by the older unions. The task now is to build upon what has been won, to eliminate the pockets of sub-standard conditions still existing in some of the industrialized countries, and to aid the newer dockers' unions to raise the standards of their members. The groundwork has been laid, both by the ITF International Dockers' Programme and by the ILO Code of Practice which the dockers of the ITF pressed for. The charter of the Dockers' Section has thus been clearly defined. As our ebullient Chairman, Tim O'Leary, put it when referring to the ITF's policy on port mechanization: 'This is the ITF's attitude. We should go away and put it into practice!'

WORKING CONDITIONS IN URBAN TRANSPORT

From 10 to 19 May a committee of experts appointed by the International Labour Office meets in Geneva to consider working conditions in urban transport services. The Committee consists of 15 experts from all five continents, seven of them representing the workers' side. Its main task will be to examine the deterioration in working and living conditions of vehicle crews in urban transport which has been brought about by traffic congestion, and to make recommendations on ways in which their situation may be eased. We shall report on the results in a future issue of our Journal.

With the appointment of this Committee the work the ITF has for many years been doing in the field of urban transport passes into a new phase. This work began with an International Tramway Workers' Conference in 1925, exactly 40 years ago, in Brussels. Already demands were being made for some international instrument. These demands were published in a printed memorandum. In the thirties the ITF pressed unceasingly for the conclusion of an appropriate convention within the framework of the ILO. These efforts culminated in 1939 with the signing of ILO Convention No. 67 concerning working hours and rest periods in road transport, which was complemented by three Recommendations (Nos. 63, 64 and 65). The Convention never came into force and is now obsolete through changed conditions. After the War the ITF continued to be preoccupied with the problems of urban transport through the Conferences of its Road Transport Section. Moreover, two Joint Conferences with the Public Services International have taken place—in 1948 and 1961—for in some countries public service workers' unions also organize employees of transport undertakings and have not so far split up their membership according to employment for international affiliation. The two internationals endeavour through friendly co-operation to overcome the disadvantages of duplication of activities as far as possible.

Since the beginning of the fifties the ITF has been pressing, in its role as legitimate representative of the free democratic unions on the Inland Transport Committee of the ILO, for the treatment of problems of employees in urban transport at a Conference of this Committee. Our efforts failed through the opposition of the employer delegates supported by some governments. Thus the best alternative in the circumstances, in order that a start could be made on the consideration of these problems at international level, was the appointment of a Committee of Experts. The work of the Committee of Experts, however, as we have pointed out, is not an end-result of our efforts but only a new phase into which they have passed.

In October 1964 the ITF submitted to the International Labour Office a memorandum on the problems to be dealt with by the Committee of Experts. Its contents are given in the following, slightly abridged.

That traffic congestion in towns has been allowed to develop into the situation we have to-day and will deteriorate even further is, essentially, to be ascribed to three factors:

(a) The lack of activity and lack of coordination of measures on the part of authorities at local, regional and national level in national and transport planning, which is in marked contrast to the increase in the use of private cars;

(b) The increasing amount of commuter traffic in the urban conglomeration, the social and economic importance of commuter traffic and the failure to apply economic principles which take account of the interests of the community as a whole in dealing with this development;

(c) The application in urban transport of 'laissez-faire' principles (free enterprise and competition) which still prevail in transport as a whole and the

consequent obligation of public transport services to cover their costs in full.

Planning for people

Without comprehensive planning for traffic in town centres and for the siting of industry and of residential areas, it is impossible for the urban public transport undertakings, the railways, the taxis and the road transport firms operating for profit and those carrying out transport on own account, to provide the optimum satisfaction of the



total demand for the transport of passengers and goods in urban areas. Such planning has to recognise what is possible and to establish what the order of priorities must be. The authorities must reach agreement on this with the representatives of the individual groups of interests and take responsibility for the necessary decisions. The public interest must be put before the interests of particular groups, and general needs before the convenience of the individual. Where it is necessary to restrict the individual's freedom of choice, exceptions should not be able to be 'purchased', as would be the case with a system of taxes and dues.

Public passenger transport, particularly mass transport, must be organized and coordinated in such a way that the different means of transport complement one another mutually. For the commuter who has to travel and therefore relies on some means of transport or other, immaterial which, it is important that this means of transport should be easily accessible, safe, cheap and as

comfortable as possible. All considerations in relation to the planning of transport must therefore place human needs firmly in the foreground. The individual's need for transportation between his home and place of work and for that of his children between home and school is inescapable. Failure to satisfy this need would mean that economic and social life would be brought to a halt. It is thus, in the strictest sense of the word, in the public interest to organize and integrate in a rational and economic way transport services within the urban conglomerations.

Transport is a public service

The rational organization of mass transport in all cases where the fulfilment of this need has assumed the proportions of a problem is a public service, the importance of which is in no way less than that of other public services, such as public health, education, police, fire service, public sanitation etc. The value of such services is to be measured not by the profits

attained by the individual transport undertaking but by the social economic utility it affords the urban community.

This way of thinking has not yet penetrated in countries where the economy is based on the principle of competition. Generally, public mass passenger transport undertakings are obliged to cover their costs. However, it is realized in most cases that they can only cover their costs on paper and that, without public subsidies in one form or another, these undertakings would have to close down. Even in the United States, public funds have recently been allocated in order to maintain or improve the efficiency of public transport services. Otherwise, the ultimate choking of public transport by private car traffic would lead to economic catastrophe (see the Buchanan Report, Report of the Steering Group, Point 8).

Service before profits

The obligation of public mass transport undertakings to cover their costs has repercussions in two directions. The frequency of service depends on the



Hamburg bus crews consult their daily shift table: they work a 44-hour week, and shifts are arranged on the basis of an 8-hour day. Odd hours can cause staffing problems.

profits attained by individual services. Where services are not profitable timetables are thinned out. The value of such services is correspondingly reduced for potential users and these therefore change over to private transport or an alternative form of public transport. This increases losses even further in spite of the reduction in services and the route is eventually abandoned altogether. This is the outward effect of the obligation to cover costs. The inner effect makes itself felt on the staff. Staff costs represent a high percentage of total costs. For this reason great emphasis is placed on rationalization. Working conditions are, in any case, so unattractive when compared with other kinds of work that it is impossible to recruit sufficient new staff to maintain the staff complement required to ensure orderly operation. Irregular working hours, Sunday working and working on public holidays, turns of duty spread over two, three or more parts of the day, personal responsibility and the civil liability of drivers in the case of accidents, subjection of staff to relatively strict disciplinary regulations are factors not calculated to ease difficulties in recruitment as long as they are not compensated by certain advantages. Staff who stay with the firm are dissatisfied not only with their working conditions as such but have also to contend with the additional work arising from staff shortages and the rationalization

measures which are introduced. The total effect can be too much even for well-disposed and patient staff.

Priorities

Public passenger transport undertakings engaged in mass transportation are not the only services, the effective working of which lies in the public interest. The free circulation of the foodstuffs and goods, the transport of raw materials and finished products in industry and trade is also vitally important for the towns. In addition there are the vehicles employed in general public services and taxis.

Transport planning must in all cases assign priority to assuring the free, unimpeded flow of public transport vehicles, of vehicles required by industry and commerce and those operated by the public utilities and public services. Unless such traffic can flow freely, economic and social life in the urban conglomeration is inconceivable. Given the free flow of such traffic, the private car becomes largely unnecessary. As things have developed, however, the private car is seriously disturbing vital transport operations and making them considerably more expensive. The calculable losses arising from these adverse effects on transport operations together with all the side effects such as additional construction works, accidents, noise and pollution of the atmosphere account for a disproportionate part of the national

income (See the Buchanan Report, Report of the Steering Group, Points 15-16). This unreasonable state of affairs imposes a great physical and psychological burden on the community. However, it imposes a very particular burden on the worker who earns his living in the urban transport services. His work, which is indispensable for the community, calls for urgent measures by the authorities which will afford him better conditions to work in.

Effects on working conditions

Mass passenger transport by road

Urban public transport undertakings generally operate on the basis of a concession. Such concessions give the undertaking a monopoly on the one hand and, on the other, impose certain obligations concerning the provision of a service, time-tables, and fares. Such undertakings employ large numbers of people and staff costs represent a considerable proportion of operating receipts. Such undertakings usually only work to full capacity at peak travelling periods, viz. four times a day where the mid-day break is long and twice a day where the mid-day break is too short for workers to return home for lunch. Services are operated from early morning until late at night and often there is also a limited service during the hours after midnight. Since tram, bus and trolley bus services share the same roads as traffic in general, they have to share the available amount of road surface with the other road users unless, of course, special lanes are provided for public transport. This leads to considerable delays, particularly during peak travel periods. It also results in a considerable increase in operating costs which in turn obliges the undertakings to rationalize their operations and increase fares.

