

International Transport Workers' Journal

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Comment

Free-for-all in the Antarctic

UNITED NATIONS EXPERTS once calculated that 30,000 whales could be caught annually, if the whale catching nations operated the industry properly. But whale stocks in the Antarctic are dwindling fast. Several species are on the verge of extinction. In the 1930's there were probably some 50,000 blue whales and 250,000 fin whales. Blue whales are now to be counted in hundreds and there cannot be more than 36,000 fin whales. With stocks as dangerously low as this whalers turned their attention last season to the smaller Sei whale, which naturally had to be caught in large numbers to yield economic hauls. Perhaps a third of the Sei population now survive.

Last year the whaling fleets took home 10,000 more whales than stocks can stand, and quotas agreed upon recently between the whaling nations could reduce stocks so drastically that by 1967 even Japan, the largest of them, may not break even. The International Whaling Commission has now limited the coming season's catch to 4,500 blue whale units (1 blue whale is equivalent to 2 fin whales, 2½ humpback whales or 6 Sei whales). Yet a year ago FAO experts made urgent recommendations that catches should be limited to 4,000 units in 1964-65, to 3,000 units in 1965-66 and to 2,000 units in 1966-67.

Had the recommended quota for 1964-65 been respected a recovery in stocks might just have been possible. But instead the Japanese, Russian, Norwegian and Dutch whaling companies reached a private agreement to limit the total catch to 8,000 units. After a season of intensive hunting, and in spite of modern electronic detection equipment, only 7,000 units were caught.

The quotas fixed for the coming season may be a desperate effort to save the Antarctic whale population from extinction, but it is a feeble one. The way things are going it will not be long before the world is deprived of this valuable industry altogether.

Automatic couplings by 1982?



A very high proportion of accidents to railway personnel occur to employees engaged in coupling operations. An efficient automatic coupling system would remove the need for railwaymen to step between wagons for any part of the coupling operation.

AS LONG AGO AS 1905 railwaymen raised demands for the introduction of automatic couplings on all European rolling stock in place of the screw couplings which are to this day still in general use. But is this innovation really necessary? Or is it an expensive luxury which most of the railway systems can ill afford? The railwaymen's organizations regard automatic couplings as an essential part of railway modernization and long overdue in Europe.

Their reasons are sound ones. The main function of automatic couplings from their point of view is to reduce the risk of accidents in shunting operations. This risk is very high under present conditions, as railwaymen have to pass between wagons to effect the coupling operation. The speed at which the work must be done necessitates the

shunters getting between the wagons before they have come to a halt. They may be knocked over by vehicles suddenly set in motion or not yet stationary, crushed by buffers, injured by the coupling apparatus. They may get their feet caught in points or guard rails. They may be injured by flying brake hoses, scalded by jets of steam or electrocuted while connecting electrical circuits. Statistics show that the accident rate for shunters is considerably higher than that for other railwaymen. Accidents which occurred to personnel engaged in coupling operations on the Belgian railways in 1961 amounted to 48 per cent of all accidents to railwaymen, even though the shunters accounted for a comparatively small proportion of the personnel covered by the figures. This rate may have been abnormally high, compared

with the figures for other years or with those of other networks, but the fact remains that the accident rate for shunting operations is universally higher than the rate for railway operations as a whole.

The accident statistics are a compelling enough reason for the railway administrations to go ahead without delay with the task of fitting their rolling stock with automatic couplings. But while the value of human life is not something which can be assessed in terms of money, there are also important economic and technical factors to be taken into account. The weight and bulk of the couplings at present in use in Europe are limited because the couplings have to be manhandled. Thus the tractive effort which they can bear is also limited. Automatic couplings on the other hand could be con-

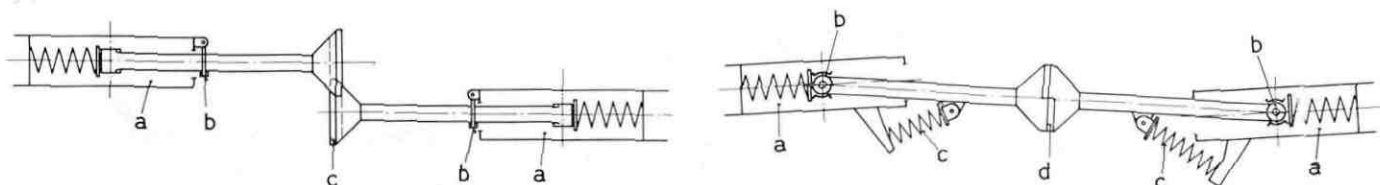


Diagram No. 1 illustrates the operating principle of the free coupling and diagram No. 2 that of the rigid coupling. In 1, a represents the underframes of the vehicles; b — pendulum suspension; c — the intercoupled heads are free to slide against one another vertically. In 2, a represents the vehicle underframes; b — swivel joints, allowing the coupling arms to move vertically; c — spring suspension; d — the intercoupled heads lock together to form a unit.

structed to bear considerable extra stresses by virtue of which train loads and wagon dimensions could be increased. An automatic system would, moreover, make it possible to speed up the process of train composition and thereby achieve further economies. The cost of conversion, which might be formidable, would be justified by a long term saving.

When automatic coupling finally sees the light of day as a unified European system, it will have had a long and painful prehistory. The ITF has been concerned with it since the first resolution on it adopted at the Milan Congress in 1905. The International Labour Organization (ILO), the international organizations of railway administrations and the UN Economic Commission for Europe have also been concerned with this question.

In 1925 the ILO submitted a report on Automatic Coupling and the Safety of Railway Workers to the International Union of Railways (UIC) and the following year the UIC set up a special committee on automatic coupling. The two international organizations continued to study the question within their different spheres of competence, and steps were taken to set up an international fund to finance the introduction of automatic coupling. Work was interrupted by the war, and the shortage of steel delayed its resumption in the late forties. The ILO resumed its studies in 1950, at the bidding of the Railway Transport Subcommittee of the ECE, but the UIC did not resume its work until 1957 — this time however with more energy and confidence, thanks to a more favourable economic climate than had existed before the war.

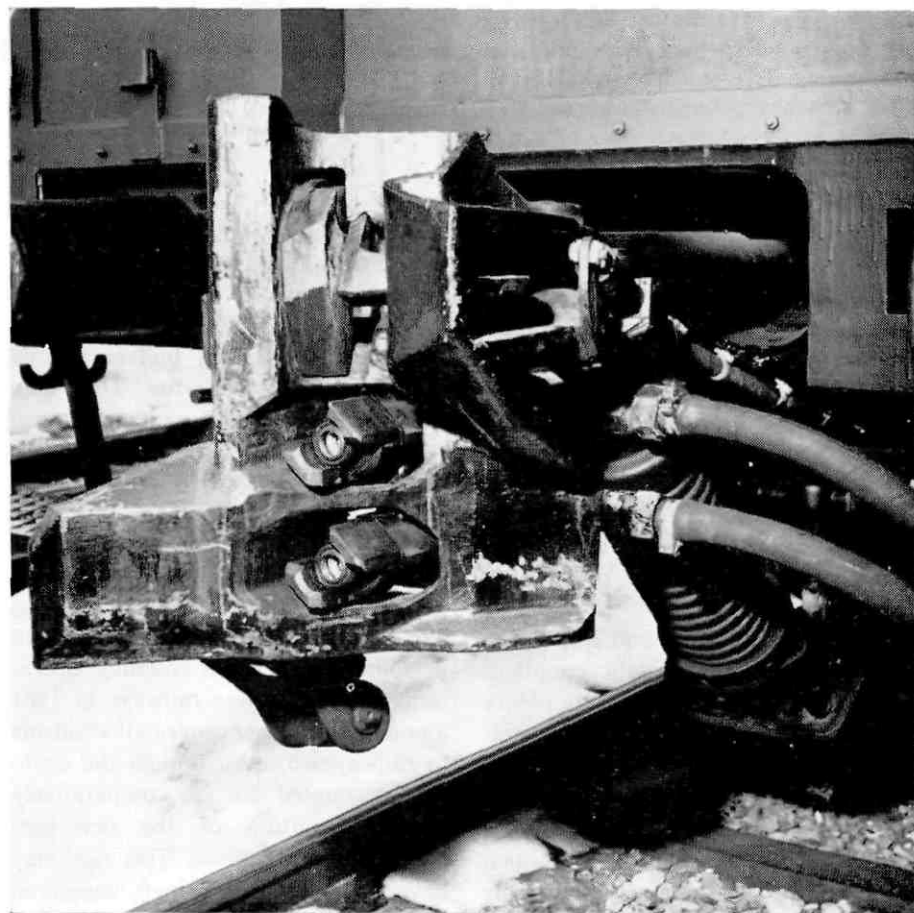
By 1960 studies were far enough

advanced for the UIC to be able to invite tenders for the design of an automatic coupling which would be suitable for use on all European rail networks. Of the fourteen designs submitted eight were selected for further consideration. The choice was influenced by consideration of the needs of the Eastern European networks, grouped in the OSJD (Organization for the Collaboration of Railways), which, while belonging essentially to the European network, operate a considerable amount of traffic to and from

Russia. It was decided in 1961 that the future European coupling should also be able to couple with the automatic type already in use in the USSR. This decision reduced the choice to three of the eight designs then under consideration, since these had the same basic form as the Russian coupling.

Automatic couplings have been fitted to 60 per cent of all rolling stock in the USSR, according to official figures. The conversion began before the war. In America they were first introduced about the turn of the century. In fact

The 'Eurocupler' (Scharfjberg). The couplings link automatically and are released by a lever which can easily be reached from the trackside.



the possibility of an automatic coupling system was examined in the USA as long ago as 1850, but it was not until 1887 that the railway companies began converting their rolling stock. In 1893, however, the Federal Government adopted legislation compelling railway administrations to use some form of automatic coupling, and in 1916 the companies agreed to adopt a single standard type. This type is still in use today on the railroads of America.

