

International Transport Workers' Journal

12



in this issue

Volume XXV No. 12 December 1965

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by S. F. Greene

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Monthly Publication of the ITF

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*At the close of 1965 we take
this opportunity of wishing our
readers throughout the world the
compliments of the season and
every success in the coming year.*

Thinking aloud—

Stabilization or straitjacket?

by HANS IMHOF, General Secretary

ONE OF THE MOST unpleasant features of our present-day world is the increasing tendency on the part of governments to actively interfere in the affairs of trade unions or to introduce industrial relations legislation providing them with sweeping powers to curtail basic trade union freedoms and the worker's right to take industrial action in support of his claim to fuller social justice. Unhappily, too, it must be acknowledged that most examples of this type of intervention have recently come from the newly-independent countries—in other words, from precisely those which have the greatest need at the present time of strong, democratic and responsible trade unions, able to play their full part in the further development of their countries' economies.

Sometimes the reason given by governments for such interference is the necessity to create a greater measure of national unity; sometimes the cry is raised that the trade union movement has been infiltrated by what are described as 'subversive elements'. Neither reason can be considered a very satisfactory one for blanket restrictions on trade union liberties.

One can, of course, at least partially accept the argument that national unity is vitally necessary in a difficult period of national construction, but, as I pointed out very recently in these columns, this cannot and should not be achieved at the expense of elementary civil liberties. A free union movement is always much better able—and certainly more willing—to contribute to the national welfare than one which is shackled, muzzled and sullenly acquiescent.

The same is true of allegations concerning subversion of the trade union movement. Sometimes such allegations are simply used for camouflage purposes; but where they are true the answer is certainly not to penalize a whole movement because of a few trouble-makers. Far better to encourage the growth of a strong, democratically-based organization which is capable of keeping its own house in order.

The above thoughts were prompted by the present situation in the Caribbean islands of Trinidad and Tobago, where the government of Dr. Eric Williams has used the argument of subversion to introduce legislation which imposes very severe restrictions on both trade unions and the traditional methods of collective bargaining. Known as the Industrial Stabilization Act of 1965, it gives the Government and the Industrial Court established under the Act extremely wide powers in the fields of trade union registration, labour agreements, trade disputes, and strikes. It also provides very heavy penalties, including fines and terms of imprisonment ranging from three months to three years, for those convicted of contraventions of the Act.

Perhaps one of the most iniquitous features of this so-called 'stabilization' Act is that, under it, strike action by workers employed in public services is totally banned. Furthermore, the Act states that a worker with a genuine grievance who **does** go on strike is liable to a fine of 250 dollars or to imprisonment for three or six months, or to both fine and imprisonment. A trade union which calls such a strike is also considered as guilty of an offence under the Act, and its responsible officials can be fined 10,000 dollars or

sent to gaol for two years, or again can be sentenced to both. Nor is that the end of it. If the court is satisfied that the calling of the strike was authorized by the union Executive, then it can quite simply cancel the union's registration which, for all practical purposes, means that it no longer exists.

Now, all this would be bad enough in itself, but we also have to remember that the ostensible reason for the passing of this highly dubious Act was 'subversion'. On this subject, a special Board of Inquiry into Subversive Activities has recently published its official findings. They were that 'evidence of communist plotting and/or subversion in the Trinidadian Labour Movement, as denounced, has not been found after considerable investigations by the Board'. So much for the excuse.

There is, however, another rather unhappy aspect to this already unhappy situation. At a time when the trade union movement of Trinidad and Tobago should be united as never before in the fight to secure the repeal of the Industrial Stabilization Act, it is in fact deeply divided into factions and there is in addition a considerable degree of political involvement on the part of some of its leaders. In fact, the report of the Board quoted above commented on rather similar points and very rightly stressed that they 'defeat the very purpose for which the trade union movement was founded'.

We in the ITF feel two things about the situation in Trinidad and Tobago. Firstly, that Dr. Eric Williams and his government should think again and scrap this unnecessary Act as soon as possible. Secondly, that the trade unionists of Trinidad should leave politics out of their movement except to the extent that it is essential for social progress, and should join together in unity to make sure that it will never again be possible for a government to introduce such retrograde industrial legislation in their country. The affiliates of the ITF in Trinidad and Tobago, who have largely avoided such political entanglements, can undoubtedly play an important rôle here.

No longer the forgotten workers



ONLY A FEW YEARS AGO Roger Dekeyzer, then Chairman of the ITF Fishermen's Section, described the fishermen as the forgotten workers of the world. At that time the statement was certainly very true. Fishermen had inherited a legacy of deplorable working and living conditions in their industry stretching back over many, many years — a legacy which had become almost a tradition. Their living and sleeping quarters — usually one and the same — were cramped, crowded, uncomfortable and usually insanitary. While actually on the fishing grounds, their hours of work could be virtually unlimited, with shooting, hauling-in and gutting being carried on without pause under some of the world's worst and most dangerous weather conditions. In addition, the fisherman was often not paid a regular living wage, but was dependent on his share of the catch proceeds, which in times of heavy landings could drop to rock-bottom. To this had to be added the general lack of social benefits for fishermen as compared with workers ashore, together with the almost total disruption of any form of real family life. International instruments regulating any major aspect of fishermen's conditions were completely non-existent.

Fishing is still, and probably always will be, one of the hardest and most dangerous of all human occupations. The hazards of storms, fog and black ice are ever present in the fisherman's daily life, as are also the bitter Arctic temperatures in which he is so often forced to work. These are factors which cannot be changed and for that reason alone fishing will never be a particularly pleasant job. The natural disadvantages of the industry, however, provide an additional reason for making sure that the fisherman enjoys the best possible pay and working and social conditions; that he receives a first-class training for his difficult and dangerous job; and that his off-duty periods at sea can be spent as pleasantly and as comfortably as is practicable aboard the very small vessels in which he spends his working life.

Right: Chairing the meetings of the Workers' Group was Roger Dekeyzer, Belgium, centre. Ken Golding, ITF Secretariat, acted as Secretary of the Group, right. On the left is Ernest Bell, ILO. Below right: A general view of the Worker's Group in session.

There can be no doubt that conditions in the modern fishing fleets have improved out of all recognition when one thinks back to the old days of the industry. This, in fact, is something which is now increasingly being forced upon the industry. Fish-catching is of growing significance in a world which is suffering from a general shortage of foodstuffs, to the overcoming of which fish with its extremely high nutritional value makes an especially valuable contribution. Furthermore, the existence of full-employment conditions in most countries — and especially the European countries — means that it is becoming more and more difficult to attract men to an industry which has so many obvious drawbacks for those who work in it.

Although, therefore, things are improving gradually, there nevertheless still remains a great deal to be done and particularly in the establishing of acceptable international minimum conditions applying to both the older and the newer fishing nations. Ever since the end of the Second World War the ITF Fishermen's Section has been pressing for such international standards, and, although progress has been rather slower than we would have liked, our campaign has nevertheless produced very tangible achievements within the International Labour Organization (ILO). One of the first fruits of this campaign was the establishment of an ILO Committee of Experts on Conditions of Fishermen in 1954. It was this tripartite committee, of which the Workers' Side was composed very largely of members from ITF affiliates, which made recommendations for action to be taken by the ILO on three specific subjects. As a result, ILO Conventions covering minimum age (fishermen); medical examinations; and fishermen's articles of agreement were discussed and adopted under the



double-discussion procedure at the International Labour Conferences of 1958 and 1959. All three Conventions have been ratified by a substantial number of countries in the comparatively short period which has elapsed since their adoption.

The second fruit of the ITF's efforts came in 1962, when the ILO Govern-

ing Body set up the Committee on Conditions of Work in the Fishing Industry. This met in December of the same year and, in addition to recommending a number of other fishermen's questions for future ILO study, drew up two sets of unanimously-agreed conclusions concerning accommodation on board fishing vessels and the voca-

tional training of fishermen. On a further subject — fishermen's certificates of competency — the Committee suggested its early study with a view to the establishment of international minimum standards.

All three subjects were included in the agenda of an ILO Preparatory Technical Conference which was held in Geneva from 18 to 28 October last. Because of the highly technical nature of the agenda items, this type of Conference was chosen to replace the first stage of the more normal double-discussion procedure. That means that the draft international instruments drawn up on the basis of the conclusions reached in October will now go directly to the next International Labour Conference (June 1966) for final approval.

Although national representation at the Preparatory Technical Conference was not as broad as had been hoped for (out of 22 countries invited, seventeen actually attended — some with only partial delegations), the results which were finally achieved by the Workers' Group were extremely satisfactory. There can be no doubt that this was primarily due to the very hard work which was done by the Workers' Group — most of which again came from ITF-affiliated fishermen's unions — and to the excellent spirit of discipline and cooperation displayed by all its members.

The best indication of the Group's success is certainly to be found in the fact that the Conclusions reached by the Conference were finally adopted unanimously in the form in which they had been proposed by the International Labour Office: draft Conventions in the case of accommodation and certificates of competency, and a draft Recommendation covering the vocational training of fishermen. So far as certificates of competency were concerned, this was an especially satisfying result, since the Geneva Conference undertook the first detailed discussion of the subject and there were, in addition, strong indications at the outset of the Conference that the Employers' Group were very

much opposed to any attempt to secure Convention status for this item. The fact that this resistance was nevertheless overcome is an excellent tribute both to the cogency of the Workers' arguments and to their success in persuading a very large number of Government representatives that a Convention was urgently needed to regulate the question of certification internationally in an industry where it is still possible in some countries for vessels to put to sea with either no certificated crew members or an inadequate complement of such personnel. In an era when fishing vessels can be as large as some coastal merchant ships, and are operated under conditions which can be as dangerous as any found at sea, it is obviously essential that regulation of this aspect should be introduced with the least possible delay.

