

International Transport Workers' Journal

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in this issue

This edition of the ITF Journal gives an account of the work done by the 28th Congress, and introduces readers to the new General Secretary (cover picture) and other ITF personalities in the news.

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Forthcoming meetings:

- | | |
|--------|---|
| London | Special Road Transport
Workers' Section Conference
20-21 October 1965 |
| London | Fair Practices Committee
11-13 November 1965 |
| London | Management Committee
15 November 1965 |
| London | Executive Beard
16-18 November 1965 |
| London | Asian Seamen's Committee
24-26 November 1965 |

Comment

Actions speak louder than words

WITH HARDLY MORE THAN a month gone by since delegates to the ITF's 28th Congress bade farewell to Copenhagen and dispersed across the globe, we can already report successful results from action taken on Congress decisions.

At Congress the seafarers' section had shown its determination in no uncertain terms to adopt a much tougher attitude towards shipowners using 'convenience' shipping registers in order to evade labour and taxation laws and to avoid paying union wage rates. The Dockers had also shown their willingness to aid the seafarers where and whenever possible. Words soon became deeds, for less than two weeks after Congress ended our Swedish seafarers' and dockers' affiliates acted against the Greek-owned 'Bromalm' in the port of Gothenburg. This ship, which had been chartered back to its original Swedish owner but flying the Panamanian flag and crewed by Greek seamen earning considerably lower wages than the original Swedish crew, was swiftly brought under an agreement which guaranteed the crew British National Maritime Board Wages and conditions and provided for payments by the owner into the ITF's Seafarers' Welfare Fund.

This first boycott was quickly followed by an action carried out in Helsinki by the Finnish affiliates against the Italian-owned 'San Nicolas' flying the Liberian flag. The dockers held the 'San Nicolas' until an agreement could be signed for it and five other ships operated by the same company under flags of convenience.

The determined action of the Swedish and Finnish dockers so soon after Congress has served to make it clear that the ITF will not stand by while flag of convenience tonnage increases and more seafarers are set to work at substandard pay and without trade union protection. Neither will the ITF stand by while members of affiliated unions are exploited and victimized by an unscrupulous employer. The Colombian maritime affiliates, UNIMAR and ANEGRA, were victims of a ceaseless campaign of intimidation during a four-year dispute with the shipping company 'Flota Gran Colombiana'. Congress made it clear that the ITF would

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Thinking aloud —



by HANS IMHOF, General Secretary.

General view of Congress on the first morning. It was held in the Folkets Hus, Copenhagen.

TEN DAYS AFTER the end of our Congress in Copenhagen, when the Secretariat had already in hand the most pressing matters for resuming our day-to-day work, I took a pile of documents, a typewriter, a notebook — and a couple of days' leave. I was in search of solitude and found it on the North Devon coast. The weather there was temperamental and left me plenty of time for reflection. What more appropriate first task is there for a newly elected General Secretary than to reflect on the Congress that has just ended, the tensions and highlights, the debates in plenary session and section conferences, and the talks I had with delegates.

Tensions and misunderstandings occur in the best families. Nor are they unknown in our ITF family. When Congress meets after a period of three years and old and new faces appear

at the first meeting, one feels that quite a lot of things have been piling up. Not that one had the feeling in Copenhagen that a storm was approaching. In our family things do not go as far as that. Quite simply, there were one or two things to be said and cleared up and the quicker they were disposed of and out of the way, the better for everybody. And as it happened, they were cleared up very quickly. After the first few days the past was put firmly aside and we turned our gaze to the future. In the meantime, the delegations had got to know one another and everybody was on good terms. Later on, when questions were put to the vote, unanimity was the rule. In one particularly important case involving the settlement of a conflict, it was decided in the end, not to proceed with a vote and to note merely that there was agreement on the matter.

The Copenhagen Congress will therefore rightly go down in history as a Congress of unity. All those who helped to achieve this result deserve the thanks of the entire family. Our thanks must also go to our Danish friends who acted as hosts to Congress. It is quite extraordinary what a mere dozen small ITF affiliates from one small country can do once they have taken it into their head to organize an ITF Congress. Their wonderful hospitality and the zeal with which they had organized the smallest detail deserve the highest praise. If Shakespeare were alive today and had been with us in Denmark, he would certainly have found no reason to maintain that 'something is rotten in the state of Denmark'.

At such Congresses, one can always learn a lot. When so many delegates from dozens of countries with different languages, customs and experiences

come together, there are so many points which come up which one should take to heart and not forget. What, for instance, is the good of the most eloquent speech if it does not get through to a large number of those listening as it was originally intended? Oratory and pathos are not at all suitable instruments of persuasion at International Congresses. Even the best interpreters are only human-beings. They are not machines, even though one day we may have machines to do this job.

I have mentioned different customs and experiences. These differences are also very marked with regard to trade union practice. It is therefore better for us to try to disregard these differences and understand and see one another as friends and members of the same international organization with the same great aims, even though the ways of achieving our goals can be seen from different vantage points. It is not constructive for one trade union to set itself up as judge of trade union practice in another country and even worse for it to interfere in the affairs of a trade union in another country. On the other hand, differences arising from

time to time between affiliates in one country are better solved at home and not exported to the ITF. Of course, we are always ready to give what assistance we can in settling such differences, if called upon to do so, provided those concerned do not wish to extend these disputes throughout the ITF. We have quite enough difficulties and obstacles to overcome without that.

Many of the views expressed at Congress were clear, frank and straightforward. This pleased me, because this is the way things always ought to be in the trade union movement, particularly in the international movement. When we are among friends, we should not hesitate to call a spade a spade although, of course, we should also observe the common decencies which apply in any well-mannered family. We do not have to behave as if we were in the diplomatic service, although of course we should weigh our words clearly when dealing with outsiders. Frankness creates links between us and it is also the shortest path to unity. And, as freedom loving people, there is nothing we require more today than unity and solidarity.

Part of the delegation from Latin America, where the ITF's strength is growing rapidly. Second from right in the second row is E. Tolosa, new Executive Board member, with behind him the retiring member, H. Alonso, who has been on the Board for five years.



Since his election as General Secretary, Hans Imhof has received a large number of messages congratulating him and wishing him well in his new post. He takes this opportunity to thank all those who have written to him and expresses the sincere hope that in his work as General Secretary he will meet the expectations of all the ITF's affiliates.

Study shows seamen weigh too much

A COMPREHENSIVE STUDY comparing the measurements of 8,548 Norwegian seamen with those of 9,144 shore workers reveals that seafarers weigh from 3.4 to nearly 5 lbs. more than landlubbers. The excess weight, which increases with the length of sea service, is greater for officers than for ratings, and more pronounced in smokers than in non-smokers.

The National Association for Diet and Health, which sponsored the study, believes these findings show the need for a radical revision of shipboard menus to cut the calorie content. In addition, there should be more efforts to provide physical activity on board ship.

(continued from inside cover)

no longer tolerate the company's anti-union behaviour in a resolution pledging international support for the Colombian seafarers. Within a week of Congress coming to an end, our Regional Director for Latin America, Jack Otero, was able to report the signing of an agreement putting an end to the abuses to which ANEGRA and UNIMAR members had been subjected. The agreement was reached after two days of negotiations in which both Otero and Thomas Gleason, President of the International Longshoremen's Association of North America played an important part. The ILA's determination to act on the resolution adopted by Congress, if the need should arise, was of crucial importance to the successful outcome of the dispute.

Thanks to our Danish hosts



ORGANIZING AN ITF Congress is an enormously complicated business. Besides the obvious jobs like hiring a hall and interpreting equipment, organizing excursions and arranging hotel accommodation, there are a thousand and one details to be looked after which probably never occur to the average delegate unless for some reason something goes wrong. Office equipment from duplicating machines down to paper clips and labels must be obtained; every delegate's briefcase must be stuffed with brochures and programmes and writing paper and notebooks and postcards and the Congress badge, and as far as possible everything has to be in all the official languages; there is usually a special Con-

Einar Berthelsen, welcoming delegates on behalf of the Danish Reception Committee at the opening of Congress. The Danish hosts had done an excellent job of organization.

gress post office; and all these things have to be arranged in advanced — if possible well in advance.

The burden of all this is shared between ITF headquarters and the Congress hosts — in this case the Danish Reception Committee. Naturally enough, by far the greater part of the preliminary arrangements were made by the Danes, and they have the heartiest thanks of the ITF Secretariat for all their hard work. The staff, both those from headquarters and those recruited locally, have to work long hours in conditions which can never be

ideal. But the quality of the facilities provided at the Folkets Hus helped considerably to lighten the burden.

A special tribute must go to Einar Berthelsen. He worked himself into the ground every day, constantly badgered and buttonholed to see to this and that detail, yet his energy and good humour never seemed to flag. The picture of him glowering fiercely over a typewriter, munching a cigar, or shouting for refreshments will remain an affectionate memory for all who worked behind the scenes at this Copenhagen Congress.

Introducing Hans Imhof, our new General Secretary



HANS IMHOF is 51 years of age, born in Basel (Switzerland), but now a naturalized British subject. He comes from an old railway family, both his father and mother having worked on the Swiss railways and having had between them more than 100 years' membership of the Swiss Railwaymen's Federation. He himself began his career on the railways at the age of 18 and his work was later to take him for lengthy periods to both Paris and Berlin.

He was an active worker in the trade union movement from the very beginning and at the same time studied social and economic affairs at Swiss People's High School courses, eventually obtaining with distinction the Swiss Commercial Diploma.

His full-time career as a trade unionist began in 1944, when he was appointed Secretary of the Basel District of the Swiss Public Service Workers' Union, devoting himself particularly to the problems of urban transport workers. At the same time, he was responsible as a member of the Basel Rhine Shipping Commission, for dealing with the social and working conditions of another group of transport workers organized in the ITF.

From 1947 until 1953, he was Chairman of the local public service workers' union in Basel, as well as being a member of the Executive Board of the Swiss Trade Union Federation. In

addition, he was active in the Zürich City Council and the Basel Parliament, specializing in transport problems and their social consequences.

In 1956, he was appointed as Secretary of both the ITF Railwaymen's and Road Transport Workers Sections, one of his first tasks being to give evidence before a Canadian Royal Commission concerned with the introduction of one-man driving of diesel locomotives. He also acted as member of an ILO Committee on the civil liability of professional road transport drivers. A major task during this period was also that of leading and supervising the work of a special committee of ITF economic experts which produced the ITF's full-length study of transport policy problems at both national and international level.

In 1960, Hans Imhof was appointed Assistant General Secretary of the ITF. His election now as General Secretary follows a period of intense activity in many fields, including the problems

affecting railwaymen as the result of technological change; the introduction of automatic couplings on the railways; the working conditions of lorry drivers in European international road transport; and the situation of urban transport workers.

In the course of his work, he has represented the ITF in a number of official international bodies, such as the International Labour Organization, the United Nations Economic Commission for Europe, and the European Economic Community.