Japan's railways went over to automatic coupling in 1925. The majority of rolling stock was converted in a single day, though the preparations had taken ten years to complete. Australia, Canada, India and the Union of South Africa are among the countries whose railway systems use an automatic coupling of one type or another. Europe is conspicuously backward in this field; automatic couplings are in use only on tramways and suburban railway systems, such as the Paris and London undergrounds. Owing to the large amount of exchange traffic operated between the national rail networks which make up the European systems it is clear that a standardized form must be adopted for universal use.

The Russian coupling system differs from the type envisaged for use in Europe in that it is of the so-called 'free' variety, i.e. the couplings are fixed to the vehicle underframes, while the intercoupled heads are free to slide vertically against one another, in order to compensate for differences in height between the underframes. This freedom of movement makes it impossible for brake hoses, heating pipes and electrical circuits to be connected in the same automatic process. In the USA, the USSR and Japan, and in other countries where the free coupling is used, these jobs continue to be done by railwaymen. The intention in Europe is to introduce an entirely automatic system, i.e. one in which no part of the coupling operation will need to be done by hand. The design finally adopted will thus have to be of the 'rigid' type, in which the intercoupled heads are locked firmly together so that air brakes pipes, etc., can pass through

the join. Rigid couplings are connected to the vehicle underframe by means of a swivel joint, which will allow freedom of movement here instead of within the coupling itself, to compensate for differences in height between the vehicle underframes.

Tests are already underway to ascertain the standard of performance of the couplings selected by the UIC for consideration. The French and German state railways have made available sections of track providing conditions which will enable the most thorough assessment of the efficiency of the various coupling designs under examination.

Our illustrations will give an idea of the bulk and weight of the apparatus needed for an efficient automatic coupling. Such dimensions may seem absurd to the layman, but the engineer knows that the couplings must have a tensile resistance capacity of 150 tons (metric), in order to transmit the tractive effort which will be needed for the increased wagon dimensions and heavier loads made possible by the abandonment of manual couplings. They must also be capable of coupling on steep inclines and in curves of a radius of 150 metres. The lighter and less cumbersome-looking variety of automatic coupling used on tramways and small suburban railway systems would not do for the heavier jobs which large railways have to do.

In addition the coupling eventually introduced on the railways of Europe will have to be of the buff-and-draw type. The European automatic coupling, like the type in use on the railroads of the USA will serve to transmit tractive effort and at the same time to absorb impact. In other words the coupling will have to do the two jobs at present done by screw couplings and buffers. This presents problems. Rolling stock to which the buff-and-draw coupling is to be fitted must be specially constructed or adapted for this type of coupling. Underframes must be built so as to take the stress of impact along their centre beams and not, as with side buffers, along their side beams. The necessary conversion entails extensive

reconstruction of the vehicles and is a costly operation, although new vehicles designed to bear compressive effort centrally cost no more to build.

This is one of the drawbacks to the simultaneous introduction over the whole European network of fully automatic buff-and-draw couplings, which will at the same time connect air brake pipes, etc. There are a number of possibilities for a gradual changeover. Wagons expected to be obsolete in ten years or so could be fitted with simple traction automatic couplings — i.e. not able to serve as buffers — and be left with their side buffers, while all new vehicles could be built with underframes able to withstand compressive effort along their central axis, although they would also carry side buffers for as long as the old vehicles were still in use. A transitional type of the new coupling could be used, while nearly obsolete vehicles using screw couplings were still in service. It would not be difficult to adapt the automatic coupling for use with screw couplings, but if it were decided to allow some vehicles to continue circulating with screw couplings then all automatic couplings would need to be adapted to connect with screw couplings, and all vehicles would need to carry side buffers until the conversion to fully automatic buff-and-draw couplings had been completed.

The procedure of converting the coupling system will depend on the financial situation of the railway administrations and on which of the two solutions — simultaneous or gradual conversion — is economically more feasible. The whole question is still being studied, but whichever method is adopted the UIC has suggested certain time limits for the various stages in the process of preparation and conversion. There are as follows:

1. End of 1965: Adoption of type of coupling and decision as to conversion procedure;
2. End of 1967: Acceptance by Governments of the decision to introduce automatic coupling;
3. 1971 to 1982: Use of vehicles with automatic coupling in international

traffic;

4. 1975 to 1982: Prohibition of vehicles with screw couplings in international traffic;

5. 1990: Use of vehicles without side buffers in international traffic.

In accordance with these provisions it would be possible for railways to operate in international traffic vehicles equipped with simple traction automatic couplings and side buffers until 1990. Thus it would not be necessary to rebuild vehicles for central buffing unless they were expected to remain in service after 1990. After 1982, however, according to the UIC's schedule, all couplings would be automatic, whether of the buff-and-draw or simple traction type.

From the railwayman's point of view the conversion cannot be effected soon enough. The railwaymen's unions in the ITF have for a long time been prodding their employers and governments to proceed a little faster with this important task, and the ITF has participated in the work of the UIC, ECE and ILO on automatic coupling. In 1962 seven railwaymen's leaders represented the ITF at an Information Meeting held in Geneva under the auspices of the ECE Inland Transport Committee to enable railway employers' and employees' organizations to discuss the question of automatic couplings. Following this meeting the ITF submitted a memorandum to the ECE and the UIC, stating the position of the ITF unions on the subject. The railwaymen's demands in respect of automatic couplings were set out in full in the memorandum, and reaffirmed at the most recent International Railwaymen's Conference (Stockholm, May 1964). They are, briefly, as follows:

(a) No employee shall be dismissed or retired with curtailed pension rights;

(b) No employee who has to be transferred to other duties shall suffer any material or other loss;

(c) Shunting staff must be properly prepared for the special requirements made of them during the transitional period when there is a joint use of both screw and automatic couplings;

(d) The increased accident risk dur-



The 'Unicoupler' (Knorr), one of the rigid coupler designs accepted for testing by the UIC. This design incorporates two compressed air pipes.

ing the transitional period where there is a joint use of both screw and automatic couplings must be met by a corresponding improvement in accident insurance provisions;

(e) The personnel shall receive a fair share of the benefits accruing to the railways from the introduction of automatic couplings as a result of increased operational efficiency and savings. This should be effected in the form of improved working conditions and, particularly, in the form of a reduction of working hours;

(f) As a measure to off-set the closing-down of railway workshops or the reduction in the volume of work performed by such workshops resulting from general rationalization measures, as much as possible of the work involving the construction of the new coupling and of all other work arising from the introduction of automatic couplings

should be entrusted to the railway workshops.

There are many economic and technical problems to be solved before we can see an efficient, standardized form of automatic coupling in full use on all the railways of Europe. But this has to be an international project and international work is of its own nature slow. Technical and financial difficulties, the upheavals created by two world wars and the trade depression between the wars have all helped to hinder progress. 1982 seems a long time to wait, when one considers that European railwaymen first demanded the introduction of automatic couplings in 1905. Let us hope that this vital work may proceed unimpeded, and that in 1982 we shall not still be hearing of accidents in the shunting yards, in which railwaymen have been killed or maimed.

Union security in the USA

THE AMERICAN LABOUR MOVEMENT has launched a nation-wide campaign to achieve its top-priority legislative goal for 1965 — the repeal of Section 14(b) of the Taft-Hartley Act, which permits the individual states to prohibit the union shop and other forms of trade union organizational security.* This is the first time that an all-out assault has been made on Section 14(b). Prospects for success are bright, since there is now a clear-out liberal majority in both houses of Congress generally well-informed about the issue. However, the outcome is far from certain, since the opposition is made up not only of the extreme right-wing Goldwaterites, but

also of many business, industrial and trade organizations and much of the press.

Despite a series of reverses, this opposition is still active in a last-ditch stand. The anti-union momentum of the Taft-Hartley Act proved short-lived. Rural dominated Southern legislatures during the 1947-48 period had been quick to pass 'right to work' laws — the misnomer applied to bans on union shop agreements — as presumed inducements to low-wage, anti-union employers to take their businesses there. A few farm states in other areas followed suit. But then the tide began to turn. Since 1958 attempts to intro-

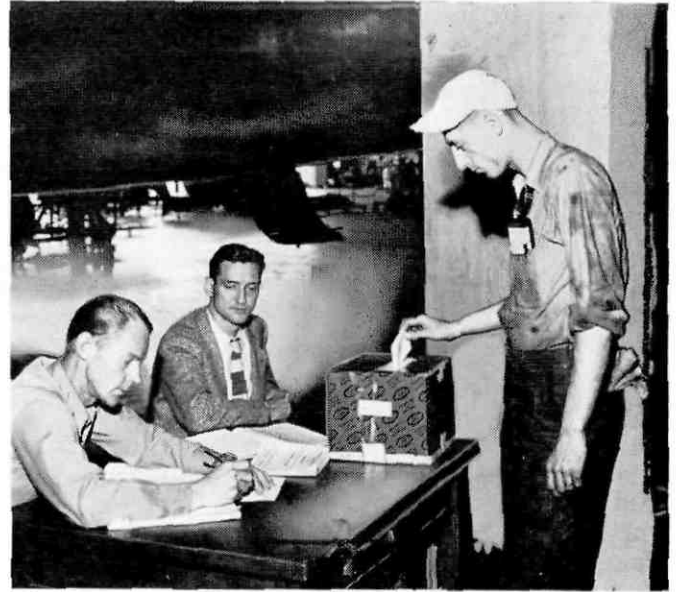
duce open shop legislation have been defeated in many states, and in others previously-enacted 'right-to-work' legislation has been repealed. At present there are nineteen states which have laws against union security; Alabama, Arizona, Arkansas, Florida, Georgia, Iowa, Kansas, Mississippi, Nebraska, Nevada, North Carolina, North Dakota, South Carolina, South Dakota, Tennessee, Texas, Utah, Virginia, and Wyoming.