The Conclusions adopted by the Conference apply to vessels of 25 gross registered tons and over, and contain specific references to the certification of skippers, mates and engineers. A certificated skipper, they state, should be carried on all fishing vessels to which the instrument applies, whilst a certificated mate should be required on all vessels over 100 gross registered tons engaged in operations and areas to be defined by national laws and regulations. In the case of engineers, the criterion laid down is that of engine power, with the limit being determined by the competent national authority after consultation with fishermen's organizations and fishing vessel owners.

In appropriate cases, either the skipper or mate could act as engineer, but only on condition that he holds an engineer's certificate. Minimum ages for the issue of certificates of competency are provided as follows:

(a) 20 years in the case of a skipper or engineer; (b) 19 years in the case of a mate. Exceptions can however be made for skippers engaged in coastal fishing or for engineers serving on vessels of less than 500 horsepower. In these circumstances, the minimum age may be fixed at eighteen.

In general, the minimum professional experience demanded for the issue of certificates is at least three years' sea service in either a deck capacity or in the engine room. In the case of a skipper, three years' sea service together with an additional twelve months' service as a certificated mate aboard a fishing vessel is necessary. The Conclusions further specify that examinations organized and supervised by the competent authority should be provided and lists the subjects in which candidates should be tested. These include general nautical and engineering subjects; practical navigation; safe working practices; safety of life at sea; the use of life-saving and fire-fighting appliances; fishing techniques (including the use of electronic devices where appropriate) and the operation, maintenance and repair of fishing gear; as well as the stowage, cleaning and processing of fish on board.

Enforcement measures provided cover an efficient system of national inspection, the detention of vessels in breach of national laws and regulations which implement the instrument, and penalties or disciplinary measures in certain specified cases.

Closely associated with certificates of competency is, of course, the subject of vocational training. In fact, the two questions may be considered as twin sides of the same coin. How true this is can be seen from the Conclusions finally adopted on training, where these actually reinforce the draft instrument on certification by paving the way for an eventual extension of its scope. Its Paragraph 16, for example, states that where practical and appropriate national standards should be established for either certificates of competency or diplomas qualifying persons to act, not simply as skippers, mates and engineers, but also as bosun, skilled fishermen (various grades), cook or other deck and engine room personnel. Sub-section (2) of the same paragraph also makes it clear that training programmes should be chiefly designed to prepare trainees for certification and

should be directly related to national certification standards.

The text defines the basic objectives of vocational training for fishermen very comprehensively as:

- to improve the efficiency of the fishing industry and to secure general recognition of the economic and social significance of fishing to the national economy;
- to encourage the entry into the fishing industry of a sufficient number of suitable persons;
- to provide training and retraining facilities commensurate with the current and projected manpower needs of the fishing industry for all the various fishing occupations;
- to assist and facilitate the entry into employment of all trainees after completion of their courses; and
- to assist trainees in reaching their highest productive and earning capacity.

The Conclusions on Vocational Training take the form of a draft Recommendation, which is in some ways a more flexible international instrument since, unlike the Convention, it can be ratified either wholly or in part by national legislatures. As the whole text is not considered mandatory it is much easier to extend the scope of a Recommendation and to go into a large amount of detail often not possible with a draft Convention. The Conclusions adopted in Geneva are extremely exhaustive in this respect and provide well-defined recommendations, covering planning and co-ordination; financing by private bodies, local authorities or government; standards of training; actual training programmes; pre-vocational courses; training methods; and international co-operation, with particular reference to developing countries.

The point is made that training schemes should be systematically organized, and that financing should be on an adequate and regular basis commensurate with the contribution which the fishing industry makes to the

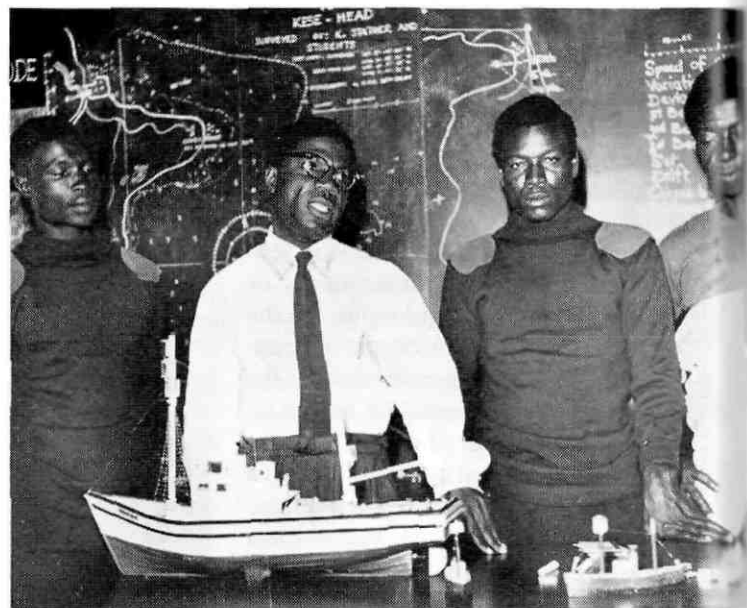


Above: Belgian fishermen taking in their nets; below: trawler deckhand relaxing with a book. This ILO Conference adopted a draft Convention on fishermen's accommodation, which seeks to lay down minimum standards of comfort and hygiene in fishing crew quarters. The conclusions on this and the two other matters dealt with at this conference have to await formal approval by the International Labour Conference in 1966, before they can be ratified and adopted by the world's fishing nations.





The Conference adopted a draft Convention on certificates of competency and a draft Recommendation on vocational training. Above: Boys learning wireless telegraphy at a fishermen's school in Belgium. Above right: Demonstration of outboard motors at a course for fishermen in Jamaica. Centre right: Navigation instruction given at a school in Fante, Ghana, by one of the school's own first trainees. Below right: Instruction in navigation for boys at the Ostend Fishermen's School. Below: Carp fishing off Singapore.



national economy. Training in publicly-operated training centres should be given without charge to the trainee. Nor is the draft instrument concerned only with new entrants to the industry. Substantial provision is also made for the operation of short, seasonal and evening courses for working fishermen, and it is expressly stated that steps should be taken to enable working fishermen to attend short courses ashore. In addition, it is recommended that working fishermen should receive adequate financial compensation while participating in such courses.

The final set of conclusions — on Accommodation aboard Fishing Vessels — is also remarkably detailed and all-embracing. In its basic form, it is intended to apply to all vessels of 75 tons and over — a compromise figure agreed to by all three Groups after considerable discussion. The Workers' Group was, however, also successful in having approved a complementary clause on the draft instrument's scope. This states that it may also be applied to vessels of between 25 and 75 tons where the competent authorities determine, after consultation with fishermen's organizations and fishing vessel owners, that this is reasonable and practicable.

The Conclusions contain provisions concerning the location, structure and arrangement of crew accommodation and stipulate that this should ensure adequate security, protection against weather and sea, insulation from heat and cold, undue noise or effluvia from other spaces. Internal bulkheads should be constructed of material not likely to harbour vermin. Further recommendations concerning sleeping quarters and mess rooms lay down proper standards of ventilation, lighting and heating and also stipulate the actual floor area (excluding berths and lockers) which should be available to each fisherman in sleeping rooms. There are, additionally, provisions concerning the maximum number of persons to be accommodated in individual sleeping rooms.

Sanitary and safety provisions relating to mess-rooms, washing and toilet accommodation, galley and mess-rooms are also spelled out, as is the need for the equipment of fishing vessels with approved medicine chests, an isolated cabin for diseased or injured members of the crew, and, on larger vessels, a sick bay.

All of these achievements registered by the Workers' Group in Geneva indicate that the world's fishermen have now reached the point where, although conditions in their industry are still by no means as good as they could be, they are nevertheless consistently improving and the fishermen themselves can no longer be described as 'the forgotten workers'.

This, of course, does not mean that the fishermen and their trade unions can relax, either nationally or internationally. The Conclusions on the three subjects dealt with in this article were processed in record time by ILO standards, but they still have to be given the seal of final approval by the 1966 International Labour Conference. That is why, during the final session of the Preparatory Technical Conference, the Workers' Group introduced a statement urging ILO member states to ensure that competent representatives of the fishing industry are included in national delegations attending the 1966 Conference. It is clearly vitally important that fishermen in particular should be strongly represented, not simply to ensure the adoption of the three draft instruments, but also to improve on them still further wherever this is possible. It should also be remembered that there are several other fishermen's questions which need to be dealt with at ILO level in the future, and this will only be possible if fishermen's organizations show very clearly how keenly interested they are in having this done.

In conclusions, may we of the ITF Secretariat express our very deep appreciation of the fine work performed by the Workers' Group as a whole and by the ITF representatives in particular. Our special thanks go to Einar Haugen

(Norway) who acted as Workers' Vice-President of the Conference; to Roger Dekeyzer (Belgium), Chairman and Spokesman for the Group and also Spokesman in the Working Party on Accommodation; to Heinz Wiemers (Germany), Spokesman in the Working Party on Vocational Training and Certification; and to Joe Buquet (Netherlands), who acted as the Group's Vice-Chairman. Sincere thanks are also due to the ITF members of the Working Parties who gave them such excellent support: Lester Balingier (United States); Bob Head (United Kingdom); and Jenjiro Nakano (Japan). A first class team which produced first-class results.