In addition to his wide knowledge of transport workers' problems, Hans Imhof is also extremely well-equipped linguistically for his new job. In addition to his native German, he speaks English, French, Italian fluently and also has a good knowledge of Dutch, Spanish and Swedish.

He is married, with three children, one of whom is at present serving as an Engineer Officer in the British Merchant Marine.

FROM THE ROSTRUM . . .



Enrique Venturini, Argentina, speaking from the rostrum on his country's transport policy.

On the tasks of the General Secretary
Hans Imhof (on his election as General Secretary): 'I think there are three main prerequisites for our future work: 1. more efficient organization and administration; 2. better and long-term planning of Regional Activities, which must be based on educational and industrial endeavours and must never create an impression of being partly concerned with promoting tourism in either direction; 3. a great deal of hard work, hard work again and deep thinking on the part of all concerned, the Secretariat, the governing bodies and

the affiliated unions.

But there is one other thing which we must not forget, namely that the ITF has always been and must always remain a fighting organization. We should not be the ITF any more if it were not to closely unite all groups of transport workers in a common struggle for freedom and against misery, for social justice, for the advancement of the underprivileged . . . If all of us, members, governing bodies, officials and staff, are willing to roll up our sleeves, to work hard and to keep the fire of enthusiasm and devotion burn-

ing during the coming three years, then we shall be able to come back to Congress feeling that we have made an important effort towards creating a modern, aggressive, vigorous and powerful ITF.'

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Pieter de Vries (on his retirement as General Secretary): 'After so many years in the labour movement, national and international, it is difficult to imagine life without it. It has not merely become part of one's life, it has become one's life itself . . . The job is far from easy. I don't believe member

unions can appreciate how heavy is the pressure on an international secretary. They all lose much sleep over it. I know I have. I know my predecessors did. I think my successors will too . . . Though it is a wrench to leave, and sad to say farewell to so many friends in so many countries, there is comfort in the knowledge of handing over to good and competent hands. Wisdom and realism have always prevailed in the counsels and leadership of the ITF. I am sure that they will continue to be its predominant features.'

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On problems in the developing regions

Pieter de Vries, 'Many of the countries which have turned deplorably to policies of controlling or even destroying the trade union movement are countries which at one time won wide admiration for their struggle for independence and freedom from the restrictions and indignities of colonialism. There are trade unionists in jails — men well known to the ITF — in countries which still proclaim themselves as champions of new and better ways of government . . . Many governments in the developing countries have the most enormous social and economic problems to contend with. They have a right to expect free trade unions to play a part in economic and social reconstruction — indeed, the unions have a claim on such a part. The worrying thing is that in many instances unions have been suppressed precisely because they represented an independent force for progress, as against governments concerned only to perpetuate their political power.'

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Amadou M'Baye, Senegal, advocated greater worker participation in the creation and operation of economic and social development bodies, to ensure a more just distribution of the proceeds of economic advance. He also recommended that unions should set up co-operatives for production and distribution, operate sickness insurance schemes, and establish workers' banks and vocational training centres, pointing out that such institutions would both

improve the unions' financial position and foster a spirit of loyalty amongst members. To carry out projects such as these, African unions would need to call on organizations in the industrially more advanced countries for assistance. Instead of allocating financial aid in relatively small sums here and there, he thought the ITF could make more constructive use of the money which was available by concentrating it in larger sums for the support of projects like those he had suggested. The workers could then benefit directly, and the unions would become financially independent of international aid more rapidly.

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Bikas Majumder, India, referred to those countries in the developing regions which appeared now to be abandoning the democratic values. When dealing with these countries, the ITF had always to bear in mind the fact that they had suffered under colonial oppression, and should try to understand that they would naturally be suspicious of aid from Western sources, no matter how well-intentioned. The ITF had to overcome that suspicion as best it could; one way of doing this would be to employ at the Secretariat people who came from the Regions.

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Roger Dekeyzer, Belgium; 'I regret to say that in certain African and Asian countries there is a tendency by the new leaders of the state to have a one-party system and a trade union movement which to a very large extent follows the directions expressed by state or party. Our idea of what a trade union stands for, namely the freedom of the rank and file to elect its own leaders; the freedom of a trade union to express its views on the economic and social policies of the government; the freedom to call a strike for the improvement of working conditions, etc., all that seems to go by the board, and in the minds of some of the leaders of these young states the trade union is a servant of the state — or party — only there to explain to the working

masses why they must carry out the decisions laid down by the new state rulers.'

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W. C. van Zuylen, Netherlands; 'I have spent a number of years in the service of my organization in Latin America and in Asia, and I have been able to see to what extent the donations in money for development aid could be considered well spent. I experienced that much of the funds fall into the wrong hands, and are therefore not fully used for the improvement of the social and economic welfare of the inhabitants of the countries concerned. I furthermore experienced that one of the important causes for this mis-spending is the lack of coordination in the manner these considerably large amounts of money are allocated. Different agencies . . . all supply funds individually; not only entirely independent from one another, but they often endeavour to either equal or surpass the amounts handed out by the others. Under the circumstances it is not to be wondered at that part of the monies falls into wrong hands.'

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On a motion to amend the Constitution

Shannon Wall, USA, referred to certain criticisms which the Executive Board had made in its comments on a motion from the Swedish Seamen's Union proposing a Constitutional amendment. The Executive Board had pointed out that the proposal failed to make consequential amendments to other clauses of the Constitution; these were very minor technicalities, however. He thought that it ought to be the job of the Secretariat to assist unions in correcting such technicalities, instead of using them to defeat proposals put forward by affiliates.

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On transport policy

Enrique Venturini, Argentina; 'All government planning (of transport) ought to be based on the existing systems, in particular building a network around the railways instead of eliminating them. The railways could then be complemented with an extended



Delegates listen intently to a speech in Plenary Session: Netherlands group in front, with French railwaymen's delegates behind.

road system where necessary... Transport is a service which should be identified with the national interest, and therefore the government and society as a whole have to be concerned to promote its continuity, regularity and efficiency. Worker participation in the management is essential.'

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Harry Nicholas, Great Britain: 'I take the view that better rates of pay, fewer working hours, extended holidays for workers, can only be brought about by governments adopting a policy of public ownership, not necessarily in any one particular form, but a policy based on planning, integration and coordination of all forms of transport. This requires both top-level control by a public authority and the breaking down of that administration

into practical area or regional units, and policies which are based on the social needs of the community and not based only on profit consideration... Unless we can persuade governments that road building programmes, improved technology, better safety precautions and other essential measures are also linked with a bold, imaginative social policy of national control of transport, we shall never attain the economic progress upon which all our other endeavours must depend.'

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Eli Oliver, United States: 'Detailed measurement of changes accompanying reduction of hours and increase of vacations and paid holidays on US railways makes it clear that these improved conditions did not appreciably slow down the rapid trend towards labour

displacement... It seems advisable, therefore, to combine the proposed programme with a demand that transportation service be extended, improved and made more safe—in the interests of transportation employees as well as those of the general public and transportation patrons.

'In particular, the ITF and its affiliates might appropriately insist that the great advance in scientific and technical knowledge be applied primarily to the task of improving and extending service, rather than to the elimination of employees and the reduction or elimination of those elements of service which are not in themselves productive of net profit to the transportation enterprise.'

Changes in the structure of the transport industry . . .

Summary of a paper delivered by **Frank Cousins**, British Minister of Technology, introducing Item 7 of the Congress Agenda.



THERE IS NO DOUBT that means of communication strongly influence the pace at which the economy advances and the technological level which it attains. The growth of railways, for example, determined the whole development of a modern industrial society in the United Kingdom. The growth of the motor vehicle—a 20th century phenomenon—was given its first impetus during World War One by the need for a flexibility of transport greater than that provided by railway routes. Mass production methods later resulted in an extremely rapid but unplanned growth in motor vehicle utilization before later problems of road congestion could be foreseen. This growth had an immediate effect on the development by speculators of outlying districts previously not considered capable of urbanization.

Modern industrial plant made neces-

sary a greater movement of goods and freight. In the UK freight traffic is now increasing by 2% per year, accompanied by a marked swing from rail to road and large increases in the percentage share of both coastal shipping and pipelines. The swing to road is paralleled in other European countries, irrespective of whether governments favour railways or not. During 1953-63, private transport increased its percentage share of passenger traffic by 134%, as against a 71% decrease in bus transport and one of 6% in rail transport. For freight traffic during the same period, road increased by 80% and rail decreased by 26%. Excluding coal, some 90% of inland freight is now carried by road. The failure by railways between 1920-1940 to develop a major fleet of road vehicles in co-ordination with their own services was a bad error of judgment. A major

phenomenon in passenger traffic is the growth of car ownership (a 167% increase in 1953-63).

Road congestion, with virtual stand-stills at peak hours, is today a major problem of urban transport. Public transport has declined due to traffic density allied to loss of fare-paying passengers. Each major industrial country has undertaken studies aimed at producing solutions. An example is the British Buchanan Report, which emphasizes the strongly adverse effect of congestion on the door-to-door and speed advantages of motor transport. The cost of congestion is estimated in the UK at £250 m. per year, plus the effects of environment deterioration, plus noise and fumes. Road safety is also a paramount consideration but the Report concluded that there are virtually no completely safe (town) roads.

In view of these facts it is thought that the best period of the private car is over and UK opinion is moving towards severe restrictions on such transport in city centres. A Road Research Laboratory study in 1950 showed that 60% of urban and nearly 40% of rural trunk roads were overloaded and the position has since deteriorated further.

Since the history of transport is one of change, we should consider what contribution its newer forms can make. Technological possibilities and manpower scarcity will favour capital-intensive, automated systems. Modern types of transport equipment which may be used include hovercraft, tracked hovercraft, the rollway (a specialised train operating at up to 150 mph on exclusive broad-gauge track and carrying cars and their passengers), the linear induction motor and monorails (which may however only be justified where there are difficult problems precluding a surface connexion). Account should also be taken of the Channel Tunnel and pipelines. The movement of materials by the latter is expected to increase by between 50% and 100% in the next five years alone.

Nevertheless, the major advance will probably involve the improvement and better use of existing forms of transport. Older systems expensive in labour are likely to be replaced, e.g. marshalling replaced by liner trains; containers and pallets saving handling, road/railers instead of lorries for collection and delivery; and roll-on/roll-off ships. There is great scope here for closer working between the various forms of transport, with serious attention being given to the human problems of modernization.

Over the last ten years, railways have been occupied with traction changeovers, but now they appear to be entering a period of automation. Automation is ideally suited to railway operation with its rigid time-table and freedom to move in one dimension only. Safety, efficiency, capacity, punctuality and comfort could all be increased by its use.

So far automation has been confined to a few trial installations. There is one on the London Underground intended for full operation in 1968, while Stockholm already has underground trains fitted with an automatic pilot, which is in fact a fairly straightforward computer governing rates of acceleration and braking. The spread of automation to a complex rail system must however depend on techniques for train regulation being developed, a break-away from existing operating methods seeming essential. Not only train operation is involved here however. London Transport are carrying out tests with electronic barrier controls which can read tickets. In the freight field data transmission systems are being developed for marshalling yards.