The principal right-wing group organizing the campaign to weaken the unions with the help of Section 14(b) is the National Right to Work Committee, formed in 1955. Many of its

*In the union shop, all workers hired by the employer must join the union within a specific time after they are hired. Other forms of union security permitted by the Taft-Hartley Act are 'maintenance of membership', where workers who are union members when a union-management agreement is signed, and non-members who join the union later, must remain members of the union for the duration of the contract; and the 'agency shop', where workers must either join the union or pay to the union a sum equivalent to its dues.

At this friendly bargaining session, officials of the US Air Line Pilots' Association discuss new contract provisions with the employer.





The picture on the left shows what happens when employers try to break trade union strength: an armed guard hired by a railway company in Nashville, Tennessee, to intimidate strikers. By contrast, right, members of the Transport Workers' Union employed by Pan American ballot to secure the first union shop in the airline industry.

leaders have connexions with extremist organizations such as the John Birch Society and any number of right-wing bodies with noble names like Americans for Constitutional Action and the American Good Government Society, which are known pressure groups for reactionary causes. In addition the US Chamber of Commerce, the National Association of Manufacturers and the American Farm Bureau Federation are all more or less actively participating in the 'right to work' campaign.

The great majority of the 'right to work' states, those in the South and border area, have lagged behind the rest of the country in per capita income and general economic health. They are still held back by a variety of problems, especially by the fact that much of their development has been based on low-wage industries. They have failed to recognise that anti-labour legislation, which was enacted with the aim of luring industry southward, has simply meant that only low-wage industries came. High-wage industries, on the other hand, found such laws a disincentive; they had no concern with avoiding unions. They accepted the principle of collective bargaining and enjoyed stable and fruitful relations with organized labour. When establish-

ing new plants, most high-wage industries preferred to set up shop in a high-wage area where there would be a market for their products.

It is more than mere coincidence, too, that those states with 'right to work' laws are largely the same ones which fall below par in the provision of basic labour standards. None of the nineteen states cited above has set a minimum wage standard as high as the federal minimum of \$1.25 per hour for workers in establishments covered by the federal law. Only three of the nineteen have legislation providing equal pay rights for women. The right to be hired or promoted without discrimination because of race, colour or creed might be thought to have more to do with the 'right to work' than attempts to break a union. But that is not what 'right to work' laws mean. Of the 23 states which have fair employment laws prohibiting job discrimination, 22 are in states which do **not** have 'right to work' laws.

The 'right-to-work' states also have a bad record in the provision of unemployment insurance benefits and occupational injury or death benefits.

The AFL-CIO's drive to abolish state 'right-to-work' laws is not simply for the benefit of union treasuries. It

is a wholly justified campaign to restore full freedom of bargaining between labour and management and all the benefits that flow from that. The greatest handicap in this effort is a lack of public understanding. Too few people even realize that, in order to be established at all, a union must have the support of a majority of the workers — nearly always expressed in a secret representation ballot. So in any work-place a union starts off with majority support.

Even fewer people know that a union, once certified as bargaining agent, has **an unavoidable legal obligation to represent, fully and equally, every worker in the bargaining unit. The non-unionist not only gets the same wages and other contract benefits; he is entitled to have his grievances taken up by the union, just like any fully-paid up member.** So the right to negotiate a union shop agreement is a matter of simple fairness — that the people who get the benefits of a union contract ought to pay their fair share of the costs and assume their share of the other responsibilities of union membership.

On the question of labour-management relations, there is a widespread belief among the backers of

anti-union legislation — including 'right-to-work' laws — that a weak, fragmented union, or no union at all, is the way to ensure peace and harmony in the workplace. This, of course, is nonsense. Where there is no union at all, there is no orderly, uniform system for resolving the problems of workers. Grievances remain unsettled; they fester. And sooner or later there is an explosion.

When a union is established, but there is no union shop, the union's primary concern must be survival. It must spend a great deal of time recruiting. It must constantly burnish its image as a sort of white knight, always in the lists against the black forces of management. Because the union is insecure, in many instances it has to be aggressive. In any case, an anxious union, an insecure union, a worried union, is hardly in a position to join with management in any joint endeavours to promote the interests of the enterprise.

The greatest amount of progress towards mutual action on mutual problems has been made in those industries and trades where unions are most solidly established. This is logical enough. A strong union, not worried about employer subversion, can afford to take the broad view. It can afford to gamble on the present in the expectation of a better future. But a weak union, in an open shop, cannot take chances. Simply as a matter of self-preservation it has to take the position that the employer is almost always wrong. Faced with challenges on every hand — and with recruiting problems besides — it has to express maximum militancy. Moreover, a great many employers have discovered that a good, sound union contract provides good, sound benefits to management. It is the only way to establish an orderly review and disposal of grievances.

In launching this campaign, the AFL-CIO hopes to bring into the public eye the advantages which can accrue for both sides of industry and all sections of the community from a repeal of Section 14(b).

PROFILE

Wenceslao Moreno, head of the Chilean Maritime Confederation



WENCESLAO MORENO was born on 28 September 1918, in Curacaví, a town situated between Santiago, Chile's capital, and Valparaíso, the country's chief port. His formal education consisted of six years of primary school, but he was unable to continue his studies beyond that point since after his father died he was obliged to go out to work in order to support his mother and sister. However, he attended evening classes to acquire new knowledge which would allow him to look upon his uncertain future with greater optimism.

Wenceslao Moreno entered the field of maritime labour in 1946, a turning-point in his life because it marked the beginning of a new career which led in the course of time to his becoming leader of the Chilean maritime workers. He was elected an official of the Stevedores' Union of Valparaíso in 1947, later holding the posts of Treasurer and Secretary. He was elected President in 1949, a position he has held uninterrupted up to the present day, supported by the absolute confidence of his colleagues.

In 1951 Moreno was elected General Secretary—chief executive officer—of the Chilean Maritime Confederation (COMACH), which under his direction has been transformed into what is perhaps the most important and powerful group of workers in Chile. It has a membership of more than 30,000 workers in all branches of the Chilean maritime industry, where there exists complete unity and discipline.

Because of his qualities as a tireless fighter, because of the firmness of purpose and dedication with which he confronts the problems of the maritime workers, he has been re-elected regularly since he took over the job, nearly always by a unanimous vote of the delegates to the conference, which is held every two years. Moreno has also been President of the Chilean Federation of Stevedores' Unions since its foundation in 1960.

He has been an adviser to the Merchant Navy Insurance Fund for seven years as a representative of the workers' side. He has done excellent work in the field of

social insurance for thousands of maritime workers, not only putting forward plans for the improvement of existing legislation, but also pressing for higher benefits, in order to ensure the most effective relief for his members. His greatest achievement in this field was the creation of the separate Social Insurance Fund for Crews and Maritime Workers, who before had been attached to the officers' and salaried employees' scheme.

Moreno has been working to organize fishermen within COMACH, and recently also took the bold step of helping to organize the employers so that the Confederation could have a well-knit group with which to negotiate on salaries, working conditions, etc. He is also working to persuade the Chilean Telecommunications Federation to join ranks with COMACH in the creation of a national organization grouping both transport and telecommunications workers.

He has held several offices within the Inter-American Regional Organization of Workers of the ICFTU, and is currently Vice-President. Moreno has also been very active within the ITF, playing an important part in the Second Latin American Regional Conference, and giving vital support and assistance to the ITF's regional representatives. In a country which has recently had its share of the political insecurity which has become an almost traditional mark of the Latin American republics, Moreno's organization, COMACH, remains a stable, democratic force for progress.



Fight for a fair deal

Trinidad's southern bus workers strike and the Government nationalizes the island's bus system.

THIRTEEN DAYS AFTER the workers of the Princes Town Special Bus Service Company had gone on strike, in February 1964, in protest against the unjust dismissal of one of their number, the General Council of their union, the ITF-affiliated Transport and Industrial Workers' Union, held a meeting to decide on further action. This latest dispute was just another chapter in a sorry history of bad labour-management relations and maladministration by the Company. But the workers had had enough.

On 30 September 1963 the collective agreement held between the TIWU and the Bus Company had expired. Negotiations for a renewal of the agreement had not begun until 25 November, and between that date and the final breakdown in negotiations on

20 May 1964 the Union had thirty-four meetings with the Company. The dispute which arose over the dismissal in February had no direct bearing on the contract negotiations, but the Company's negative attitude towards its employees was the ultimate cause of both this dispute and the strike which was to break out later in support of pay demands.

But the Union was already determined to put an end once and for all to the raw deal its members were getting from their employers. The General Council decided on 3 March 1964 to request the Government of Trinidad to take over the bus services operated by the Company. In a number of Caribbean countries, transport services are operated by private undertakings under concession from the

Government. And this was the system in operation in Trinidad in February 1964, when the dispute arose. The General Council of the TIWU, at the meeting already mentioned, decided to petition the Government to take away the concession of the Princes Town Special Bus Services Company and to operate the Services under public ownership until a concessionaire could be found who would operate the buses more efficiently and would maintain a more enlightened policy towards personnel.

On 27 May when 6 months of negotiations had proven fruitless, the TIWU, sent a 48-hour strike notice to the Company and on 29 May members stopped work. This was the beginning of a long struggle for TIWU bus workers, which finally resulted in a

Government decision to nationalize the Trinidad bus industry. At its annual convention, scheduled for 7 June 1964, the TIWU found itself caught up in a full scale industrial dispute. The General Council's demand for public ownership of the Princes Town bus concession, raised three months previously was reiterated, this time in stronger terms. The call was for full-scale nationalization, not merely temporary Government control until such time as a more suitable private concessionaire might be found.

