

# International Transport Workers' Journal

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in this issue

Volume XXVII No. 3 March 1966

No contract, no work

Trade unionism in India

The cost of Britain's waterways

UNCTAD — trade and development  
is its business

Expand American flag fleet

## International Transport Workers' Journal

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### Monthly Publication of the ITF

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### Forthcoming meetings:

Hamburg	Seafarers' Section Conference 28-29 March 1966 Dockers' Section Conference 30 March 1966 Joint Dockers' and Seafarers' Conference 31 March 1966
London	Railwaymen's Section Committee 20-21 April 1966
Utrecht	Management Committee 23-24 May 1966 Executive Board 25-27 May 1966
Rome	Railwaymen's Section Conference 23-25 June 1966

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*Cover picture:* Waterfront porters in Hong Kong 'walking the plank' between a cargo junk and the shore with baskets of vegetables on their shoulders.

Articles written by outside contributors published in the *ITF Journal* do not necessarily reflect ITF policy or express ITF opinion.

# Thinking aloud—

by HANS IMHOF, General Secretary

## *Familiarity breeds contempt — not acceptance*

AT THE END OF this month, we shall be holding conferences of both our Seafarers' and Dockers' Sections in Hamburg, together with a joint meeting of the two Sections. Their agendas will be very heavy and will cover a wide field of ITF activity in the maritime industries, but there can be no doubt that two questions will again be very much in the forefront of discussion. I refer, of course, to the problems of flags of convenience and the increasing employment of Asian seamen on ships flying many flags but having in common the fact that their Asian crewmembers are paid wages and work under conditions far below generally accepted international standards.

Special meetings of the ITF Fair Practices and Asian Seamen's Committees were called in November last to review the Federation's policies on both issues and to make proposals for strengthening our campaigns. It is these proposals which will now be considered by full conferences of the two ITF maritime Sections in Hamburg. I do not wish to anticipate the results of these conferences here, but I would like to draw attention to recent practical illustrations of how some shipowners are taking advantage of both spurious ship registries and Asian seamen.

Early last month, for instance, the Norwegian newspaper 'Arbeiderbladet' reported on the case of the Hong Kong-registered 'Inchcastle', then discharging a cargo of copra in the port of Sandefjord. The ship was crewed by Hong Kong Chinese ratings and 'Arbeiderbladet' reported that conditions aboard were so bad that workers in local factories had organized collections in order to provide food and warm clothing for men who were suffering great hardship in the bleak Norwegian winter. Even local bakeries in the port had stepped

in and supplied free bread to the Chinese crew members whose rations consisted of half a kilogram of rice per day, eked out with whatever other food they could afford to buy out of their miserably low monthly wages.

The 'Inchcastle' itself was described by 'Arbeiderbladet' as a rusty old tub which might have been suitable for warmer waters, but was fighting a losing battle against sub-zero temperatures. Everything on board, including the sanitary facilities, had frozen up and the local fire brigade had to supply the ship with 235 tons of fresh water, followed by a further 130 tons because of subsequent leakage. Even then, a fire brazier had to be installed on the deck to prevent the pumps from freezing up. Meanwhile, the Chinese ratings shivered on board or found temporary warmth in shoreside cafés.

A second example which combines the exploitation by a shipowner of both a flag and a crew of convenience came from Denmark during the same month, when the ITF-affiliated Danish Ship's Firemen's Union issued a report concerning a vessel called the 'Rosenborg'.

This is owned by a Danish company, which has registered it in Liberia and manned it with Danish officers and Chinese ratings. The Chinese seamen had been signed on in Hong Kong and were then flown to Palermo in Sicily, under the impression that they were being recruited for service aboard a Danish ship under Danish conditions.

According to our affiliate, they were not covered by any contract, either individual or collective. A company representative, taxed with this by a Danish newspaper, insisted that there had been contracts but would not give any details of these. Conditions of employment were certainly better than on the 'Inchcastle' but they were just as certainly not Danish conditions. Monthly pay rates ranged from £16 to £22, with a 56-hour working week and the master deciding whether a man was entitled to a day off or shore leave. Overtime rates were laid down, but no payment was made in the case of 'necessary' work.

The composition of the crew also had its interesting side. The deck department, for example, consisted of one bosun and four A.B.'s plus no fewer than nine youths and boys! Daily basic rations were half a kilo of rice plus a quarter of a kilo of potatoes or other vegetables. In addition, each man received per week: 2 kg. meat (including any bone); 0.7 kg. of fish; 1 kg. of bread; ½ kg. sugar; 125 grams of butter or margarine, together with 50 gr. each of tea and coffee.

As was to be expected, a company spokesman alleged that some of the union's report was 'pure invention'. He did not, however, enlarge on this beyond a denial that the crew had been told that they would be employed under Danish conditions. His comment on *this point was illuminating* — 'they are serving under the conditions they are used to!' To which there can be only one answer: the seafarers of the ITF have no more intention of becoming 'used to' sub-standard conditions than they have of accepting either flags of convenience or crews of convenience.

# **NO CONTRACT NO WORK**

AT MIDNIGHT ON THE LAST day of December 1965 contracts covering 35,000 employees of the New York City Transit Authority were due to expire. Negotiations between the two unions representing the transit workers and the Authority had reached deadlock, and it looked as if there would be no new contracts. Local 100 of the Transport Workers' Union of America and Divisions 726 and 1056 of the Amalgamated Transit Union were preparing a complete shutdown of the NYC Transit Authority's subway and bus systems for 1 January, if their contract demands remained unmet. Two months of stalling on the part of the Transit Authority had brought the negotiating parties to the brink, and a strike had become inevitable. At a mass rally in Manhattan on 26 December 1965 8,300 members of the TWU reaffirmed their tradition of 'No contract — no work!', and since last-minute negotiations produced no change in the situation, the unions had no option but to go ahead with their strike plans.

*The New York transit workers' strike in full swing. Union leaders, James F. Horst, TWU Vice President, Charles D. Cicchino, ATU General Executive Board member, and Douglas MacMahon, TWU Vice President and other officials take a turn as strike pickets.*



The workers' claims were first submitted to the Transit Authority on 4 November 1965. They included: a 30 per cent pay increase, with top rate after one year; no lay-offs; double time for holiday working; a \$100 per year uniform allowance; and a two-year contract. Important elements in the new contract demands were: a 32-hour, four-day working week, six weeks' paid annual holiday and retirement on half pay after 25 years' service, regardless of age.

The NYC Transit Authority is not the only provider of public transport within the City of New York. Other carriers are the Manhattan and Bronx Surface Transit Operating Authority (MABSTOA), Queens Transit, Steinway, Triboro Coach, Jamaica Buses, and Avenue B & East Broadway. All these services were covered by the unions' demands.

The Transit Authority pleaded poverty, pointing out that with average losses last year of \$166,666 per day it was impossible to give increases of the order the unions were demanding. It would be impossible to maintain the standard 15c (1s.1d.) subway fare. The four-day week was likewise out of the question.

The justice of the unions' demands lay in the fact that the New York Transit workers had lagged far behind workers in comparable jobs in advancement of their wages and conditions. Economist Leon Keyserling, outlining the city transit workers' case for higher wages, noted that, even if a 30 per cent increase was awarded, they would still lag behind other workers in comparable employment in New York City. He pointed out that, while the Transit Authority paid its motormen — operating 11-car trains — \$3.4625 per hour, the New York Port Authority paid its motormen — operating 5-car trains — \$3.95 per hour. A TA bus driver, who has to drive a heavy vehicle through gruelling traffic, taking fares, giving change and sticking to a schedule, has a more difficult job than a truck driver. Yet a truck driver in New York gets



*The wages of New York City transport workers, organized by the ITF-affiliated Transport Workers' and Amalgamated Transit Unions, had lagged behind those of other workers in comparable employment in New York. In order to redress the balance they had to strike.*

\$5.00 per hour as against the TA bus driver's \$3.22.

Countering the TA's rejection of the 4-day week as out of the question, Michael Quill, late leader of the TWU, declared: 'We heard all this before. You said the six-day week was impossible when we worked seven days and then five days from six. The transit system didn't stop then and it won't stop with the four-day week.'

What the transit unions wanted then was a 'catch-up' contract and a contract that would preserve jobs. Where the carriers were to find the money was their business. But find it they must, for the transit workers had as much right to pay which afforded them a decent standard of living as any other workers in America.

Presidents Michael Quill and John Elliott of the Transport Workers' Union and the Amalgamated Transit Union respectively agreed that the best results would be obtained, as in the past, by conducting joint negotiations for New York bus and subway workers in both unions.