Technically, road vehicles too can be automatically controlled by a guidance system built into the road surface. Although its widespread utilization cannot be envisaged, this may be introduced on a number of defined routes. The really big advances, however, are to be made in integrated transport policy, uniting the best features of road, rail and other services. There have been some limited attempts to achieve this in Scandinavia, within the Common Market and in the ITF's own study of transport problems at both national and international level.

It is now accepted that in most countries Government must participate in the efficient and economic development of transport, but geography has a great influence here. It has been suggested that Socialist Sweden is introducing a policy in many ways more 'free enterprise' than that of the USA! In the UK, the great experiment of giving the Transport Commission executive authority over a large part of transport service was restricted by the Conservative government, but the new Labour government is pledged to co-ordinate transport geared to national economic and regional planning and taking proper account of social needs. Everywhere, however, government is involved in closer regulations of operations in the interests of safety and

service to the public.

In the UK, of course, we have a period of intense change on the railways with substantial closures. Under the present plan, by 1970 the number of stations for both freight and passengers would have been halved, with a similar reduction in mileage. This will be affected by the Labour government's pledge for a planned system based on social need rather than profit. Emphasis is now on new rail freight conveyance systems.

A valid criticism made is that this whole process has not been accompanied by a thorough look at the overall transport and economic situations. Clearly this is a field where individual 'freedom' to operate vehicles can hit the 'freedom' of the bulk of the travelling public. It is not surprising therefore that demands should be made by transport unions for the extension of public ownership and for the re-introduction of a national executive authority for the whole transport industry. The question here for both governments and unions is how far is it possible to create an integrated planned transport system if ownership is not in public hands? How far can we accept that an industry vital to the economy and involving large-scale public expenditure should be privately controlled for profit? Should unions in fact be pressing for public ownership?

The motor vehicle tax has become an important source of revenue for the government, and its original conception—that of paying for roads—has been abandoned for many years. There is now a clash between those who say there is a need to cut down the number of vehicles going on the roads and those who say this would seriously injure the economy.

In this paper I have outlined the great changes taking place in the movement of both passengers and goods but in all the problems we face in the future of transport, your rôle as the guardians of the livelihood of the men and women who work in all sections of the industry is probably the most important task of all.

... and the
resulting
problems for
transport
unions

Summary of a paper delivered by **Philipp Seibert**, President of the German Railwaymen's Union, following Frank Cousins.



TECHNOLOGICAL PROGRESS is indispensable for economic growth and a steady improvement in workers' standards of living. But technological and economic development should not be left solely to the entrepreneurs or politicians. Social progress and social justice must be maintained and renewed by the struggle of the unions. Congress should declare the solidarity of all ITF affiliates in combating attempts to use technological progress solely to improve

the profitability of transport undertakings and to do this at the workers' expense. Trade unions must show foresight and obtain reductions in working hours in good time, so that jobs may be preserved in situations anticipated.

Railwaymen's organizations in the EEC countries have been considerably successful in obtaining for their members a share in the benefits of rationalization. There is a shortage of labour on the railways and the unions have

made good use of this. The labour shortage is particularly acute in shunting and permanent way work. The envisaged introduction of automatic couplings in the former is in the interests of shunting employees, since the accident rate in shunting operations is particularly high. In permanent way work, mechanization has eased working conditions. Hardship has not occurred here to any large extent on the German Federal Railway since redundant men could be absorbed by other departments. Skilled workshop personnel suffered greater hardship, for alternative employment with the same income prospects was difficult to find.

Agreement has been reached with the German Railways management that a Social Plan must be drawn up to deal with the effects on personnel of every rationalization measure. The plan covers such factors as age, marital status, children (at school or at work), house ownership and occupational adaptability. Decision as to whether a worker should be transferred and to what new location is then taken on the basis of this data.

There is a shortage of labour in the merchant fleets of most major maritime nations, but there is no immediate fear of unemployment. The extent of automation in shipping is as yet relatively limited, though its impact is bound to make itself felt increasingly in the future. It appears that engine room personnel will be primarily affected. Coastal vessels have for some time been remotely controlled from the bridge, thus saving an engineer, and electronic engine controls are now being installed to an increasing extent on larger ships. The reduction of manning and installation of automatic equipment can result in more strenuous work for the remaining crew. The trade unions can counteract this by demanding shorter hours and longer holidays. The replacement of seafarers by automated devices is limited by the requirements of navigational safety. There must always be sufficient crew on board to ensure the ship's safety in emergencies.

In inland navigation too improvements in operational methods have brought about savings in labour requirements, but the resulting acceleration in turn-round and intensification of work have made heavier demands on crews. In push-boat operations — where a 1000 ton cargo can be transferred from a seagoing vessel to a push-boat unit in 2½ days as against the 5 days needed for other inland vessels — crews no longer have an opportunity of enjoying rest and relaxation in port.

One of the rare instances in which profitability goes together with social improvements is continuous navigation, which shipowners favour particularly. Crews on vessels engaged in continuous navigation are composed of three shifts, of which two are on board at any one time and relieve each other. After 20 days on duty each shift has 10 days off. In order to make round-the-clock navigation attractive to crews, the owners pay their air fares home for their ten days off.

This also illustrates the importance of bringing in measures to make work in a particular industry attractive to potential recruits, when there is a shortage of labour in it.

The shortage of labour is not so marked in road transport and civil aviation and there is even a potential surplus in some cases.

A 7-man aircrew was once needed for a long-distance flight, which can now be made with a 3-man crew. Navigators and radio officers have become redundant, and a world-wide struggle has arisen with regard to whether the third man in the cockpit should be a flight engineer or a pilot. We advocate that, in the interests of safety, all work performed on aircraft should be carried out by specialists. A pilot can do little or nothing in the event of a fault in the aircraft.

Supersonic flight will soon be a reality in civil aviation, and nobody knows what repercussions this will have on the health of personnel. The trade unions want to counter health risks in this connection by a radical reduction of working hours and a

lowering of the retirement age.

Ground personnel are required to obtain ever higher skills, and controllers and dispatchers find their jobs assuming greater intensity, owing to the continuous increase in traffic. The costs of retraining employees to meet the requirements of continual technological change should be borne by the airline companies.

Road transport is least affected by structural changes. But, as in other fields of transport, turn-round of vehicles has increased the work load on drivers. Increases in the weight and dimensions of vehicles have also made their work more strenuous, and the introduction of articulated units has caused serious social problems. These units enable relay systems to be operated, which can give rise to serious infringements of maximum hours regulations. The ill effects of such abuses must be combated by radical reductions in working hours and by increases in annual leave.

It is clearly evident that the adverse repercussions of technological developments in transport can and must be combated primarily through reductions in working hours. Collective agreements should include provisions aimed in the long run at producing a scarcity of labour.

Social progress can be very expensive for any one means of transport if such progress is in advance of that made by competing branches of the industry. Any union which goes it alone can adversely affect the competitive position of the undertaking in which its members are employed.

We should concentrate all our efforts on bringing about a progressive upward harmonization of working conditions in transport and increasingly advocate constructive planning in transport.

Only if we maintain solidarity with one another, think more and more in international terms and proceed together in our social aims, shall we be able to direct technological progress in transport into channels where it will be of benefit to the working people.

RESOLUTIONS ADOPTED

by the 28th ITF Congress

General

Constitutional Amendments

This 28th Congress of the ITF, meeting in Copenhagen from 28 July to 6 August 1965,

RESOLVES to make the following amendments to the ITF Constitution:

i *Rule VII (General Council)*

New para. 10 to read: 'Membership or deputy membership of the General Council shall cease if a member's or deputy member's organization (a) indicates in writing that it wishes him to resign; or (b) in accordance with rule V, withdraws or is suspended or expelled or has its membership declared as lapsed.'

Present para. 10 to become para. 11 and other paras. or references to be changed accordingly.

ii *Rule VIII (Executive Board)*

New para. 8 to read: 'Membership of the Executive Board shall cease if a member's organization (a) indicates in writing that it wishes him to resign; or (b) in accordance with Rule V, withdraws or is suspended or expelled or has its membership declared as lapsed.'

Present para. 8 to become para. 9 and other paras. or references to be changed accordingly.

Transport Policy

This 28th Congress of the ITF...

RESOLVES that the ITF study, *Transport Policy Problems at National and International Level*, should be revised by an experts' committee under the

direction of the ITF Secretariat.

Safety — Transport Workers

WHEREAS the tremendous tempo of growth of the various means of transport is followed by accidents of growing number and seriousness; and

WHEREAS those public authorities responsible for establishing and improving safety measures generally tend to seek solutions in the form of ever heavier punishments for drivers, guards, signalmen or other transport workers who have been involved directly in accidents, on the grounds that their carelessness or negligence is by far the most significant cause of accidents, This 28th Congress of the ITF...

TAKES THE VIEW that there are other, more important causes, namely:

- 1 the present tendency towards larger vehicles, their increased speed, their increase in number and the resultant congestion are factors that have not been dealt with properly or adequately, thus increasing transport hazards, and
- 2 the working conditions of transport workers, who have to carry out their duties in these circumstances and are, as a result, overstrained, tired and irritated, have not improved in pace with the developments described above;

URGES governments and other competent authorities, when formulating transport policies, to give first priority to the question of safety and to take the following points particularly into account:

a that transport undertakings should never be allowed to cut costs to an extent that would impair safety measures;

b that minimum standards of safety measures for the various means of transport should be established internationally;

c that before penalties are imposed for accidents, careful account should be taken of the fact that there are human limits to mental concentration, that what might be termed carelessness could often be a result of excessive strain and that punishment is only a negative approach to the problem;

d that in view of the limitations of safety devices as they are known at present, traffic control — including the coordination of tracks and routes — can still play an important rôle in minimizing transport hazards and should also be introduced in water-borne transport; and

e that qualifications or standards required in the licensing of transport workers and the content of vocational or re-training should be reviewed so as to meet adequately the requirements of modern transport and the problems posed by the changes, above all the technical innovations, that transport is experiencing;

and finally,

CALLS UPON affiliated organizations to launch, through the ITF Secretariat, an international drive aimed, ultimately,

The Swiss (foreground) and the German and Austrian delegations in Plenary Session.

at the adoption by the ILO of a Convention concerning hours of work and rest periods which, unlike the Convention applicable only to road transport, could be applied to various branches of the transport industry.

Safety — Seafarers

This 28th Congress of the ITF...

NOTING that the present trend towards an accelerated introduction of automated and semi-automated techniques on board ship may lead to reductions in crew complement, which could have serious repercussions on the safe functioning and navigation of merchant vessels; and

CONSIDERING also the paramount need to ensure that the safety of ships is guaranteed in all foreseeable situations, including crew incapacitation and the possibility of mechanical or electronic failures on board,

URGES in the strongest terms that all vessels should carry a sufficient number of crew members to deal with such emergency situations, as well as being supplied with adequate communications, collision-avoidance, and fire-fighting equipment, including fail-safe systems wherever possible.