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How Swedish railwaymen help their industry

IN 1947 THE SWEDISH State Railway Company launched a scheme whereby its employees could put forward proposals and recommendations designed to help the undertaking improve its operational efficiency and the standard of its services.

Since that time a number of employees in all grades and departments have put forward suggestions which, when put into effect, resulted in definite improvements. Payment has always been made for each proposal put into practice, ranging from 100 to about 1,000 Kronor.

The railway authority is now revitalizing the scheme. Staff have been circularized about the particular aspects of railway operations on which suggestions would be most welcome.

* * * *

Canadian transport studies

ALL ASPECTS OF TRANSPORT in the Atlantic provinces of Canada are to be the subject of a comprehensive study ordered by the Canadian government. The studies will cover rail, water, road and air transport in and to the Atlantic provinces, and their relevance to the economic development of the Atlantic region generally, both in terms of its internal transport and its connexions with the rest of Canada and with other countries.

WORKING HOURS AND ROAD SAFETY

A Committee set up by the Swedish Ministry of Transport to recommend reforms in the present system of regulating hours of work in road transport has submitted its findings and recommendations to the Government. With road safety as the main consideration in its proposals, the Committee recommends that working hours as such should come under social legislation and that only hours spent at the wheel and periods of rest should be fixed by traffic regulations.

PRESENT SWEDISH REGULATIONS which lay down limits on working and driving in the road transport industry stipulate that no driver must remain at the wheel for longer than 5 hours without a break of at least thirty minutes. Stops of less than thirty minutes' duration count as driving time. Working time for every period of twenty-four hours must not exceed 11 hours, though in certain cases it can be stretched to 13. A driver must have at least 9 consecutive hours' rest in each period of twenty-four hours counted from the start of a day's work.

In 1960 a motion was put before the Swedish legislative assembly drawing attention to the fact that there were certain defects in the regulations, and this led the Minister of Transport to appoint a Committee of five experts to re-examine the regulations and make recommendations.

The Committee's conclusions and proposals were published earlier this year.

The problem of traffic safety, and in particular the fatigue factor, are the starting point of the Committee's report. It is impossible to devise a hundred per cent effective system of regulations to deal with fatigue. The reason for this is that it is impossible either to isolate individual causes or to measure the extent of fatigue in order to obtain a basis for legislation.

The only possible procedure is to devise regulations based on typical and obvious cases, which will have some beneficial influence on traffic safety. Such regulations, however, cannot be expected to provide a foolproof system. It will always be possible to get round the rules without formally breaking them. As an example of this the Committee drew attention to the problem

of drivers doing two jobs. The present regulations succeed in prohibiting working hours which are too long with one employer but do not apply to dual employment. And even under more stringent regulations it is not possible to do more than prescribe certain rest periods — people cannot be obliged by law to sleep.

Neither is it possible to prevent someone by special regulations from driving his own car after work because he is exhausted from a hard day's work and in no condition to drive. If a driver causes danger to other road users in this way, the authorities can only fall back on general regulations, such as those dealing with 'dangerous driving', etc., but a 'fatigue regulation' is unworkable.

The Committee found that the inspection system in use at present is very unsatisfactory. It is hardly possible to say that there is any real enforcement of the regulations governing hours of work and rest in professional driving and for this reason the regulations are largely ineffective in practice. Workers' and employers' representatives have made their view known to the Committee that if at least some element of compulsion were introduced in the present regulations, they would be much more widely observed.

The Committee is of the opinion that the first essential is to elaborate a viable system of regulations, taking account of present traffic safety requirements, which can serve as a basis for the functioning of an inspection authority.

The system of regulations which the Committee proposes is related solely to traffic safety. Working hours, as distinct from hours spent driving and resting which are of more direct importance to road safety, should be dealt with in connection with the working hours provisions in Sweden's labour legislation. Thus the Committee's proposals may be regarded as merely an individual part of a bigger complex of regulations falling under the heading 'working hours in road transport'.

The Committee wants more impor-



Photo taken during rescue operations. The steering wheel had to be removed before the driver could be released from the buckled cab.

tance to be attached to the rest regulation than previously. There are two reasons for this. Firstly, rest regulations are easier to enforce than those applying directly to working hours. Secondly, a rest regulation is the only kind which may bring about a reasonably realistic solution of the problem of dual employment. It thus becomes necessary to define what a rest period is. This is lacking in the present regulations, which therefore do not set an effective limit to the working day. Leisure cannot be prescribed, but it ought to be possible in principle to compel the driver to refrain from working during set resting hours.

As regards working time the Committee had to give consideration to the two types of regulation involved: that applying to driving time only and that applying to total working time. Both regulate working hours, though in different ways.

At first it was felt that one of these should be adopted, but not both. Some legal provision positively limiting active work was necessary, but several would give rise to an unduly involved system which could neither be observed nor controlled.

The intention should not be to regulate definite fatigue-inducing factors, since it was impossible to isolate more than a few of them. The present regulations, for example, do not prevent a man from putting in a strenuous day's work at a factory and then doing thirteen hours' work as a road transport driver. This anomaly could only be removed by a much stricter definition of 'working hours'. A more feasible approach is to lay down compulsory resting time.

A regulation controlling working hours might limit a driver's freedom of action without the interests of road safety being any the better served,

and would imply in reality a limit on overtime earnings per day, instead of per month or per year, as laid down by Swedish working hours legislation.

A driving time regulation is aimed at improving traffic safety and is by its nature independently applicable and distinct from regulations of the type laid down in social legislation.

The Committee feels justified in rejecting a working hours regulation on the model of the one at present in force, since this was designed for road transport workers whose main occupation is driving. It does not take the spare-time drivers into account. It also acts as a social provision for a large number of drivers in firms which are not covered by the Working Hours Act. Once the Act has been amended to apply to all workers employed in the road transport industry the Committee feels the only regulation needed would be one to limit driving time. Such a

regulation should also apply to other forms of traffic.

On considering which traffic categories should be affected by new legislation, the Committee came to the conclusion that the present distinction between transport for hire and transport for own account should be abolished. It felt that, in the interests of an effective inspection system, one regulation should be adopted to cover both forms of transport.

The proposals are:

- 1) a limit should be imposed on continuous driving for all traffic including private cars.
- 2) maximum driving hours and minimum resting time limits for commercial drivers.

For a transitional period, until working hours legislation is amended to cover road transport employment, it is recommended that the working hours provisions in the present traffic regulations should be retained to protect those drivers to whom the Working Hours Act does not apply.

The present continuous driving regulations require drivers to take a break of at least 30 minutes after every 5 hours of continuous driving. The Committee decided not to propose any change in this rule, but to recommend that it should apply to all motor vehicle traffic instead of to the road transport trade only, as at present.

The present resting time regulations require a driver to rest for 9 hours continuous per 24 hour period and allows a reduction of resting time to 7 hours twice a week. The Committee's recommendations are that the 9 hours should be increased to 10 and the 7-hour rule should become an 8-hour rule; also that the new regulations should be accompanied by a definition of 'resting time'.

It is proposed that the total time spent driving in any one 24-hour period should be limited to 9 hours.

The present traffic regulations limit working (as distinct from driving) hours to 11 per 24-hour period, or 13 on one day and 9 on either the next or the preceding day. But under the proposals

for reform working hours could only be limited indirectly by the resting hours regulations (i.e. to 14 hours and, twice a week, to 16). The Committee has answered this criticism by pointing out that its resting time proposals merely provide the time limits within which work can be performed, whereas the regulations in force limit actual working time. But this is a matter which will be dealt with in future amendments to working hours legislation, and the Committee in any case proposes the retention of the present working hours regulations until such amendments are made. The Committee also points out that the present regulations only limit working hours in road transport employment, whereas its proposals concerning resting time apply to all employment in the case of those drivers for whom driving is a spare-time job.

In its consideration of the control question the Committee came to the conclusion that a solution is only possible if the inspection system is set on a wholly different footing than at present, where infringements are left to the police to investigate and are subject to prosecution and fines.

The Committee proposes the following improvements in the present system:

- 1) a central authority with local offices;
- 2) replacement of prosecution and fines by other corrective measures, such as reminders, orders to rectify matters, etc. with fines as a last resort;
- 3) greater responsibility from the drivers themselves;
- 4) inspectors to have the right of admission to places of work and examine documents, obtain information, etc., without suspicion of any infringement; and
- 5) a greater cooperation between the organizations and individuals concerned.

The Committee recommends the setting up of a national traffic authority (see last issue of the Journal) and that the inspection system should be operated by this authority.

As regards the local organization of the inspection system, the Committee proposes at least 15 districts and a total of about 40 inspectors. The most important and time consuming task for the inspection service would be contacts with individual firms. And another task of importance would be a thorough survey of all traffic concerned.

Tachographs should continue to be used to roughly the same extent as at present. However, the question of where tachographs should or should not be used would be taken up again after the inspection system had been in operation for some time. Log books should be abolished because of the abuses to which they have given rise in the past. Inspection would be based on firms' internal operations, and the records providing the inspector with the information he needs would form an extension of internal accounting systems. These records, or work cards, could be in any form which suited the particular firm's internal requirements provided they showed certain information specified by the inspection service.