Negotiations dragged on at New York's Americana Hotel for session

after session with no greater likelihood of a contract. After two days of exhaustive discussion at City Hall on 8 and 9 December, in which Mayor Robert Wagner and his successor, John Lindsay, who was due to take office in the New Year, took part, it was agreed to set up a three-man Mediation Panel. The mediators appointed were Dr. Nathan Feinsinger, as chairman of the Panel, Theodore W. Kheel and Sylvester Garrett, all of whom had had long experience in industrial relations.

But on Friday 31 December there had been no progress and at 5 a.m. the next day the transit workers stopped work. The strike was 100 per cent effective. It was the first time labour had shut down the City's bus and subway services completely. Some New Yorkers walked to work; others, who normally relied on public transport, brought their cars into the City, causing unprecedented traffic congestion. Some followed Mayor Lindsay's advice and stayed at home. The result was that New York only functioned at a fraction of its normal pace. Offices and factories had only a quarter of their normal staff at work; shops which opened found

themselves without customers; and schools, colleges and universities closed.

The New York Transit Authority had applied to the Supreme Court for an *injunction restraining the unions from striking*. This was granted under the Condon-Wadlin Act, a New York State law which forbids strikes by public employees until all negotiating and mediation machinery has been exhausted, imposing harsh penalties for infringements. The union leaders were ordered into Court on 3 January to show cause why they had not called off the strike in compliance with the injunction. To show the striking workers' contempt of the Transit Authority's use of anti-labour legislation in its bargaining tactics, Michael Quill tore up the Court Order in front of television cameras. He would 'rot in jail' rather than call off the strike.

Warrants were in fact issued for the arrest of the strike leaders. Michael Quill, Matthew Guinan (also Vice-President of the New York City Central Labor Council), Frank Sheehan, Daniel Gilmartin, Ellis Van Riper and Mark Cavanagh, of the TWU, and John Rowland, William Magnus and Frank Kleess, of the ATU, were all jailed on 4 January for failing to comply with the Condon-Wadlin injunction. Michael Quill had to be removed to hospital soon after his arrest because of a heart attack.

He and the eight imprisoned leaders were quickly replaced by a second line of negotiators headed by Douglas L. MacMahon for the TWU and Charles D. Cicchino for the ATU. The New York City Labor Council and unions throughout the nation, which were closely following the development of the dispute, were gravely concerned at the jailings and at what National Maritime Union leader, Joseph Curran, called 'the return of injunction law to New York.' Members of the railway brotherhoods operating trains on the Long Island Railroad were considering a strike in protest against reductions in safety standards resulting from overloading and the operation of additional trains to carry strike-hit passengers.

The jailings and the Transit Authority's request to the Supreme Court that the striking unions should be fined \$322,000 for each day of the strike undoubtedly created a bad atmosphere for negotiations, but talks continued. President Johnson did not intervene in the dispute, but sent Labour Secretary, W. Willard Wirtz, to New York to report. Proposals made by Mayor Lindsay, under which the strikers would return to work pending a final settlement, were unacceptable to the unions, and the shutdown continued. On 12 January it was reported that Dr. Feinsinger's Mediation Panel had worked

active to 1 January, and an additional 4 per cent on 1 January 1967. On 7 July 1967 they were to receive a further 7 per cent, so that by mid-1967 a skilled worker — previously at \$3.4625 per hour — would be getting \$4 per hour. For a \$3.22-an-hour bus driver, the increases mean rises to \$3.35, \$3.48 and finally \$3.73 during the life of the two-year contract. Working condition improvements, health and welfare gains and increased pension benefits are also part of the agreement. If an employee retires during the contract period, he gets an additional \$500 per year pension.



*ATU and TWU negotiators pose for a photograph, after the successful conclusion of the contract talks, with the new Mayor of New York City, John Lindsay (seated).*

out the formula for a settlement. The transit employees returned to work the next day with an increase in wages, and New York could move freely again. The mediation proposals had provided a more acceptable basis for a new contract than anything put forward till then. TWU's Douglas MacMahon put the total value of the increases and new benefits won at \$70 million — a spectacular increase on the Transit Authority's original offer of \$25 million.

The new increases were to be phased in three stages. In 1966 the transit workers were to get 4 per cent, retro-

In accordance with the settlement, the jailed TWU and ATU leaders were released, and the Transit Authority agreed to drop its suit for \$322,000 per strike-day damages. The Mediation Panel had recommended that the settlement be made without recriminations or reprisals. But an independent court action which had been mounted against the unions involved in the dispute produced a surprise decision on 12 February. According to the Condon-Wadlin Act the strike had been illegal and the

*(Continued on page 67)*

# NEW RECRUITING SYSTEM FOR HONG KONG SEAMEN

HONG KONG IS a fruitful source of labour for the many ships, mostly European-owned, which ply far-eastern trades. But methods of recruitment are not substantially different from those practised in western countries 100 years ago. At last, however, the Hong Kong Government is to introduce and operate an official system of recruitment which will, it is hoped, eliminate the middlemen and all the graft and corruption which go with the present system.

Masters of vessels engaged in the far-eastern trades normally give their department chiefs — bosun, chief engineer and chief steward — the job of finding suitable crews. This results in each department being manned by men from the same part of China, speaking the same dialect and sharing the same outlook on life. One advantage of the system is that it makes for harmony and efficient working on board, but naturally the department chiefs require payment for the service of finding a crew. This is taken out of the new recruits' wages, however, who pay up as a matter of course. There are also certain 'boarding house' keepers ashore, whose main business is finding jobs for unemployed Chinese seamen. And this service also has to be paid for.

The ITF has been campaigning for many years to get this form of exploitation stamped out in the far-eastern ports, particularly Hong Kong, where the problem is most serious. The question has been raised in the ILO — notably at the Asian Maritime Conference in Tokyo last year. A great deal of pressure has been brought to bear on the Hong Kong Government in recent years to regularize recruitment practices in the port, and it is clear that

the old system cannot survive much longer.

A new hiring centre is in fact to be set up by the Hong Kong Government this year, and only awaits approval by the Colony's legislative assembly for its official inauguration.

The new Seamen's Recruiting Office will be administered by the Hong Kong Marine Department and will have its own building. It will be financed partly from public funds and partly from fees paid by the seamen and the shipowners. The seaman will pay HK\$4 (approximately 5s. or 70 cents) when he is found a suitable job, and the shipowner will pay the same. On registration at the Recruiting Office the seaman will give his qualifications and state his preferences as regards company, type of work, type of ship, trade in which the ship engages, and the like. The shipowner similarly states his requirements as to the personnel needed on board his vessel. When registered seamen are urgently required for a particular ship, an announcement will be broadcast over Hong Kong radio and notices inserted in the Chinese-language daily newspaper.

The system is designed to ensure satisfaction of the needs of employees and employers alike. Once the Office is

officially in operation and has moved into its own building, a card index system will be installed to keep a record of all seamen registering, with their qualifications and requirements, and staff will be employed to administer the system.

A booklet has already been prepared and circulated by the Marine Department, explaining in Chinese and English, by a series of questions and answers, what the Seamen's Recruiting Office is and how it can help those seeking work at sea.



你與處募招員海

*Although the new seamen's recruiting office is not yet in operation, but is awaiting the official approval of the Colony's government, all preparations for running it have been made, including the publication by the Marine Department of a booklet explaining in Chinese and English how the system will work, when officially introduced.*

# THE MACHINE THAT WORKS OUT LONDON BUSMEN'S PAY

A new computer is now working out the wages of 15,000 London Transport busmen at all 29 country garages and at 24 of the 70 central bus depots. It will eventually handle the wage calculations of all 74,000 London Transport staff....

NEW WEEKLY PAY ADVICE slips, containing much more detailed information about wages and deductions than has previously been available to staff, have proved popular with London Transport central and country busmen to whom they have been issued.

The provision of this information has been made possible by the use of the new computer, which is gradually taking over from old punched card machines and electronic calculators the task of producing the payrolls.