CONGRESS DRAWS PARTICULAR ATTENTION to the problems which arise when officers and ratings on first watch are frequently exhausted as a result of the increasing amount of work in port and and recalls that at the JMC in Geneva 1961 the seafarers pressed for a resolution, which was adopted, urging an adequate rest period before taking the first watch.

As the fatigue problems of the first watch are essentially a question not only of the safety of the ship concerned but of all shipping in the vicinity, CONGRESS URGES both the ILO and IMCO to give the matter prompt attention with a view to establishing internationally agreed requirements to provide those taking the first watch after leaving port with an adequate period of rest.



International Labour Organization

This 28th Congress of the ITF...

RECOGNIZES the International Labour Organization, with its unique tripartite structure and system of Industrial Committees, as being the most acceptable and firmly-based organ of international collaboration for dealing with social and industrial problems arising directly or indirectly from employment. The ILO alone of all the international government organizations provides for the representation of employers and employees on an equal basis with government. While recognizing that the development of inter-governmental agencies creates a growing need for consultation and cooperation on problems of mutual interest between the ILO and other specialized agencies, this Congress

INSISTS that the responsibilities of the ILO shall in no way be minimized, undermined or encroached upon by other organizations, thus depriving employees' representatives of their opportunity of determining international standards.

Africa — Education

This 28th Congress of the ITF...

HAVING NOTED the colossal industrial

development that is proceeding in Africa generally and Nigeria particularly, and

NOTING further the enormous technical and financial assistance that highly developed countries are giving to African governments and some private organizations, which goes to strengthen management as against labour,

CALLS UPON the ITF to step up its training and educational programme, including seminars, so as to produce enough trade union leaders to cope with the increasing number of workers.

Africa — Free Trade Unions

This 28th Congress of the ITF...

HAVING NOTED the fast changing events in Africa and the speedy erosion of free and democratic trade union organizations, particularly in East Africa, and HAVING NOTED also the redeeming trends in West Africa, particularly Nigeria,

IS CONVINCED that free trade unions need not and must not capitulate in the face of this disturbing tendency,

CONGRESS REAFFIRMS the ITF's belief in free and democratic trade union organization and its readiness to defend its principles whenever they are threatened, and also

ACKNOWLEDGES the necessity of re-

doubling its efforts through increased assistance—technical, financial or educational—in those areas where conditions are favourable and of using those areas as a spring-board from which to recapture those areas where there have been temporary set-backs.

Nigeria

This 28th Congress of the ITF...

CALLS UPON the Federal Government of Nigeria:

- a to lift the ban on public meetings, processions, demonstrations and assemblies imposed intermittently since 1962, a ban which has paralyzed trade union activities and grossly contravenes universal human rights as upheld in the country's Constitution;
- b to cease the use of armed police to break legitimate strikes called in due accordance with the provisions for law and order;
- c to cease the abusive use of its information media—the Nigerian Broadcasting Service and government-owned Morning and Sunday Post newspaper group—so as to disseminate false news among the suffering workers in Nigeria and to denigrate the trade unions and their leaderships, bearing in mind that these media are financed by taxpayers' money; and
- d to declare its acceptance of democratic principles as a way of life and to ensure that trade unions are accepted in principle and practice by the government of the Federation.

* * * *

Seafarers

Wireless telegraphy

This 28th Congress of the ITF...

EXPRESSES its concern at the tendency apparent in certain maritime countries to replace wireless telegraphy by radio telephony and to dispense with specialist radio personnel in ships, thus reducing the standards of safety and service in shipping.

IN PARTICULAR, IT DEPLORES that in some Scandinavian countries, in spite

of representations from the radio officers' unions concerned, exemptions from the requirement to carry wireless telegraphy in cargo ships over 1,600 tons gross engaged in international trade continue to be granted in cases where this is contrary to the spirit and intent of the Radio Regulations of the International Safety of Life at Sea Convention of 1960.

IT ALSO NOTES with concern that an attempt is being made to dispense with wireless telegraphy and radio officers in ships of up to 3,000 tons gross engaged in the North-East Coal Trade of the United Kingdom. In view of the density of traffic, the volume of ship-shore communications and the prevalence of fog, storm and other weather hazards in this trade, such a measure would seriously impair the safety of navigation of the ships concerned and further reduce the distress signal network which has already been weakened by the closure of direction-finding stations on the coast of the United Kingdom in recent years.

CONGRESS ENDORSES the resolution adopted on the subject of wireless telegraphy and radio telephony by the ITF Radio Officers' Conference of July 1964 and calls upon affiliated seafarers' unions to insist with their respective governments that they should themselves conform to the Radio Regulations of the 1960 Convention and take up with IMCO any cases of non-compliance on the part of other governments, in order that IMCO may institute the appropriate corrective procedure.

IT FURTHER DECLARES the willingness of the ITF and its affiliated seafarers' unions to give all possible support to such representations as may be made in pursuance of this resolution.

ILO Maritime Conventions

This 28th Congress of the ITF...

RECALLING that it had been the ITF's traditional policy to support the International Labour Organization (ILO) ever since that organization's foundation, and that the world's free seafarers' unions, through the ITF, have

succeeded by their concerted efforts in having the ILO adopt numerous Conventions and Recommendations for the protection of seafarers,

AFFIRMS that ILO instruments continue to play a vital rôle in seafarers' collective endeavours to secure improved working and living conditions and in the promotion of fair competition in international trade; but

WHILST RECOGNIZING the concrete improvements which can be won for seafarers on a universal scale by effective utilization of the machinery and resources of the International Labour Organization;

BUT NOTING also that a more general implementation of the standards of social stabilization and advance drawn up by the international representatives of all three groups within the ILO has to some extent been slowed down by the failure of certain governments to ratify the basic ILO maritime conventions;

This Congress therefore

CALLS UPON affiliated seafarers' unions to make every possible effort in approaching the governments and employers concerned to have ILO decisions enforced in their countries; and at international level,

REQUESTS the ITF to approach the ILO Governing Body with a view to making Article 19 of the ILO Constitution, concerning the reporting of member-states to the ILO on the ratification and application of ILO instruments, more effective.

Finally, in the belief that developments in the international shipping industry have made certain ILO instruments out of date, this Congress

STRONGLY URGES the ILO (a) to convene a meeting of the Joint Maritime Commission at an early date to consider the need to revise and improve such instruments, and (b) to recognize the need to shorten the intervals between Maritime Sessions of the International Labour Conference and meetings of the Joint Maritime Commission.

Coastal and Short Sea Trades

This 28th Congress of the ITF...



Observing proceedings, some of the ITF's officers and staff: left to right, Lawrence White, Assistant General Secretary; Charlie Blyth, Representative in Hong Kong; Emile Laflamme, Representative in West Africa; Donald U'ren, Representative in Asia; and Harold Lewis, Secretariat. Most of the London Secretariat staff were also there to help organize Congress.

HAVING NOTED reports that ships engaged in the coastal and short sea trades in North West Europe are often faced with unfair competition arising from a variety of causes and that this, if uncorrected, can adversely affect wages and conditions of employment, URGES the ITF Secretariat to: (a) review the existing position in the countries concerned and circulate the information; and (b) arrange a further regional conference to review policy.

Working Hours on Board Ship

This 28th Congress of the ITF... HAVING HEARD reports from Argentine seafarers' representatives to the effect that, compared with progress achieved in short industries, little or nothing has been done during the past five years to limit working hours on board Argentine ships;

NOTING in particular that maritime workers are not covered by Argentine legislation providing for a working week of five days of eight hours, and half a day on Saturday, although they are covered by national legislation providing for the eight-hour day;

NOTING further that the seafarers of many maritime countries have a working week at sea of forty-five hours and in some cases even of forty hours, with provision for compensation for the two days or day and a half spent at sea at the weekend;

CONSIDERING that a major maritime country like Argentine might reasonably be expected to adopt equally advanced standards with regard to working hours for seafarers;

URGES Argentine shipowners and authorities to take steps to bring into line with standards existing in comparable maritime countries the provisions of Argentine legislation and collective agreements relating to working hours at sea; and PLEDGES its fullest support to Argentine seafarers' organizations in their efforts to attain this goal.

Security of Employment

This 28th Congress of the ITF... HAVING HEARD reports from Argentine seafarers' representatives about the lack of provision for security of employment in the maritime industry of

their country;

NOTING that schemes providing for security of employment for seafarers in one form or another are a recognized feature in the maritime industries of many countries;

CONSIDERING that a major maritime country like Argentine should also progress in this direction and have a satisfactory system of continuous employment for seafarers;

URGES Argentine shipowners and authorities to take steps to fill the gap existing in the social provisions of the maritime industry of Argentina; and PLEDGES the fullest support to the Argentine seafarers in their efforts to achieve this goal.

Welfare in Port

This 28th Congress of the ITF... CONCERNED at the restrictions placed on the free movement of seafarers in certain countries which prevent them from enjoying their free time ashore, and also on occasions prevent them from receiving specialist medical attention, of which they may be in need, when the necessary facilities are not available in the particular port where their ship is lying, and which also impede administrative procedures in connexion with their ship;

CALLS UPON the ITF and affiliated unions concerned to make approaches to the governments of such countries requesting that all necessary action be taken to safeguard the liberty and free movement of seafarers.

The Grancolombiana Conflict

WHEREAS for more than three years our affiliates ANEGRA and UNIMAR of Colombia have been in a permanent state of conflict with their employer, the Grancolombiana Fleet Co., whose intransigent and anti-union attitude has made it impossible for our affiliates to obtain adequate consideration of their long-standing grievances; and

WHEREAS the Grancolombiana Fleet Co. to date maintains a reactionary labour-management policy, including reprisals against labour leaders and

rank-and-file members of our two affiliates, as well as non-compliance with established labour laws in the country and outright violations of the collective contracts legally in force, affecting wages, fringe benefits and working conditions; and

WHEREAS, in spite of the repeated efforts of our affiliates and those of the ITF Regional Office in Lima, towards the achievement of a peaceful satisfactory settlement of the conflict, the Grancolombiana Fleet Co. not only has refused to collaborate in the adequate solution of the grievances, but has intensified its union-busting campaign by arbitrary reduction of on-board personnel, by more dismissals and by practising intimidation upon those who stand up for their legitimate rights;

This 28th Congress of the ITF...

RESOLVES to authorize the ITF General Secretary to use all means at his disposal, including the possibility of a boycott of Grancolombiana shipping, to pursue this matter to a final and satisfactory conclusion.

* * * *

**Inland Navigation Workers
Five-day, forty-hour Week**

This 28th Congress of the ITF...

RESOLVES to call upon ITF-affiliated unions to strive in their collective bargaining for application of the forty-hour week, spread over five working days, to workers employed in the inland port operations.