In a separate statement Hjalmar Svensson, representing the Transport Workers' Union on the Committee, said that he could not associate himself with the Committee's proposals on driving and working hours and resting time taken together. He objects to the fact that the driving time limit and compulsory resting time proposed allow an increase of 3 hours in the maximum permitted hours of work (including hours at the wheel), i.e. from 11 or 13 to 14 or 16 hours per 24-hour period, for drivers who own their own vehicles and also to a certain extent for drivers in transport employment to whom the Working Hours Act applies. The Union statement demands that if a time limit on daily driving is to be fixed, then it should be complemented with a provision limiting daily working hours, but if this limit is to be provided indirectly by a compulsory minimum rest period then the latter should not be less than 10 hours. Svensson made this point on a number of occasions during the Committee's deliberations.

The National Plan and British transport

by S. F. GREENE,
NUR General Secretary



THE MOST IMPORTANT MATTER dealt with at this year's Labour Party Conference concerned Labour and the National Plan. The Plan is unique, in that on no previous occasion has the Government or any other body undertaken a review of the country's principal industries with the object of pointing the way to future expansion and investment. It also assesses the prospects of increasing the country's productivity by 25 per cent.

It must be understood, however, that the replies given to the questions on which the National Plan is based were given by the industries concerned and not in all cases do they represent the views of the trade unions within those industries.

While there was some enthusiasm at the Conference because no mention was made of a plan for the future nationalisation of the steel industry, it was rather odd that the absence of any

reference to a future policy for the transport industry didn't arouse similar enthusiasm.

At no time has the National Economic Development Council looked at Transport. I believe this to be due to the fact that ever since that body was set up, a committee of some kind or other has been engaged on a study of a particular section of the industry. We have had the Hall Committee, the Buchanan Committee, the Beeching Report, a Report on the Docks, and several other reports.

Referring to the section dealing with Transport in the National Plan, it is obvious that the detail has been presented by the Ministry or, in the case of the Railways, by the British Railways Board. During the time the National Plan was in preparation the TUC issued a document on transport which, in many ways differs from the statement put forward in the Plan.

This is understandable because, as far as the railways are concerned, the Plan is based on circumstances which applied at the time the inquiry was being made and is patterned on the requirements of the 1962 Transport Act.

The Plan states: 'The Railways cannot hope to maintain let alone increase their carryings of general merchandise on an economic basis unless the new concept of liner trains, freight liners, proves successful.

'This will depend on these trains providing services of quality and at a price *which will induce road hauliers*, among other customers, to make use of them to carry a substantial quantity of longer haul traffic between main centres. The Government look forward to the inauguration of the first group of these services later this year.'

This statement contains the very argument the Union has been using,

i.e., that if road hauliers are induced to use liner trains two separate profits are being justified.

One would have thought that, in these days, when there is a desire to keep costs of production down, such an arrangement would be out of line with Government policy.

The members of the Union feel that the efficiency of these trains will sell itself to the manufacturers — hence no objection has been raised to C Licence holders using liner train terminals. The membership is aware that I have expressed myself on these matters, and it is not my desire to continue the conflict with the Government in view of the difficulty of introducing legislation to restrict one section of the community from using the facilities provided by a nationalized industry.

Working deficit

The other thing that causes concern in the Plan is the statement that 'British Railways' working deficit on railway operations before payment of interest was £67 million in 1964, out of a total deficit of £121 million. They estimate that they should be able to eliminate the working deficit by 1970, provided that, in addition to early inauguration of freight liner services:

- (a) substantial progress continues to be made in implementing closure proposals;
- (b) a start is made within the period with the process of concentrating on selected trunk routes;
- (c) cooperation of the unions is secured in increasing productivity and in particular on the question of manning.'

These three paragraphs obviously arise from the policy laid down in the 1962 Transport Act.

What is meant by 'Substantial progress continues to be made in implementing the closure proposals?' The Union is concerned that the present Government was elected on the understanding that they would stop all major closures.

What is now meant by a major closure? Is it the 60 miles of the Great

Central Railway, or the 110 miles of the Somerset and Dorset Railway, or the passenger train services between Bristol and Bournemouth?

It surely does not mean the closure of Darlington Loco Works over which, we understand, the Minister of Transport has no control. Nor does it cover the continued placing of work with private contractors, work which our workshop members feel should be done by them, which would allow some of the larger workshops to be kept open.

I read with great interest the Prime Minister's speech at Bristol on September 4, 1965, but I found no reference as to future legislation on transport. His only reference to the subject was in connection with liner trains — with which I have some sympathy.

I also listened to the very fine speech made by the Prime Minister at the Labour Party Conference in which he dealt with past and future national programmes for the development of the country, but again I failed to detect any statement as to the future of the transport industry.

When representatives of the Union have met the Minister of Transport on one or two recent occasions, he has informed us that no major legislation on transport would be introduced in the first session of Parliament. The statement led one to believe that transport legislation would be introduced in the next session. So that while, in broad principle, the Union welcomes the National Plan, it is greatly concerned that there does not appear to be any plan for a co-ordinated and integrated transport system forthcoming in the near future.

Apparently the policy seems to be that we continue to chase the elusive deficit of the 1962 Transport Act which, we are now informed, might be met by 1970.

It is interesting to note that in the Railway Management Year Book there was no working deficit on the Railways until 1954. One would have thought that in view of the serious situation that has developed since that time steps would have been taken to solve not

only the problem of British Railways but the problem of transport as a whole.

It is pointed out in the TUC document on Transport that there are 50,000 private haulage companies — 50 per cent of which own only one vehicle.

Productivity

It cannot be denied that productivity on the railways has increased. In the three-yearly period prior to 1964, 103,000 less staff were employed, and it is understood that the position, so far as the present year is concerned, is moving at the same rate as 1964.

In the National Plan it states that between now and 1970 there will be a further reduction of 113,000 — a reduction of roughly 29 per cent. With a reduction of 103,000 the wages bill on the BRB will be running at a smaller figure in 1964 than it was in 1960.

Unfortunately, it was not possible to raise the question of transport policy at the Labour Party Conference but I do feel that the National Plan can only succeed if a policy for the integration of the whole of the nation's transport is formulated.

Whilst, so far, we have expressed our disappointment that no comment has been made by the Government as to the policy laid down in the election manifesto, we hope that in the near future steps will be taken to satisfy not only the railway unions, but might I be so bold as to say, something will be done to satisfy all transport unions.

With these views it will be known that the Union, in broad principle, supports the Government in their efforts to solve the economic problems facing the country. We also accept the National Plan, keeping in mind that it was a survey of the situation made at the time of the inquiry, covering the next five years.

We hope that the Government's policy for transport will be in line with that produced by the Trades Union Congress which, in my opinion, will do something to co-ordinate transport in this country.

This is not a desperate plea to save the railways; but when you prune a tree you have some idea of what is to be left to improve the tree's future growth. In view of the fact that the working deficit for 1965 is going to be worse than for 1964, the present policy of pruning the railway service and closing stations, lines and depots in isolation and without knowing what the plan is going to look like, seems to be self-destructive.

Opposed to closures

In view of these circumstances I am against all closures until such time as a plan is produced. There is one exception to this statement and that is, I would give serious consideration to any closure recommended by a Member of Parliament in his own Constituency.

In this connection I have in mind the great campaign the Union and the Labour Party ran just prior to the General Election when many Members of Parliament were to be found on our platform.

Now we find that some of the MPs who supported the 1962 Act are quite prepared to agree that lines should be closed until a line in their own constituency is affected. They then start a campaign with other people in the district to keep the line open.

It is my opinion that the only way the problem can be solved is by the introduction of legislation by the Government based on the manifesto with which they won the Election.

As the railway trade unions were not, for some reason or other, given an opportunity of expressing their views on transport at this year's Labour Party Conference, although a very important section on the subject was included in the National Plan, we listened with interest to the Chancellor of the Exchequer's reply on the re-nationalization of the steel industry.

He said it was not a question of whether the industry would be re-nationalized, but when. So far as the transport industry is concerned, in view of the fact that there has been no mention of a future policy, I am inclined to the view that it will be never.

Underground railway for Oslo

by LEIF THORESEN

OSLO'S UNDERGROUND RAILWAY has recently been the subject of earnest discussion, and will probably be one of the first questions which the new Parliament will have to deal with this autumn. For it is not only the municipality of Oslo which is affected; the underground plans have to be co-ordinated with those of the Norwegian State Railways in order to link together the East and West Oslo railway systems.

The underground network has been very much in the picture for about a year now, and the first experimental trainloads of passengers have been carried along part of the network. The plans which were adopted by Oslo's city council in 1954 are thus nearing fulfilment. The first of the new lines will be opened in March next year. Briefly, the plans were to build an underground railway system of four branch lines to run from the eastern districts of Oslo into the centre, terminating at the main line railway station. Oslo already had a corresponding network to the west with four branch lines. These terminate together beneath the National Theatre, and it was a condition of the new plan that the tunnel should be continued under the city centre from the main line railway station to the National Theatre in order to link the east and west sectors. However a final solution to this problem has still to be found.

With the development which will probably take place in the structure of Oslo during the next 20 to 30 years, there will be a need for new suburban and underground lines out to the new residential areas, in addition to the areas which are now covered in the east and west. This was recently pre-

dicted by the head of the planning division for city and suburban railways, Per Ulvik.

First of all, in his opinion, the underground system must be made efficient and competitive with the private motor car. The expensive track and equipment must be utilized to the full and the whole traffic system should be built up around the underground.

The situation which the future transport system will have to cope with is briefly as follows. Land for housing is running short within the Oslo city limits. At the same time the number of jobs in the city is increasing and the labour force will have more and more to be brought in from outside Oslo. There are already 45,000 workers coming in from elsewhere, and in the course of 25 years this number will rise to about 110,000. In addition, the city's own inhabitants will become more concentrated in the new suburbs away from the old city centre.