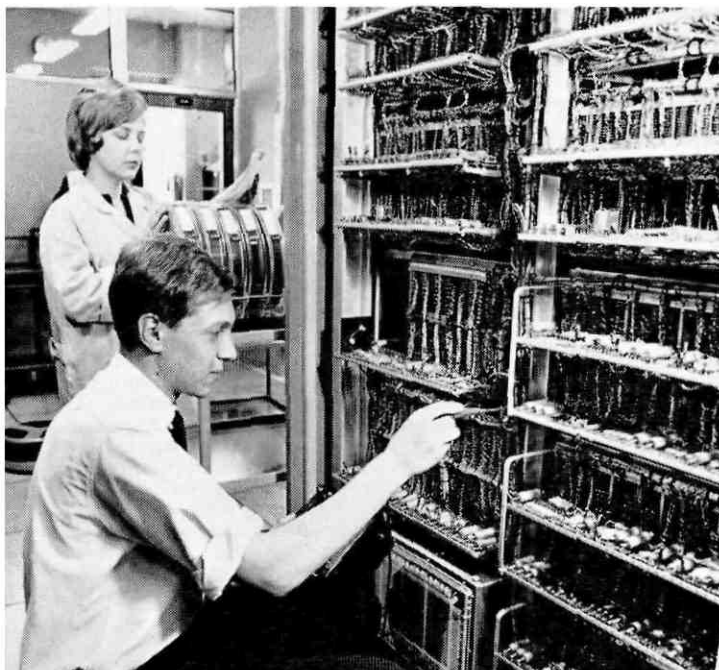
London Transport's payrolls office has been highly mechanized for the past 25 years. But the existing machines are now over-age and due for replacement. Their limited capacity has become fully occupied in recent years as a result of additional work and the growth in the complexity of the payrolls.

The computer is able to cope with calculations which are beyond the scope of the existing machines. It also performs work which would otherwise have to be done by clerks.

The transfer of the work from the old system to the new is being carried out in instalments. The changeover is a complicated one and is calling for much ingenuity and hard work on the part of the payrolls office and the computer unit.

The computer manager told us: 'The first problem in transferring the payroll to the new equipment was to rethink the whole series of calculations in terms of the computer. We broke down the task into eight separate stages, and this meant, in all, some fifty thousand working instructions to the computer.'

*The control centre for London Transport's whole computer payroll operation is the console above, in the charge of one operator. The 'brain' of the computer is contained in the cabinet shown below.*





The pay information for each week—hours worked, etc.—arrives in written form. The first step is to convert it into a 'language' that the computer can understand—in this case holes punched in cards.

This major task is performed by payrolls staff. They mark the cards in pencil. Then the holes are punched by a special machine which 'senses' the marks.

As the computer receives from the punched cards the details of hours worked in the current week, it delves into its memory to find the pay record of the member of the staff concerned. From this it can tell the rate to be paid and how much tax and other deductions to make. It takes only a fraction of a second to find the information and do the arithmetic.

The pay records of all 35,000 weekly paid road staff could be contained on just four reels of magnetic tape—each only twelve inches in diameter.

As each week's wages are calculated, a new tape containing the up-to-date pay record is automatically produced. The computer does its arithmetic so quickly that it is capable of producing answers at a thousand lines of printed words and figures a minute.

At the end of the eight calculation stages, the computer has produced the list of wages to be paid at each garage, a pay advice slip for each member of the staff, records on paper for use in the payrolls office, and the up-to-date pay record on magnetic tape. Lists of names on blank timesheets for use in the garages the following week are produced by the computer at the same time.

When necessary, additional names can be added to the tapes, and others removed. Information about rates of pay, tax codes and other matters can be altered as required. The computer can be asked questions—income tax queries, for example—by feeding in interrogation cards.

The computer is all contained in one air-conditioned room in a block of new offices in London's Baker Street. 'Our biggest enemy is dust,' said the assistant in charge of computer operation. 'Every precaution is taken to keep the delicate equipment as dust-free as possible.'

Staff enter the computer area through an air-lock, which keeps the 'dirty' street air away from the conditioned air in the computer room. In the entrance are 'tacky mats', which collect the dirt and dust from the shoes of everyone who enters the area. Smoking is banned as a precautionary measure against fire.

In addition to payrolls work, the computer will also be used for a variety of tasks including the maintenance of stores records and costing work.

(With acknowledgments to London Transport Magazine)

Top: a member of the computer staff punches 'header' cards which instruct the computer on matters such as the tax and insurance week numbers. Individual paycards are marked by payrolls staff and then punched automatically. Middle: Payroll information runs out of the printing machine at a speed of some 800 lines a minute. Bottom: The magnetic tape decks represent the 'memory' of the computer system, which stores facts and figures.



# TRADE UNIONISM IN INDIA

THE TRADE UNION MOVEMENT in India is now in a crucial phase of its development. About 70 per cent of the working population is dependent on agriculture, and only 30 per cent of the remainder earn a living from industry and transport. On the one hand, rapid industrialization is being emphasized as a means of raising the standard of living of the people. On the other, owing to the complete absence of industrial tradition, workers are unable to adjust themselves to the new and changing social order. To balance these two factors is the most urgent problem of the Indian trade union movement.

A silent social revolution is now in fact taking place in the country. The process of industrialization is breaking up the traditional agrarian and rural society which had sustained civilization in India for centuries. People who have been accustomed to this way of life are now obliged to abandon it in favour of an industrial and urban way of living. The changeover is by no means easy and may be fraught with grave dangers if not tackled with imagination and foresight. If the chaos and the social upheaval which followed the Industrial Revolution in the West during the last century is to be avoided, organized effort on the part of all sections of the community is imperative.

The trade unions in India will have a vital rôle to play in this. Their function will not only be to safeguard the economic interest of the workers in terms of wages but also to provide them with a sense of belonging to the new social order.

## History

No appreciation of the Indian trade union movement is complete unless

something is known about its historical background. Since 'a trade union is an association of wage earners for the purpose of maintaining or improving the condition of their working life',<sup>1</sup> the essential pre-requisite for the movement is the existence of an industrial wage-earning class. India, which was a dependent territory until 1947, has a mainly agricultural economy with a feudal pattern of society. Although the railways were established in the year 1853, and a few other industries were also set up in the second half of the nineteenth century, it was not until recently that India really came into contact with modern technology. Industrial workers in those days were very few in number and lived more or less like agricultural peasants. The very low standard of living of the peasantry from which these workers came made any trade combination or organized action for the improvement of their condition almost impossible. They received very low wages and were ruthlessly exploited. They were subjected to insanitary living and working conditions, and women and children were employed for hard manual labour in the early jute and textile mills which had been set up chiefly with British capital. Labour was so cheap that the Lancashire textile mills could not compete with their Indian (also British) counterparts, and urged the British Government to introduce a Factories Act in India, which came into effect in the year 1881.

The first instance of any trade combination is traced to the existence of

the 'Bombay Millhand Association' in the year 1881, organized by a certain N. M. Lokhandey, who was a social worker and a sort of volunteer adviser to the workers. At the turn of the century, when more factories and some heavy industries came into existence, the number of industrial workers grew. The temperature of the national struggle for freedom also rose and political leaders took an increasing interest in the organization of industrial workers. The workers thus became deeply involved in the movement for national liberation. In the period between 1905 and 1908 there were waves of industrial unrest culminating in 1908 in one of the biggest strikes of the period in protest against the arrest of the great national leader Bal Gangadhar Tilak. The railwaymen who had shown great interest in the trade combination but were unable to organize because they were dispersed over the country, held a conference of all the local unions for the first time in the year 1914. This eventually paved the way for the establishment of the All India Railwaymen's Federation.

## Between the wars

The economic condition of the country after the first World War (1914-1918) and the world political situation subsequent to the Russian Revolution brought about a great political and industrial awakening among the workers, who now found themselves in the forefront of the national struggle for freedom. Although utter poverty, illiteracy and lack of facilities made trade unions dependent on the middle class political leadership, there was general agreement among them that economic improvements could only be achieved after political independence.

<sup>1</sup> Definition of a trade union in 'The History of Trade Unionism' by Sidney and Beatrice Webb (Longmans Green & Co., London).



The first industrial workers in India came from agricultural peasant stock and were accustomed to a very low standard of living. This still shows, and the changeover to an urban industrial way of life is fraught with grave dangers. Left: dock workers' housing in Calcutta. Right: an Indian foundry worker.

In the year 1920, the All India Trade Union Congress was formed, with 64 affiliates and a membership of 140,854. This small membership was hardly strong enough to make any impact on the employers or the Government, and in the words of Nehru<sup>2</sup>, 'might have been ignored but for the fact that the creation of the ILO and the Russian Revolution had forced the authorities to attach some importance to the industrial workers'. The passing of the Trade Union Act of India in 1926 was marked by the increased activity of AITUC and the International Labour Day was celebrated, for the first time, on 1 May 1927. The authorities, however, were concerned by the predominance of leftist elements in AITUC, and in 1929 thirty-two leaders from all over the country were arrested and tried at Meerut. They were subsequently sentenced to several years' imprisonment. Of those sentenced, three were Englishmen formerly attached to the British trade union movement and working in India at that time.<sup>3</sup>

<sup>2</sup> Jawaharlal Nehru: 'Discovery of India'.  
<sup>3</sup> They were: Philip Spratt, former executive member of the British TUC; B. F. Bradley, former member of the London District Committee of the AEU; Lester Hutchinson, English journalist.