Duty rosters lay down the hours of work of drivers and conductors in accordance with existing provisions on working conditions. Turns of duty are established according to the demand for transport and the greater the number of vehicles in service, the greater the number of staff who will be required. If a considerable proportion of rolling

stock is only used during peak travel hours, this has negative repercussions on duty rosters. A large number of turns of duty are composed of short periods of duty with long spread-overs. The turn of duty therefore tends to be stretched out over as great a part of the day as is at all possible. The timetables of the undertaking are thus very important in their effect on duty rosters.

Where it is customary to work through in industry, commerce and public administration, it is understandable that drivers and conductors employed by public transport undertakings should wish to share in this benefit. In most towns and cities, however, such working is as yet an exception as far as vehicle crews are concerned. Most turns of duty are made up of two parts with a long spread over in between and many are made up of even more periods of work. It is not difficult to see that in such circumstances a normal family life is scarcely possible. In addition these staff have to work at weekends and on public holidays whereas workers in industry and commerce in towns usually only work a five-day week.

These difficulties in the daily working hours of vehicle crews have in many cases repercussions on the recruitment of qualified personnel. It is necessary to counteract the considerable inconvenience which the vehicle crews have to contend with in their daily work by correspondingly increased wages and additional payments. It is impossible, if the undertaking is to retain its proper complement of qualified staff, to avoid paying special compensation for duty turns consisting of two or more periods of work with a spread-over in between, for work done outside normal working hours, at night and at week-ends. In towns where such compensatory payments are already made, it has been shown that this facilitates recruitment.

One-man operation, viz. the operation of tram cars, buses and trolley buses which are crewed by the driver alone, is among the most important and most radical rationalization measures carried out by mass trans-

portation undertakings. The driver of the vehicle who, in double manning operations, has only to guide the vehicle safely through traffic, has to take on new responsible tasks. He has to issue or check passenger tickets at stops, to take money from passengers, to supervise passengers who are getting off when he brings his vehicle to a halt and those who have boarded when he draws away, and also to call out the names of the stops. Thus, he is continuously occupied from one terminus to the other, whereas, previously, he was able to relax for a moment at intermediate stops. In view of the considerable savings made by the introduction of one-man operations, staff who are predominantly assigned to such operations should be placed in special wage grades allowing not only financial improvement but also additional rest days and holidays as well as a reduction in the age for retirement on pension. In any case, it is impossible to avoid making special additional payments. However, it is even more important, in the interests of safety of operation and road safety, to have a reduction in working hours, because very heavy demands are made on the driver throughout his working day.

One-man operations are only acceptable, therefore, as far as the personnel are concerned, provided certain conditions are met: the sale of tickets for cash must be dealt with by ticket machines; season tickets must be so designed as to facilitate checking; the boarding platform must be so constructed as to separate, if at all possible, season ticket holders from those buying tickets as they join the vehicle; the technical equipment of the vehicle must allow the driver to supervise the boarding and alighting of passengers without additional effort. In any case, the trend to-day in certain towns is already going over towards self-service, relieving the driver of this work and making further staff unnecessary.

Rates of pay must be higher than those paid by the most progressive large undertakings to-day. Without this material advantage, it will not be possible in periods of full employment

for the public urban transport undertakings to recruit a sufficient number of qualified personnel. Nobody is ready to take on a job with irregular hours and a great deal of responsibility and which is often extremely tiring unless he can expect something more at least than he could get in the most progressive alternative place of employment.

The tiring work of vehicle crews in public transport undertakings makes great demands on health; there is a wide incidence of colds, nervous ailments, stomach upsets, back-ache, diseases of the circulatory system and rheumatism. A large percentage of vehicle crews are no longer able to work in this capacity after not more than 25-30 years on the average, and in any case on reaching the age of 55. Exemplary *social insurance schemes* are consequently absolutely essential. To-day, when private industrial firms are constantly extending the compass of benefits available under social schemes operated by themselves, public transport undertakings must not lag behind the most exemplary schemes in operation. Full pay in the case of sickness and accident as well as adequate disablement and old age benefits are necessities in this modern age which the undertakings cannot contract out of. Regular medical examination of staff is also necessary.

Taxi Services

In most countries taxis are operated on the basis of a concession or licence which is issued subject to certain conditions. The driver, is, for example, to have special knowledge; his health and character are often further criteria. There are also often regulations relating to fares, taxi-ranks and operating radius. The fact that taxi-services are subject to such regulations in itself shows that they are accorded an important rôle in urban transport. However, in many cases taxis are no longer able to carry out their special rôle, the speedy safe carriage of individual passengers, because the roads are congested, and the taxi has no priority whatsoever in traffic as against private cars.

In these circumstances, taxi driving is extremely tiring and irritating. In addition, the receipts of the driver are considerably reduced because he is unable to proceed on his way because of the traffic congestion. An additional factor is the frequency with which in many countries taxi drivers are exposed to criminal assault. Only in a limited number of countries have measures been taken providing the driver with protection against such assaults by separating him from the passenger with a strong screen and allowing him to lock the doors from inside. London and Stockholm afford impressive examples of such protective measures and demonstrate that these can reduce considerably the number of attacks on taxi drivers.

The present state of affairs in most

countries is such that the working conditions and earning potentials of taxi drivers offer little inducement in recruiting qualified personnel. The shortage of drivers is often made good by recruiting women who are available for certain periods of the day and night. In many cases workers employed in other jobs drive taxis in their leisure hours in the evening or at weekends. These are extremely undesirable aspects of the present situation since they jeopardise road safety and reduce the status of the taxi driver.

Goods Delivery and Public Services

The drivers of delivery vans and lorries in towns as well as those driving public service vehicles (police, fire brigade, ambulances, refuse collection) are among those workers most affected by traffic congestion. In important ser-

vices where it is necessary to reach one's goal as quickly as possible, for example, in the case of accident, fires or crimes, these drivers often have to drive in such a way as to expose themselves and other road users to serious dangers. Vehicles engaged in the delivery of goods are often subject to restrictions on stopping or parking for the purpose of loading and unloading which make their work very difficult. The smooth operation of important public services and of the distribution of goods thus gives rise to particular problems in the context of road congestion in towns.

Mass Public Transport by Railways and Underground Railways

Although the problems of congested roads do not apply here, the working conditions of employees of these undertakings are indirectly influenced by road congestion. More and more people are making use of these transport services wherever they are available because they are much quicker than any means of mass transportation using the roads. During peak travel periods these services are obliged to work considerably over their capacity, whilst at other times they are working considerably under capacity. It is impossible therefore, for these services to operate so as to cover their costs because the necessary increase in fares would not only be socially undesirable, but would also encourage people to change over to private motoring. In addition, the fixing of fares is in this case, as in the case of public transport services by road, subject to the approval of the authorities, this procedure obviously lying in the public interest.

Here, too, rationalization and automation measures are promoted at all costs. The development of driverless trains and the automation of ticket issuing and checking are part of this trend. More important, however, at

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Tram crews take advantage of a break for a chat, some coffee and a look at the paper.

Protection for the taxi driver



There has been a good deal of public controversy in Germany following incidents in which taxi-drivers have been attacked and murdered by passengers. Some taxi-drivers have been calling for the restoration of the death penalty for such murders; and various solutions have been proposed to give taxi-drivers better protection from potentially dangerous passengers. The ITF-affiliated German Union of Transport and Public Service Workers, which organizes taxi-drivers, does not support the death penalty campaign, and has put its weight behind a new regulation proposed by the Ministry of Transport which would oblige firms to equip their taxis with bullet-proof glass partitions between the front and back seats. We give below the union's comments on a campaign being waged by the employers' association against this proposal.

THE EMPLOYERS' ASSOCIATION in the passenger transport industry (Arbeitsgemeinschaft Personenverkehr, AGP), to which the taxi firms belong, is conducting a campaign in the daily and trade press against the proposed extension of the regulation governing the carriage of passengers. This would oblige owners to instal a bullet-proof glass partition between the front and back seats of vehicles plying for hire, to protect taxi drivers from attack. The regulation will be effective from 1 July 1966 for newly registered vehicles, and from 1 January 1967 for those already on the roads.

The AGP is trying to defeat this proposal by its public campaign. It declares that two-thirds of the known attacks took place outside the vehicle, not inside. Here are the facts: out of 327 attacks which occurred between 1 January 1955 and 19 September 1961, 117 took place inside the vehicle whilst it was in motion, and 198 inside the vehicle immediately after it had stopped. So 98% of all attacks took place inside the vehicle. During the period from 1 January 1962 to 9 October 1964 a total of 122 attacks on taxi-drivers were known to the police. Of these, 38 occurred inside the vehicle while it was moving and 76 in the vehicle after it had stopped, leaving only 8 which

occurred outside the taxi. The AGP must know these figures, since they are readily available.

The AGP writes that the attacks have mostly been carried out by a number of people. In the cases known to the police, 83 attacks were by one person, 30 by two people, 7 by three people and 2 by four people.

The AGP's statement that partitions are no longer to be required in Italy after March this year is irrelevant to German conditions. In Germany for the most part large four-door cars are used as taxis. The distance between the driver's head and the dividing screen is therefore much greater than in Italy, and the manner of a German taxi's construction makes it almost 100% certain that the driver's head could not hit the partition. To this should be added the less excitable driving temperament of the German taxi-driver by comparison with his Italian colleague. The partition, which gives the vehicle greater stability, is more likely to be a protection than a danger to those inside.