Navigation Time and Working Time

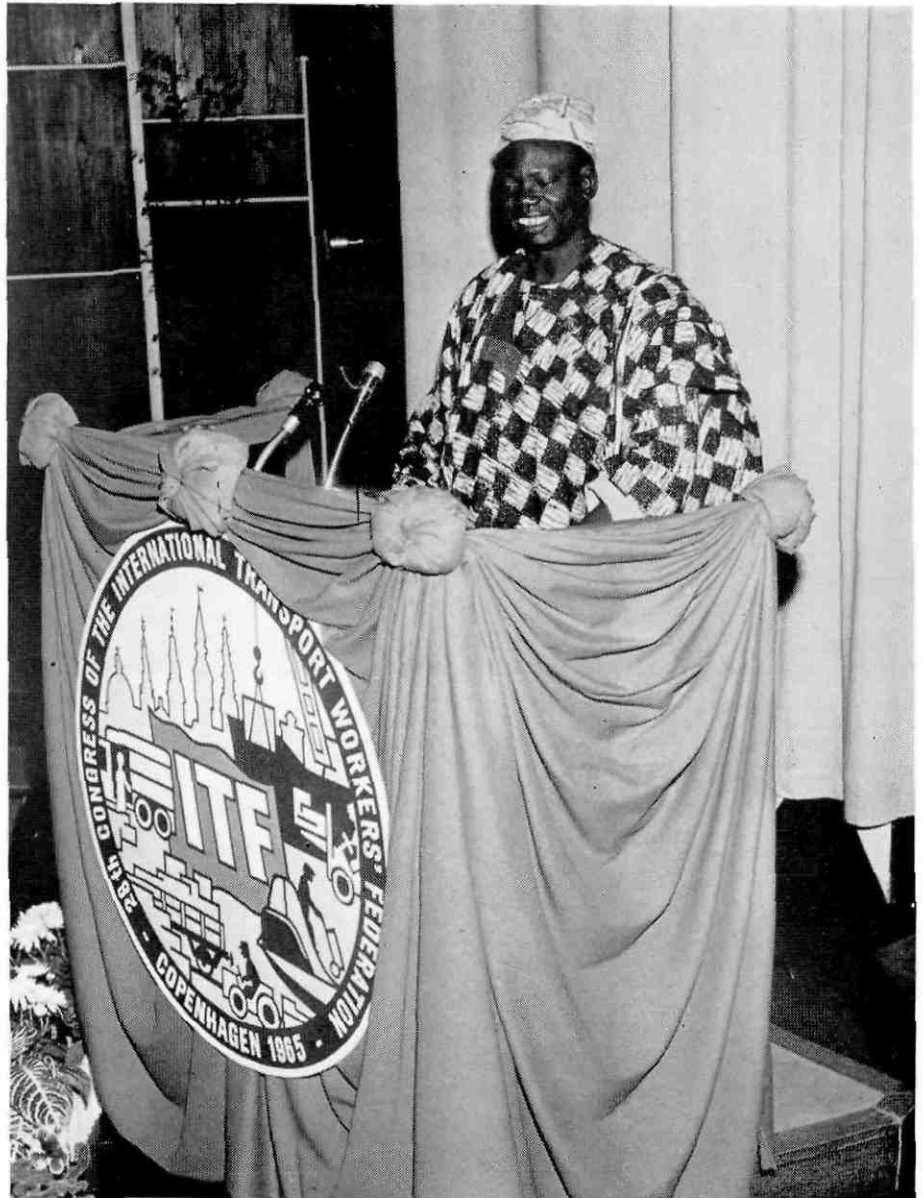
This 28th Congress of the ITF...

RESOLVES that ITF-affiliated inland navigation workers' unions should strive in national negotiations and international discussions to have all navigation time in normal navigation recognized as working time.

Ship's Boy

This 28th Congress of the ITF...

CALLS FOR (1) the establishment within individual regions of a uniform apprenticeship system for the ship's boy in inland navigation; and (2) the exclusion of the ship's boy from the mini-



E. C. Okei-Achamba who, together with his fellow-Nigerian O. Zudonu, added a colourful touch to the proceedings by wearing national dress.

mum manning scale.

Sunday Rest

This 28th Congress of the ITF...

RESOLVES that ITF-affiliated inland navigation workers' unions should strive in national and international negotiations for the prohibition of navigation on Sundays.

* * * *

**Civil Aviation Workers
ILO Tripartite Civil Aviation
Conference**

This 28th Congress of the ITF...

STRONGLY CONSCIOUS of the rapid pace at which developments in all types of techniques and equipment are taking place in the international civil aviation industry;

IS EXTREMELY DISTURBED at the failure of the International Labour Organization to devote continuous and close attention to the many urgent social problems which such developments will have in this vital and fast-growing transport industry;

DRAWS ATTENTION to the fact that five years have now elapsed since the hold-

Our new President — and Vice President

ing of the Ad Hoc Civil Aviation meeting held under ILO auspices and that even during this comparatively short period the industry has been subjected to vast changes which have had very far-reaching repercussions on the working conditions in the industry and which have created many new difficulties in employment;

RECOGNIZING also that the future tempo of development within civil aviation is likely to be greatly accelerated by the introduction of revolutionary new types of aircraft and the impact of automated techniques;

URGENTLY REQUESTS the Director-General of the ILO to give early attention to the convening of a full tripartite conference which would deal with these current and future social problems.

Pooling Arrangements

This 28th Congress of the ITF...

CONSIDERING the practice arising out of pooling arrangements between airlines of using cockpit and cabin crew members from an airline other than that of the country in which the aircraft is registered, and

RECOGNIZING that this growing practice can have adverse effects on the wages and conditions of employment of the cockpit and cabin crew members in the airlines concerned,

EXPRESSES disapproval of such procedures, and

STIPULATES that all cockpit and cabin crew members shall be covered by the collective agreement negotiated by the appropriate union in the country of registration in which the person concerned is employed, and

STIPULATES that all cockpit and cabin crew members performing duties on board an aircraft owned, chartered or flying under a flight number of the company have the same specialist crew function and qualifications as in the airline concerned, and

REQUESTS all affiliated unions not to allow their members to perform duties on aircraft which are not owned or chartered by the company by which the member is employed.



Hans Düby

is certainly not new to the job of presiding, even though this is the first time he has held the title of President. As Vice-President of the ITF since 1960 he has had on a number of occasions to take the chair at Executive Board meetings, and since Frank Cousins withdrew from active participation in the work of the ITF's governing bodies last year, Düby has been acting President. The confidence and aplomb with which he handled this year's — often procedurally difficult — Congress clearly demonstrated his fitness for the job to which he was elected by the General Council.

Düby went to work for the Swiss railways as an apprentice in the traffic department, joined the established staff and was later transferred to the administrative department. After 12 years of rank-and-file union activity he became a full-time official in 1937. Among the jobs he held was the editorship of the union's German-language paper *Der Eisenbahner*. He became General Secretary of the Swiss Railwaymen's Federation in 1954, and the same year took over the Presidency of the Swiss Federation of Public Service Workers,

a body which handles a good deal of the negotiations for all workers in the public services, including railwaymen. He has also been active in politics as a Social Democrat since his youth, and in 1955 was elected to the Swiss Parliament.

Hans Düby is a man whose presence and personality command both respect and affection among his many friends and colleagues in the ITF.

* * * *



Helge Pettersson,

President of the Swedish Transport Workers' Union, came on to the ITF Executive Board in 1962, after he had succeeded Sigurd Klinga the previous year as head of his own union. He went to work full-time for the union at head office in 1953, with responsibility for 'service' groups with which he had previously been largely concerned; newspaper sellers and watchmen.

Pettersson is a good deal more extroverted than one's idea of the 'typical' Swede; a forthright man of strong views who loves a good argument; a sociable, likeable man, with a strong vein of toughness in his make-up.

A fair deal for Indian seamen

by PIETER DE VRIES

THE MAY ISSUE of this *Journal* contained an article written while I was still General Secretary of the International Transport Workers' Federation. The article in essence was a plea for a fairer deal for Indian seamen with special reference to the fact that at the time of writing they had not had an increase in their rates of pay since January 1st 1960. (The article was originally written for publication in the ITF's affiliate's journal in India. Since that date a wage increase has been obtained bringing the monthly rate of a seaman I to Rs 201, i.e. about £15).

In its issue of June 8th, *Lloyd's List* reproduced the main points of the ITF article under the caption *Indian Seamen's Low Wages*. It followed this up by an article from its staff reporter (*Lloyd's List*, July 1st, 1965) presenting 'the other side of the argument' and purporting to answer ITF criticisms. In doing so, possibly as a result of our

original article having to be condensed somewhat on the pages of *Lloyd's List*, this writer has tended to misrepresent the arguments we put forward.

We should like an opportunity of putting the record straight.

Two of the points on which the ITF argument is alleged to hang are stated to be 'immediately contestable'; one of these is that 'much of the ITF argument is based upon the ILO Convention of 1958'. The writer then goes on to say that this has not been ratified either by India or the United Kingdom.

The ITF fails to see how this bald statement can be adduced as 'contesting' the argument. On the contrary, it merely confirms it. By opposing ratification of the 1946 Convention (or its subsequent revised versions) both Indian and British employers are guilty of dragging their feet.

ILO Conventions are tripartite instruments. They lay down **minimum** standards. These are arrived at by hard tripartite discussions. Any standards agreed on are therefore highly realistic. The ITF article sought to measure the Indian Seamen's actual basic wage and its slow progression over the years against these acceptable realistic standards.

The ITF stands by what it said: a figure of £16 was internationally recognised as an acceptable minimum basic pay of an AB. (Up to quite recently the Indian AB was getting £13 8s.); in 1958 an ILO Recommendation (not Convention) put the figure at £25. With his latest increase the Indian AB (Seaman I) gets Rs. 201 (about £15 2s.).

He is thus now still about 18s. below a basic wage thought reasonable after International tripartite consideration 19 years ago!

His recent 20% increase, welcome as it is, still leaves the Indian seaman with a backlog.

As for the matter of parity of crewing, this is a subject on which objective assessment based on exact data supplied by both employers and employees could be of greater value than bald assertion from either side. Against the

statement in the *Lloyd's List* article that 'a comparison between comparable ships with all-European crews and with joint Indian and European crews shows that the average increases in the number of personnel carried is 75 per cent' we can quote Bikas Majumder, the General Secretary of the National Union of Seamen of India. Speaking at the ILO Asian Maritime Conference in Tokyo (April this year) he said:

'It has never been objectively proved that Asian crews are larger than the European crews carried on comparable vessels. Today there is little or no difference in the sizes of Asian and non-Asian crews on comparable ships.'

(In this statement he was clearly including Indian conditions).

Discussion as to whether mixed crews are larger, and by how much, tends to obscure the ITF argument. This is simply that whenever the numerical strength of an Indian crew is greater than that of a European this is often to suit the convenience of ship-owners. Manning scales in India are not a matter for bipartite bargaining but are fixed unilaterally. Indian seamen do not accept the argument that 'over-manning' on this basis justifies a lower wage to the individual seaman.