The following years saw a division of the trade union movement which formed the basis of present day groupings. The Railwaymen's federation, which had remained neutral within AITUC, called a nation-wide strike in the year 1930 to coincide with the non-co-operation movement of Mahatma Gandhi. The railway strike went on for several months, although the political movement withdrew. Large scale dismissals and victimization of the railway workers took place as a result.

The outbreak of the second world war (1939-1945) brought about a great change in the Government attitude towards the trade unions which were now keen to maintain industrial peace. This resulted in the temporary unification of the two wings of the trade union movement, only to be divided again in 1942.

In 1947 India won freedom. Different political parties which had worked together in the common task of achieving independence, parted company and strove to establish their own system. The trade union movement which was absolutely dependent on these political parties and leadership was bound to be divided. By the year 1948, four national trade union centres were in existence,

owing allegiance to the different political parties.<sup>4</sup> However unfortunate this state of affairs may be from the pure and simple trade union point of view, it was inevitable in the context of Indian political and economic history.

#### Problems

In any examination of the problems of trade unionism in India a few basic and fundamental facts must be borne in mind.

1. The early industries were set up by British capital and therefore the employers and the Government were both considered symbols of foreign domination.

2. Political agitation and the trade union movement developed simultaneously and closely intermingled. The workers realized that no economic and social progress was possible without political freedom. Illiteracy among the rank and file made the trade union movement entirely dependent on middle class leadership which in turn worked for the unions for socio-humanitarian or political reasons.

<sup>4</sup> The Indian National Trade Union Congress (affiliated to the ICFTU); the All India Trade Union Congress (affiliated to the WFTU); Hind Mazdoor Sabha (affiliated to the ICFTU); and the United Trades Union Congress.



*Dock workers loading a ship in Calcutta. National planning for economic growth is aimed primarily at improving the standard of living of the masses. The workers are all too often treated as mere instruments of production.* (ILO pictures)

3. India is mainly an agricultural country and the intricate processes of the industrial society are therefore foreign to both employers and workers. The employers consider their workers as socially inferior and therefore refuse to negotiate with them on equal terms. This is one reason for the continued dependence of workers on outside leaders, who are treated with more respect by the employers because of their political and social status. This is the legacy of the old feudal society based on the master-servant relationship.

4. The low level of literacy among the workers prevents the development of leadership from within, and they find themselves unable to safeguard their interests as well as participate effectively

in the task of national reconstruction. Large scale educational and training programmes are needed to develop responsible, capable and enlightened leadership, so that the workers may be able to fulfil their legitimate aspirations.

#### **Rôle of the trade unions**

India is committed to a policy of rapid industrialization so as to bring about radical changes in the socio-economic structure of the country. National planning for economic development and material growth is aimed primarily at raising the standard of living of the masses. The workers, who form the important part of the community, are sometimes treated as mere instruments of production rather than as human beings. This attitude needs to be

changed, so that they may be actively associated with the formulation and execution of all the plans at every stage. This would help to ensure that neither policy nor programme runs contrary to the workers' interest and would avoid many unfortunate disputes and misunderstandings.

Since India adopted the socialist pattern of society as its national objective, public enterprise would form the mainstay of the developing economy. The workers should also be actively concerned in the management of the state industries. Facilities for education and training should be made available on a continuing basis to enable them to face this responsibility with confidence for the good of the country and for the sake of improving their own standards.

# THE COST OF BRITAIN'S WATERWAYS

Sur l'arrière de son bateau  
Le batelier promène  
Sa maison naine  
Par les canaux

Elle est joyeuse et nette et lisse et glisse  
Cloisons rouges et portes vertes  
Et blancs et tuyautés rideaux  
Aux fenêtres ouvertes\*

TWO HUNDRED YEARS AGO, when the carriage of goods was limited to the pack horse and carrier's wagon, there occurred the first wave of canal building enthusiasm in Britain from the time the Romans built the Fossdyke. With the advent of steam, and later the internal combustion engine, the canals felt the first chill winds of change. In the mid-19th century the boatmen went to live on their boats in an attempt to reduce living costs and compete with the railways; but it was only a temporary solution. Nowadays the once bustling canal transport network is a mockery of its former self, many stretches disturbed only by the angler's float or the occasional passing pleasure craft.

Are the canals any longer commercially viable? Could they take the burden off the roads? These and many other important issues are discussed in an important and admirably objective report entitled 'The Facts about the Waterways'—published by the British Waterways Board.

## Self sufficiency

The Board, which is only one amongst a number of commercial freight carriers on the waterways, was formed in 1962 and vested with much the

\* On the stern of his craft  
The boatman guides  
His dwarf home  
Along the canals.

Gay and tidy, polished and gliding  
Red bulkheads and green doors  
White pleated curtains  
At the open windows.

same brief as the Railways Board—a five-year period of adjustment followed by self-sufficiency. Its Report, in essence, shows the impossibility of this requirement under present circumstances and dispels the idea, held in some quarters, that there is room for a modern and extensive canal system comparable with those on the Continent.

In its Report, the Board was convinced of the following points:

- (1) at least for a large number of years to come there is no prospect of pleasure craft paying for themselves in the truly commercial sense;

*'Narrow boats' wend their way along a picturesque but unprofitable British canal.*

- (2) there is no true business future for the 'narrow boats', for which such nostalgic claims are sometimes made;
- (3) the most serious and overriding fact emerging is that, even if the whole of the 'rest of the system' (i.e. the non-profit-making network) were to be ruthlessly treated (without regard to social welfare) and every possible canal were to be either eliminated altogether or reduced to a minimum water channelling flow—which ever was the cheaper—the exchequer would still be saddled with a bill equivalent to about £600,000 a year. And this, the sur-



*The Sheffield and South Yorkshire Navigation, through some of the Northern English coalfields, is able to pay its way.*

vey reveals, is not an optional 'subsidy' but an inescapable minimum exchequer charge.

### Current losses

Current losses on the waterways—whilst being a mere 'drop in the bucket' compared with British Railways (1965 estimate: £130m.)—are currently running in the region of £700,000 a year. Of a total of over sixty canal stretches in the United Kingdom (approximately 2,000 miles of waterway) only eight are commercially viable. They are the Aire and Calder Navigation (including the New Junction Canal), the Calder and Hebble Navigation (Greenwood Lock to Wakefield), the Sheffield and South Yorkshire Navigation (Rotherham to Keadby), the Trent Navigation (Gainsborough to Nottingham), the Weaver Navigation, the Gloucester and Sharpness Canal, the River Severn (Gloucester to Stourport) and the Lee navigation.

All of these waterways carry, in most cases, estuarial craft or seagoing ships and supplement large rivers supporting thriving traffic. In fact this small rump of eight canals carries the majority of traffic on the inland waterways. The Report goes on to point out that, if the requirements of the 1962 Transport Act (which allowed for no capital reconstruction of the waterways) are to be met—namely that if the system as a whole is to be commercially viable—then the 'rest' will have to be axed.

For example the famed Grand Union Canal, the longest in the country, linking London and Birmingham, cost £433,000 to operate in 1964 whilst its income was only £155,000. Similarly in the same year the Caledonian Canal which includes Loch Ness earned a mere £11,775 and cost £136,390 to run. The total income of the 50-odd canals, which the Board considers an onus, was £780,000 in 1964 whilst expenditure totalled £1.97m.



### Startling fact

Perhaps the most startling fact which emerges is that, out of total earnings, over half a million pounds came from the sale of water—mainly to industrial users. Commercial traffic on the 50-odd canals brought in £40,000 in 1964 (a decline of 50 per cent since 1962); pleasure craft accounted for £60,000, and various sources—such as angling revenue (£20,000), wayleaves, licences and easements in respect of operational lands—earned a further £160,000. The overall deficit over the last decade has increased sevenfold.

As there seems no commercial future for the waterways, should they be preserved for public recreation? As the Report points out: 'if the Board's system did not exist, it would take vast expenditure to create it now. Equally, if the system fell into decay it would take great expenditure to restore it.' To maintain some of the canals as a tourist amenity brings in broad social

questions regarding outdoor recreation and the future of the countryside. The Board calculates that it would require an additional subsidy of £350,000 to maintain its uneconomic canals for such a purpose. Present income from holidaymakers on the canals, whilst growing, is still relatively small.

### Sales of water

Even to close a canal is not a cheap proposition; the Board estimates an average cost of between £6,000 and £9,000 per mile: involving drainage, bulldozing earth, and dealing with locks, bridges and aqueducts. A cheaper process, which the Board recommends, is to convert many of its routes into water channels. Sales of water are growing. The Board already controls many reservoirs, but, as its Report points out, 'considering the financial viability of the waterways as a whole the point at issue is solely whether increases in water revenue . . . will bring about viability

in the future. The facts do not sustain so optimistic a view'.