The AGP does not mention that in countries which are comparable with Germany, Sweden for instance, experience has shown the compulsory partition to be a great advantage. It claims instead that radio warning equipment

would offer the best protection against attack. The fact is that, of the attacks known to the police, 45 occurred in vehicles equipped with radio.

The AGP does not mention that after the regulation comes into effect taxi firms may if they wish instal acoustic and optical warning devices as well. These have the disadvantage, however, that they can only be effective during or after the attack has taken place. It is very debatable whether the driver would be able to set such devices in operation and, if he managed to do so, whether they would be heard and acted upon.

The employers drag up all these dubious arguments against the partitions, without mentioning a single point in their favour. This makes their whole campaign against the Ministry of Transport's proposal unworthy of attention. They know that the partition offers the best protection yet discovered. It provides a physical barrier between the attacker and his victim and relieves the driver of the fear of being surprised from behind, so that he does not need to keep a continuous eye on the passenger in his mirror, and can concentrate his whole attention on the job of driving the vehicle. This is an advantage in the interests of road safety, which cannot be overstated.

The AGP claims that the arguments in its statement to the Ministries concerned against the compulsory installation of partitions were compiled from the facts available and from the experiences of taxi-drivers. The German Union of Transport and Public Service Workers (OeTV) states that its own experience, together with that of taxi-

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The Turkish railwaymen's test

ISMIHAN SARICAYIR IS A Turkish railwayman. He lives in a shack in one of the poor areas of Istanbul. He is married and has four children, two of whom go to school. The shack in which Ismihan and his family live consists of one room. The roof leaks and the children share a blanket between them. Ismihan cannot afford fuel for heating or clothes for his children. He earns 8 Turkish Lira and 80 Kurus per day — 7 shillings (UK) or 97 cents (US). But after deductions have been made for income tax and social security he only takes home L. 6.50. This does not get the Saricayir family much to eat. They have got used to their meals of bread and onions. Ismihan is given lunch at work: if, as happens perhaps once a month, he gets meat with his meal, he takes it home between two pieces of bread and gives it to his family. Meat is a rare luxury for them. He gets up at five o'clock every morning to go to his job at the motive power depot. He does the journey on foot so as not to spend money on transport. His home costs L.50 per month (about £2 or \$5.50) in rent — over a quarter of his monthly take-home pay.

Ismihan's story was told by a leading Turkish newspaper some time last year. Forty thousand workers of the Turkish State Railways, Turkey's largest employer, could have told the same story. Yet they were informed last year that the railways could not afford to pay them higher wages. The Railwaymen's Federation waged a long and bitter struggle, fully backed by the trade union centre Türk-Is, and the

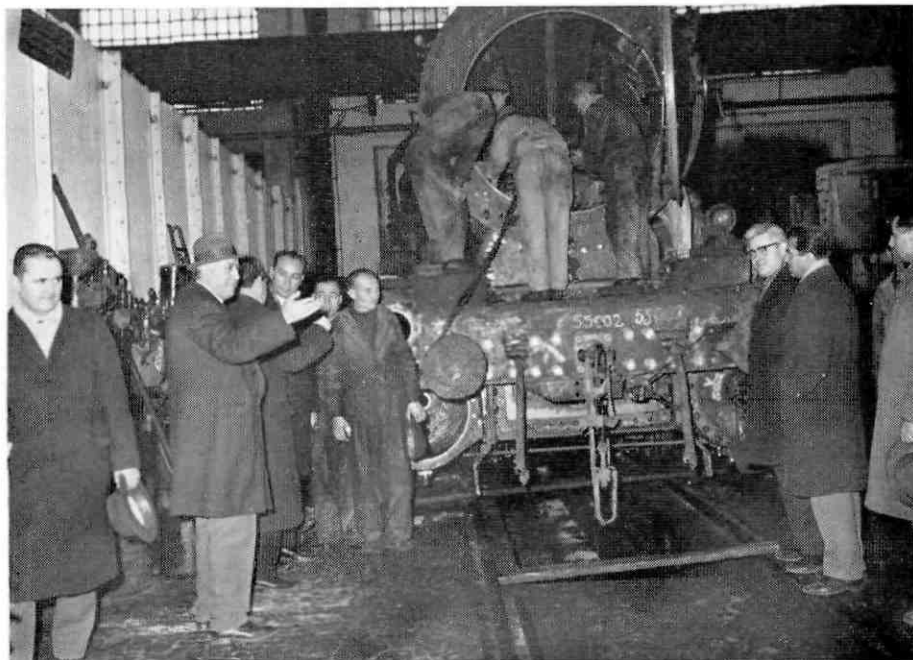
ITF, until the railway management finally agreed to give them a fairer deal. The Railwaymen's Federation first began negotiating with the State Railway Company (TCDD) on 16 March 1964, but agreement was not to be reached until 28 December. The TCDD accepted most of the clauses in the Federation's draft agreement — all in fact, but the most important ones, including the Federation's demand for a

minimum wage of L.15 per day. The disputed clauses were submitted to arbitration, but the TCDD refused to comply with the decision of the Arbitration Board. The latter had rejected the railwaymen's demands for higher pay but had conceded certain others which the TCDD refused to accept.

Every bit as important as the pay claim was the personnel classification issue. The TCDD employs about half of its workers as 'staff employees', that is to say they are not regarded as 'workers' and therefore, since the TCDD is a state enterprise, not entitled to trade union membership. The Railwaymen's Federation claimed that the division of workers into these two categories was purely arbitrary, and designed to keep workers out of the union. 'Staff employees' included locomotive crews, cleaners, maintenance workers and porters, as well as ticket collectors, junior clerical staff and inspectors. Workers were further divided into 'permanent' and non-permanent workers. The latter could be dismissed at any time without compensation, even if they had worked with the Company for a number of years.

These were crucial issues in the dispute. Both the Arbitration Board and the Supreme Court supported the Federation in its demands for a more satisfactory definition of 'permanent' and 'non-permanent' workers and for union representation of the 25,000 'staff employees', whom the TCDD and the Transport Ministry claimed were outside the jurisdiction of the union. The railwaymen were also asking for a reduction in their working week and the inclusion of workers at the railway docks in the terms of the collective agreement, and the Arbitration Board supported these demands too.

But the Railway Management rejected the Board's decision, leaving the Railwaymen's Federation no alternative but to call its members out on strike. Six months of negotiations had come to nothing. Their hopes dashed, the railwaymen were to stop work at



Federation officials visit a railway workshop.



President of the Turkish Railwaymen's Federation, Serafettin Akova explains to members of the press what the railwaymen are fighting for: decent pay and the right to organize.

midnight on 18 October. Now the Government stepped in and used its constitutional powers to suspend the strike for thirty days on the grounds that a strike would endanger national security. This action of the Government was deeply resented by the Turkish trade union movement. A statement was issued by Türk-İs condemning the Government's arbitrary interference in an industrial dispute. Türk-İs leaders declared that they were second to none in their desire to promote the well-being and advancement of the nation, but that the Republic of Turkey could only develop and prosper in an atmosphere of democracy and social justice.

The TCDD did not relinquish its opposition to the railwaymen's demands however and the Government again suspended the strike — this time until 18 January. The strike had now been postponed for a total of 90 days. The Government had exceeded its constitutional powers under Turkish law, for it has authority to postpone a strike for a maximum of 60 days only. It was clear that the Government was not interested in seeing a satisfactory response made to the railwaymen's demands, but in preventing them from

exercising their trade union rights. The railwaymen were now more firmly resolved than ever to carry out their threat to strike. The Government finally gave in and made a positive effort to obtain justice for them.

On 28 December the Deputy Prime Minister called a meeting of the parties involved, and the dispute was settled. The railwaymen were awarded increases worth L.40 million per year and fringe benefits worth L.12 million. Wages were increased by 20 Kurus per hour (about 2d. or 2 cents) from 1 January 1965. All workers get four more paid holidays per year, and are to get special increases on night work rates, meal allowances, travel allowances, death benefits, child allowances and payments on the birth of a child. A number of joint committees are to be set up to provide consultation on productivity, application of the collective agreement, discipline and promotion.

After nine months of delays and stalling on the part of the TCDD, backed by the Turkish Government, the dispute was settled at a seven hour meeting. The workers were represented by officials of the Railwaymen's Federation, and of Türk-İs, including

railwaymen's leader Serafettin Akova and Türk-İs President and General Secretary, Seyfi Demirsoy and Halil Tunç. On the Government's side of the table were the Deputy Prime Minister, Minister of Labour, Minister of Transport and Communications and Minister of Public Works. The agreement was officially signed on 17 February 1965.