Finally, it should be pointed out that the ITF article studiously avoided making any comparison between Indian rates of pay and those obtaining in other countries. What it did compare, and we think justifiably, was the increase in wages of seamen in different countries in relation to the increase in the cost of living in those same countries over a fixed period. This was thought to be a valid basis of comparison indicating what improvement (if any) had occurred in the **real** wages of seamen in terms of their own nation's economy. In the case of India, we found that, over the last ten years, the cost of living had risen by something like 40%, whereas wages had gone up by only 20%.

We readily concede that the recent increase has gone some way to redressing this imbalance.

— Personalities retiring —

AT THE COPENHAGEN Congress the ITF said farewell to a number of friends who have now retired from active ITF service. Chief among these were the General Secretary, Pieter de Vries, and the President, Frank Cousins.



Pieter de Vries's retirement at the age 68 marks the end of a trade union career going back to 1932 when he became assistant secretary to the Netherlands Merchant Marine Masters' and Mates Union. He went to sea for the first time in 1915, his seafaring days being punctuated by periods of study and later of unemployment due to the recession in the shipping industry. After the war, when the Dutch trade union movement was built up once more, de Vries was among the leading figures in the progressive stages of unifying all the seafarers into one organization, becoming President of the Seafarers' and Fishermen's Union on its formation in 1956. He was for many years well known in the ITF for his active participation in the work of the Seafarers' and Fishermen's Sections, and when he retired from the Presidency of his own Union early in 1959 he came to the ITF as Director of Regional Affairs, with the job of coordinating the ITF's expanding work among the new and struggling unions

of Asia, Africa and Latin America. In 1960 he was elected General Secretary in succession to Omer Becu when the latter went to the ICFTU, and was re-elected to a further term of office in 1962. Although he was with the ITF only a relatively short time, he undoubtedly made his mark, and successfully conducted the Federation through some very trying periods. In appropriate appreciation of his services to the ITF, Pieter de Vries was presented with the ITF Gold Badge at the end of Congress this year.

Frank Cousins, who also received the ITF Gold Badge, was elected ITF President in Helsinki three years ago, but had to withdraw from active participation in the ITF's work when he became British Minister of Technology in the Labour government which came to power in October last year. He is on leave of absence from the Transport and General Workers' Union, whilst still retaining normally the post of General Secretary to which he was elected in 1956. Cousins had also been ITF President from 1958 to 1960, and took the Chair at the Berne Congress. Although he was unable because of his government position to preside over this year's Congress, he presented a most informative and challenging report on technological changes in the transport industry which provided the factual framework for a lively and constructive discussion by Congress delegates.

* * * *

The ITF also had to say goodbye to several retiring Executive Board members:

Adolph Kummernuss, President of the German Union of Transport and Public Service Workers from its foundation after the war until his retirement last year, has been a well-known figure in the ITF since before the Second World War. After 1933 Kummernuss worked for the trade union movement under-

ground and was one of those who formed a group working closely with the ITF, attending a number of illegal meetings abroad. He was captured by the Gestapo when returning from one of these meetings and spent two years in concentration camp. After the War he played a leading rôle in recreating the German trade union movement, and particularly in unifying the transport workers' unions in the Western Occupation Zones. In addition to his membership of the ITF Executive Board, Kummernuss has also been President of the Public Services International. He was awarded the ITF Gold Badge some years ago.

Fernand Laurent, a member of the Executive since 1954 and also a member of the Management Committee since it became 'internationalized' three years ago, was one of the founder members of the French Railwaymen's Federation (Force Ouvrière) when it separated from the Communist-dominated Federation in 1947. It was largely due to his tenacity and energy that the FO Federation survived and consolidated itself in the face of great hostility. Laurent's realism and sense of fairness made him a great asset to the ITF's governing bodies, and his sharp wit could always be relied upon to provide a touch of lightness when solemnity threatened to overpower discussion. A well-merited Gold Badge was awarded to him too.

Hermínio M. E. Alonso, of the Argentine Locomotivemen's Union 'La Fraternidad', was elected a member of the Executive Board at the Berne Congress in 1960, and has played an extremely active part in the ITF since that time. His union is one of the ITF's strongest and most influential affiliates in the Region, and his services have been particularly appreciated in Latin America, where his cooperation was invaluable both in helping with preparations for the Second Latin American Regional Conference in 1961 and for the grand tour of the Region undertaken by Pieter de Vries last year.

IN THE SECTION MEETINGS

It is in the Section Conferences that delegates have a chance to get down to the bread-and-butter issues. You may not hear the fine rousing sentiments which are a feature of Plenary Sessions; but you see a good deal of practical knowledge and common sense come into its own.

Railwaymen's Section Conference

The Conference of the Railwaymen's Section—the ITF's largest single industrial group—was attended by over 130 delegates and advisers from 27 countries, and had a relatively full agenda to get through in the one morning allocated to it. The delegates first considered that part of the Report on Activities dealing with the work of the Railwaymen's Section. A number of points were raised briefly, among them the question of automatic couplings. It was regretted that the International Union of Railways (UIC) had not yet shown any willingness to discuss at international level with the ITF

the social problems arising out of the introduction of automatic couplings, although on the technical side they showed a ready cooperation. However, in the face of this unwillingness on the part of the UIC, which reflected the attitude of the railway administrations, the best course was for ITF railwaymen's affiliates to continue to exert pressure at national level on those administrations to change their viewpoint.

The Conference also discussed the project already begun by the Section of reviewing railway pay structures in as many countries as possible. This is being undertaken in conjunction with the ILO Inland Transport Conference

Delegates attending the Joint Seafarers' and Dockers' Section Conference held during Congress represented a powerful ITF bloc.



due to take place during the second half of 1966, which will be discussing the question. A group of experts nominated by affiliates has already drawn up a list of railway jobs which are thought to be comparable internationally, and the intention is to send out a questionnaire to complement the one being circulated by the ILO in order to get as comprehensive a picture as possible of the pay structures in different railway administrations. A number of delegates, including some from the developing countries, expressed a serious interest in this project, which they considered extremely worthwhile.

The main part of the Conference was taken up with the discussion on the proposal for an International Railwaymen's Manifestation. This proposal was discussed by an enlarged Section Committee meeting in November 1963, where it was agreed that a suitable form of demonstration would be useful in highlighting the current problems facing railway workers in many countries, although it was appreciated that some European unions had managed, by means of their own strength and with the goodwill of progressive governments, to overcome satisfactorily any difficulties arising from rationalization measures.

The Stockholm Railwaymen's Conference in 1964 took up the subject and also agreed that an internationally co-ordinated campaign would be a valuable exercise, authorizing the Section committee to draw up a programme. The project was then handed to a Working Party of the Section Committee; this body decided after due deliberation that an International Railwaymen's Day was not a practical possibility, and therefore recommended to the Copenhagen Section Conference that 1966 should be declared International Railwaymen's Year. This should take the form of internationally coordinated publicity campaigns to bring to public attention the problems being faced by railway workers and railway administrations in many countries. The Section Secretary reported

that the general feeling of the Section Committee was that perhaps the campaign ought to be postponed until 1967, since there was apparently at present some lack of enthusiasm and there was relatively little time left for preparing the details of the campaign before the end of the year.

During the discussion which followed, varying opinions were expressed about the form and timing of such a campaign. What emerged finally, however, was a general consensus that all affiliated railway unions would be willing to participate in a campaign of public information to highlight the problems being experienced in different countries, including those unions which did not themselves have any serious difficulties to overcome. It was, however, stressed that publicity alone was not enough, and that the campaign should be supplemented by practical help from the ITF for those unions which were up against tough opposition, in the form of advice and information on possible solutions.

It was decided that the campaign should go ahead in 1967, provided that by the time of the next Section Conference (Rome, June 1966) a good response had been received from affiliates to the request sent out by the ITF Secretariat asking for details of the particular problems current in their countries.

Robert Degris, France, who had been Section President for three years, announced that he was not standing for re-election, and the Conference therefore elected Sidney Greene, Great Britain, former Vice-President of the Section, as its new President, and Emil Haudenschild, Switzerland, as Vice-President.

* * * *

Road Transport Workers' Section Conference

The Conference discussed the Report on Activities for 1962-64 and the early part of 1965. The Malaysian delegate drew attention to the particularly difficult situation of the road transport workers in his country, and requested ITF assistance and intervention with

the ILO on their behalf. The Argentine delegate asked for ITF support for the Latin American transport workers' unions in their efforts to solve the difficulties arising in the road transport industry of the Region in connexion with the trend towards economic integration.

Satisfaction was expressed over the successful meeting of the ILO Experts on Working Conditions in Urban Transport Services in Geneva in May 1965.

In connexion with the work of the Working Parties of the Inland Transport Commission of the Economic Commission for Europe concerned with protection for drivers in the event of displacement of loads and with the fitness and aptitude of drivers, the Section Secretary indicated that further information on these matters would be sent to the affiliates as soon as available.

A lengthy discussion took place on the AETR — European Agreement concerning the Work of Crews of Vehicles engaged in International Transport. ITF policy had been to recommend ratification of this Agreement, but considerably better provisions were included in a Draft now in preparation by the Commission of the European Economic Community. In view of the importance of the question, it was agreed to hold a special Section Conference on 20-21 October 1965 to allow co-ordination of the efforts of the ITF and its affiliates in the EEC on it. It was also agreed that this Conference would deal with the ADR — the European Agreement on the International Carriage of Dangerous Goods by Road.

The Section Conference also gave favourable recommendations to motions on transport policy, safety and the ILO, which were later adopted by the Congress.

H. W. Koppens, Netherlands, was re-elected as Chairman of the Section.

* * * *

Inland Navigation Section Conference

The Conference of the Inland Navi-



Einar Berthelsen placed flowers which were presented to Hans Imhof, on his election as General Secretary, on the Danish seamen's memorial in Copenhagen.

gation Section discussed the Report on Activities for 1962-64 and early 1965. It was noted that, although inland navigation would not be on the agenda of the ILO Inland Transport Committee meeting to be held in the second half of 1966, the ILO intended to make an inquiry into the working conditions of inland waterway workers with special reference to the developing regions. It was further noted that a meeting of the Tripartite Conference dealing with the question of new manning scales for continuous and semi-continuous navigation on the Rhine under the auspices of the ILO and the Central Rhine Commission, would be held in the autumn of 1965. On the question of trade union participation in the Economic Conference of the Central Rhine Commission, the Section noted that joint proposals were being put forward

by the Swiss and German unions concerned regarding trade union representation in their national delegations to the Conference.

The Austrian delegates reported that their government was now working on a draft international programme of conditions of work for Danube workers, and would later approach the ILO with a view to convening a conference on the problems of Danube shipping.