The TIWU was supported in its struggle by a number of other unions, notably, the Northern Bus Workers, the Oilfields Workers and the Government Employees. Thanks to widespread sympathy for the TIWU bus workers in the Trinidad labour movement, they were able to bring their case before the General Council of the Trades Union Congress and gain the support of the national centre.

Several meetings were held at the Ministry of Labour, with representatives of the TIWU, the Bus Company and the TUC present, in an effort to settle the strike. The meetings failed because the Company maintained its uncompromising attitude. The Union held numerous public meetings in all parts of the country, to explain the bus workers' reasons for striking and to gain the support of the public. The public were in fact sympathetic, though inconvenienced by the strike and on 22 June 1964 the Union submitted to the Minister of Public Utilities a petition, signed by 14,000 citizens of Trinidad, demanding that the Princes Town Special Bus Services Company be nationalized. The travelling public had every right to associate itself with the Union's demand, since the service was heavily subsidized through the Government's concession. They had a right to expect a proper return for the money which was being paid to the Company out of their taxes — a return which they were not getting under the management of that Company.

At this crucial stage in the dispute the Company withdrew its recognition of the TIWU, as bargaining agent for

the bus workers, and launched a campaign to break the strike. The campaign was partially successful, because the police had intervened and because some strikers had been misled into resuming work. Loyal strikers prevented the buses from going out on service by lying down in the road. Two hundred workers were arrested in such incidents and convicted on various charges. The Union was subsequently faced with a heavy bill for fines, but this did not daunt the resolute spirit of the strikers.

A compromise settlement was reached on 22 July, in which the Union agreed to withdraw its demand for nationalization of the Bus Company, pending the report of a Commission of Enquiry which had been set up to investigate its operations. Work was resumed on 27 July 1964, but negotia-

tions were not taken up again until 9 September. Even then nothing could be achieved until the Commission of Enquiry published its report.

When the report finally appeared, it contained no details of which the TIWU was not already aware, but it did propose to allow the Company to continue operating the Princes Town concession for another six months. It soon became clear however that the Government intended to bring under public ownership not only the Princes Town (Southern Trinidad) concession but also the National Transit System (Northern concession). The Government set up a working party in November 1964 to investigate labour matters arising from nationalization of the Island's bus transport system. The Working Party numbered eleven and included six union representatives,

The Bus Company launched a campaign to break the strike, which was partially successful owing to police intervention and to the fact that some strikers were misled into resuming work. The remainder lay down in the road to stop the buses.





Two hundred workers were arrested in incidents occurring when strike breakers attempted to drive buses. The Union was faced with a heavy bill for fines.

three from each one concerned. Its terms of reference covered the following matters: retroactive claims (the Princes Town workers were still waiting for their wage claim of 1963 to be met), possibility of a moratorium on disputes, standardization of employee groupings and of wage scales in a unified bus system, worker participation in the operation of the bus system, and worker training schemes.

The two unions were at first not in agreement over their respective pay claims, and when the Government finally offered a six per cent increase for all employees of the two concessions after nationalization, the Northern bus workers accepted. Members of the TIWU held out for ten per cent, however, aware in the light of financial details furnished by the Government, that the bus services could pay it. The Government's representatives rejected this demand but stepped up their offer to eight per cent, and this the TIWU accepted. Agreement was finally

reached on all the points covered by the Working Party's terms of reference, including the back pay issue. This was settled at 4 per cent of the old rates retroactive from 31 December 1964 to the dates of expiry of the two unions' previous agreements.

These points were agreed within the Working Party early in December. All that then remained was for the Government to give effect to its nationalization decision, officially announced on 27 November 1964. The bill authorizing Government acquisition of the companies was passed by parliament on 14 December.

The decision to nationalize and a three year agreement concluded with the new publicly owned bus transport service ended the TIWU's long struggle for a wage increase and fair treatment for bus workers. Nationalization was not an end in itself for the Union, but a way of achieving better conditions for its members and better service for the travelling public at the same time.

Japan's nuclear-powered vessel

IN JAPAN, RESEARCH in the field of nuclear-powered ships has since 1955 been largely undertaken by the Atomic-Powered Ship Research Association, a private organization chiefly supported by a group of large shipyards. In August, 1963, however, another research organization, the Japan Atomic-Ship Development Corporation, was established with the support of public and private funds.

The Corporation is now taking concrete steps towards building the first commercially feasible atomic vessel in Japan on the basis of plans drawn up by the government. The organization laid out plans for the broad outlines of the ship in 1963. This year it has entered the stage of mapping out a basic design for the ship and has awarded design contracts to various firms connected with the project. This nuclear-powered vessel will run at a speed of about 18 knots, and will be used for marine observations and for training crews for nuclear-powered vessels.

The hull will be constructed as an ice-breaker, and the vessel will be equipped with a water tank for minimizing pitch and roll. After the vessel completes its test run, it will be capable of accommodating medium-sized helicopters, a large observation boat, diving bells for deep-sea observation and other apparatus for observation of the sea.

After the basic design is completed, a contract will be placed with one of the leading shipbuilders in Japan. Construction will be started in the second half of 1965. Launching is scheduled for the second half of 1966, installation of the atomic pile in the early part of 1968 and completion in March 1969. It will be the world's fourth nuclear-powered merchant vessel: the Soviet Union has the ice-breaker **Lenin**, the USA has the passenger-freighter **Savannah**, and a vessel is under construction in West Germany.

After completion the vessel will undergo six months of training runs and two years of trial runs. The

What's new in transport?

development programme for Japan's first nuclear-powered vessel will be completed in 1971. The plan is based on the principle that locally-developed techniques, including those for producing atomic energy, should be utilized as much as possible. It is also designed to allow participation by as many private enterprises as possible to enable them to gain information and experience, which will be accumulated during the ship's construction.

Besides making contributions at the time of the establishment of the Japan Atomic Ship Development Corporation, various related enterprises are cooperating in the project by drawing up the blueprints. Technical achievements of the Institute of Shipbuilding Techniques in the Ministry of Transport, and the Japan Atomic Energy Research Institute are also being used to a considerable extent.

At the present stage, a nuclear vessel will hardly be expected to operate on a commercial basis; however, smaller and more economic atomic reactors are being developed for merchant ships. These will have to be economically competitive with their conventional counterparts, and must be capable of demonstrating the economic advantages of atomic propulsion.

* * * *

Automatic trains for new underground line

LONDON TRANSPORT HAVE announced that automatically-driven trains are to be introduced on the new Victoria Underground line which is scheduled to open in 1968. Thirty trains will be needed for the line and they will all be of eight cars. Impulses from track-side equipment will accelerate, coast, brake and stop the trains automatically, but there will be a one-man crew — a train operator — in the driving cab. He will open and close the doors at stations and start the train.

The decision to run automatically-driven trains came after extensive trials over the past three years. Automatic train operation, longer spacing between stations, and easy curves will enable Victoria line trains to run at speeds of up to 50 m.p.h. compared with speeds on other lines which rarely exceed 35 or 40 m.p.h.

Other new features of the trains will be side windows twice the normal width and double-glazed to reduce noise; and loudspeakers in all cars for giving information to passengers.

* * * *

Buses with the sweet smell of success

THE SWEETEST SMELL that was ever smelled in the city of Santa Monica, California, now comes from its buses, after many complaints about the dreadful odour from their diesel engines. The city transport director arranged for an inexpensive floral scent to be mixed with the fuel. After a month's test he announced that there was nothing but praise for the idea. 'People stand on corners and sniff when the buses go by,' he said. 'Drivers jockey for position to get behind them.'

* * * *

Look, no hands!

THE AMERICAN COMPANY United Air Lines recently demonstrated a new fully automatic landing system, the Lear Siegler/SUD All-Weather Landing System, which positions the aircraft, controls its speed and altitude during landing approach, and automatically lands the plane using existing airport navigational aids. The pilot is in complete control of the landing, however, since he follows the system's operations and can override it at any time, taking control in a fraction of a second.

The aircraft aligns itself with the runway, 'locks on' the airport's electronic Instrument Landing System beam, and follows it down to the run-

way. During the approach, electronic signals from airborne computers control the aircraft's heading altitude, rate of descent and speed. Just before touch down, the system automatically raises the aircraft's nose, closes the throttles and lets it settle to the runway as gently as with any manual landing. The system compensates for wind, turning the plane on approach, then correcting to the proper altitude at touch down.

The new automatic landing system includes a radio altimeter and an improved instrument failure warning system. The warning system instantly alerts the pilot if any part of the system malfunctions so that he can immediately take control. A master failure warning light indicates a malfunction in any portion of the system.

To date more than 2,000 automatic and more than 100 manually controlled blind landings have been made with the system, under both tests and operational conditions.

* * * *

Computer system improves port efficiency

THE MERSEY DOCKS and Harbour Board (Liverpool and Birkenhead, England) is switching its accounts department to a new and more extensive computer system than the one it already had in operation. Even under the old system, which, it is claimed, saved its own capital cost in less than 18 months, a complex payroll of some 7,000 men together with all statistics relating to the 25 million tons of cargo that pass through the board's installations from the 17,000 ships using the Mersey ports each year were all handled mechanically.

* * * *

Computer railway in San Francisco

A San Francisco railway company plans to provide a rapid local transport system, centred round a computer which will serve as dispatcher, driver and conductor. It will dispatch trains, monitor their operations, compare their performances with pre-programmed schedules and issue corrective commands when necessary.

Seamen's employment in India

(Part II)

by S. BANNERJEE, Director, Seamen's Employment Office, Bombay.