Ismihan Sarıcağır now takes home 72 Lira more per month than when the newspaper told his story to the world. He will perhaps be able to give his family something better to eat than bread and onions, and perhaps his children will get another blanket to keep them warm at night. But is it really enough? Workers in more prosperous countries can afford to house their families in better conditions than those the Sarıcağır family has to put up with. They can afford to ride to work and do not know the sound of children crying with hunger. They can certainly afford to spare a thought for the plight of workers in poorer countries struggling for a living wage and some social justice.

Nevertheless, with the conclusion of their new collective agreement the Turkish railwaymen have passed a milestone on their progress towards a better standard of living and have scored a victory for the whole Turkish trade union movement. For with Türk-İs behind them the test was not of the railwaymen's movement alone but of all organized labour in Turkey.

General Secretary of the Turkish Railwaymen's Federation, Ahmet Catakçinler, puts his name to the newly concluded agreement.



HOW'S THIS FOR A FEATHERBED?

by MILTON PLUMB, Director of Public Relations, US Railway Labor Executives' Association

WHAT WOULD YOU THINK OF A JOB where, after working 25 or 30 years you still had no paid holidays at all and, although being paid for an average of about 48 hours of work a week, you had to also put in more than that in service for your employer without pay and had your working hours scheduled in such a way that you had to work on every calendar day of the month, including Christmas? Does that sound like 'featherbedding', a term United States railroad management has been using to describe railroad employees?

Well, that's an actual case and it didn't sound that way at all to Presidential Emergency Board No. 162 which recently ruled on the justice of the request by 11 non-operating railway unions for improved holiday conditions in the railroad industry. It recommended that the dining car employees — the only non-operating group not receiving any holidays at all — be given two paid holidays, explaining that it felt it could not *grant* more now, because of a technicality. At the same time, however, it made clear that there is 'no persuasive reason' why dining car workers should not be getting the same holiday benefits as other rail non-operating employees, and it recommended that the number of holidays for the latter be increased from the seven they have had since 1954 to a total of eight annually.

Most people, even their fellow employees in the railroad industry, probably are surprised when they learn how long dining car employees must work per week and per month, and how much travelling and unpaid away-from-home time they have to put in to make a living.

Work every day in year

Vice President Richard W. Smith of the Hotel and Restaurant Workers' International Union in charge of the Dining Car Department, who himself has 35 years seniority as a waiter on the Pennsylvania Railroad, told the Presidential Emergency Board that 'there are many runs where waiters are hardly home at all'. He explained that a majority of the railroads have con-

tinually refused to reach an agreement with the union which would guarantee dining car waiters and cooks even one full calendar day at home each month.

'Most of our agreements provide that the waiter or cook must have four 24-hour periods but not four calendar days per month', he said. 'In other words, there have been over the years runs where waiters and cooks had to work every day in the year.'

Smith pointed out that the number of cooks and chefs and waiters among dining car employees has been declining steadily and that there are now about 2,000 cooks and chefs and slightly less than 5,000 waiters left in the railroad industry. Because of recent layoffs, nearly all are veteran employees with many years of seniority.

'On two of the nation's largest railroads in the East, the Pennsylvania and New York Central,' Smith said, 'a waiter or cook out of Chicago must have about 25 to 28 years of service to hold a regular, year-round assignment. They are still furloughing people, so the people they are putting in the streets now are men in the 55 to 60-year-old age bracket. A man at 55 or 60 years in the street is a marginal employee and his possibility of securing another job is a marginal situation. If on top of that he is a Negro at 55 or 60, he is really in trouble. He is a man who has given 25 or 35 years of his life to a corporation and he is put on the street with about six months' unemployment insurance. When I say he is 'put on the street,' it is because that is about the last of him as a worker.'

Give railroads many hours without pay
Dining car employees on the railroads work for what amount to hourly rates of pay, and if they have regular assignments, they are subject to a guarantee of pay for 205 hours a month, the rough equivalent of a 48-hour week. However, they get only straight-time pay for overtime for hours worked over 205 hours until they reach 240 hours. Only when they work more than 240 hours are they paid time and a half premium pay for overtime, and even though the overtime they work is paid for on either straight time or premium pay, it is only reached on the basis of a month's work. There is no overtime pay on a daily basis or on a weekly basis, as is common in most other industries. Thus, no matter how many hours a railroad may work a man per day or per week in the early part of the month, his schedule is usually so made that he lays off later in the month, receiving no premium pay for the more than eight hours a day he has worked earlier.

Moreover, because these employees usually stay with the dining car through its entire trip but are paid only for the hours they are actually on duty, they must give many additional hours away from home to the railroads without pay. Economist Jack Frye of the Labor Bureau of the Middle West, testifying for the railroad employees, presented the Board with a number of typical examples of actual runs showing just how many hours dining car workers had actually put in to earn their minimum guarantee.

The cases of the waiters and cooks who had to work every day of the month, Frye admitted, represent 'the worst type of assignment in this line of work,' but they are actual cases on the Atlantic Coast Line Railroad Trains Nos. 1-2-x, 91-92; with the home terminal at Jacksonville, Fla. and the away-from-home terminal either Trenton, N.J., or Philadelphia and Newark.

Nine waiters comprise the crew on this run, which in the month of December last required them to work on all 31 days without a single full day off. They spent 21 nights away and had



A US dining car worker puts in on average the equivalent of 12 hours a day 7 days a week.

only 10 nights at home during the month and worked on all four Sundays. To earn their pay for 205 hours minimum guarantee, they actually had to put in a total of 474 hours and 20 minutes during the month, and the unpaid time away from home, both en route and in lay-over away from home, was greater than the number of hours for which they were actually paid. There were, in fact, 181 hours unpaid en route and 90 hours and 6 minutes unpaid lay-over time away from home. Six cooks working on the same trains were required to put in a total of 447½ hours to earn their 205 paid hours guarantee.

Could lose 30 hours' pay for one day off

What if one of these men decided they wanted to take Christmas (or any other day) off without pay? They would lose considerably more than just the average eight hours' pay which it would cost in other industries. In the first place, if a worker is off due to his own wishes at any time during the month, he loses his guarantee of a minimum of 205 hours' pay. Accordingly, in the instances just cited, to take Christmas Day off would have cost a waiter pay for one round trip of 17 hours and 23 minutes working time, plus 1 hour and 46 minutes paid for under the guarantee, for a total loss of 19 hours and 9 minutes pay. A cook taking Christmas off would have lost pay for one round trip of 18 hours and 30 minutes, plus pay for 12 hours and

25 minutes he had coming under his guarantee. Thus the cook's total loss in income would have amounted to pay for 30 hours and 55 minutes, or over three-fifths of a week's pay for the one day off.

Frye also cited a number of 'typical' examples of the long hours dining car employees work on other runs and then, using figures from an exhibit submitted by the railroads before Emergency Board 145 as representative of such assignments, he showed that these employees must put in nearly one-half of their lives to earn a living. The breakdown, based on the weighted average of the work performed by 1,164 waiters in 109 representative assignments on 19 different carriers, showed that these men put in more than 357 hours a month, or 49.6 per cent of the total hours, leaving them with only 50.4 per cent, or 362 hours, off duty at their home terminal. In the representative 30-day month analyzed, their average time on actual duty amounted to 201 hours and 59 seconds. They spent 72 hours and 10 minutes off duty over night en route, and they had 83 hours and 3 minutes, on the average, of off-duty waiting time away from their home terminal. For the latter two categories, amounting to 10 per cent and 11.5 per cent of their lives, respectively, they received no pay at all from the railroads.

'When you say these men worked 205 hours a month,' Frye summarized, 'you

are only telling a very small part of the story, because of the time it takes them en route on the train that they are not paid for, that is not included in the 205 hours, and because of the layover time at away-from-home terminals.'

Average only about 90 cents an hour

Vice President Smith reminded the Board that the railroads, in an effort to hold down wages for these workers, always try to compare them with waiters in hotels and restaurants, although the latter have none of the unpaid time which results from the fact that dining car employees must work on schedule and travel away from their home terminals.

'During our last wage hearing,' Smith said, 'the carrier presented evidence that our rates were, as a matter of fact, much higher than some waiters in New York. They even said that our rates were higher than some people they found in Georgia that were making 17 cents an hour. (14 cents equal one shilling).

'Well, this is true. However, if you want to divide our monthly rate by the number of hours that are necessary to perform our monthly service, the rate will be somewhere down around 90 cents an hour.'

The dining car workers ask those who enjoy a meal during their train journey to remember that the friendly man who serves them is, on the average, putting in the equivalent of 12 hours a day, seven days a week. If he looks just a little bit less overworked, it may be because Presidential Emergency Board No. 162 recommended last October that these dining car workers, effective January 1, 1965, should begin to get paid for the magnificent total of just *two* paid holidays a year. This, the dining car workers believe, nevertheless, was a significant breakthrough, and because the Board also said that there is no reason why they should not be getting the same eight holidays a year it recommended for the other non-operating employees, they are determined that they will act to attain the additional holidays they deserve at the earliest possible moment.