The irate motorist, longing for congestion-free roads, will find little solace in the Report. The widely held view that the canals could be revitalized and could carry a considerable portion of the bulk commodities at present sent by road, has no substance in fact. The Board agree with the view expressed by the Bowes Committee ('Report of the Committee of Inquiry into Inland Waterways'—1958) which stated:

'We have consulted the authors (of a paper read to the Royal Statistical Society) and asked them to evaluate in terms of road vehicles the equivalent of a hypothetical 50 per cent increase in ton-mileage performance of the waterways. Their estimate was that such an increase would represent approximately the performance of 300 5-ton lorries, which is only a fraction of one year's 'natural' increase in road goods transport, at present rates of increase. This comparison is not intended to disparage the waterways' value where they are intensively used. . . . It is clear to us, however, that suggestions made to us about the greatly diminished congestions, and consequently increased safety, of the roads which would result from diverting heavy commercial traffic to revitalized inland waterways are over optimistic.'

#### 'Narrow boats'

On the question of 'narrow craft' the Board regards them as having no economic future and disbanded its own fleet in 1963. The tradition of boatmen and their families living on these craft is 'unlikely to be followed by the rising generation'. Many of the children, who took advantage of state education and hostel facilities provided by the British Transport Commission and canal companies, 'made a break with

their boating homes and never returned to that way of life'.

For years the number of narrow craft has been on the decline. Limited to carrying between 25 and 30 tons—determined by the dimensions of the canal—they belong to the age of horse-drawn traffic. To avoid bank erosion their speed is limited to 4 miles an hour—fifty hours is considered a fast time for the London to Birmingham run. Unless the dimensions of the narrow canals—which form the greater part of the Board's system—are altered by means of dredging, and widened at the same time, there is no possibility of increasing the size of craft—at present limited to 70ft x 7ft x 3ft 6in draught. To alter the canals would, in the Board's view, 'involve major programmes of expenditure on dredging, etc., far above anything currently undertaken'. Where canals are larger—for example the Leeds and Liverpool Canal, which per-

mits craft of a 14ft beam with a carrying capacity of about 50 tons—the situation is only slightly improved. But even on these there has been a sharp decline in traffic. Inevitably, then, these boats will soon be a thing of the past, a way of life belonging only to the pages of history. Such is the price we must pay for progress.

#### Redundancy

Last, but by no means least, is the question of redundancy. The Report states that the labour force has been cut by 800 since 1963. The number of staff directly employed on operation and maintenance, without allowing for supervision, is about 2,000. No mention is made of retraining or rehabilitation schemes. A decision on this question, and, of course, the whole future of the waterways, rests with the Minister of Transport. One can only hope it will not be too long in coming.



*A pair of boats loading at the London end of the Grand Union Canal, not one of those listed as commercially viable in the British Waterways Board Report.*

# UNCTAD

trade  
and  
development  
is its  
business

IN NOVEMBER OF LAST year, the ITF, represented by Assistant General Secretary Lawrence White, took part in the first meeting to be held by the Shipping Committee of UNCTAD—the newest specialized agency to be established by the United Nations. This initial meeting enabled the ITF not only to give its views on the establishment of merchant marines by developing countries, but also to suggest that UNCTAD might attempt to lay down an economic, administrative and legal definition of the vexed question of a ‘genuine link’ between a ship and its state of registry when determining its nationality—obviously a very vital question for the maritime industry when one considers the enormous growth in flag-of-convenience tonnage which has taken place during the post-war years.

What is this new United Nations agency with which the ITF will now be working and what is it designed to achieve? Well, the initials UNCTAD stand for United Nations Conference on Trade and Development, but the word ‘Conference’ in its title is used in a very broad sense. For what started out as a *temporary gathering of representatives of States is now a permanent organ of the General Assembly of the United Nations.*

The Conference was convened in Geneva on 23 March 1964, for a duration of twelve weeks, and was attended by representatives from 120 countries.

It was the culmination of careful preparatory work extending over many months. The Conference was to seek active and positive measures to encourage the export trade of developing countries, both in primary products and in manufactures, and to deal with any movement of the terms of trade against them. It was also recognized that to eliminate the growing gap between the export earnings and the import needs

of the developing countries, with all the accompanying obstacles to economic advancement, it was imperative to build a new order, based on new attitudes which would converge towards a new trade policy for economic development.

The Conference examined a number of fundamental problems connected with the expansion of international trade and its impact on economic development. Issues ranging from international commodity problems and the improvement of the invisible trade of developing countries, to the financing of trade expansion and the implications of regional economic groupings were in the centre of discussions. Finally, the Conference formulated a number of principles governing trade relations and trade policies, and recommended that the Conference itself should be established as a permanent organ of the General Assembly, with a Board and subsidiary bodies, and a full-time Secretariat to service it.

### **Why was it created?**

World trade has expanded substantially in recent years, but the expansion of exports of the developing countries proceeded at an appreciably lower rate than that of the developed ones. As a result, the share of the developing countries in world exports declined steadily from nearly one-third in 1950 to only slightly more than one-fifth in



*The inaugural meeting of the United Nations Conference on Trade and Development.*



*UNCTAD General Secretary, Raúl Prebisch, signs the Final Act establishing the Conference and providing for 3-yearly meetings.*

1962. Moreover, the difficulties of the developing countries were aggravated during this period by the deterioration in the prices they received for their exports—mostly basic commodities—as compared with the prices they had to pay for their imports—mainly manufactures.

The developing countries' surplus of exports over imports in 1950 became, in 1962, a deficit of \$2,300 million, while around 1960 payments of these countries for dividends and interest on foreign investments and loans, as well as for other invisibles (freight, insurance, etc.), were about \$3,300 million. According to the United Nations Secretariat estimates, this gap, if present trends continue, could be of the order of \$20 billion in 1970, on the basis of a 5 per cent yearly rate of growth—the target set for the United Nations Development Decade (1960-1970).

In recent years, the developing countries, whose ranks have considerably increased with the accession to independence of former colonies, have been turning more and more to economic and social planning. They do so in the belief that this is the most effective way to correct distortions and imbalances inherited from their past history, and to accelerate economic growth. The carrying out of such plans, however, is hindered by the instability of international markets for primary products and by conditions restricting the access of commodities to markets in the developed countries. Continued dependence on the export of a single product or on merely a few commodities has added to the difficulties.

To achieve the rather modest target of the Development Decade, the developing countries require an increase in the supply of investment goods, but their domestic capacity to produce such goods is limited. A substantial amount of them has to be imported, and these imports have to be paid for by export receipts and inflows of capital from abroad.



On the other hand, although trade between the centrally planned countries and the developed market economies has grown rapidly in recent years, its full potentiality has not been realized because of administrative, economic and trade policy obstacles. Efforts to solve these problems have shown increasing progress in recent years, and further progress in this direction should result in higher levels of trade between countries having different economic and social systems. It is recognized that such a development would be in the interest of world trade as a whole.

To achieve the above objectives, appropriate changes in the present pattern of international trade have become urgent. The 1964 Conference provided the opportunity for working out such a policy as well as integrated specific measures to give it meaning. In meeting the challenge, the Conference was responding to the conviction of much of the international community that practical action in the field of trade and development is second to no other responsibility which the United Nations faces in the 1960s.

#### **What are UNCTAD's functions?**

To promote international trade, especially with a view to accelerating economic development, particularly trade between countries at different stages of

development, between developing countries and between countries with different systems of economic and social organization.

To formulate principles and policies on international trade and related problems of economic development.

To make proposals for putting these principles and policies into effect.

To review and facilitate the co-ordination of activities of other institutions within the United Nations system in the field of international trade and related problems of economic development.

To initiate action, where appropriate, in co-operation with the competent organs of the United Nations for the negotiation and adoption of multilateral agreements in the field of trade.

To be available as a centre for harmonizing the trade and related development policies of governments and regional economic groupings.

The new approach the Conference has brought to the whole problem of international trade consists in the recognition of certain basic ideas:

The international community ought to combine its efforts to ensure that all countries—regardless of size, of wealth or of economic and social system—enjoy the benefits of international trade for economic progress. Since the ac-



Delegates to the 32-nation meeting of the UNCTAD Preparatory Committee in February 1964. (UN Photos)

celerated economic development of the developing countries depends largely on a substantial increase in their share of world trade, international machinery ought to be employed to this end. An essential element of such action is that policies in the field of trade and development should result in a modified international division of labour, one that is more rational and equitable, and is accompanied by the necessary adjustments in world production and trade.