ALONG WITH THE establishment of the employment office, the State assumed direct responsibility to ensure that all the eligible seafarers got equal opportunity for work and were left free to enjoy their full earnings. Besides, it envisaged the eradication of corruption and bribery in the recruitment of seamen. It also provided for the equitable distribution of the available volume of employment among the effective seamen on the three-pronged principles of rotation according to the last date of their discharge; reasonable choice to the shipowners in the selection of their crew and reasonable freedom to the seamen to refuse any particular ship for valid reasons. It also emphasised the fact that the seafarers have a direct approach to their jobs and they could retain all their rightful dues. Simultaneously, it was provided that the shipowners could obtain the right type of employees.

Under the Seamen's Employment Scheme, the entry into the profession is regulated by the registration and the maintenance of continuous records, with a view:—

- 1 to reduce to the minimum the number of misfits, asocial elements and casuals;
- 2 to provide employment to the maximum number of skilled and steady workers who may confidently look forward to long and useful careers;
- 3 to furnish information as to the available manpower resources; and
- 4 to provide reliable material to organize, at need, other schemes such as facilitating training, making provisions for unemployment, sickness, old age, death, etc.

The scheme also recognises, for purposes of employment, only such of

those seafarers who are registered in the Seamen's Employment Offices and who continue to have their registrations effective in these offices. Thus, at the initiation of the scheme itself, all the seamen, eligible in terms of the prescribed conditions, were registered. To start with, therefore, these offices had ready at hand full, detailed and authentic records of all effective seamen available for employment. The seafarers who prefer to work on ships of particular shipping concerns and who are accepted by the concerned shipowners were borne on the respective Company Rosters. The other seamen who did not desire to be attached to any particular shipping company but were inclined to take up service on whatever ships they were allotted to were borne on a separate roster known as 'General Roster'.

The seniority of each seaman, with reference to his date of discharge, is duly fixed on the Company Rosters or the General Roster, as the case may be, each time he is signed off from the Articles of a ship. The seamen are called for selection for employment in terms of the number required by the shipowners and their seniority on the appropriate rosters.

The selections of the seamen are made at the 'open musters'. These 'open musters' spotlight the central theme of the scheme that it envisages no favouritism or discrimination or prejudicial treatment to anyone, and emphasise the further fact that all the manifold aspects of the recruitment handled by the Seamen's Employment Offices are just, above board and strictly according to the rules. It also illustrates the fact that no interference by any middleman or agent or intermediary is tolerated or viewed with

equanimity. On receipt of the crew indents from the shipowners, the seamen on the appropriate rosters are called up, at their home and local addresses, for the musters in the order of their seniority and in terms of their last dates of discharges. The seamen in excess of the actual requirements are invariably called up for each muster to minimise the possibility of shortages due to some of the called seamen not turning up. The musters are presided by officers of the Seamen's Employment Offices. The representatives of the concerned shipowners and a representative of seafarers, who is a member of the Seamen's Employment Board, also attends the musters; the latter in the capacity of 'observer'. The representatives of the shipowners are usually consulted before the crew selections are finalised. Under the scheme, the Seamen's Employment Offices maintain satisfactory 'live registers', through the procedure of invalidations of registration of those seamen who repeatedly fail to report at the musters when called and incidentally provide up-to-date information of the personnel who are engaged and who are continuing in the seafaring profession. The registrations are invalidated only after serving due notice on the concerned seafarers and it is prima facie certain that the concerned seamen are not of mind for further service.

On the principle of seniority-cum-merit (roster-wise and category-wise), subject to the rejection of the unfit, and with reference to the vacancies available, the seamen are allowed promotions from the lower to the higher cadres on the advice of the tripartite Promotion Committees, composed of the representatives of the shipowners and the seafarers and the concerned officers of the Seamen's Employment Offices. For purposes of these promotions, the Seamen's Employment Offices maintain service seniority cards, which show the disposition of each seaman in terms of his progressive total of sea service (years, months and days). With each additional voyage, a seaman advances in the merit seniority order

The liner Arcadia being cleaned by her Indian crew on arrival at Tilbury, Australia.



and the position of his seniority card reflects the progress made by him. These promotions are sanctioned as a matter of course. The seamen, therefore, need not necessarily worry themselves regarding their advancement in the profession.

Some of the seamen prove themselves undesirable elements. When it is *prima facie* evident that their continuance in sea service is likely to militate against the stable and efficient working of the ships or they would be a source of nuisance to their colleagues on board the ships and ashore the disciplinary actions as sanctioned by the rules are initiated. These disciplinary procedures impose penalties which range from warnings, changes of rosters and demotions, or removals from the rosters, either temporarily or permanently (the latter involves cancellations of registration). All cases of indiscipline, lapses, cognizable offences, infringement of regulations, smuggling, quarrelling, assault, etc., are carefully scrutinized with reference to the reports of the shipowners, the log entries, the statements of witnesses, findings of shipping Master's enquiries, etc. Where it is *prima facie* deemed that any case requires disciplinary action, the appropriate charge sheets are framed and the cases are brought up for consideration before a sub-committee of the Seamen's Employment Board, which is known as the Disciplinary Sub-Committee. The concerned seamen are also promptly informed of the charges against them, their suspensions and the dates on which their cases will be taken up for hearing. The shipowners are also simultaneously advised. The erring seamen are accorded full opportunity to present their defence through written statements as well as in person.

The Directors of the Seamen's Employment Offices normally accept the unanimous recommendations of the Disciplinary Sub-Committee. In case there occur any divergence of opinion amongst the members of the Disciplinary Sub-Committee, in any particular case, that case is referred to another higher powered committee designated



as the 'Sub-Committee (General)'. This Sub-Committee is also a tripartite body composed of the representatives of the shipowners, the seafarers and the Government, in equal proportion, with the Deputy Director-General of Shipping in charge of the Seamen's Employment Offices officiating as the Chairman. In this committee, the unanimous or majority recommendations of the members are accepted as the final decision. These two Sub-Committees do not by any means exhaust the resources of the seamen for reconsideration of their cases. Even after the Disciplinary Sub-Committee and the 'Sub-Committee (General)' have decided against the seamen, they can proceed in further appeal to the Director-General of Shipping who may, on merits, set aside the recommendations of the sub-commit-

tees to take decisions in favour of the seamen.

This systematisation of the disciplinary proceedings has tended to eliminate undesirable elements from the profession and reduce indiscipline on board the ships. The seamen, whose faults do not warrant a total ban on their employment, are allowed to render further sea service after undergoing the imposed penalty and demonstrate their good intention and eligibility for retention in the seafaring profession through satisfactory performance on their subsequent voyages.

With a view to eliminate the diseased and physically unfit personnel from the maritime labour force, a scheme of pre-sea entry medical examination of seamen is enforced, since March, 1950, in conformity with the provisions of the

Convention adopted by the International Labour Organization at Seattle in 1946. The relevant rules provide for two sets of medical men. The first set relates to the new recruits and the second set has reference to the examination of seamen subsequent to their first entry into the seafaring profession.

The medical examinations are conducted by the Seamen's Medical Examination Organization, which is under the Port Health Department (Ministry of Health). The certificates issued by the medical authorities are valid for five years from the date of issue, but continue to be valid even afterwards if they expire during the voyage of the concerned seamen. In such case, these certificates are deemed to be in force until the end of the voyage. After the validity period expires, the seamen are obliged to report for re-examination. The seamen are also issued with certificates of physical fitness, valid for six months or one voyage, as the case may be. In such cases, the concerned seamen are obliged to report for re-examination after the six months' period or the conclusion of the voyage, as is appropriate. The medical examinations are arranged by the Seamen's Employment Office.

Before engagement every time, the seamen are also medically examined by the doctors of the shipping companies to confirm that they are fit enough to undertake the voyage ahead. In case of being declared unfit temporarily, they are re-employed after taking treatment and further examination in due course by the doctors of the shipping companies. If they are declared permanently unfit, the seamen have the right to appear before the Government Appeal Board whose decision on the cases are binding on the concerned shipping concerns.

On account of the depletion due to causes such as retirement (on reaching the superannuation age of 60), invalidation, permanent medical unfitness, absorption into permanent employment by the shipping concerns, cancellation of registration for repeated non-response to the muster calls, offences such

as smuggling, desertions, and as a result of other disciplinary measures, and death, the strength of effective registered seamen gets reduced and there is the consequential necessity to rebuild the higher categories through promotions of the ratings from the lower categories. Besides, additional requirements on account of ships switching over their venue of recruitments to Indian ports need also be covered. Hence, the registered strength of seamen at the Seamen's Employment Offices are constantly supplemented by the recruitment of new hands.

The architectural innovations in ship construction and the radical changes in the type of propulsion machinery and the improvements in the navigational instruments, as also the elaborately mechanised service conditions aboard, require that the aspirants to the seafaring profession should have some basic training before they begin their career at sea.

Realising the importance of pre-sea training, the Government of India has

established three training establishments, for recruits to the deck and the engine room departments. These are the ships *T.S. Bhadra* (December, 1950), *T.S. Mekhala* at Visakhapatnam (June, 1951), and the shore establishment *T. S. Naulakhi* at Naulakhi in Gujarat (June, 1955).

These establishments provide a three-month course of instruction and intensive training to the deck and engine room trainees selected for the purpose. New admissions aggregating to 130 candidates at the rate of 40 at *T.S. Mekhala*; 47 at *T.S. Naulakhi* and 43 at *T.S. Bhadra* are made every month at these training establishments. The seats at these training establishments are allotted on zonal basis. The trainees have to be between 18 and 25 years of age; of the prescribed physical standard (not less than 105 lbs. weight, 5' 2" height, 29"-31" chest measurement); passed IVth standard, able to take down notes of the instructions imparted to them in English or Hindi, and besides, certified to be physically fit by



the competent Government medical officers. The training, the uniform as also the lodging and boarding at these establishments are free. The trainees are also allowed pocket money not exceeding Rs. 2.50 per week, subject to a maximum of Rs. 30/- during the entire course. Each trainee, on admission, is required to execute a bond for Rs. 100/-, signed by a solvent surety resident in India, for good behaviour during the period of training and one complete sea voyage thereafter. The trainees are also at liberty to deposit Rs. 100/- in lieu of the aforesaid bond. These bonds are cancelled and the cash deposits are returned after the trainees satisfactorily complete their first voyage after training.