In 1964, 72 per cent of workers living outside Oslo used public transport for the journey to and from work, whilst 28 per cent used their own cars. Plans are in hand for substantial road development, but if full use is to be made of the capacity of these new roads they cannot come to a halt outside the city limits. They must be carried into the centre and linked to the city streets so that traffic from outside can readily be absorbed. The future road network will not only have to carry private cars but also buses and lorries.

The Oslo of tomorrow will clearly have to have a public transport system largely composed of underground and suburban railways; the underground represents the only possible competitive alternative to the motor car.



CRISIS IN LIMA'S PUBLIC TRANSPORT

RECENTLY WORKERS EMPLOYED by private bus companies in Lima went on strike, and were joined a few days later by tram service employees. Both these groups have been suffering from a situation which has been a besetting problem in Peru, and particularly in the capital, for many years, caused by a combination of mismanagement and government procrastination. There has long ceased to be any overall policy to coordinate the city's public transport systems into a rational and efficient whole, and efforts to secure govern-

ment action to solve the problems have proved fruitless since the whole issue is regarded as a political hot potato.

The only existing body with any responsibility at all for transport is a commission set up by the government, the Economic Commission for the Regulation of Transport (CRET). Its duties are ill-defined and have in the main consisted in handling applications for permission to increase fares. Even in this sphere, however, its authority is severely limited, since if any of its decisions fails to please the

government of the day it is promptly overruled.

The immediate cause of the private busmen's strike was the refusal of the companies to grant a pay claim of 15 soles* per day and to honour a CRET decision which had authorized a 51.88% increase in fares, the extra income to be used as follows:

- to replace a government subsidy of 8 soles per man per day which had been granted to cover a previously agreed wage increase;

Page 278: Bus owned by one of the private lines which refused to pay agreed wage increases; Right: One of the broken-down old trams which have now virtually gone out of business; Below right: A 'taxi' which plies for hire on a regular route like a bus.

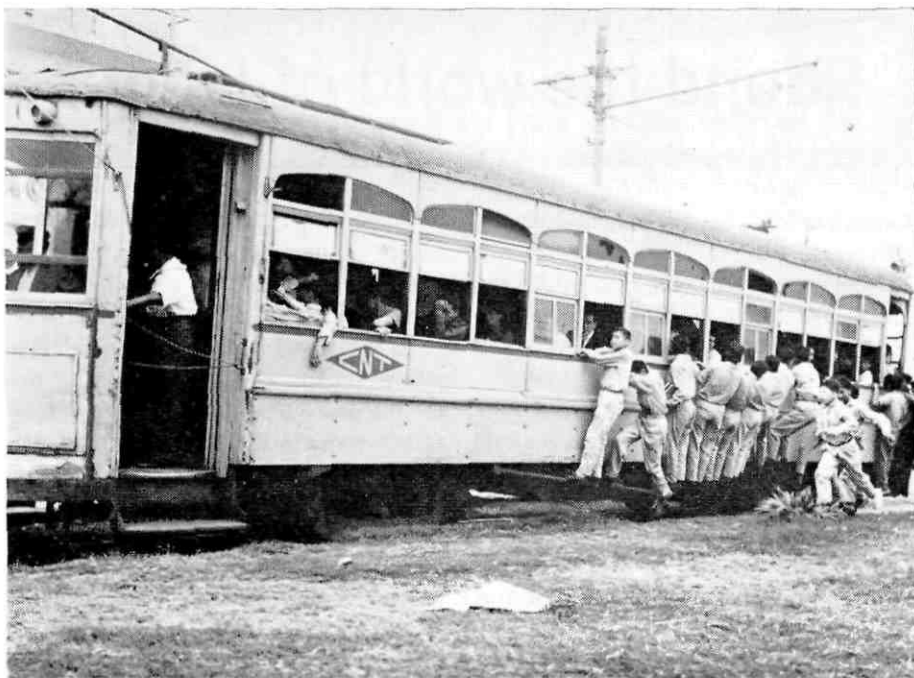
- to pay for improvements agreed between the union and management in 1962 and 1963 which had not so far been honoured;
- to acquire new equipment;
- to allow the companies a margin of profit.

CRET was unable to enforce its award, nor were the workers able to obtain any satisfaction from an approach to the Minister of Labour; so they went on strike. Although the private bus companies represent only 20% of all bus services in Lima—the remaining 80% being municipally-owned or run by workers' cooperatives which took over from bankrupt companies—the strike was successful to the extent that the Minister of Labour has ordered the companies to pay the 8 soles increase with retroactive effect to July 1962. However, the last of this particular dispute has not yet been heard, since the companies now claim that they have not been receiving the whole of their 51.88% increase and the union still has a claim for 15 soles per day pending.

An even more severe crisis has brought the trams to a standstill; it is likely they will never be seen on the streets of Lima again. The company is bankrupt, the trams themselves broken down and decrepit. Years ago they were the aristocrats of Lima's public transport, with luxurious appointments, first and second class compartments, polished wood and brasses. Since their heyday in the 'twenties, however, their number has decreased from 240 to 28, and even these few are so disreputable that they are a danger to passengers and passers-by alike.

The company still has 1,400 workers formally on its payroll; of these only 200 have actually been working. The company owes about 70 million soles in contributions to social security

*There are 75 soles to £1 and 26.80 to US \$1.



funds, 30 million to the electricity authorities, and the workers have received no pay since July. It has managed just to keep its head above water so far with an annual government subsidy of 17 million soles since 1962, but the government announcement that this would be suspended resulted in the present strike, during the course of which the ITF and its affiliates have been providing financial

and moral support to the strikers.

The company has now declared itself bankrupt and handed over to the State all its assets and liabilities. An executive decree approved by Congress has authorized the government to pay all social benefits, salaries and allowances due to the workers. The big problem remaining is to find jobs for the 1,400 workers who have lost their source of employment.

Round the world of labour

Revitalization plan for Argentinian railways

A PLAN HAS BEEN LAUNCHED in Argentina designed to bring about a complete overhaul and reconstruction of the nation's railway network by 1969.

The plan was worked out in full consultation with the railwaymen's organizations including the ITF-affiliated Footplatemen's Union 'La Fraternidad', and the unions signed an official document approving the plan in detail. The main aims are reduction of the railways' deficit, renovation of all rolling stock and traction units, restoring them to maximum efficiency, renewal and reconditioning of track with priority for trunk lines, thus ensuring a faster and safer movement of traffic and providing a more efficient service. The plan will affect all areas of the railway's operations. After the first two years of execution, and subsequently every year, an analysis will be made of the results obtained so that adjustments may be made in respect of the additional demands expected to be made on the railway as a result of increased efficiency. The plan contains an undertaking that no redundancies will take place during its execution. The only reductions in personnel to come about will be those caused by resignations, retirements, deaths and dismissals regarded as justified by the unions. No lines or workshops are to be closed. The workshops will be reorganized and placed on a sound operational footing in as short a space of time as possible. No reductions will be made in their working capacity and no measures will be taken which might restrict them in developing their capacity. The possibility will be examined of expanding the workshops and of extending their functions so as to include the construction of locomotives and rolling stock.

The present railway network will be retained in its entirety.

The railwaymen's unions will participate in the execution of the plan and will be represented on all bodies charged with its implementation.

At the conclusion of the meeting at which the plan was adopted the two unions issued a statement pledging their fullest cooperation in the task of getting their country's railway system back onto a sound working basis. The statement expected the railway management to honour the undertakings it had made in the document approving the plan and hoped that management would always be ready to consult the unions on matters of decisive importance. By pledging their cooperation in this way the unions in no way renounced their duty to defend the economic and social rights of the railwaymen they represented. They hoped that the plan would be the beginning of a new and positive period of railway reconstruction, based on a properly planned and coordinated transport system designed to serve the best interests of the nation and in which the rights of workers are preserved intact.

* * * *

Sudden time changes harm aircrews

THE BRITISH Medical Research Council has found that sudden changes in environmental time brought about by long, fast flights could upset the biological mechanisms which control the body's natural daily rhythms to such an extent as to constitute a real hazard.

The Research Council's report, describing research carried out over the past two years, confirms the subjective impressions of fatigue and temporal disorientation which travellers and aircrew members have complained of after transatlantic flights. Studies of the physiological daily rhythms and performance of individuals travelling on long distance jets have shown that three to five days are necessary to adapt to the new time scale.

Short-term contracts to meet shortage of marine engineers

MARINE ENGINEERS are in short supply all over the world. There is a growing reluctance on the part of young men to go to sea, and those who do soon seek jobs ashore on obtaining their certificates. In spite of the increased use of automated equipment on board ship and the possibility that fewer officers will be required, vessels of the future will still need a large maintenance staff at sea who must be properly trained. One solution recently proposed in Great Britain for overcoming the present shortage of engineer officers is for shipowners to offer short-term contracts for seven to eight years with the prospect of a gratuity on completion. Mr. R. R. Strachan, of the British Institute of Marine Engineers, in suggesting this, said that shipowners might have to abandon their preference for long term employment in favour of such a system.

* * * *

Road hauliers inspection service

THE BRITISH Traders' Road Transport Association has published details of a proposed inspection/maintenance scheme for members; the scheme was born out of the results of the Ministry of Transport's spot checks on goods vehicles which disclosed far too high a proportion of defective vehicles. The declared object is to ensure that potential defects are discovered before they develop and so to enable members to steer clear of the penalties of prohibition notices, severe fines, suspensions and revocations of licences. The pamphlet outlining the scheme is entitled *Keep Your Vehicles on the Road*.