#### **How is UNCTAD organized?**

The Conference comprises those States which are members of the United Nations, its specialized agencies, or the International Atomic Energy Agency. The Conference is convened at intervals of not more than three years.

The Conference has a permanent organ, the *Trade and Development Board*. Its function is to keep under review and take appropriate action for the implementation of the recommendations and other decisions of the Conference; to ensure the continuity of its work, as well as to make or initiate studies and reports in the field of trade and related problems of development. The Board consists of 55 members. They are elected by the Conference from among its membership with full regard for both equitable geographical distribution and the desirability of continuing representation for the principal trading States. The Board meets twice annually.

For the effective discharge of its functions, the Board has four subsidiary organs: the *Committee on Commodities*; the *Committee on Manufactures*; the *Committee on Shipping*; the *Committee on Invisibles and Financing related to Trade*. Each one of these Committees convenes once a year, but may be called in special session to deal with urgent issues.

The Secretariat is headed by a Secretary-General — Dr. Raúl Prebisch — appointed by the Secretary-General of the United Nations and confirmed by the General Assembly.

The Headquarters of the *Secretariat* are in Geneva, Switzerland, with a liaison office at United Nations Headquarters, New York.

#### **How UNCTAD works**

The various organs of the Conference identify the major problems falling within their scope, establish an order of priorities for their consideration, seek solutions to these problems, and determine procedures for applying the solutions.

In pursuit of these activities, the various organs make their conclusions and decisions in the form of recommendations. These recommendations are addressed to governments or to other international organizations. The Trade and Development Board unanimously decided upon a particular procedure for the review and assessment of the implementation by governments and other

appropriate authorities of the recommendations of the 1964 Geneva Conference. This procedure anticipates that governments will submit to the Secretary-General all relevant information on the actual policies pursued in the fields dealt with in the UNCTAD recommendations and that the Secretary-General will compile and analyze this information and submit annually an overall report showing how and to what extent recommended policies are applied.

As the organs of the Conference meet for relatively short periods only, it devolves upon the Secretariat to ensure the continuity of operations. Prior to the holding of meetings, the Secretariat gather the statistical and other data and prepare the analytical studies indispensable for making decisions. For the preparation of some of the more important or specialized reports, the Secretary-General of UNCTAD may bring together small groups of internationally-recognized experts. On the other hand, to smooth the way for the meetings and ensure in advance the greatest possible measure of consensus, some Secretariat officials might visit or maintain working contacts with the competent authorities of the countries most interested in the various sessions.

On a different plane, the Secretariat, by publicizing the findings of its studies and the recommendations of the Conference organs, seeks to inform international public opinion on the nature and urgency of the problems with which UNCTAD is dealing. Conversely, in order that the participating delegates may have an opportunity to gain direct knowledge of the problems and difficulties the developing countries are facing, it is envisaged to hold some of the future Board or Committee meetings in those countries.

#### **First steps . . .**

UNCTAD was established by the General Assembly of the United Nations on 30 December 1964 and Geneva was confirmed as Headquarters of the Secretariat on 28 October 1965.

In the course of the first months of their existence, the Trade and Development Board and its specialized Committees have installed their officers, adopted their rules of procedure, mapped out their respective programmes of work, and embarked on substantive work.

In the cases of the sugar and cocoa markets, which are giving cause for immediate action, UNCTAD has initiated a series of meetings of government representatives aiming at the conclusion of international stabilization agreements.

In one particular field it has been possible to progress even further: in pursuance of a resolution adopted by the 1964 Conference in Geneva, a Conference on Transit Trade of Landlocked Countries met in New York from 7 June to 8 July 1965, and prepared and adopted a Convention that was immediately opened for signature. This Convention, among other things, lays down that land-locked States should have free access to seas; that they should enjoy the freedom of the seas on equal terms with coastal States; and that they should be afforded by all States free and unrestricted transit. The Convention then spells out in detail how these principles are to be applied.

This early phase of UNCTAD's existence, however, is characterized also by the profound impact it has already had on the entire United Nations family and other international institutions. The discussions and recommendations of the first session of the Conference, in 1964, for example, are reflected, even if indirectly, in the present search for a solution to the problem of world liquidity, in the proposals for establishing the World Food Programme on a permanent basis or in the greater attention now being given to the question of the growing indebtedness of the developing countries.

In brief, UNCTAD has brought an added sense of urgency and a new approach to the search for more effective ways of accelerating the development process through the promotion of trade.

## Profile

**Constantin Hadjitheodorou, General Secretary of the Pan-Hellenic Seamen's Federation.**



CONSTANTIN HADJITHEODOROU was born in 1908. His first job on leaving school was as a cook on board ship. He was at sea for 13 years. His trade union career dates back to 1928, when he joined the Greek Marine Cooks' Union, an affiliate of the Pan-Hellenic Seamen's Federation (PNO). He always played an active part in his union's affairs and served it successively as Treasurer, General Secretary and President. He was elected to the last-mentioned office in November 1944 and has held it in each election since that date. As leader of the Marine Cooks' Union, he was also entitled to a seat on the Executive Committee of the PNO and, after the retirement due to ill health of Elias Krokidas in 1965, he was elected as General Secretary of the PNO.

Hadjitheodorou has always shown a keen interest in the Greek trade union movement as a whole and in the social and economic problems of his country. For two years he attended courses of the School for Free Trade Union Studies, sponsored by the General Confederation of Greek Labour and some of the workers' education seminars organized by the Confederation in conjunction with the European Productivity Council of the OECD.

He is knowledgeable, industrious and deeply imbued with the spirit of free and democratic trade unionism. He is conscientious in his work, has an integrity of character and a sense of responsibility towards those who cast their votes for him, which have enabled him to win and retain the unfailing support and appreciation first of the Cooks' Union, then of the Seamen's Federation as a whole, and of all those who have ever worked with him.

During the period he served the PNO as Acting General Secretary, prior to

his election proper, he responded so generously to the requirements of his new job and to the expectations of those who voted for him and entrusted him with leadership of the Greek seamen's cause that, when the PNO Congress in 1965 came to choose a new General Secretary, only one vote was cast against Hadjitheodorou, clear enough proof that the Federation already had the man it wanted.

The Pan-Hellenic Seafarers' Federation is of special importance to the ITF, being one of the front-line fighters against flag-of-convenience shipping. The PNO has won many battles for the ITF in this struggle and, under the capable leadership of Constantin Hadjitheodorou, will win more. His speeches at last year's Congress in Copenhagen, the first ITF Congress he had attended as leader of the Greek Seamen's movement, were listened to with great interest. And the ITF looks forward to increasing participation by the Greek seafarers' leader in its future activities.

# Round the world of labour

## **ITF Seminars in Venezuela**

TWO SEMINARS ON TRADE union organization took place in Venezuela in January and February, sponsored jointly by the ITF and its Venezuelan affiliate, FEDETRANSPORTE. The first, which took place in Barquisimeto from 24 to 29 January, was attended by 22 workers. ITF Regional Director, J. F. Otero, addressed the participants, and his assistant, Medardo Gomero, joined FEDETRANSPORTE officials as an instructor. The second seminar, which took place at the Venezuelan Union's holiday home of Los Caracas from 7 to 12 February, was attended by 52 participants. The two seminars got an enthusiastic reception from Venezuelan transport workers, and their further needs will undoubtedly prompt the ITF and FEDETRANSPORTE to continue this valuable educational work.

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## **CIRM saves more lives at sea**

THE INTERNATIONAL RADIO-MEDICAL Centre (CIRM) has issued its report for 1965. It describes the various rescue missions performed and assistance services rendered to sick or injured seamen on board Italian or foreign vessels during the year. The CIRM received and transmitted 8,550 medical messages, treated 1,047 patients and carried out, in conjunction with naval, air-force and customs authorities, 86 air-sea rescue missions for seamen and inhabitants of the small Mediterranean islands.

The Centre enjoyed the co-operation, during the period covered by the report, of a number of organizations and authorities concerned with rescue operations at sea, such as the US Coast Guard, and the American, British and Spanish air-sea rescue services. The Uruguayan Government granted free transit for medical messages to and from the CIRM over the Cerrito radio station at Montevideo, and the Ital-

cable Company, Italy, exempted the CIRM from charge for the forwarding of messages to and from Rome by teleprinter.

Professor Guido Guida, Founder-President of the organization, points out that it is thanks to the CIRM's efficiency and the support given to it by various other bodies, that it has succeeded in improving its medical assistance and rescue services and in helping more effectively to save life at sea.