Three procedural methods are employed for selecting the candidates. The first method is the screening and selection by a tripartite Recruitment Committee of Government Officers (2), Port

Trust representative (1), shipowners' representatives (2) and seafarers' representatives (2), as is done at the Seamen's Employment Office at Bombay. The second method of selection, which is adopted at Calcutta, is to select candidates from the West Bengal National Volunteer Force, jointly by the representative of the Central Government (2). The third method is the Regional Central Government Officers, such as officers of the Mercantile Marine Department and the Captain Superintendents of the training establishments and also Port Officers, periodically selecting the candidates in collaboration with the concerned Regional Employment Exchanges.

The training scheme is intended to equally cover all parts of India. The suitability of aspirants are, accordingly, assessed on the basis of merit, subject only to their conformation to the other prescribed conditions.

The Seamen's Employment Offices sponsor the trainees, for engagement, at the rate of two deck and two engine room trainees per ship at each crew change. Initially, a deck trainee seaman gets Rs. 151/- (approx. £11 6s. 0d.)* and an engine room trainee/coal trimmer/fireman receives Rs. 129/- (approx. £9 14s. 0d.) per month in addition to free board and free accommodation and also extra remunerations for overtime work. Various factors, such as experience with reference to the number and duration of voyages, conduct, ability, occurrence of vacancies, etc., decide the question of the trainees eventually occupying the senior categories through promotions from the lowest ranks in which they attempt their first voyage. However, in due

*The minimum monthly rate for an AB laid down in ILO Convention 109 (1958) is £16. The corresponding Recommendation sets this at £25.

Fire practice held on board a P & O vessel.



course, they can reasonably expect their wage level to rise up to a maximum of Rs. 301/- (£22 12s. 0d.) per month, at the current rate of wages. Since 1950, more than 15,000 ratings have passed out of the training establishments.

The pre-sea training course has also been recently extended to certain saloon ratings, galley and non-galley, at the lowest levels as also to bhandaries (crew cooks). At the rate of 3 galley and 4 non-galley ratings per course of 9 to 10 weeks' duration, 12 galley ratings and 16 non-galley ratings will be trained every year on *T.S. Dufferin* at Bombay. The Selection Committee constituted at Bombay selects the candidates. Apart from free of cost training and free messing, at a cost not exceeding Rs. 2/- per day and uniform at a cost not exceeding Rs. 40/- per trainee, each trainee will also receive pocket money at the rate of Rs. 2.50 per week subject to a maximum of Rs. 25/- per month during the period of training. Every trainee is required to execute a bond of the value of Rs. 100/- prior to his admission for the training course. The candidates are required to be within the age group 18 to 30 and of educational attainments which are not less than IVth standard and not higher than VIIIth standard of study. Besides, the candidates for galley training and bhandary training are required to have previous experience in cooking Indian style for a minimum period of two years. As regards non-galley training, it is enough if the candidates had been working as domestic hands in shore establishments connected with catering for a minimum period of two years.

A similar scheme for training every year 32 bhandaries, at *T.S. Bhadra* at Calcutta has also been devised. The duration of training here is for 3 months. The admission will be in batches of 8 candidates every quarter from the aspirants selected by a Selection Committee functioning at Bombay.

The Indian seamen find employment on a variety of ocean-going vessels.

They serve, with equal efficiency, on the most modern and highly automated super tankers of 96,000 dwt; the latest ore carriers, the giant luxury liners, the big and medium sized tramps and the other types of crafts as well. The number of effective seamen registered for employment at the Seamen's Employment Offices at Bombay and Calcutta, as also jobs available to them as on 1st July, 1964, at the two ports, are as under:—

Port	Seamen	Jobs
Bombay ...	32,850	20,634
Calcutta ...	17,557	8,904
Total:	50,407	29,538

The ships under the National Flag could now provide employment for only about 6,000 seamen at a time. The bulk majority of the Indian seafarers, to the extent of 25,000 afloat, at a time, still continue to depend upon the ships of the foreign flags, mainly British, for their employment.

This large-scale dependence of Indian seafarers on foreign ships has certain drawbacks. In the first instance, according to the commercial interests of their owners, the foreign-owned ships frequently vary their modes of operation and ports of call; these variations entail incidental changes of venues in the recruitment of crews from the Indian ports to foreign ports. It may be mentioned here that the acute world-wide recession in trade and the slump in the shipping freight rates, during the period 1958-61, led to a number of foreign-owned tramps, which were employing Indian crews for quite a number of years, being suddenly withdrawn from crewing here, and, consequently, the volume of employment available to the Indian seafarers was drastically reduced to create quite a number of complex problems, mainly because the strength of the seamen had been kept up at the optimum level commensurate with the demands and the wastages were periodically made up through the regular placements of pre-sea trained candidates and the other fresh

recruits.

This threat of inadequacy of jobs and the impending large-scale unemployment and under-employment of seamen were, however, staved off, fairly quickly through the vigorous efforts of the concerned Government agencies which induced certain other foreign shipowners to switch over the venue of crew recruitment of their ships to Bombay and Calcutta, and the additional jobs derived from the increase in the Indian-owned tonnage.

However, such vexatious circumstances are likely to recur depending on the trend of trade in world shipping. Besides, the unemployment amongst the seafarers of foreign countries and the intervention of the foreign governments in favour of their seamen may also have certain inevitable repercussions on the volume of employment available to the Indian seafarers from the foreign ships.

No doubt, our national tonnage is steadily expanding and we will be shortly crossing the 1.5 million grt. All the same, the ships under our Maritime Flag will not be in a position to offer jobs for all the Indian seafarers, and they have perforce to seek service under the foreign flag ships for many more years. This state of affairs will not, however, be a liability. The foreign shipowners are only too glad to avail of the services of Indian seamen, who have over again proved their worth and justified the confidence reposed in them. The Indian seafarers have distinguished themselves by their conspicuous enterprise, courage, daring, spirit of adventure, integrity, efficiency, hard work and devotion to duty. Besides, the consideration of economy in the employment of Indian seamen would also weigh with the foreign shipowners, and we can continue to expect the bulk of our seamen being employed on foreign-owned ships.

The first phase of the Seamen's Employment Scheme has been to regulate the available volume of employment amongst the registered seamen strictly in accordance with the princi-

ple of rotation. This has been successfully achieved. The next phase will be to gradually provide the seamen with continuity of employment.

The establishment and the maintenance of a comprehensive scheme for continuity of employment of the Indian seafarers and the introduction of some unemployment benefits for them during the periods of their normal unemployment is worthy of examination, even though the international pattern of employment of seafarers is to engage them for one voyage and to discharge them on termination of the voyage for which they had signed on.

At present, the supply of seamen is computed at 150% of the actual number of the jobs. This disparity between the demand and supply could be narrowed down considerably to the advantage of the seafarers and the shipowners by offering steady employment, security, and better conditions of service to the seamen in order that they could look forward to the seafaring profession as a permanent and lucrative career.

The ideal condition would be to maintain the rosters at 122½% of the number of jobs available, i.e. 17½% as the normal leave reserve and another 5% for meeting the wastage due to deaths, retirements, desertions, cancellations of registration etc.

In fact, the seamen in some of the leading categories could be employed permanently by the shipowners of their respective rosters as has been done by some of them in the case of some categories: steward, fitter, carpenter, electrician, wireman etc. This would help the shipowners considerably as they would then have the benefit of the continuous service of leading hands on board. For the rest of the crew requirements also, the category-wise strength of the rosters could be maintained at 122½% by gradually reducing the present strengths, as and when the demand for seamen increases and simultaneously restricting the recruitment of new hands to the barest minimum.



In this context, it may be pertinent to mention here that recently the shipowners engaging Indian crews have accepted the recommendations of the National Seafarers' Welfare Board about the necessity for providing social security and a Provident Fund Scheme at the rate of 6% contributed by both sides while employed with a proviso to raise the ratio of contribution to 8 per cent after 4 years, i.e. 1968, will be effective from 1st July, 1964. A further scheme which provides gratuity to the seamen is under consideration. A long-felt need of the seafarers is thus recognised and met. This is bound to accord a new outlook to the profession and is, indeed, a step forward in the right direction in achieving the goal. The introduction of free or concessionary rail travel facilities for the unemployed seamen to travel to and fro from the ports of discharge

to their home towns will also go a long way in improving their response to the calls for employment.

The Seamen's Employment Offices offer free and impartial service to the shipowners and the seamen. These offices bring together the employers and the employees with the minimum wastage of time, effort and money, and, besides, act as the direct link between the seamen and the shipowners automatically eliminating all interested intermediaries, who, it is estimated, used to extort from the maritime labour at the port of Bombay alone about thirty lakhs of rupees (300 million rupees) every year by way of illegal gratification. These offices have actually re-orientated and radically revolutionized the pattern of recruitment and assured the seamen a better standard of life through regular employment opportunities.

News from the Regions

Peruvian transport workers' convention

IN COOPERATION with the Peruvian national trade union centre (CTP) and the Inter-American Regional Organization of Workers of the ICFTU (ORIT), the ITF's Regional Director for Latin America and the Caribbean, Jack F. Otero, recently organized the first National Convention of Transport Workers of Peru. The inaugural ceremony on 28 April was attended by the Peruvian Labour Minister, Sr. Frank Griffith Escardó, who also represented the President, Dr. Fernando Belaúnde Terry. Also present were representatives of several other International Trade Secretariats, and Wenceslao Moreno, General Secretary of the ITF-affiliated Chilean Maritime Confederation, who attended in his capacity as Vice President of ORIT.