The International Programme for the Inland Navigation Industry, drafted by a Committee appointed by the Section at Helsinki in 1962, to serve as a model for programmes adapted to the needs of the waterways systems of the various regions, had been circulated to affiliated unions and would be discussed at the next Section Conference.

Other subjects discussed included

the problems facing the inland waterways workers in Nigeria, in an industry partly under government and partly under private control, and those of the large Argentine waterways system in connection with its use by shipping of foreign flags. A tripartite government-employer-worker transport co-ordination body had now been set up in the Argentine.

H. Hildebrand of Germany was re-elected Chairman of the Section and P. Mol of the Netherlands was elected Vice-Chairman. It was decided to request that a Secretary should be appointed for the Inland Navigation Section.

* * * *

Dockers' Section Conference

The Dockers' Section was pleased to hear a report from the Secretary that the recent Section Conference in Bordeaux, besides concluding its deliberations very successfully, had also the desired effect of 'showing the flag' of the ITF in France and giving active moral encouragement to the dockers' affiliate there.

The mechanization of dock work continues to be a subject of concern to the Section, with emphasis being placed on the need to protect members' jobs. Georges de Crom, Belgium, reported that in the port of Antwerp his union had obtained a new agreement with the employers which provided for full consultation on any proposal to introduce new cargo-handling machinery. Among the aspects on which the union was consulted was the size of gangs for the new types of operation. (An article describing this agreement appears on page 216 of the *Journal*.) The ITF was asked to press on with its investigations into this subject.

A. Okon, Nigeria, expressed his union's gratitude for the information received from the Secretariat concerning progress in implementing the International Dockers' Programme, which had proved extremely useful in negotiations. The Secretary undertook to continue to collect information, and suggested that it might later be a good

idea to set up a small committee to revise the programme.

On the question of maximum one-man loads, recently the subject of a recommendation — 40 kg — by an ILO Meeting of Experts, the Secretary reported that the ILO intended to convene a Preparatory Conference, probably in January 1966, as the first step towards adopting an international instrument. The Section agreed that it would be a good idea for representatives of ITF unions on national delegations to this Conference to meet before the Conference opened for preliminary exchange of views.

The dockers heard the report of the Special Seafarers' Section on flag-of-convenience shipping, and the delegate of the Italian Port Workers' Union (FILP) informed the Conference of preparations his union was making in cooperation with the seafarers' organization (FILM) to take action in Italian ports against these vessels.

Tim O'Leary, Great Britain, was re-elected Section Chairman and W. H. Hulsker, Netherlands, Section Vice-Chairman.

* * * *

Seafarers' Section Conference

More than seventy delegates attended the Seafarers' Section Conference, whose discussions were so prolonged that they required an additional session to get through all the business. As usual a great deal of time was spent on the problem of flag-of-convenience shipping, and a degree of concern was expressed both at the fact that tonnage under flags of convenience was on the increase, and that a number of countries had recently opened shipping registers for the first time which might become flag of convenience registers. It was suggested that there should be a tightening up of the ITF's policy so that when a company signed an agreement after boycott action, the agreement would automatically cover all the rest of that company's vessels.

The Secretary reported that the next meeting of the ILO Joint Maritime Commission would not be before 1967. On automation, the Secretariat would

request the ILO to contact IMCO with a view to establishing a joint committee to study the subject.

The Section heard a report from Charlie Blyth, ITF Representative in Hong Kong, on the problems of organizing Chinese seamen in the Colony. Prospects for setting up a strong and effective democratic seamen's union did not look very promising, and he recommended that the Amalgamated Seafarers' Union of Hong Kong, which was entirely in the pockets of the owners, should not be affiliated to the ITF.

The Conference recorded its appreciation of the prompt action taken by the Customs Cooperation Council in preparing a Convention to relax restrictions on the free international transit of seafarers' welfare material, and of the part played by the ILO in bringing the matter to the Council's attention.

The Conference also adopted seven resolutions, which appear in full elsewhere in this edition of the *Journal*. D. S. Tennant, Great Britain, was re-elected Section Chairman, and J. Curran, United States, Vice-Chairman.

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Fishermen's Section Conference

There was a good attendance at this conference of the ITF's smallest industrial section, with delegates from as far apart as Japan, Senegal and Argentina, as well as European countries.

The ILO came in for a fair amount of attention during the discussions, firstly in connexion with the Preparatory Technical Conference on fishermen's questions being organized by the ILO on 18 October this year. A number of delegates stressed the importance of arranging a preliminary meeting of fishermen's representatives from ITF affiliates beforehand so that they could present a united front if possible at the Conference itself. Since there was not time to organize a full Section Conference before October, it was agreed that delegates to the ILO Conference from ITF-affiliated and other friendly unions would be invited to

attend a preliminary meeting on 16 October.

The subject of ILO Conventions concerning fishermen was also raised, after the Secretary had passed round a chart showing the number of ratifications registered. These totalled 21 for Convention No. 112 (Minimum Age of Fishermen), 12 for No. 113 (Medical Examination of Fishermen) and 13 for No. 114 (Fishermen's Articles of Agreement). A strong appeal was made to members of the Section to press their governments to ratify the Conventions if they had not done so.

On the question of fishing limits, the Secretary had to report that unfortunately joint pressure by the ITF and the ICFTU for the holding of a Third UN Law of the Sea Conference had so far proved fruitless. It was pointed out that only very strong pressure from governments could achieve this.

Frank Cousins, former ITF President is handed the ITF Gold Badge by Hans Düby, the new President elected at Copenhagen.





The Danish Railwaymen's Band which accompanied the all-day excursion on Sunday, 1 August. The excursion gave delegates a chance to sample Danish hospitality at its best.

Section policy remained to deplore any alteration of national fishing limits which was not made as a result of international agreement.

Niilo Wälläri, Finland, reported that his organization, the Seamen's Union, had recently begun to organize fishermen, and that they had managed to obtain some improvements in their economic situation. The Argentine delegation presented a statement to the Conference describing the harsh conditions to which fishermen were subjected in their country. Because they received their payment in the form of a proportion of the catch, they were not regarded as wage-earners and were therefore denied the benefits accorded under Argentine social security legislation to other groups of workers. The owners put up very strong opposition to attempts to organize fishermen into the trade union movement, and this made it difficult to obtain collective agreements for them or to bring them under the provisions of social security legislation.

Einar Haugen, Norway, was re-elected Section Chairman, and Roger

Dekeyzer, Belgium, Section Vice-Chairman.

* * * *

Civil Aviation Section Conference

One of the principal points stressed during the Conference of the Civil Aviation Section in Copenhagen was one which is uppermost in the minds of civil aviation workers today, namely the immensely rapid rate at which changes are taking place in their industry and the revolutionary effect which these are having on working conditions and working methods. Looking back rapidly to only ten years ago, one can very easily see how the face of the industry has altered. At the time, the majority of the world's commercial aircraft were still powered by piston engines; the turbo-prop was coming up to a peak in operation which was soon to be passed; while pure jet aircraft were still a novelty so far as most airline passengers and crews were concerned.

Many navigational and communications aids, which today are taken for granted as an integral part of the aviation scene, were still in their in-

fancy or in an experimental stage, while automation had made little or no impact on the industry's working methods and organization. It was normal practice for the majority of aircraft on medium and long hauls to carry a full specialist crew of pilots, navigators and flight engineers, while many still had radio officers working on their flight decks.

Today, the subsonic turbo-jet, flying at twice the cruising speed of ten years ago, dominates the world's air routes, but is already having to look over its shoulder as the advent of the supersonic transport rapidly approaches. Automation is already making itself felt in a number of fields—including navigation, booking procedures and aircraft dispatching—and further innovations are expected to be rapidly developed. Almost certainly, no single branch of the transport industry has been subject to so radical a transformation in so short a space of time.

All of these developments have tremendous repercussions on working conditions in the industry as well as on job-content and future employment prospects. As the Chairman of the Civil Aviation Section, J. K. Post, pointed out in opening the meeting, it is vitally necessary that both the ITF and its affiliated aviation membership should keep a close eye on current trends and anticipate future developments if the job of protecting the interests of airline workers is to be done properly.

A similar point was made by R. Faupl of the US International Association of Machinists with regard to work in the aviation field within the International Labour Organization. At present, he said, attempts were being made by certain groups to transform the ILO into a kind of glorified technical assistance institution. This went hand in hand with a reduction in the original industrial work of the Organization, which had clear repercussions for civil aviation workers who were trying to solve their extremely complicated social problems internationally. Such a trend would mean that

the best they could hope for at the present time was a small meeting of experts on civil aviation questions, a procedure which was neither truly tripartite nor in accord with ILO principles.

In view of this situation and because there has been no ILO meeting dealing with aviation problems since 1960, the Conference adopted a resolution, later approved by Congress, deploring the lack of continuous attention by the ILO to the special problems of civil aviation in view of the rapid changes taking place in the industry. The resolution also urgently requests the ILO Director-General to give early attention to the convening of a full tripartite civil aviation conference in order to deal with current and future social problems.

A statement read into the record by W. Gill of the US Flight Engineers' International Association also drew attention to current problems in the field of crew complement. The ITF's policy on this question, supported by air crew organizations throughout the world, comes out strongly in favour of a full specialist crew, both for reasons of airline safety and to prevent multi-capacity working and the obvious danger of crew fatigue which can result from the complicated, responsible and arduous duties performed on the flight decks of modern aircraft.

Gill pointed out, however, that some airlines are not following the ITF's specialized crew concept and are utilizing a so-called flying ground engineer in place of a properly trained and qualified flight engineer. This was in direct contravention of ITF policy and an extremely dubious procedure.

A further problem of the modern airline industry dealt with in Copenhagen related to the growing practice of interchanging aircraft between one company and another. A resolution adopted on this subject expresses disapproval of the practice of using crew members from an airline other than that of the country in which an aircraft is registered. It also stipulates that all crew members should be covered by the appropriate collective agreement in

the country of registration and requests ITF affiliates not to allow their members to perform duties on aircraft not owned or chartered by the company employing them.

A final question discussed which is very much in the minds of civil aviation workers in view of the great changes taking place in their industry is that of safety. In order that the Section can give detailed and continuous attention to this vital question, it was decided that a permanent safety committee should be established on a category basis.

J. K. Post was re-elected Section Chairman, and D. S. Tennant Section Vice-Chairman.

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Joint Seafarers' and Dockers' Conference

The main question discussed here was a very important one and one that had already been aired at the separate meetings held by the dockers and seafarers, namely the huge increase in flag-of-convenience tonnage which had been registered since mid-1963. Taking the four principal flag-of-convenience countries — Liberia, Panama, Lebanon and Honduras — their fleets jumped by 377 vessels of 4,908,290 grt between mid-1963 and the beginning of this year. Liberia, for example, now occupied third place on the world shipping list and in terms of tanker tonnage alone first place. Panama is now twelfth on the world shipping list. And yet neither of these nations is a genuine maritime country.