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## **'Double-deck' pension scheme for Norway**

THE NORWEGIAN GOVERNMENT has introduced a bill in the national legislature to provide for a pension scheme, hailed as the greatest single social reform in the country's history. The proposals, expected to be approved before parliament goes into recess for the summer, aims at providing all Norwegians with a pension on reaching the age of 70. The scheme will consist of a 'basic pension' and a 'supplementary pension'.

The basic pension will be Kr.5,400 (about £270) for single persons, but will be increased by 50 per cent to Kr.8,100 (£405) for married couples and by 25 per cent if the pensioner has a child to look after. The basic pension will be reviewed annually and adjusted into line with rises in the cost of living.

The supplementary pension will consist of 45 per cent of the average income earned by the pensioner during the most remunerative 20 years of his working life.

The scheme will be financed by contributions from employees, employers and public authorities. At the outset employees will pay 4 per cent of their earnings into the scheme. The employer's contribution will be 7 per cent, while the State and the municipalities will each pay 0.75 per cent. Public contributions will remain at 0.75 per cent, but employers' payments will rise to

8.8 per cent and those of employees to 7.8 by 1970.

The scheme is scheduled to come into force on 1 January 1967. (Kr 100 are approximately \$14.)

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## **EEC social security for seamen**

THE COMMISSION OF THE European Economic Community has adopted a proposal to extend to seafarers the social security provisions applicable in the Community to migrant workers. These regulations provide that a worker from any one of the six Common Market countries may enjoy health insurance benefits in any of the other five.

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## **ICFTU publishes new edition of ITS book**

THE INTERNATIONAL CONFEDERATION OF Free Trade Unions has published the new edition of its book *International Trade Secretariats*, which provides an interesting and informative study of the ITSs, their history and activities. The 17 ITSs, among which the ITF occupies an important place, bring unions together at international level according to profession or industry, while the ICFTU groups the unions through their national centres. The ICFTU's 90-page booklet makes a handy guide to the various fields in which each ITS is competent. It can be obtained (price 5 shillings) from the ICFTU's headquarters, 37-41 rue Montagne aux Herbes Potagères, Brussels 1, Belgium.

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## **Training for transport drivers in Denmark**

IN DENMARK THE ROAD transport driver's job is one which is considered worthy of proper training facilities. A national network of official courses is operated, financed by the State (85 per cent), the Danish Transport and General Workers' Union (5 per cent), the employers (5 per cent) and the municipal authorities (5 per cent).

Some of the more general courses are held at permanent schools others at temporary centres, so that all parts of the country can be covered at one time or another. Courses for workers in heavy long-distance transport are held in 12 different towns, and others are gradually coming into operation. The total yearly capacity for the general courses is 2,200 students and for the heavy transport courses 1,100.

While attending these courses workers with no dependants get full unemployment benefit, but those with a family to support get another 50 per cent on top, provided the two amounts together do not exceed 90 per cent of their normal wages.

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### US airline profits soar

AMERICAN AIRLINES made an estimated total profit of \$235 million last year, according to figures recently published. Profits, up by 75 per cent, exceeded the 10.5 per cent return on investment set as an 'equitable standard' by the Civil Aeronautics Board. CAB figures for 1965 indicate that the rate was at an all-time peak of 13.3 per cent.

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### IMCO to discuss fire on board ship

THE INTER-GOVERNMENTAL Maritime Consultative Organization (IMCO) maritime safety committee, at a five-day meeting in London last month, discussed the question of fire protection in passenger ships and decided that at a special meeting of the committee to be held on May 2-6 two proposals put forward by the United States Government should be discussed. The first is that new ships should not include large amounts of combustible material, and the second that existing ships should be altered, if necessary, to provide greater safety.

The proposals in full are that in order to ensure that newly constructed ships will not include large amounts of combustible material in their construction, all governments should agree that future passenger ships should conform to the standards for Method 1 of structural fire protection given in Part D, Chapter II, of the International Con-

vention for Safety of Life at Sea, 1960.

Secondly, that steps should be taken to revise the provisions available to existing ships under the general clause in Chapter II of that Convention which states: '... the arrangements on each ship shall be considered by the Administration, with a view to improvements being made to provide increased safety where practical and reasonable.'

The special session of the maritime safety committee will be attended by the 14 committee members (Argentina, Canada, France, the Federal Republic of Germany, Greece, Italy, Japan, Liberia, the Netherlands, Norway, Pakistan, the Union of Soviet Socialist Republics and the United States).

Also invited to attend will be representatives of Denmark, Finland, India, Poland, Sweden and Yugoslavia. These countries, which are IMCO members, are not members of the maritime safety committee, but are represented on IMCO's sub-committee on fire protection, and the committee felt that their experience would also be valuable.

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### Floating firetraps

THE NATIONAL MARITIME Union of America, supported by the other US seafarers' organizations, has been campaigning for years to alert the American public to the risks they incur by taking cruises on old ships, built to much lower standards of safety than those accepted by the US Government, registered under flags of convenience and manned by untrained or inexperienced crews working at substandard wages. Since the *Yarmouth Castle* fire disaster last year, in which 89 people lost their lives, most of them elderly, other organizations have come into the picture. The National Council of Senior Citizens — 21 members of just one of its affiliated clubs went to their deaths in the *Yarmouth Castle* tragedy — is calling on Congress to adopt legislation which will prevent foreign-flag ships from operating cruises from US ports, unless they comply with American safety regulations. The NMU has been using all available means to keep up the pressure against the unsafe ships,

including television programmes, letters and advertisements in the national press, and leaflets. Resolutions have been passed by numerous government and civic organizations. Members of the Four Freedoms Civic Club joined NMU members in distributing the Union's leaflet *Beware floating firetraps* outside the dock in Miami where the *Yarmouth Castle's* sister ship, *Yarmouth*, is still doing business. Over 250 passengers cancelled bookings on a cruise after reading the leaflet.

(Continued from page 52)

State Supreme Court ruled that, as provided by the Act, no increases should be paid to the transit workers for three years. If the Transit Authority had abided by the decision, a long process of legal appeals would have been necessary for the workers eventually to get their increases. By the time the appeals had finished the enforcement period would probably be over so that the workers would have the legal right to their wage rises in any case. But it is unlikely that they would have waited till 1969. More probably they would have chosen the speedier alternative of closing down the bus and subway services again.

This prospect was removed by the timely introduction in the New York State legislature of a bill to amend the Condon-Wadlin provisions so that the three-year penalty might no longer apply. The bill was passed and its terms were made retroactive to 1 January. The transit workers could at last take home their wage increases.

The New York transit strike was a victory for the workers, but it had a tragic sequel. International President of the TWU, Michael Quill, never quite recovered from the heart attack he suffered shortly after he was taken to jail. He died on 28 January at the age of 60, leaving the union he organized 32 years ago, undefeated by its first strike against the New York Transit Authority, in the capable hands of Matthew Guinan, who becomes the new President of the Transport Workers' Union of America.

# CONCLUSIONS

## OF THE ILO PREPARATORY TECHNICAL CONFERENCE ON THE MAXIMUM WEIGHT TO BE CARRIED BY ONE WORKER

*As promised in our February issue (Limiting the loads) we publish here the conclusions adopted by the Preparatory Technical Conference on the maximum permissible weight to be carried by one worker, held by the International Labour Office in Geneva from 25 January to 4 February. They are now to be submitted for approval to the 51st Session of the International Labour Conference in 1967 as a draft Convention and a draft Recommendation.*

1. International instruments concerning the maximum permissible weight to be carried by one worker should be adopted.

2. The instruments should take the form of a Convention supplemented by a Recommendation.

### CONCLUSIONS DIRECTED TO A CONVENTION

3. For the purpose of the instrument, the term 'manual transport of loads' should mean any transport in which the weight of the load is wholly borne by the worker; it should cover the lifting and putting down of loads.

4. For the purpose of the instrument, the term 'regular manual transport of loads' should mean any activity which is continuously or principally devoted to the manual transport of loads, or which normally includes the manual transport of loads, even intermittently.

5. No worker should be required, authorized or permitted to engage in the manual transport of a load which by reason of its weight is likely to jeopardize his health or safety.

6. In order to reduce or facilitate the lifting, carrying and putting down of manually transported loads, suitable technical devices should be used as much as possible.

7. In the application of the instrument, Members should take account of the conditions, such as climate, altitude and topography, in which the work is to be performed.

8. The assignment of young persons and women to regular manual transport of loads other than light loads should be limited. Maximum loads required of young persons and women should

be of a substantially lesser weight than those assigned to adult male workers.

9. Each Member should take appropriate steps to ensure that any worker assigned to regular manual transport of loads other than light loads shall, prior to taking up these duties, receive adequate training in working techniques, with a view to safeguarding health and preventing accidents.