A member joining the scheme would have his vehicles inspected at regular intervals—quarterly is recommended for normal mileage, with more frequent intervals for above-average mileage and severe operating conditions—by an Association vehicle engineer. He would specify the maintenance required on the vehicle and would subsequently check at the next inspection that the work had been properly carried out. He would also give advance warning of pending major repairs, and in the

type A inspection (described below) comment on the further potential serviceability of older vehicles.

Two types of inspection — A and B — are envisaged. The first would represent a complete examination of the vehicle, including a report on engine condition, listing all the defects found during an intensive examination and road check. It is intended to serve as a main annual or bi-annual check. The B inspection is an enlarged version of the Ministry of Transport spot check, designed to ensure that Road Traffic Act requirements are met. It will include a short road test of brakes.

For vehicles running average mileages it is expected that members will contract for one A and three B inspections annually. The Association will charge for these inspections according to a scale which takes account of vehicle size.

Evidence of inspection and maintenance will be provided by a maintenance log and a visible badge affixed to the vehicle after each inspection. Neither can guarantee, however, that the vehicle is perfect at any given moment, although membership of the scheme will provide an effective assurance that vehicles are being properly maintained.

When the scheme is introduced will depend on the initial response from members of the Association. If research in the London area reveals a good demand, a pilot scheme will be introduced there and extended later to other parts of the country.

* * * *

Giant tin-opener to aid accident victims

AFTER YEARS OF STUDY and experiments, a fireman in Oxford, England, has produced a life-saving device which makes possible the quick release of motorists trapped after an accident, even in what appears to be the most desperate situations. He has transformed a Commer 'Walk-Thru' 2-ton van into a giant 'tin-opener'. Cutting gear is mounted on this vehicle which is capable of manoeuvring in the most restricted space. During the first trial, the roof of a motor-car was cut off in

50 seconds, and when it was used for the first time in a real accident a motorist was freed in six minutes from his crushed vehicle. This rescue would have taken at least half-an-hour using conventional methods, and the time saved made the difference between life and death.

* * * *

Work in the docks also a profession

Last autumn in Dunkirk a three day seminar was organized by the Northern Region of the French Social Security Organization on safety at work in the docks. The participants included, as well as representatives of the national and local social security organizations, and of unions and employers in the port industry, some experts on safety in the docks from Hamburg, Rotterdam and Antwerp.

J. Duniau, General Secretary of the Force Ouvrière (the French democratic trade union centre) Port Workers' Federation, in assessing the various opinions put forward by each participant on what he considered to be the best means of promoting safety at work on the docks, made the following observations.

OPINION AT THE seminar was divided in two ways. The majority view was that vocational training was one of the most important factors in the prevention of accidents which occur during the manhandling of cargo, the kind of work which constitutes a docker's profession. Dock work is indeed a profession and not just a job for barefoot ruffians, as some are inclined to think. Another factor of considerable importance is security of employment, and this point was made by all those who considered the problem seriously and objectively.

All the experts from the North Sea ports were unanimous as to the validity of these points.

The second current of opinion, that of the minority, voiced by the representatives of the Communist CGT Port Workers' Federation, was that the dockers had no need of vocational training and that only time, individual initiative and providence could guaran-

tee better safety conditions in the docks.

Needless to say, such is not the view of Force Ouvrière, which, on the contrary vigorously demands the introduction of vocational training facilities specially designed for dockers.

The trade union movement has always had its parts to play. It has been a fighter, a counsellor, an agent even, but also an educator.

Who is going to believe that by allowing the present situation to continue, denying the French dockers any basic professional qualification, it will be possible for this wage earning group to command greater respect? Will it be possible to set a new value to an hour of the docker's work if the situation continues? Not at all.

Will it be possible to achieve the gradual abolishment of piece work, which as such no longer exists at the North Sea ports mentioned earlier?

Finally, is it a proper trade union approach to ignore developments within and outside the industry? By doing so there is a definite danger that large numbers of untrained dockers may be thrown on the labour market with no opportunity of being re-employed in remunerative occupations.

This more or less long term risk is indeed to be reckoned with, especially in view of international competition and the changes which are of necessity being brought about in the ports.

In fact the backward, conservative attitude of the CGT corresponds in every way to the position of the employers, and serves their interests, for their hope is that this mass of untrained labour will remain in existence and serve to keep wages as low as possible.

Force Ouvrière will not play. The three-day seminar, held in Dunkirk, showed clearly the logic of the democratic movement's reasoning, and all the indications were that the future will also prove its opinions correct. By virtue of the events which will come about through its efforts, Force Ouvrière's concepts will prevail over narrow-mindedness, conservatism, political interest and private profit.



prevent plans for expansion from being effected.

Unions and employers have long been at pains to find ways of making the docks a more attractive place to work. The problem is not only wages. Pay is probably a secondary factor, although still an important one. Yet it is worth saying something about wages and the system of remuneration on the docks. Before the rate of pay and the basis for payment can be fixed, the work itself must be evaluated. For this reason the ports of Amsterdam and Rotterdam undertook a productivity study, the results of which are now being analyzed. Only if a good scientific method has been found of measuring the amount and quality of the work performed, is it possible to decide on a satisfactory system of payment. There are several choices open, once it has been decided that there should be a link between productivity and wages. Piece rates were abolished in the port of Amsterdam before the First World War. It is doubtful whether a wage scale which puts the worker in the position of the donkey spurred on by a carrot held in front of his nose is an ideal system of remuneration. An extra payment in the form of some kind of profit sharing would seem to provide a better relationship between wages and productivity. The results of the study will show whether action should be taken on these lines and exactly what action should be taken.

PORT OF AMSTERDAM NEEDS MORE WORKERS

IN AMSTERDAM in 1964 2,975 workers were in regular employment with the private port undertakings and 2,406 with the port cooperative, SHB (Samenwerkende Haven Bedrijven). In that year 4,250,000 tons of general cargo were handled. Eight years ago, in 1957, the general cargo turnover was 3,774,000 tons. But there were 3,025 men working for the private firms and

3,367 for the SHB to deal with this volume. Taking into account the increase in sickness over a few years ago, whatever the reasons for this may be, longer holidays and shorter working hours, it is clear that Amsterdam is short of labour, even allowing for increasing mechanization. This labour shortage could ultimately stunt the growth of transshipment turnover and

In the context of the port there are particular difficulties involved in determining methods of working and factors which influence production, and whether these can cause disturbances and delays in the handling of cargoes. Rapid technological development has given rise to great variation in the manner in which a cargo is loaded or unloaded. Modern ships make ever

heavier demands on cargo handling techniques. But in view of the fact that the majority of ships are built to conventional designs, cargo handling operations and methods rely for the most part on traditional techniques. The results of the study may provide individual employers with a better insight into the working of their own undertaking. But at the same time there are other factors which may bring about a change in productivity in the port as a whole, the introduction of round-the-clock working for example, which could mean a significant improvement in turnover for many undertakings which at present use their quays and machinery for no more than 8½ hours per day. But the productivity of work in itself is only remotely affected by such measures. Pay is not the strongest force which will draw new labour to the port. Research has shown that in creating an attractive working environment it is not merely a question of educating the foremen, but management must also be brought into the picture. There have been a number of discussions and consultations at all levels on this question in the port of Amsterdam in which the whole field of man and his work has been examined. One of the results was the creation of training facilities for young recruits and older employees. Training for older men is considered to be of importance, since they wish to enjoy the same opportunities for promotion as the younger workers, who have had the advantage of a better education.

For the employers in the port, labour was never a question of the first importance. They had no large force of workers of their own, but they were able to call upon the pool, which has since been transformed into the co-operative, SHB, with its own regular labour force. And while in other industries the labour question has been one of first importance, shortage of workers has only recently made itself felt in stevedoring. The need for a

(Continued on page 288)

Profile

Frank Hall, Brotherhood of Railway Clerks in Canada, and member of the ITF Executive Board

FRANK H. HALL, one of Canada's most prominent union leaders, has laid down the reins as chairman of the joint negotiating committee and general conference committee of the Canadian 'non-operating' railway unions. He announced his resignation following a two-day meeting of the general conference committee in Montreal—a meeting which was devoted to consideration of new contract demands served on the Canadian railways in November.

Hall, a vigorous-looking 72, gave the committee a full explanation of his decision. One of the reasons, he said, was to make way for a younger man to handle the challenging duties of the position. However, those attending the meeting were pleased to hear of his willingness to continue as associate chairman so as to be available to assist and advise his successor. He will remain close to the railway labour scene for another 18 months when he retires as Canadian executive assistant of his union, the Brotherhood of Railway and Steamship Clerks. Hall had been negotiating chairman for the 'non-ops' since 1947—and in that rôle he helped to win many notable battles for higher wages and better conditions.

His early career was a varied one. Born in Norfolk, England he went to Canada in 1913 and held miscellaneous jobs in construction, shipbuilding and munitions plants. Then in 1917 he started work on the Canadian Pacific as a freight checker, working a 10-hour day, six-day week, for 37 cents an hour.