Discussion at the Joint Seafarers' and Dockers' Conference was therefore very much influenced by this rather dramatic rise in phoney-flag registrations over a comparatively short period. One of the subjects raised was a possible review of the present system of 'custodian' agreements. These are agreements signed directly between an owner and the ITF Special Seafarers' Section in cases where it is difficult to sort out national jurisdictional allocation for the vessels concerned, or, alternatively, where the majority or all of the crew come from countries where

there are no *bona fide* seafarers' trade union organizations (eg Spain and Portugal).

A much more radical approach to the present problem was proposed by E. Tolosa of Argentine, who put forward a resolution calling for consideration to be given to a general boycott of flag-of-convenience shipping by ITF dockers and seafarers. It was suggested that this world-wide boycott — which would be a follow-up to the highly successful action of December 1958 and to the ITF's campaign of selective boycotts since that date — should begin on 1 January 1966. Tolosa, himself a dockers' leader, was supported in his proposal by another dockers' representative, Teddy Gleason, President of the US International Longshoremen's Association.

Both this motion and that relating to custodian agreements are now to be discussed by a very early meeting of the Fair Practices Committee — the body which is responsible for operating the ITF's campaign against Panlibhon shipping. The Committee, incidentally, was also enlarged by the inclusion of representatives from Latin America (E. Tolosa) and Asia (R. Kamisawa). The new composition of the Committee is as follows:

Seafarers

W. Cassiers	Belgium
P. Hall	USA
J. Curran	USA
F. Giorgi	Italy
D. S. Tennant	Great Britain
W. Hogarth	Great Britain
C. Hadjitheodorou	Greece
W. J. Smith	Canada
T. Sønsteby	Norway
N. Wälläri	Finland
H. Wiemers	Germany
R. Kamisawa	Japan
W. C. van Zuylen	Netherlands

Dockers

G. de Crom	Belgium
H. Hildebrand	Germany
W. Hulsker	Netherlands
E. Larsson	Sweden
T. O'Leary	Great Britain
T. W. Gleason	USA
E. Tolosa	Argentina

NEW MEMBERS of the EXECUTIVE BOARD



Robert Degris, General Secretary of the French Railwaymen's Federation (Force Ouvrière) and Chairman of the ITF Railwaymen's Section from 1962 until this Congress, was one of the founder-members of his union, together with Fernand Laurent, whom he succeeded in 1963. He has been active within the Railwaymen's Section of the ITF since 1949, and has demonstrated a remarkable grasp of the often complicated affairs of the ITF's largest single group.

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Heinz Kluncker, President of the German Union of Transport and Public Service Workers (OeTV), is one of the 'new generation' of German trade union leaders; born in 1925, he spent two years in an American prisoner-of-war camp and joined the trade union movement in 1946, the year of his release. He started work full-time for the OeTV

in 1953 and became Secretary for the government workers' group within the union in 1958. From June 1961 he was



a member of the Executive and head of the wages section until his election as President in succession to Adolf Kummernuss last year.

* * * *

Harry Nicholas OBE, has been Acting General Secretary of the British Transport and General Workers' Union since November last year after Frank Cousins was given leave of absence by his union to take up the post of Minister of Technology in the new Labour government. Nicholas had been Assistant General Secretary of the union since 1956, and before that had been appointed to a number of union posts ranging from West Country District organizer in 1936 to National Secretary

for the Metal and Engineering Group in 1944. For some years he was Treasurer of the Labour Party and has taken a particular interest in workers'



education, being a member of the Governing Body of Ruskin College, an adult college at Oxford, and a member of the Workers' Education Trade Union Committee.

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Roberto S. Oca, President of the Philippine Transport and General Workers' Organization, has been elected to fill the vacant Asian seat on the Executive Board left by the appointment of Donald U'ren as ITF Representative in Asia. Oca started his trade union work among the Manila dock workers — a tough school, where gangsterism was rife. In 1950 he became

a union organizer, and was largely instrumental in cleaning up the waterfront. Four years later he united all workers in the land, sea and air transport industries of the Philippines into the Transport Workers' Organization, which was extended in 1959 to embrace general workers outside the transport industry when the union received its present name. Oca's union has been a member of the ITF since its foundation, and he has served on the ITF General Council, as well as



attending ILO Conferences as a member of the Philippine workers' delegation. He also helped to found a new trade union federation, and became its first national president.

* * * *

Eustaquio C. Tolosa, General Secretary of the Argentine Port Workers' Association, worked on the land until his twentieth year, when he migrated to Buenos Aires. At 22 he went to work as a stevedore, and four years later was elected a trade union official in the port. He was General Secretary of the Port Workers' Union until 1955, when military revolution resulted in the takeover of all trade unions by the government. He returned to grass roots, and succeeded in re-establishing the union in 1961 when he again became General Secretary. He is in addition President of the Stevedores' Cooperative, and of the Stevedores' Social Assistance Insti-



tute, as well as being General Secretary of the Argentine Transport Workers' Confederation which takes in 22 transport unions.

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Amadou M'Baye, General Secretary of the Senegal Federation of Transport Workers and also joint General Secretary of the Senegal national trade union centre, attended Congress this year as the representative of one of the ITF's youngest affiliates. His union's application for affiliation was accepted



in May this year, and shows every sign of becoming one of the ITF's strongest affiliates on the continent of Africa, since it has nearly 6,000 members, who work in road transport, ports, inland navigation, seafaring and fishing.

The New Executive Board

Europe and the Middle East

- G. Alink (Netherlands)
 - Z. Barash (Israel)
 - R. Degris (France)*
 - R. Dekeyzer (Belgium)
 - H. Düby (Switzerland)
 - S. Greene (Great Britain)
 - G. Hauge (Norway)
 - H. Kluncker (Germany)*
 - J. Matejcek (Austria)
 - H. Nicholas (Great Britain)*
 - H. Pettersson (Sweden)
 - P. Seibert (Germany)
- North America*
- D. Beattie (USA)
 - J. Elliott (USA)
 - F. Hall (Canada)
 - W. Smith (Canada)

Africa

- A. Okon (Nigeria)
- A. M'Baye (Senegal)*

Asia and Australasia

- R. Kamisawa (Japan)
- R. Oca (Philippines)*

Latin America and Caribbean

- H. Hernández (Venezuela)
- E. Tolosa (Argentina)*

The New Management Committee

- D. Beattie (USA)*
- R. Dekeyzer (Belgium)
- H. Nicholas (Great Britain)*
- P. Seibert (Germany)*

In addition the General Secretary, President and Vice-President are *ex-officio* members of the Management Committee.

* New members.

(continued from page 216)

If we add that in 1964 annual leave was extended to 3 weeks—with 5 weeks' pay; that three wage increases were agreed, one of them outside the terms of the collective agreement; that the system of family allowances was improved, with considerable increases in the amounts paid out: then we can surely repeat without exaggeration that 1964 stands out as a milestone in the history of social progress in the port of Antwerp.

A milestone for Antwerp's dockers

THE YEAR 1964 stands out as a milestone in the history of social progress in the port of Antwerp. In 1964 the whole routine of work in the docks was reorganized. The highlight of the far-reaching changes which were made is without doubt the reduction of the working week to 37½ hours, spread over five days (Monday to Friday).

The achievement of this great goal can be traced back originally to a resolution adopted at the ITF North Sea Ports Meeting in Utrecht (6-7 November 1961), in which dockers' unions from North Sea countries decided to press for the simultaneous introduction of the 40 hour 5 day week in all their respective ports with all agreements following the same pattern.

We made a first move towards this objective in Antwerp in 1963, but without success. The port employers were of the opinion then that a forty-hour, five-day week could only be considered if a reform of that nature could be introduced simultaneously and on the same lines in other North Sea ports. Since the chances of securing our objective did not look very promising we pressed the matter no further at that time.

At the beginning of 1964 we reopened discussion of the working week problem. We raised the question in the framework of consultations which were in progress on a general reorganization in the working of the docks. In the BTB we had in fact come to the conclusion that such a general reorganization, designed to place the port of Antwerp on a sound and rational operational footing, was not feasible without a solution to the problem of the forty-hour, five-day week. And fortunately management seemed to have come to the same conclusion.

Thus from the beginning of 1964 on there was a continual succession of meetings and negotiations. They were perhaps a little stiff and awkward to

start with but grew in ease and became less constrained as they progressed. By 14 May 1964, at something of a marathon sitting, the parties realized that they shared enough common ground for the basis of an agreement.

by

GEORGES DE CROM

*National Secretary for the
dockers' group in the Belgian
Transport Workers' Union.*

The draft agreement then formulated boiled down in its essentials to the following: a forty-hour week, spread over five days, was to be introduced in the Antwerp docks with effect from 1 October 1964, on the understanding that eight hours per day should be worked in the day shift and 7½ hours in the other shifts.

Wage rates were to remain unchanged. That is to say, the daily rate in force was to be multiplied by 6 and divided by 5. The same procedure was to be applied in determining daily guaranteed pay.

Although every docker was to be entitled to his Saturday off, work was to be available on that day but at a uniform rate for the different shifts equal to the basic rate of pay plus 40 per cent. Sunday could only be worked after advance notice, and the rate for Sunday work would remain at double time.

As regards enrolment, every registered docker would only be obliged to attend one call—instead of at least two. Moreover he would be able to choose to attend one particular call in preference to another. In other words he would be able to choose the job or shift which he wished to work.

A call would be either free or compulsory. In a free call every docker

would be able to opt for the employer of his choice. If labour requirements were not satisfied by the free call, the additional workers needed would be recruited—before the stamping of documents for entitlement to guaranteed pay—by compulsory call officially through the Labour Exchange.

This draft agreement was approved on 9 June 1964 by the National Docks Committee in Antwerp and the way was clear for working out the practical details.

Although the contents of the agreement fully satisfied the demands which had originally been put forward by the Union, it soon became apparent that the agreed hours for the day shift were not wholly acceptable to the dockers themselves, especially since we had succeeded in reducing hours on the other shifts to less than had been demanded at the outset. Thus we were faced with the problem that the port labour force would only be completely satisfied with the reform if the difference in working hours between the day shift and the other shifts was eliminated. It was then a case of fixing the working day at 7½ hours, irrespective of shift, and the working week at 37½ instead of 40 hours.

Our last minute success in this task too was in large measure due to our being able to convince the port employers that the effect of the reforms as a whole, from which everyone had hoped so much from the point of view both of improvements in operational efficiency and the establishment of a lasting industrial peace in the port, would have largely been lost.

And so on 1 October 1964 the five-day, 37½-hour week came into force in the port of Antwerp. It was the fruit of collective bargaining alone; the union never had to resort to threats or action of any kind.

(continued on previous page)

International Transport Workers' Federation

General Secretary: HANS IMHOF

President: HANS DÜBY

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

editions of journal

International Transport Workers' Journal

Internationale Transportarbeiter-Zeitung

ITF Journal (Tokyo - Japanese version)

Transporte

ITF-aren



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Informations

Boletín de Noticias (Lima)

Newsletter