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Caribbean report

THE ITF REGIONAL DIRECTOR for Latin America and the Caribbean Area, Jack F. Otero, recently visited Puerto Rico, Trinidad and British Guiana to review problems affecting transport workers' unions in those countries and to find ways in which the ITF could be of assistance. Another purpose of his visits was to make plans for the participation of unions from these three territories in the forthcoming trade union training course which the ITF is organizing through the British West Indies University for English-speaking affiliates in the Caribbean area.

Puerto Rico

In Puerto Rico, Otero contacted the Bus Workers' Union (UTAMA), which is not an ITF-affiliate, and the Puerto Rican branch of the US International Longshoremen's Association (ILA Local 1740). The former is an offshoot from the old bus workers' organization which had fallen under the domination of corrupt elements. The now independent UTAMA has made great strides, since it won the confidence of the island's bus workers, and has rewarded their trust by negotiating good wage increases. Since a referendum of the workers first placed them in control, UTAMA's present leaders have been re-elected three times. One of its officials, Elmo Rivera, who completed a trade union training course held jointly by the ITF and the University of Puerto Rico in 1963, has been appointed as one of labour's representatives on a Government study team to prepare the way for legislation on minimum wages.

In the course of his meetings with officials of the ILA's Local 1740 Otero discussed various aspects of the ITF's educational work in Latin America and the Caribbean, and the question of ILA solidarity with Colombian seafarers in their dispute with the Gran-colombiana Fleet. The Puerto Rican longshoremen agreed to do whatever they could in support of the ITF's maritime affiliate in Colombia.

Trinidad

Trinidad's economy has been showing encouraging signs of development recently. The per-capita income has risen since 1962; new industries are being set up and old ones are in the process of modernization. But Trinidad has an acute unemployment problem. The jobless level is over 25%. The new industries and modernization are not easing the problem, for on the one hand they need skilled labour, with which Trinidad is ill provided, and on the other automation is throwing ever increasing numbers of workers out of their jobs. This is happening on the docks, which are organized by the ITF-affiliated Seafarers' and Waterfront Workers' Union (SWWU). In spite of its problems in tackling redundancy — its seafarer members are also suffering heavy unemployment — the SWWU is well organized and operates under able leadership.

The Caribbean Air Transport Trade Union (CATTU) organizes all ground personnel employed by airlines operating in Trinidad. It has lately been in dispute with the Venezuelan company, Linea Aeropostal Venezolana, which refused to acknowledge the union's right to organize its employees. Otero and Humberto Hernández, President of the Venezuelan Transport Workers' Federation, assisted this ITF affiliate in its struggle to gain recognition by making representations to the employer's head office in Caracas, Venezuela. CATTU's case was further strengthened by the support of Trinidad's Commissioner of Labour.

The Transport and Industrial Workers' Union of Trinidad and Tobago (TIWU) is at present suffering from the effects of a 56-day strike, in which many of its members were involved recently, against the public transport companies. The strike was over the failure of the companies to pay wages regularly and their anti-union attitudes. The strike, coupled with the fact of the companies' corrupt and inefficient administrations, caused the Government to step in and nationalize the transport system. During the strike some three hundred workers were arrested and jailed by the police. The union was consequently faced with an immense bill for fines and lawyers' fees. TIWU organizes the majority, though not all the transport workers.

Right: Trinidad's seamen and dockers are well organized despite the acute unemployment problem in the industry. Page 113; British Guiana: the street serves as a shop.





The remainder are in the Clerical and Commercial Workers' Union, which is not an ITF affiliate. The workers have demanded a free vote to designate one of the unions as their representative, and this procedure has the support of our affiliate. Nationalization and Government aid to the reorganized transport concern brought about significant improvements both in operations and in labour relations. All that remained to be clarified was the representation issue.

British Guiana

British Guiana, though geographically not a Caribbean nation, has more in common with the English-speaking West Indian islands than with its neighbours on the continent of South America, by virtue of historical and political links with Great Britain. It is for this reason that trade unionists from British Guiana have been offered the opportunity of attending the ITF trade union leadership course to be held later this year at the British West Indies University in Kingston, Jamaica. The arrangements to be made for the course were among the matters which took Otero to British Guiana.

This is the country racked with poverty and racial strife. The per-capita income is less than US \$300 a year and the level of unemployment is over 30%. For many years there has been bitter rivalry between Asian and Negro

elements of the population. The present Government under Forbes Burnham, still President of the British Guiana Labour Union, which is affiliated to the ITF for its docker members, is attempting to set the nation's economy on a more dynamic footing by attracting outside investment and enlisting the aid of internationally known economic planners. His efforts look encouraging for the country's future.

In an interview with the Prime Minister, Otero learned of some of the Government's policies and the measures by which it proposes to improve social and economic conditions in the country. Burnham's administration, which was recently elected to power, intends to do everything possible to ease the racial tensions which have for so long bedevilled real economic and social progress in British Guiana. Unemployment is another problem which has priority in the administration's plans. The Prime Minister assured Otero that his Government wished to encourage the free democratic labour movement in his country and welcomed the participation of international labour organizations in the work of helping the people of British Guiana to improve their standards of living and working conditions. In talks with the Labour Minister and the Minister of Transport and Communications Otero also received an encouraging impression of the new Government's progressive

policies and intentions.

The Regional Director visited the ITF's five affiliates in British Guiana: the Transport Workers' Union, the Seafarers' Union, the Guiana Air Transport Trade Union, the British Guiana Labour Union and the General Workers' Union. He had extensive talks with officials of all the unions and became acquainted with their particular problems. He advised them to get down to the job of racial integration within their ranks and to strive for more unity and greater solidarity in their movement as a whole. He stressed the importance of responsible negotiations with employers, of preserving the autonomy of the labour movement and of avoiding political involvement. On Otero's recommendation the ITF-affiliates decided to meet at frequent intervals to discuss problems of the transport industry. A steering committee was appointed to look into the question of such meetings and to devise machinery for coordinating activities.

It is clear that the Caribbean area as a whole, not only the English speaking territories, of which Trinidad and British Guiana form only a part, are in need of greater attention from the international labour movement. The workers, if they are to raise their standards of living, need strong and effective trade unions. Many unions in this area are already under capable leadership, well-schooled in the techniques of union organization and collective bargaining, but there are some which lack this and most could do with a great deal more technical expertise and many more competent leaders. The ITF is anxious to provide the kind of assistance which will provide transport workers' organizations in the area with a more powerful pool of technical resources on which to draw. The training course held in Puerto Rico for Spanish-speaking trade unionists in 1963 achieved very worthwhile results. The course which is now being prepared for the benefit of officers of English speaking unions in the area, to be held in June at the British West Indies University, will, we hope, be as successful as its predecessor.

News from the Regions

ITF educational activities

Brazil

In February and March the ITF sponsored two seminars for officers of Brazil's transport workers' unions. The first one opened in Santos on 15 February and lasted a week. It was held at the headquarters of the Santos Road Transport Drivers' Union and was attended by 27 trade unionists. The participants came from various unions organizing dockers, port administration employees, maritime workers, road transport workers and tramway-men. Subjects on which they heard lectures included: organization techniques, the collective agreement, application of adult psychology in teaching, the international trade union movement, and the International Labour Organization with particular reference to its work in the field of transport labour. The students discussed the subjects presented amongst themselves and staged mock organization campaigns in order to put some of their new knowledge into practice. The

instructors were ITF Representative for Brazil, Medardo Gomero, Geraldo Efrésios de Moura (São Paulo Port Workers' Federation) and Francisco Fernandes Maricato (Santos Port Workers' Union).

The second seminar was held in Rio de Janeiro at the headquarters of the Marine Engineers' and Officers' Union. The programme consisted of the same subjects as those presented at the Santos seminar, and students came from unions covering the equivalent fields of organization in the Rio de Janeiro area. The instructors were: Medardo Gomero, Geraldo Efrésios de Moura, Joviano de Araujo (Brazilian Representative for the Inter-American Regional Organization of Workers (ORIT), Afonso Teixeira Filho (São Paulo Road Transport Drivers' Union — CNTTT) and João Airton dos Santos (CNTTT).

Both seminars, which were conducted in collaboration with the Brazilian Institute for Labour Studies, formed part of the ITF's 'Operation

Brotherhood'. This campaign, designed to help the Brazilian transport workers' organizations build up their strength and operate more effectively, has, since it was launched in May last year, included a number of educational projects of the kind described above.

Jamaica

The ITF has made plans to carry out an educational project for the benefit of Caribbean unions in June. A seminar has been worked out in conjunction with the Trade Union Education Institute of the British West Indies University at Kingston, Jamaica. It will provide officers of transport workers' unions in the English-speaking areas of the Caribbean with instruction in a variety of trade union subjects. These will be: the history of Caribbean trade unionism, trade union structure in the Caribbean, industrial psychology, labour relations in the Caribbean, problems of the Caribbean transport industry, labour legislation in the West Indies, grievance procedures, collective bargaining and the role of the ITF in the inter-American labour movement. There will be practice sessions and the students will prepare a specimen contract themselves.

Twenty students will take part in the seminar: ten from Jamaica, four from Trinidad, two from British Guiana, two from Curaçao, one from Bermuda and one from the Bahamas.