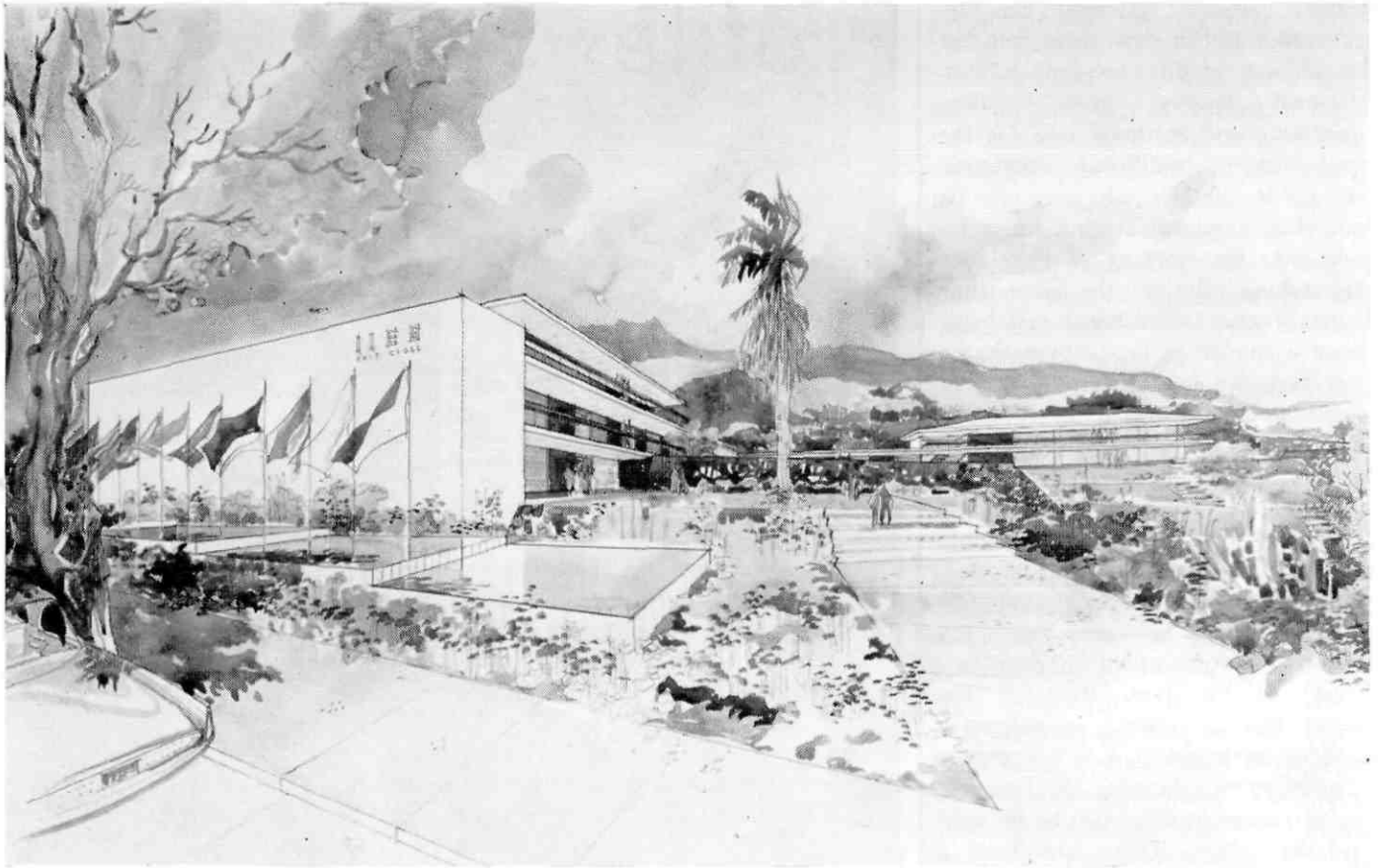
He joined the Brotherhood of Railway Clerks in 1919 and quickly began organizing activities on the CPR. He



held office at local and regional level very early, and in 1920 was elected to the central executive. In 1925 he became a vice-president, a post to which he was re-elected at all subsequent conventions until 1963 when he retired as a vice-president and was elected to the new position of Canadian executive assistant to the President.

Hall is also a vice-president of the Canadian Labour Congress and Chairman of its National Committee on Human Rights; internationally, he has been a member of the ITF Executive Board since 1960 and was re-elected to a further term at the Federation's triennial Congress in Copenhagen this year.

His qualities of leadership have won wide recognition not only among his own membership but among the public generally. The *Toronto Globe and Mail* wrote of him: 'He epitomizes the articulate, well-read and executive type of labour leader. He is eloquent without being demagogic; a liberal but not a visionary; a skilled negotiator who knows when to make a deal; a hard-headed realist and a man of his word.' It would be hard to improve upon such a tribute.



ORIT to have labour college

Arturo Jáuregui, General Secretary of ORIT, has written in the ICFTU magazine Free Labour World about the new labour college soon to be opened in Mexico. We publish this story and photographs by courtesy of the ICFTU.

IN JANUARY 1966 the Inter-American Institute for Labour Studies will open its doors for the first time to a group of thirty young trade union leaders, thus realizing a long cherished dream of the Inter-American Regional Organization of Workers of the ICFTU (ORIT).

The Institute is located in the beautiful city of Cuernavaca, Mexico, about forty miles from Mexico City. Finance for its construction has been granted by the ICFTU's International Solidarity Fund, and technical assistance is being provided by the American Institute for Free Labour Development (AIFLD),

which conducts social projects and educational programmes throughout the Americas.

The Cuernavaca Institute can comfortably house up to forty students at a time, together with several professors. It will have a library, auditorium, ample classroom space and recreational facilities. It was designed by and is being constructed under the supervision of Luis Garcia, one of Mexico's foremost architects.

One of the most important cornerstones of free trade union philosophy is that sound and efficient union leadership depends upon well-educated

leaders and an enlightened rank and file. In most of the developing countries the problems faced by labour leaders are in many ways more complex and demanding than those faced by their counterparts in more developed areas. A typical Latin American trade unionist has not only to deal with hostile employers, but also often finds himself at odds with his own government. Not only must he possess a thorough knowledge of his country's labour legislation, he must understand the complexities of economics, particularly the economics of development. He must be constantly on the alert

against attempts by totalitarian groups to infiltrate the union, and must endeavour to preserve its political independence. When one considers that trade union leaders in Central and South America are often denied a decent education, one can readily appreciate the great importance and priority ORIT places on labour education.

ORIT has been sponsoring trade union education programmes since its inception in 1951 and many of the outstanding students have gone on from the local courses to longer-term courses organized at ORIT's headquarters in Mexico City, where the excellent facilities of the Mexican Confederation of Workers were placed at their disposal.

After a while the need became felt for ORIT to have its own school, and the response from affiliates in the region was overwhelmingly favourable: US \$15,000 were donated in voluntary contributions. The International Solidarity Fund of the ICFTU approved a grant of \$180,000 towards the cost of construction, and the AIFLD readily agreed to assist by providing expert engineering and administrative advice. A further great gesture of cooperation came from the Governor of the state of Morelos, of which Cuernavaca is the capital. He arranged to donate to ORIT a piece of land in Cuernavaca for the school. The foundation stone was laid during ORIT's sixth congress in February this year.

The Institute will concentrate on advanced trade union subjects. Many courses will deal with the techniques of teaching, so that the graduates can return to their countries well prepared to organize local courses and continue the missionary work. Considerable attention will also be paid to collective bargaining and the use of labour statistics. In addition the Institute will teach economics and the important rôle the workers must play in the development process. Participants will also study the various international agencies such as the United Nations, the International Labour Organization, the Organiza-

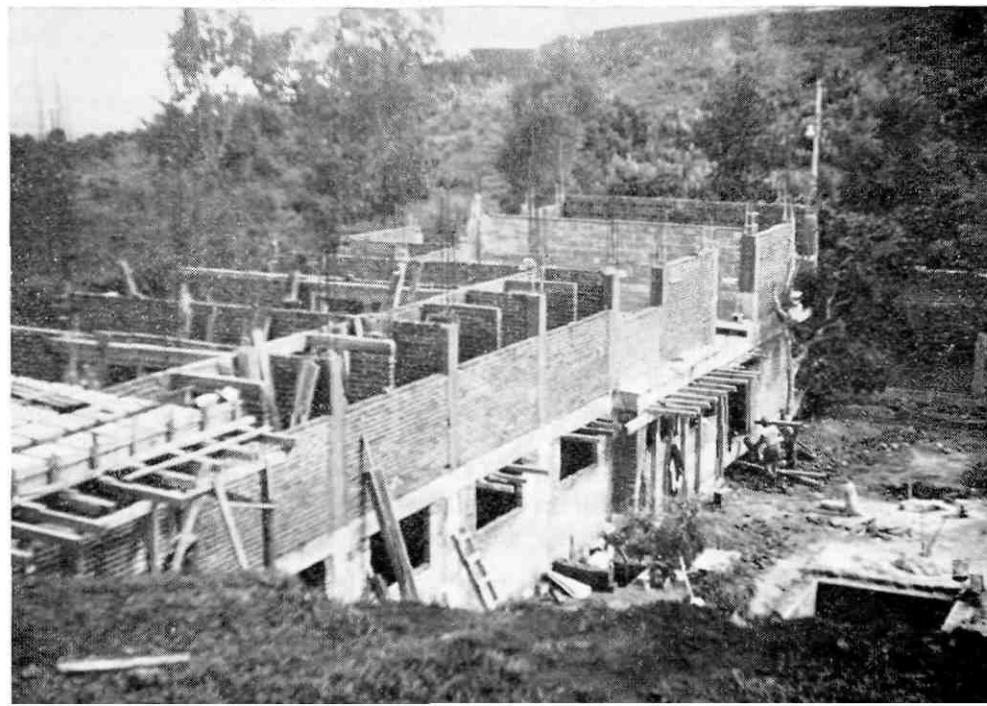
tion of American States, the Inter-American Development Bank, etc., so that they have a thorough appreciation of how these organizations can best serve the workers.