Otero's address to the Convention urged the desirability of unity among all transport unions, and called upon those responsible for the welfare of all Peruvian citizens to take a more positive attitude to the solution of the problems affecting the transport workers. He stressed the need to be

prepared to meet the challenge of technological progress and its social consequences upon the labour movement; and, finally, offered the continued assistance of the ITF to its affiliates and to the authorities in reaching acceptable solutions to these problems.

The following day the Convention divided into four main committees: Rail, Road Transport, Maritime and Dock Work, and Civil Aviation, each of which studied the problems affecting workers in its branch of industry, and put forward resolutions which were considered by the next day's Plenary Session. A total of 77 resolutions were finally approved by the Convention, some of the most important calling for:

- A national law to regulate the existing forms of transport; at present there is only one national law, covering civil aviation;

- The establishment of social security and unemployment benefit systems;

- The immediate creation of a Transport and Communications Ministry to attend to the present problems affecting the transport industry;

- Immediate action to improve the

conditions of transport workers as regards: wages and pensions; security of employment; reduction of the working week; and a workers' profit-sharing plan.

The Convention also approved the creation of a 'National Committee of Technical Studies and Coordination', composed of eight union representatives covering each of the various transport sectors. This committee will work in conjunction with the CTP and the ITF in studying feasible solutions to present problems. It will also represent the transport trade union movement of the country in its relations with the authorities and as a long-range objective will study ways and means to form a 'National Federation of Transport Workers'.

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New port legislation in Japan

THE LOWER HOUSE of the Japanese Diet has recently passed the Ports and Harbours Labour Bill, which is expected to become law shortly. The main purpose of this legislation is to secure the necessary labour force, improving working conditions by stabilizing the methods of recruiting dock workers.

In Japan's six major ports there are at present 1,140 competing firms which have a permanent need for 100,000 workers. But of this labour force, less than 60 per cent are regularly employed. The rest are part-time day labourers, recruited by racketeers and black-market job brokers who by-pass the employment offices. The workers are at the mercy of these gangsters, being obliged to pay them 'kick-back' money and to work extremely long hours.

Even regularly employed workers are controlled by gangsters who head the stevedoring companies which hire the labour force. Cases of violence and injury are frequent: the accident rate in port work is three times that of construction workers. Port working conditions are among the most anachronistic in Japan, whose workplaces are otherwise increasingly modern. As a result, the number of men willing to undertake port work is decreasing year





Japanese dockers wait outside a Public Employment Security Office; it is hoped that the new port labour legislation will break the power of the gangsters who exploit the workers.

by year. At present there is a labour shortage of approximately 20 per cent at the six major ports. By 1968 — the largest year for completion of a five-year port expansion project — it is predicted that the shortage will be 38 per cent.

The Ports and Harbours Labour Bill is based on a recommendation made in March, 1964, by the Port and Harbour Labour Countermeasures Council set up the Prime Minister; it establishes a registration scheme for port workers. An annual review of labour requirements will be made, fixing the number of workers for each of the six major ports. Workers will be required to register at public employment offices, and employer will not be able to hire workers without a recommendation from the public employment offices. It is hoped that this measure will crush the racketeers.

When no work is available for registered workers, they will receive about 60 per cent of their normal wages, and also receive vocational training at the employers' expense.

Can the law secure the necessary labour force? A large number of the temporary workers are vagrants, some of them with criminal records. It is expected that these people will not like the troublesome procedure of registering. It is provided that where there is a shortage of registered labour employers may directly hire unregistered

workers. It is therefore feared that no real change in present conditions will be effected.

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Road development in Jamaica

AN IMPORTANT ROAD development project has been launched in Jamaica. Three sections of the main route from Kingston to the north coast, one of the most heavily used in Jamaica, are to be improved or rebuilt. The project, which is to be financed partly by a

loan from the World Bank, is scheduled for completion in 1970.

Jamaica, with an area of 4,400 square miles and a population of 1.7 million, is one of the most densely populated countries in the world. 400,000 people live in Kingston alone. There are 2,700 miles of road, 924 miles being main roads connecting major towns and important agricultural and industrial centres. Jamaica's economy is based primarily on exports of sugar, bananas, alumina and bauxite. The railway is used mainly for the movement of bauxite products. Roads are the chief means of transport, but the standards to which the roads were originally constructed are becoming inadequate for today's type and volume of traffic. Between 1953 and 1963 the number of motor vehicles increased from about 19,000 to 72,000 — an increase of 15% — and substantial traffic growth can be expected in the future.

The planned improvements will do much to relieve congestion, reduce travelling time and speed up transport. The benefit will be felt by Jamaica's expanding industry and thriving tourist trade.

Jamaica's road renewal project will provide the speedy transport links which it needs.



Detention of trade unionists in Rhodesia

Recent reports from Rhodesia tell of a legal and political situation in which 3,000 people were being held without trial, either detained in prisons or confined to restricted areas. Among them were at least 29 trade union officials. Although some have now been released, the conditions described in this article remain very disturbing.

THE CONSTITUTION OF 1961 which has been continually rejected by the African Nationalist leaders provides for a franchise qualification system based on educational and financial standing. Various estimates have been made as to the time it could take to attain majority rule under this constitution and it is generally believed that this is not possible in the foreseeable future with existing educational facilities.

There are approximately 4,000,000 Africans and they are in a majority of almost 18 to 1 in the total population, there being about 200,000 Europeans in the country. In May 1964, on the two voters' rolls there were 89,886 registered voters among the European community against only 12,739 registered African voters.

Legislation which to all appearances has been directed against the African has become increasingly repressive, particularly the Law and Order (Maintenance) Act of 1960 and its various amendments which have included a mandatory death sentence for certain offences. At least 21 people have so far been sentenced to death under the Act. The Land Apportionment Act appears designed to maintain racial discrimination and the Industrial Conciliation Act, which provides for the registration of trade unions on an area and industry basis, means that unions are kept weak and ineffective.

Freedom of expression and movement has deteriorated considerably with the banning of one opposition political party after another and with the banning of opposition newspapers and publications. It is a widely accepted belief that all forms of mass media and expression of opinion are controlled in one form or another.

States of emergency have been declared in two African townships just outside Salisbury, the regulations giving wide powers to the police. It is now a crime to publish without leave any information, statement, comment or suggestions about measures taken in connection with the state of emergency and only government hand-outs may be published.

There are three main centres for detention and restriction, Wha Wha Prison and Restriction Area, Marandellas Prison and Gonakudzingwa Restriction Area. It is estimated that close on 3,000 people are being held without trial, having never been charged, tried or convicted of any crime, and that at least half of the present prison population of 12,000 were political prisoners.

Apart from those restrictees at Wha Wha who have a small measure of freedom, both Wha Wha and Marandellas are classified as prisons and the people held there are subjected to prison discipline, including prison

rations and overalls. Gonakudzingwa is a remote district in the extreme South East of the country on the border of Portuguese East Africa. The whole area is virtually a game reserve and forest; it is also malarial; the heat is overpowering even in winter and in summer it is almost unbearable.

The people are housed in tin huts (imported from South Africa) which become very hot and can scar the skin if leaned against during the heat of the day. Some of these huts are large enough for 16 people, but in some cases house as many as 24 people. It is understood that there are no beds, sheets or pillows provided for the estimated 500 people in this restriction area.

There is a fund created by a committee of people very much concerned with the ever-increasing loss of freedom of the individual and the destitution facing the families of those in detention and restriction. The work of this Fund, which commenced in 1959, was first directed towards providing legal advice and representation, but now also includes assisting the families whose breadwinners had been thus summarily removed.

The Fund has continually assisted with educational courses for those being held in prisons, detention camps and restriction areas. Numbers of Africans imprisoned are in their teens;

a 15-year old boy for example was sentenced to 16 years in prison and many of the restrictees are youngsters. A number of youths were actually taken out of school. Valuable work is being done in some prisons, particularly within the Salisbury area, but lack of funds has so far prevented the spreading of this work to other prisons.

Perhaps the most urgent need of all is that of the wives, children and other dependents of detainees, restrictees and prisoners. The Fund has tried to assist in many of these cases, but every month that goes by increases the destitution and difficulties confronting these families.

In order to qualify for public assistance a family has to sell furniture which is not considered necessary, all savings have to be used and no member of the family has to be in any form of employment. All livestock has to be disposed of and no other relatives must be available or otherwise they are expected to help maintain the detainee's family. The rent allowance which may be granted in such a case is £1 9s. per month and the cheapest house to rent in any township is £1 10s. per month.

These are the problems which are confronting the Fund every day in a country where the black/white political polarisation is so complete that, with few exceptions, Europeans are no longer concerned about the fact that thousands of people are being held without trial or with the long terms of imprisonment being meted out to teenagers who contravene the repressive legislation. They appear no longer prepared to assist the African people or their families, although the need becomes continually greater as time passes.

Basic rations provided to families of four or more persons who have proved themselves destitute consist of 20 lbs. mealie meal, 2 lbs. proton soup, 2 lbs. peanuts, 7 lbs. beans, 3 lbs. milk and 1 lb. salt per week. Families of less than four receive half these quantities. It will be noted that there are no fresh vegetables, no fresh milk for the children, no cooking fat, no soap or cleaning materials, no fuel and no cash

is given, neither is any clothing provided either for the families or for the restrictees.

The distance they have to travel to make application for such assistance can be as much as 50 to 100 miles yet there is no means of transport, neither is there any means of transport for families to the restriction areas which are hundreds of miles away from their homes. In the restriction area there is no accommodation, rations or schools for the families, or dependants of the restrictees.