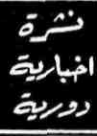
Most of the teachers will be provided by the University, but the ITF will find an instructor for the lectures and practice sessions dealing with collective bargaining. The University's Trade Union Education Institute has very good facilities for carrying out a programme of this nature. The seminar will be directed by Rex Nettleford, Head of the Institute, in liaison with the ITF's Regional Office for Latin America and the Caribbean in Lima.



Students and instructors at the Santos seminar.



الإتحاد الدولي لعمال النقل



INTERNATIONAL TRANSPORT WORKERS' FEDERATION
INTERNATIONALE TRANSPORTARBEITER-FÖDERATION
FÉDÉRATION INTERNATIONALE DES OUVRIERS DU TRANSPORT
INTERNATIONELLA TRANSPORTARBETAREFÖDERATIONEN

محتويات العدد

العدد الأول - آذار ١٩٦٥

صفحة	
٣	مخطط جديد ينفذه الإتحاد الدولي لعمال النقل .
٤	حقيقة ما يري اليه قسطنطين ٣١ كانون الثاني ١٩٦٥ اللبناني .
٥	تأليف مجلس جديد لتقاسم سائقي السيارات الخاصة .
٦	اخبار عالميــة .

الى قرائنا الكرام الساطين في مختلف قطاعات النقل

هذه النشرة هي نشرتمكم ، سواء اكنتم ام لم تكونوا منتسبين الى الاتحاد الدولي لعمال النقل .
وقد اصد رناها لتصلكم على اخبار زملائكم في البلدان الخيرية وفي مختلف اقطار العالم .
ولكنها لن تشق طريقها نحو النجاح ، ولن توفق في ادا رسالتها بشكل مرض الا اذا تلطفتم باطلاعها على اخباركم ومضلاتكم وتواحي تضالكم لنقلها في صفحاتها الى زملائكم الساطين في كل ارض عربية .
فلا تبخلوا علينا بهذه الاخبار وشكــرا .

التحرير

ITF news in Arabic

THE FIRST ISSUE OF the ITF's Newsletter in Arabic was distributed during March amongst transport workers' organizations in North Africa and the Middle East. This new publication consists of general trade union news of interest to transport workers selected from the regular version of the ITF Newsletter and, in addition, of material contributed by unions in the Arabic-speaking countries themselves. The Arabic Newsletter is produced in colla-

boration with the staff of the ICFTU's office in Beirut, Lebanon, and the ITF is grateful for the cooperation which the ICFTU so readily gave in this work. Organizations, not all of them affiliated to the ITF, to which the first issue (April 1965) was sent, gave it an encouraging reception, and many of them promised to contribute regularly items of news to appear in its pages. Its circulation may later be extended to include unions in East Africa — mainly Sudan, Ethiopia and Somalia

— which may also be interested in an ITF Arabic-language publication.

* * * *

Nigerian dockers form federation

FIVE NIGERIAN PORT WORKERS' organizations have decided to form a federation. They are: the Nigerian Dockers', Transport and General Workers' Union (ITF-affiliated), the Union of Tally Clerks, the Biney Dock Workers' Union, the Nigerian Stevedoring and Dock Workers' Union and the Bakare Dock Workers' Union.

The five unions' ultimate aim is to amalgamate into a single organization at some time in the future, but for the time being the most satisfactory link is felt to be federation. The decision to federate was taken on 24 February, after a number of preparatory meetings of the dockers' leaders. The meeting held on this date, which was attended by ITF Representative in West Africa, Emile Laflamme, appointed a committee to prepare a constitution for the Federation. The committee, which consisted of an officer from each of the unions concerned, was assisted in its work by Laflamme who helped to produce the final draft constitution to be approved by a delegate conference of all the unions.

Early in March a mass meeting of the unions' members was held in Lagos to inform them of the progress being made towards unity in their movement and to seek their approval for the plan to federate. Some 450 dockers attended the meeting. They were addressed by an officer of each of the five unions, by representatives of the United Labour Congress (ULC) of Nigeria and by Laflamme for the ITF. One of the speakers for the ULC, President H. P. Adebola, also chaired the meeting. Resolutions adopted at this mass meeting approved the federation plan, agreed on the title 'Federation of Nigerian Dock Workers' for the new organization and expressed renewed confidence in the ULC, which has assisted considerably, along with the ITF, in bringing the Nigerian dockers' unions together into a unified body.

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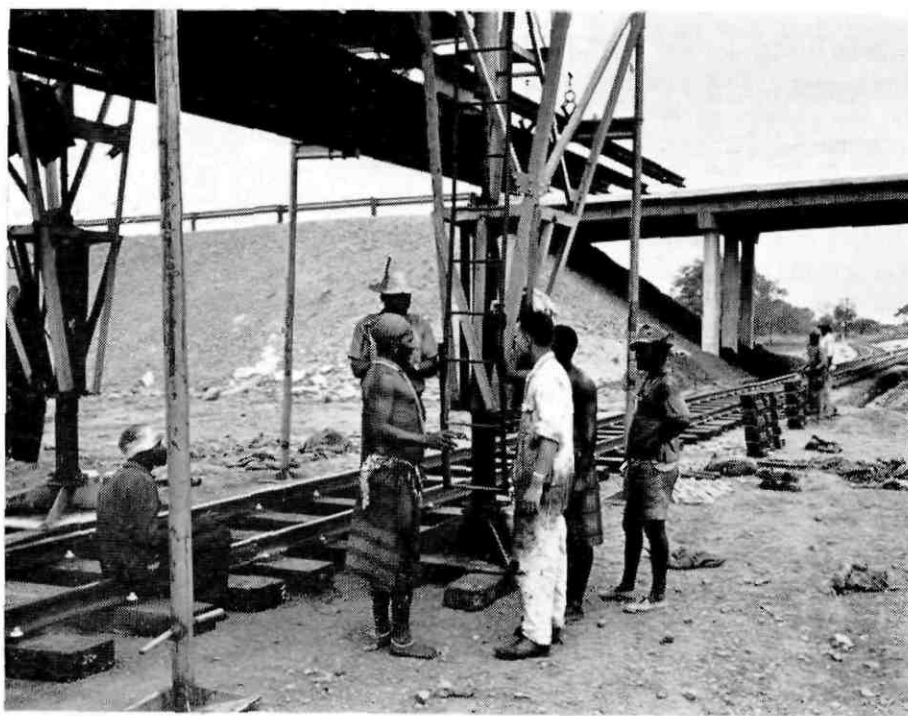
Island of progress in Southern Africa

SWAZILAND, bounded on three sides by the Republic of South Africa and on the east by Mozambique, is a small country 6,700 square miles in area and supports a population of about 250,000. Though landlocked, Swaziland is more fortunate than many African countries. It has water, forests, productive land and valuable mineral deposits — including gold, asbestos and iron ore. A 173-mile long railway was recently completed to link the mining areas and the capital M'babane with the Mozambique railway system and the port of Lourenço Marques, providing a valuable export route for the products of Swaziland's mining industry. In 1962, the year construction work began on the railway, the International Development Association (affiliated to the World Bank) offered Swaziland a \$2,800,000 loan to build a highway connecting its major industrial areas with Lourenço Marques. The new road, like the railway, will be a big booster to Swaziland's economic growth.

The social scene in Swaziland offers a sharp contrast with that in Mozambique and South Africa. There is no tension or bitterness between the European minority and the African Swazis. On the contrary both racial groups are eager to work together in harmony and secure real progress for their country.

The trade union movement is of recent development. A year ago the workers engaged on the construction of the railway formed a union, which was also intended to cater for railway transport workers when the railway became operational. This new union received recognition from the firm building the railway and soon scored its first collective bargaining success: a 10% wage increase for the construction workers. The ITF has been in contact with this union and with the Swaziland Transport and General Workers' Union. The General Secretary assisted the latter in preparing its final constitution and offered advice as to how the two unions could operate more effectively.

* * * *



Above: A completed section of Swaziland's new 112-mile all-weather highway near the town of Manzini; below: Swaziland's new railway will be used mainly to carry iron ore to the port of Lourenço Marques in Mozambique, which is a vital outlet for her export products.

Hiring hall in port of Montevideo

A NEW SYSTEM FOR THE recruitment of port labour in Montevideo, Uruguay, has been introduced in a law which came into operation on 28 January this year. The new hiring hall is run by the Administrative Committee for Stevedoring Services (CASE). Two closed registers are established: Register A is for the 'titular' stevedores and Register B for 'substitutes'.

Register A is composed of 150 crane-drivers and 550 stevedores, and Register B of 50 crane-drivers and 150 stevedores. Vacancies arising in Register A will be filled automatically once a year according to seniority from Register B. Seniority of Register B stevedores is to be determined according to a points system administered by a tripartite committee composed of one delegate from CASE, two from Register A and one from Register B, two from the employers and one from the National Ports Administration. Two points are awarded for each month of service since the date of entry on to the CASE Register and one point for each time a stevedore goes on call, and the tripartite committee also takes into account the worker's professional standards and general suitability for promotion to the higher Register.