The new Institute is fortunate in being able to call upon experts from throughout the hemisphere to man its faculties. Experienced trade unionists

are readily available as teachers; technicians from the OAS, the ILO, and other international organizations, as well as university professors, have already generously indicated their willingness to help. ORIT is convinced that the Cuernavaca Institute will signify a great step forward for free trade unionism in the western hemisphere.



Above: Governor of the state of Morelos, left, lays foundation stone; next to him are Omer Becu, ICFTU General Secretary, Arne Geijer, then ICFTU President, and Fidel Velásquez, Mexican trade union leader. Below: the half-finished college.





FISH FARMS

New source of food for the world's hungry

WITH STOCKS OF WILD FISH in the world's oceans steadily diminishing in the face of a growing demand for fish supplies, it becomes increasingly important that some means should be found of preserving this valuable source of food.

Until recently it was thought impossible to breed sea fish in the laboratory and rear them to a tough stage of development where they could be released into the sea. But new techniques developed by a team of British marine biologists have made it possible to hatch the eggs of plaice, and obtain a survival rate as high as 66 per cent of the young fish, which is probably about 2,000 times higher than the survival rate in nature.

Now that they have mastered the methods of hatching the fish in the laboratory, the British scientists are

tackling the second stage of their experiments, which is to bring these baby fish to maturity in an enclosed area of the sea. The site chosen is at Ardtoe Bay, a sea loch in Argyll, Scotland. Five acres of the loch have been enclosed in a manner which keeps out predator fish, yet allows the sea to flow in through sluices.

British scientists are also studying the possibilities of fattening hatchery reared fish in shore ponds fed by the outflow of warm sea water from coastal power stations. In the natural state the growth of fish in European waters is limited by low winter temperatures and scarcity of food. In these warm marine ponds they would grow to market size much more quickly.

The British experiments are significant in view of the world population explosion and the growing shortage of

protein foods in many countries.

Fish culture is an old art. Its usefulness has long been recognized in Asia, and many countries have recently expanded their efforts to increase food production in this way. Long range programmes are currently under way in Latin America, Africa, and Asia. In India, for instance, in the state of Orissa, the government is teaching villagers how to grow fish in ponds, in which a good fish farmer can raise a ton of fish per acre per year. In Africa, fish bred in ponds at Chilanga, Zambia, have been transported to the new Lake Kariba, rich in plankton and able to support vast numbers of fish, to establish a new fishing industry. The world Freedom from Hunger campaign gave £7,000 for a new laboratory for the Tropical Fish Culture Research Institute in Malacca, Malaysia, where



Page 286, left: an Australian physiologist at the Tropical Fish Culture Research Institute, Malacca, Malaysia, extracts eggs from carp from the culture ponds; Right: fish ponds on the west coast of the New Territories, Hong Kong. Above: James Shelbourne, leader of British biologists who have developed a method of hatching sea fish in laboratories.



Above: Bream bred in the fish ponds at Chilanga, Zambia, and transported by road in a tanker of oxygenated water, reach their destination in the new Lake Kariba. Below: Hong Kong has a growing fish farming industry. Here fry are being inspected to see whether they are ready to move to another pond for fattening.



research is being carried out to find ways of increasing the number, size and quality of fish available for food. In Hong Kong fresh-water fish farming is an expanding industry. In addition to marketing hundreds of tons of fish worth several million Hong Kong dollars every year, over 10 million fish fry are exported to other fish farming countries.

In Japan, marine fish cultivation is a rapidly growing industry, and the government, together with commercial concerns, is making a considerable effort to supplement the natural stocks. The cultivation technique used in Japan consists of catching fry (baby fish) in the open sea during spring and rearing them to marketable size in enclosed areas of the Inland Sea by the following winter.

If fish farming is found to be commercially attractive it will certainly be developed in sea lochs and shore ponds warmed by effluent from power stations. Farming of the open sea raises the question of international agree-

ments, and it is considered by British experts to be a long way off in the future. But there are many countries with indented coastlines which could adapt British techniques and farm enclosures of the sea.

Fair deal for Indian seamen

J. D. Randeri, General Secretary of the Maritime Union of India writes:

Let me congratulate your Journal for the article 'A fair deal for Indian Seamen' in your issue of May & September 1965. You have made out a clear case for better pay for Indian seamen. Since you wrote the first article, the Indian AB's basic wage has been raised to £15 2s. against the new basic wages of a British AB of £52 17s. 6d.

The correspondent of *Lloyd's List* has argued that the 1946 Convention concerning the £16 minimum has not been ratified. He conveniently forgets that there is a 1958 ILO Recommendation of £25 as basic minimum, and Britain has not ratified the Convention on the £16 minimum; in practice it pays £52 17s. 5d. minimum to a British AB and any British ratification of the 1946 Convention would imply their paying the 50,000 Asian seamen engaged on British ships the £16 minimum, and that is the reason for non-ratification.

The argument about parity of crew is outmoded; Asian crews on comparable ships are getting smaller and smaller with the disappearance of the coal fired ships and the introduction of automation. In fact, some owners deliberately carry a larger crew because it is cheaper to get ship maintenance work done by an Indian seaman on Articles than engaging shore labour for ship's work if less crew is carried. It must also be emphasized that manning is decided on unilaterally by owners, and the Indian unions have no say.

And the biggest argument in favour of a wage rise for Indian seamen is that in the last ten years, the cost of living for bare necessities in India has gone up by over 50 per cent in ten years, but the seamen's wage has gone up only by 20 per cent in that period.

One important factor which must also be noted is that when £16 was accepted as the minimum wage, £1 was valued at Rs. 13.5. The open market value of £1 today is Rs. 28.; in other words, in terms of real value in pounds, a seaman getting Rs. 201. today is getting just over £7 and no more!

Concern at collision regulations

THE HULL TRAWLER Officers' Guild has complained that part of the new International Regulations for the Prevention of Collisions at Sea are causing some consternation among its members and that they are endangering life rather than safeguarding it. The part of the regulations causing concern relates to new lights and sound signals in fog.

'We used to have separate signals for hauling, trawl shooting and towing', the Guild states, 'but now there is only one signal for whatever we are doing. That is not good enough. The regulation appears to have been altered more for the convenience of merchant ships than of ourselves. The signal tells a merchant vessel that there are trawlers operating in the vicinity and it does not really matter to that ship what the trawler is doing; but it matters to the trawlermen themselves.

'Trawlers work in close proximity to one another and have to know what each is doing so that they can avoid one another in fog. During foggy weather you must know what another ship is doing in order to take avoiding action. With the darker nights it will become increasingly necessary to know by navigational lights what each ship is doing.'

(Continued from page 283)

good psychological approach to the employee is now apparent.

It is at least clear that a worker is only attracted to the docks if the job is satisfactory to him in other respects than just wages alone. Man wants basically to be occupied in purposive activities and to use his mind as well as his body. It has been found that work gets done more quickly on the docks when the worker thinks for himself, without any greater physical demands being made on him.

Man's natural inventiveness and even his play instinct can play an important part here. If dock work is so organized that it can exploit these instincts in a worker, then there is a good chance that the docks may be made an attractive place to work and may get the workers they badly need.

US ships under foreign flags

FIGURES PUT OUT by the Sun Oil Company show that 40 per cent of tankers under the Liberian flag and 80 per cent under the Panamanian are owned by American companies. American shipping or oil companies also own 27 per cent of all British-registered tankers and 6 per cent of all other tanker tonnage. Altogether 24,200,000 dwt belong to American owners, or 29 per cent of the world's tanker fleet. But only 10.4 per cent sail under the US flag. The major part of the United States' foreign registered fleet — 75 per cent — belongs to oil companies.

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First seamen's wives' union

THE FIRST UNION of seamen's wives in Norway was formed twenty years ago in Bergen. The first tentatives towards organization were made by the wives during the war years, but it was not until 1945 that they could openly form their own organization. The union now has five branches and a few hundred members. It hopes soon to have its own building in Bergen. Among the questions which the wives have taken up at national level is that of a plan to make home-helps available to seamen's wives, when they wish to travel to see their husbands or when they are sick while their husbands are at sea.

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OECD sponsors Greek transport study

THE OECD HAS UNDERTAKEN to finance a study of Greece's railway network to form part of a comprehensive study of the nation's transport, which the Centre for Planning and Economic Research is to carry out in conjunction with the Ministries of Communications and Public Works and the Greek State Railways.

A French firm has been commissioned for the railways study and the French experts have already begun their work. They will study the future developments of the network, calculate the capital necessary to finance them and put forward proposals to make the railway system pay its way. The study is scheduled for completion by May 1966.

International Transport Workers' Federation

General Secretary: HANS IMHOF

President: HANS DUBY

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
- 330 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 * 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
Republic of Korea * Rhodesia * St. Lucia * Senegal * Sierra
Leone * South Africa * South Vietnam * Spain (Illegal Under-
ground Movement) * Sweden * Switzerland * Taiwan * Trini-
dad * Tunisia * Turkey * Uganda * United Arab Republic
United States of America * Uruguay * Venezuela * Zambia

editions of journal

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Internationale Transportarbeiter-Zeitung

ITF Journal (Tokyo - Japanese version)

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