Considering the number of people being held without trial in the country the number of trade unionists, at least those that are known to be trade unionists, are not all that many. Twenty-five names are known, among whom are three from the ITF-affiliated Railway African Workers' Union, in the Gona-kudzingwa restriction camp.

The trade union restrictees receive no financial assistance either for themselves or for their families. Detainees are of course subject to prison food and conditions. The restrictees apparently receive 5 lbs. mealie meal per week between five people, 3 lbs. meat twice a week between five people and 4 lbs. rice per week between five people. When this runs out within the week they have to rely on food sent in by relatives and friends. Families receive no food and can only visit the restriction area when assisted with transport costs by welfare groups established from among the Africans in the African urban townships.

About half of the trade unionists have applied for assistance to the authorities with little success and the general feeling is that this achieves nothing, so others do not bother to apply. There is no warning when men are removed to a place of detention and restriction and so no time to make any arrangements for dependants. The only means of appeal is to the Minister of Law and Order himself and the trade unionists, although they have in most cases lodged appeals, have never heard of a release on the strength of any appeal.

One trade unionist who was released was told in a letter by his former employer, the Bulawayo Municipality, that there were no vacancies. During his restriction his wife applied for his pay in respect of accumulated leave and again was told by letter:

'an employee who absconds shall forfeit any sums which may have been due to him in respect of accumulated leave. The City Council has ruled that an employee who fails to report for duty because he has been detained or restricted under the law, must be regarded as having absconded from his employment.'

Representations on behalf of the trade unionists have been made locally but the response is always that they are not being held for their trade union activities, with no further information being given.

The general situation is without doubt continually getting worse with families facing destitution and with no prospect of their being able to do much about it. The detainees and restrictees have no idea when or if they are ever to be released as emergency upon emergency can be declared and required legislation introduced. They are, in the circumstances, completely unable to make any provision for their families, and it has in fact been suggested that it could be the authorities' intention to crack the nationalists through the plight of their dependants.

In the meantime many go hungry, without clothes and shelter. Children no longer receive any education and as this again is a qualification for voting rights it can only contribute to prolonging the present limited franchise.

The trade union movement has been completely paralysed with all national centre activity almost at an end. A determined attempt is still being made to develop individual unions and in this can perhaps lie the eventual salvation of the movement. The only unions that have been able to function properly are those which are European led and these have so far been absolutely silent concerning what has befallen their brothers. There could be a move here to force unions to associate with the

European national centre as being the only one that may later receive Government recognition.

It is difficult to understand how the average European can remain apparently completely oblivious to the inroads being made each day into individual liberty, to the apparent curtailment of news through the press, television and the radio. The real issues facing the country are being ignored, it would seem because the majority of Europeans just do not want to know about them. Whether or not this is from fear or a desire to remain a master race, it must surely be realised that such a situation just cannot last and that something, somewhere, must break sometime; and that hardly bears thinking about.

* * * *

Fishing revolution in Hong Kong

SINCE THE END OF THE Second World War a small revolution has taken place in Hong Kong's fishing industry. About 85,000 people are engaged in fishing in this small colony, operating with some 10,000 boats. In 1946 their combined catch was some 32 billion lbs. Thanks to mechanization and the introduction of modern fishing gear this had risen in 1963 to 122 million lbs. The traditional junk is basically an efficient fishing craft, but can be improved upon considerably by the installation of an engine and the use of modern fishing gear. When the Fish Marketing Organization, set up shortly after the war, began to persuade local fishermen to convert their craft and to adopt more up-to-date methods, fishermen were quick to see the advantages. Generous loan terms were offered by the Organization, and today more than 5,700 craft are mechanized. Most fishermen use nets made of synthetic fibres, such as nylon and polyethylene. Factories set up recently to manufacture nylon fishing equipment in Hong Kong itself are now thriving concerns. Fish exports have risen impressively, having reached a value of £2,787,000 in 1963. Four years previously they were worth only £62,500.

Round the world of labour

The Second Asian Maritime Conference

DOUGLAS S. TENNANT, *General Secretary of the British Merchant Navy and Airline Officers' Association, represented Great Britain's seafarers at the Second Asian Maritime Conference of the International Labour Organization, held April 1965 in Tokyo, Japan (a report on the conference was published as a supplement to ITF Newsletter No. 10, on 13 May 1965). Tennant, who is Chairman of the ITF Seafarers' Section and a member of the Seafarers' Group of the ILO Joint Maritime Commission, was elected Chairman of the Seafarers' Group at this important tripartite Conference on maritime labour problems in Asia. He also served as a seafarers' delegate on some of the committees which were set up at the Conference to deal with special matters. These included the Resolutions Committee, the Committee on Wages, Hours of Work and Manning and the Committee on Vocational Training.*

ITF General Secretary, Pieter de Vries, represented the workers' side of the Joint Maritime Commission, and

JP.4—Who uses it?

FLIGHT INTERNATIONAL recently asked a number of leading international airlines whether they are using JP.4, and whether the decision of Pan American and TWA to discontinue its use would affect their policy. The answers follow:

NO—Aer Lingus 'have always used kerosene. The only use of JP.4 has been on those occasions when aircraft have been diverted to an airport where only JP.4 is available.'

YES—Air Canada 'sees no reason to change the policy it has followed since introducing commercial turbine travel to North America in 1955 and will continue to use chiefly JP.4.'

the ITF itself was represented by Lawrence White, Assistant General Secretary, Donald U'ren, Asian Regional Representative, C. Blyth, Special Representative in Hong Kong, James T. Patterson, National Maritime Union of America, and Tsuyoshi Yamazaki, ITF Representative in Japan.



NO — **Air France** 'do not use JP.4 on any of their jet aircraft. This has been the policy for a considerable time.'

NO — **Alitalia**: 'JP.4 is not used by Alitalia on any of its jet aircraft, and in point of fact the fuel used is JP.1.'

YES — **Canadian Pacific Air Lines** 'always use JP.1 kerosene except for a few landing points where not available, in which case must use JP.4, but this is not often and consequently no change is anticipated in our fuel usage.'

NO — **El Al** 'use JP.1 . . . and have never, in fact, used JP.4.'

NO — **Iberia** 'does not now, nor ever has, used this fuel (JP.4).'

YES — **Japan Air Lines** 'are still loading JP.4 at certain airports, including London, although at others in Europe, such as Paris, we are using kerosene. This means, of course, that the quantity of JP.4 loading in London is very small; various technical reports from the United Kingdom and the USA are being studied by our engineering department in Tokyo.'

YES — **KLM** 'uses both JP.1 and JP.4. The Netherlands Civil Aviation Department has specifically authorized KLM to use both types of fuel. Also the US Federal Aviation Agency, after thorough laboratory research, concluded "There is no clear-out basis for believing that any one type of fuel offers superior overall safety".

Under these circumstances, KLM sees no reason to change its policy.'

NO — **Lufthansa** 'use only JP.1A.'

YES — **Northwest Airlines** 'uses JP.4 at some Orient and Alaskan stations where long-standing agreements for use of this type of fuel have caused suppliers to convert major storage facilities to JP.4, thus being unable to supply kerosene in the quantities needed by our flights. Northwest uses

no JP.4 at any domestic location and does not intend to expand its use of JP.4 beyond those international cities where we are committed to it or there is no other available. Less than 8 per cent of Northwest's total consumption of jet fuel is JP.4.'

NO — **Pakistan International** 'discontinued JP.4 some time ago. We now use JP.1.'

NO — **Quantas** 'do not use JP.4 — in fact, have never used it.'

YES — **Sabena** 'taking into account the FAA and IATA's reports, we do not intend to alter our policy.'

NO — **SAS** 'have been using JP.1 fuel on all jet equipment.'

NO — **Swissair** 'have never used JP.4.'

NO — **BOAC** and **BEA** were not asked, because they have both said they would never use JP.4.

NO — **Air-India** was not asked about fuel it uses, because the airline's general manager had said previously: 'We have from our very first day (of jet operations) used kerosene, and are not going to use JP.4 fuel. In my opinion, there is no doubt whatsoever about the relatively increased safety of kerosene. No argument about cost or higher efficiency will make us change.'

At the last ITF Flying Staff meeting in London on 15 and 16 April 1964, the following resolution was passed:

Recognizing that fire in air crashes is a major cause of casualties, and

Noting that there is a choice of fuel for jet aircraft between JP.1 (kerosene) and JP.4.

Requests in the interests of maximum safety that all affiliated organizations urge their Civil Aviation Authorities to investigate the relative safety of these two fuels with a view to recommending the use of whichever fuel the enquiry establishes as being the safer.

* * * *

Auto-pilot caused collision

THE DANGER OF PLACING too much confidence in electrical and mechanical devices was emphasized in the findings

of a court of marine inquiry in Glasgow recently. From their nature, the court said, they were liable to failure, sometimes without warning.

A fault had developed in the automatic pilot of the British cargo ship *Trentbank*, 8,740 grt, which caused her to swing 69 degrees to starboard, across the bows of a Portuguese tanker *Fogo*, 27,036 dwt. The *Fogo's* stem penetrated the *Trentbank's* engine-room and in the intrush of water, the fourth engineer, who was on watch, lost his life. The *Trentbank* later sank in bad weather while being towed to Port Said.

The swing off course was undetected by the *Trentbank's* chief officer, until immediately before the impact, because he was in the chartroom writing up the log. There was no other person on the bridge at the time, and no automatic off-course alarm was fitted.

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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
- 340 affiliated organizations in 83 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 * Senegal * Sierra Leone
South Africa * Republic of Korea * Spain (Illegal Underground
Movement) * Sweden * Switzerland * Taiwan * Trinidad
Tunisia * Turkey * Uganda * United States of America
Uruguay * Venezuela * Zambia

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ITF Journal (Tokyo - Japanese version)

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