Vacancies occurring in Register B are filled in the first instance from among the workers listed on the old Registers, and after these have been exhausted the tripartite committee selects men to fill any further vacancies.

Register A workers have first preference when jobs are allocated, second preference going to Register B. Provision is made for the establishment of sub-registers of specialist workers for handling certain goods if the occasion demands, and a list of 'free workers' is to be maintained whose members will have first preference when vacancies in Register B have to be filled.

In principle work will be distributed by CASE in strict rotation. Different methods of distribution may be established by agreement between workers and employers, but these agreements have to be approved by CASE.

Register B workers receive a guaranteed minimum monthly wage equivalent to 12 days' pay; however, if a worker fails to present himself at the call or refuses to take work offered to him he forfeits his right to that day's pay. Each worker's right to the guaranteed minimum will be determined by a tripartite committee composed of one representative of CASE, two representatives from Register B and two from the employers. Guaranteed wages are paid out of a special fund and all payments are counted for the assessment of social security contributions and benefits; in addition all time paid for in this way, whether worked or not, counts towards entitlement to such benefits.

Among the functions of the Administrative Committee for Stevedoring (CASE) are the following:

— To act as the highest jurisdictional body in case of any conflict of interest between workers and employers and in disciplinary questions;

— To advise the government on working rules and conditions;

— To lay down the appropriate standards in case of unforeseen situations in the absence of agreement between workers and employers;

— To promote harmonization of working rules through its representatives in the Tripartite Committees (see below);

— To supervise the payment of wages and allowances;

— To promote increased productivity.

The new system provides for the establishment of Tripartite Committees for each Register, presided over by a representative of CASE, with two representatives each of the workers and the employers. Each member has a substitute, and holds office for a period of two years, being eligible for re-election. Each Committee is responsible for settling all questions concerning the operation of its own Register. Appeal against a decision of a Tripartite Committee may be taken to CASE.

All loading and unloading operations are to be carried out by members of the official registers; exceptions to this rule are permitted in the following cases: where express exceptions are made in the law (for instance the meat

industry may use its own workers); where the ships' crew is normally used; and in case of *force majeure*. The employers have authority to organize work as they see fit in accordance with the existing regulations. Foremen are responsible for the maintenance of discipline and for removing workers from the job who commit deliberate breaches of the regulations. Any disputes arising in the workplace are to be adjudicated on the spot by CASE inspectors. Under no circumstances should a dispute be permitted to hold up work; it may be taken afterwards to the appropriate Tripartite Committee.

CASE may discipline employers for non-compliance with the regulations and for failure to make payments ordered by CASE. Disciplinary measures may include withdrawal of this right to hire labour. Foremen may be suspended from their position of authority if they commit breaches of the regulations, fail to treat registered workers with sufficient consideration or abuse their authority.

If a worker breaks the regulations — by failing to adhere to safety measures, by bad conduct towards his colleagues, etc. — the case is to be reported by a CASE inspector to the appropriate Tripartite Committee, which will investigate and pass judgement. The Tripartite Committee have authority to impose fines and to suspend or strike workers from the register.

CASE has the obligation to maintain a register of employers. An employer who fails to hire the required number of registered stevedores is obliged to pay compensatory wages to the displaced workers; and an employer who hires workers other than those designated is obliged to pay those who should have been taken on the equivalent wage as compensation.

* * * *

New seamen's centre in Lima

THE SWEDISH MERCHANT Marine Welfare Council is sponsoring a new social centre for Scandinavian seafarers in Lima, Peru. The project includes a swimming pool and a playing field as well as facilities for table tennis, billiards and the like.

present are the working conditions which in many countries are absolutely inadequate and make it impossible to recruit qualified staff. As trade unionists, we are in no way opposed to the mechanization and rationalization of certain jobs. These measures are necessary for the modernization of operations and for increasing their efficiency. On the other hand we do oppose all measures which jeopardize safety of operation. One such measure is the operation of trains without sufficient personnel to afford protection to passengers in the case of an emergency.

Special problems of public urban passenger transport undertakings

1. *Women as drivers of trams and buses*
The great difficulties in recruiting drivers, particularly of trams, have recently given rise to attempts, even in Western European towns, to recruit women for this job. Whilst in East European countries there is a much greater tendency to employ women in professions which elsewhere are reserved for men, a keen discussion has developed on this matter in a number of west European countries. The trade unions and a large proportion of the medical profession are in many cases vigorously opposed to the employment of women as vehicle drivers. They state that the employment of women in such jobs during periods of war does not in itself prove that one can employ them to-day where traffic conditions have changed considerably. The physical strength of a woman is on an average approximately 30 to 40 per cent less than that of a man. For this reason, and also out of psychological considerations, many countries have laws and regulations excluding women from certain kinds of work (including the piloting of aeroplanes, the driving of locomotives and heavy lorries). The strained staff situation should not be made an excuse for seeking to invalidate the foundation of such safety measures. What the difficulties in recruiting staff show in fact is that conditions of employment in these

occupations are lagging behind those in other undertakings in these towns, or, at any rate, that they do not compensate for the inconvenience and difficulties with which employees in urban transport services have to contend. By attempting to obviate the need to ameliorate these conditions by opening these occupations to women goes not only against expert medical opinion but is also contrary to that social progress which is essential in the public interest.

The employment of women has, however, other disadvantages, particularly as far as male employees are concerned. Often the women concerned are married and have their household obligations to fulfil. Often they are mothers of small children whom they have to look after. These women often ask for particular turns of duty restricted to certain hours or which are otherwise less exacting than others. This has an adverse effect on the turns of duty assigned to male staff. In the interests of road safety, it is not to be recommended that they should be employed only in peak travelling periods, and it would be unfair to male drivers to limit them to routes where traffic is light.

2. *Industrial relations*

In undertakings employing large numbers of staff and providing such important services for the community, the state of industrial relations and the working atmosphere are of decisive importance. All decisions, which, even remotely, could have an effect on the working and living conditions of employees, must be thoroughly discussed with the competent staff representatives. These matters include not only wages and salaries, allowances and supplements of all kinds, and duty rosters, but also the equipment of vehicles as far as this affects the conditions under which the driver works, staff facilities and accommodation, uniforms etc. There should be no lack of appropriate, necessary negotiating machinery permitting a high degree of consultation between management and staff representatives, if one is to avoid periodic outbursts by staff who have

become extremely sensitive as a result of working conditions in present-day traffic.

3. *Job Security*

The occupation of public transport vehicle crews constitutes a definite profession. Staff training, particularly of drivers, entails high costs for the undertaking. On the other hand, drivers of metropolitan and underground railway trains and tram drivers have few chances to exercise their profession elsewhere. On entering the profession, these employees are therefore ready to remain loyal to it, provided that they are afforded conditions of service which are attractive compared with other occupations. Older workers with many years of experience as drivers behind them have scarcely any other livelihood open to them. These factors have to be taken into account when carrying out rationalization measures destined to reduce the number of staff employed or when trams are replaced by buses or underground railways.

It is absolutely essential to provide re-training facilities for occupations other than that of driver or conductor without any loss of pay. Under no circumstances, should staff be dismissed unless provision is made for severance pay or pensions which are acceptable for those concerned.

Final Remarks

The ITF is grateful to the International Labour Organization for having undertaken to set up a Committee of Experts to deal with the questions considered here. We have been advocating such action by the ILO for the past ten years. The importance of urban transport services and the great deterioration in the working conditions of drivers and conductors employed in these services are such as to justify special efforts by the ILO to draft modern progressive instruments for the necessary improvement in conditions which are in many places very backward, and also, to overcome the reluctance, in many cases dictated by financial considerations, of managements of undertakings to bring about an improvement.

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Kangaroo wagons in France

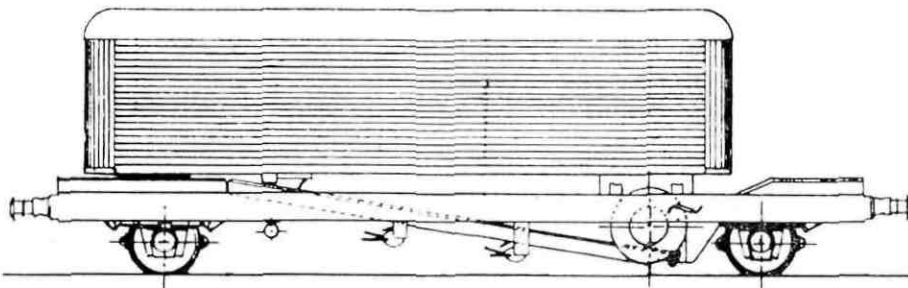


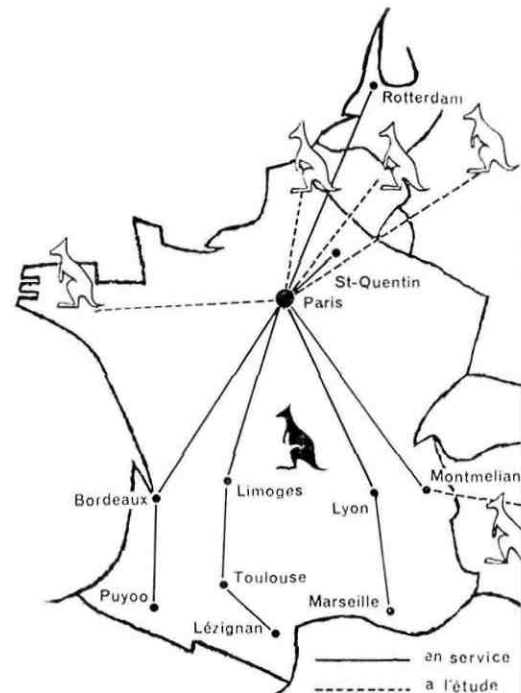
Diagram of a 'kangaroo' wagon shows the sloping bed designed to take the wheels of a semi-trailer which can then be carried rapidly by rail to the next transhipment point.

A NEW BRANCH—from Trappes to Le Mans—of the French network of railway lines equipped to take 'Kangaroo' wagons was recently opened which will extend the service to the north-western region. Soon transport firms in Brittany will have access to the remainder of the network, which was started in 1959 with the opening of the line from Paris to Bordeaux. The second stage of the latest branch will extend the service to Plouigneau and Lorient.

The 'Kangaroo' technique is a form of combined road-rail transport which means that semi-trailers are carried on specially-designed railway flatcars, thus enabling transport companies to provide a rapid door-to-door service.

The network at present consists of the following routes: Paris to Puyoo, by way of Bordeaux; Paris to Lézignan by way of Limoges and Toulouse; Paris to Marseilles, by way of Lyons; and Paris to Montmélian. A short link from Saint-Quentin to Paris gives transporters in the north of France access to this network. An international line links the internal network to Rotterdam by way of Paris. Kangaroo centres are also expected to be started in Belgium, Germany and Italy, which will eventually link up in a European network.

The number of vehicles carried has risen from 425 in 1959 to 16,096 in 1963 and an estimated 21,000 in 1964.



The present 'kangaroo' network. The continuous lines show routes on which these special wagons are at present in service, and the dotted lines those which are expected to come into service in the future; it is hoped that there will eventually be a complete European network providing a swift combined road-rail service for carriers.

This represents a tonnage of 8,823 in 1959, 371,541 in 1963 and an estimated 470,000 in 1964.

Publications Received

IMPORTANT EVENTS in American Labor History, 1778-1963, published by the US Department of Labor: a chronological record of the most significant occurrences, ranging from the early organizations of printers and other craftsmen, through the Knights of Labor, the Chicago Haymarket riot, the New Deal, the Taft-Hartley Act and up to the recent national railway disputes. A useful quick reference guide.

CARGO HANDLING AND THE MODERN PORT by R. B. Oram (Pergamon Press Commonwealth and International Library) makes a study of the port, its functions, the aspects of its operation and its importance to the growth of a national economy. The author is Technical Secretary to the International Cargo Handling Coordination Association and works as a lecturer for the United Nations Ports and Ship-

ping Training Centre. The book has been written with the aim of passing on to the emergent economies some of the technical 'know-how' built up over centuries in the older maritime countries.

A GUIDE TO THE STUDY OF THE EUROPEAN COMMUNITY, published by the Information Service in London, gives a complete list of sources of information including books, pamphlets, articles, films, etc.

IMPACT AND IMPLICATIONS OF OFFICE AUTOMATION, by J. C. McDonald, published as an occasional paper by the Economics and Research Branch of the Canadian Department of Labour. The author examines the effects of office automation on employment, on clerical workers and their jobs, on supervisors and older workers, on conditions of work, and the implications for trade unions organizing white

collar workers.

THE COUNCIL OF EUROPE AND ITS WORK, published by the Council's Directorate of Information.

BASIC STATISTICS OF THE COMMUNITY, published by the Statistical Office of the European Communities, gives figures on population, labour force, national product, agriculture, energy, industry, transport, external trade, social security, and standard of living in the countries of the European Economic Community and comparisons with other European countries, Canada, the USA and the USSR.

FISHERY POLICIES IN WESTERN EUROPE AND NORTH AMERICA, published by the Organization for European Economic Cooperation (now OECD) in 1960.

GLOSSARY OF TERMS RELATING TO RESTRICTIVE BUSINESS PRACTICES in French and English, published by the OECD, 1965.

South Africa in court

IN 1960, LIBERIA AND Ethiopia charged the Republic of South Africa with violation of its United Nations mandate to administer the former German colony of South West Africa. This mandate had originally been bestowed after Germany's defeat in the First World War, and continues in force under UN authority.

The two nations charge that South Africa has failed 'to promote the material and moral well-being and social progress' of the people of South-West Africa, has introduced its policy of apartheid in the territory and subordinates the interests of the majority to those of the European minority. Hearings on the case began on 18 March at the International Court of Justice at the Hague. When the charges were first made, South Africa claimed that the International Court had no jurisdiction in the matter. This contention was rejected and South Africa has now accepted the Court's competence and will regard its ruling as binding.

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(Continued from page 99)

Clearly there is a great need for a full review of Indian seamen's wages (and for that matter other conditions of employment). Such disparities should not be allowed to exist in the maritime industry of a country which operates so much of its own shipping and for quite a number of years has possessed the machinery to regularize conditions in the shape of a National Maritime Board.

It is to be hoped that some attention will be given to these discrepancies at the forthcoming ILO Asian Maritime Conference (the Second ILO Asian Maritime Conference in Tokyo, April 1955, the first one taking place in Nuwara Eliya (Ceylon) in October 1953).

Certainly the ITF has constantly used its best efforts to induce ship-owners to adopt a more sympathetic attitude towards legitimate claims for improved conditions for which Indian seamen have long been pressing. In

Nigerian river pilots demand promotion reform

NIGERIAN RIVER PILOTS at Port Harcourt are impatient with the reluctance of the Nigerian Ports Authority to offer them satisfactory opportunities for advancement in the port services. In a memorandum to the NPA O. Zudonu, General Secretary of the pilots' organization, the Maritime Floating Staff Union, has charged that the NPA Harbours Department, while having the highest number of trained and certificated Nigerian staff in the Authority, is the most backward department as regards nigerianization of staff posts. Few Nigerians in the history of the Port Harcourt pilotage service have been given the opportunity to train as Marine Officers, and it will be a long time before those now being trained will be eligible for senior posts in the port service. The river pilots find themselves doing a strenuous and responsible job, but one which holds no future prospects for them. Senior posts in the pilotage service, largely held by expatriate staff at present, could be filled with advantage by Nigerians who have served

the present claim for wage increases submitted by the seamen's unions of India, the ITF sees nothing less than a fully justified first step towards redressing an imbalance in wages and conditions which should have long ceased to exist. It has given assurances that the Indian unions can rely on the utmost sympathy and solidarity of the ITF and all its affiliates.

(Continued from page 107)

drivers and police experts, demonstrates that the partition offers the best protection against attacks yet discovered. It has proved that the employers' 'available facts' do not correspond with the truth.

The OeTV hopes that the Ministries which have been considering the AGP's statement will not allow themselves to be influenced by such superficial arguments and that the regulation will go into operation as planned.

many years and accumulated valuable experience as river pilots, claims the memorandum of the Marine Floating Staff.

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Nigerian objection to AATUF

THE PLAN OF THE All-African Trade Union Federation (AATUF) to open an office in Lagos, Nigeria, has drawn protests from Nigerian trade unionists. General Secretary of the ITF-affiliated Marine Floating Staff, O. Zudonu, has called upon the Nigerian Government to prevent the AATUF from carrying out its plan. He has reminded Nigerians that the Ghana-based AATUF consists only of state-controlled labour organizations which have become too political to be genuine champions of workers' rights.

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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
- 335 affiliated organizations in 81 countries
- Total membership: 6,500,000

The aims of the ITF are

to support the 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 peoples 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 to organize in trade unions;

to defend and promote, internationally, the economic, social and occupational interests of all transport workers;

to represent 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 * Kenya * Lebanon * Liberia * Libya
Luxembourg * Madagascar * Malawi * Malaya * Malta
Mauritius * Mexico * The Netherlands * New Zealand
Nicaragua * Nigeria * Norway * Pakistan * Panama * Paraguay
Peru * Philippines * Poland (Exile) * Republic of Ireland
Rhodesia * El Salvador * St. Lucia * Sierra Leone * South
Africa * Republic of Korea * Spain (Illegal Underground
Movement) * Sweden * Switzerland * Trinidad * Tunisia
Turkey * Uganda * United States of America * Uruguay
Venezuela * Zambia

editions of journal

International Transport Workers' Journal

Internationale Transportarbeiter-Zeitung

ITF Journal (Tokyo - Japanese version)

Transporte

ITF-aren



publications
for the
world's
transport
workers

editions
of newsletter

Informationsblad

Informationen

Informations

Boletín de Noticias (Lima)

Newsletter