10. Each Member should, by laws or regulations or any other method consistent with national practice and conditions, and in consultation with the most representative organizations of employers and workers concerned, take such steps as may be necessary to give effect to the provisions of the instrument.

### CONCLUSIONS DIRECTED TO A RECOMMENDATION

#### I. Definition and scope

11. For the purpose of the instrument, the term 'manual transport of loads' should mean any transport in which the weight of the load is wholly borne by the worker; it should cover the lifting and putting down of loads.

12. For the purpose of the instrument, the term 'regular manual transport of loads' should mean any activity which is continuously or principally devoted to the manual transport of loads, or which normally includes the manual transport of loads, even intermittently.

13. Except as otherwise provided in the text, the instrument should apply both to regular and to occasional manual transport of loads other than light loads.

14. The instrument should apply to all branches of economic activity.

#### II. General principle

15. No worker should be required, authorized or permitted to engage in the manual transport of a load which by reason of its weight is likely to jeopardize his health or safety.

#### III. Training and instruction

16. (1) Any worker assigned to regular manual transport of loads should, prior to taking up his duties, receive adequate training or instruction in working techniques, with a view to safeguarding health and preventing accidents.

(2) Such training or instruction should include methods of lifting, carrying, putting down, unloading and stacking of different types of loads, and should be given by suitably qualified persons; wherever appropriate, recourse could be had to persons or institutions approved by the competent authority after consultation with the most representative organizations of employers and workers concerned.

17. Any worker occasionally assigned to manual transport of loads should be given appropriate instructions by a competent person on the manner in which such operations may be safely carried out.

#### IV. Medical examinations

18. A medical examination for fitness for employment should be required before assignment to regular manual transport of loads, as far as practicable and appropriate.

19. Further medical examinations should be made from time to time as necessary.

20. Regulations concerning the examinations provided for in Points 18 and 19 should be determined by the competent authority after consultation with the most representative organizations of employers and workers concerned.

21. The examination provided for in Point 18 should be certified. Such certification should attest fitness for employment but should not contain medical data.

#### V. Technical devices and packaging

22. In order to reduce or facilitate the lifting, carrying and putting down of manually transported loads, suitable technical devices should be used as much as possible.

23. The packaging of loads which may be transported manually should be compact and of suitable material and, as far as possible, equipped with devices for holding and so designed as not to create risk of injury; for example, it should not have sharp edges, projections or rough surfaces.

#### VI. Maximum weight

24. (1) In the application of the instrument, Members should take account of the environmental conditions, such as climate, altitude, topography, etc., in which the work is to be performed.

(2) Members should also take account of other conditions which may influence the health and safety of the worker.

##### A. Men workers

25. Where the maximum permissible weight to be carried by one adult male worker is more than 50 kgs., measures should be taken as speedily as possible to reduce it to that level.

##### B. Young workers

26. The provisions of the instrument relating to young workers should apply to persons under 18 years of age.

27. The assignment of young workers to manual transport of loads should be limited to the greatest possible extent.

28. Maximum loads required of young workers should be of a substantially lesser weight than those assigned to adult male workers.

29. Where the minimum age for assignment to manual transport of loads is less than 16 years, measures should be taken as speedily as possible to raise it to that level.

30. The minimum age for assignment to regular manual transport of loads should be raised, with a view to attaining a minimum age of 18 years.

31. Where young workers are assigned to regular manual transport of loads, provision should be made—

(a) as appropriate, to reduce the time spent on actual lifting, carrying and putting down of loads by such workers;

(b) to prohibit the assignment of such workers to particular tasks comprised in manual transport of loads which are especially arduous.

##### C. Women workers

32. The assignment of women to manual transport of loads should be limited.

33. Maximum loads required of women should be of a substantially lesser weight than those assigned to adult male workers.

34. No woman should be assigned to manual transport of loads during a pregnancy which has been medically determined or during the 10 weeks following confinement.

35. Where women workers are assigned to regular manual transport of loads, provision should be made—

(a) as appropriate, to reduce the time spent on actual lifting, carrying and putting down of loads by such workers;

(b) to prohibit the assignment of such workers to particular tasks comprised in manual transport of loads which are especially arduous.

#### VII. Other measures to protect health and safety

36. After receiving medical opinion and in consultation with the most representative organizations of employers and workers concerned, the competent authority, bearing in mind all the relevant conditions of the work, should make efforts to ensure that the exertion required in a working day or shift of workers manually transporting loads is not likely to jeopardize the health or safety of such workers.

37. Workers engaged in manual transport of loads should be supplied with such suitable devices and equipment as may be necessary to safeguard their health and safety.

#### VIII. Miscellaneous provisions

38. The training or instruction and the medical examination provided for in the instrument should not involve the worker in any expense.

39. The competent authority should actively promote scientific research, including ergonomics, concerning the manual transport of loads with the object, *inter alia*, of—

(a) determining the relationship, if any, between occupational diseases and disorders and manual transport of loads; and

(b) minimizing the hazards to health and safety of workers engaged in the manual transport of loads.

40. Where methods of transportation of goods by pulling and pushing are prevalent which impose physical strains analogous to those involved in the manual transport of loads, the competent authority should give consideration to the application to such work of such provisions of the instrument as may be appropriate.

41. Each Member should, by laws or regulations or any other method consistent with national practice and conditions, and in consultation with the most representative organizations of employers and workers concerned, take such steps as may be necessary to give effect to the provisions of the instrument.

42. Members should be allowed to permit exceptions to the application of particular provisions of the instrument after consultation with the national inspection service and with the most representative organizations of employers and workers concerned, where the circumstances of the work or the nature of the loads require such exceptions; for every exception or category of exceptions the limits of the derogation should be specified.

43. Each Member should, in accordance with national practice, specify the person or persons on whom the obligation rests for compliance with the provisions of the instrument, as well as the authority responsible for the supervision of the application of the provisions of the instrument.



*US diesel locomotives bound for the Middle East. The 1936 Merchant Marine Act requires a merchant fleet large enough to carry all domestic waterborne commerce and a substantial share of the nation's export and import trade by sea.*

In reaching its conclusions the Committee based itself on the principles set down in the Merchant Marine Act of 1936. These state that the merchant marine should be sufficient to carry domestic water-borne commerce and a 'substantial portion' of the water-borne export and import foreign commerce, and also 'to provide shipping services on all routes essential for maintaining the flow of such commerce at all times.' The merchant marine should also be 'capable of serving as a naval and military auxiliary in time of war or national emergency.' In addition, it should be 'owned and operated under the United States flag by citizens of the United States insofar as may be practicable', and manned 'with a trained and efficient citizen personnel.'

In examining the degree to which the US merchant fleet achieves the objectives of the Act, the Committee first looked at its rôle in national defence. The Committee was told in May last year by the US Secretary of Commerce that 'existing ships under the American flag are adequate to meet presently established requirements for services by the military.' The government also includes the 450 American-owned flag-of-convenience vessels as being in the 'effective control' of the United States in the event of a national emergency.

Despite these assurances, the Committee has reported that it has grave misgivings about the adequacy of the present fleet, misgivings which the current emergency in Vietnam had reinforced. It also considers that the concept of 'effective control' over flag-of-convenience vessels, if valid at all, is highly questionable, since the ships are manned by foreign seamen, whose allegiance, particularly in the event of a major conflict, might lie elsewhere.

On the national defence rôle of the merchant fleet, therefore, the Committee has made the following recommendation: 'Insofar as military or

## ***EXPAND AMERICAN FLAG FLEET***

*Presidential Maritime Advisory Committee  
recommends rejuvenation of US merchant fleet*

THE MARITIME ADVISORY COMMITTEE set up by the US President in 1964 to consider 'policies and practices' of government, labour and management for 'strengthening the trade, national defence, manpower, and labour relations programmes of the maritime industry', recently published its report and recommendations. This report was prepared by the five members of the Committee representing the public interest, and was later adopted in full Committee. In addition to the public members, the Committee consisted of five maritime employer representatives and five labour representatives including Joe Curran, National Maritime Union, Paul Hall, Seafarers' International Union, and Thomas Gleason, International Longshoremen's Association.



essential civilian requirements are concerned in times of national emergency, we have made no estimate of the size necessary to support adequately our nation's military and civilian establishment. We are united in the conviction, however, that reliance cannot be placed on foreign flag vessels, whether under so-called effective United States control or not, to meet these requirements in time of war or emergency.'

The Committee's report then goes on to consider the degree to which the US merchant fleet is fulfilling the commercial aims set out for it in the 1936 Act, i.e. to provide sufficient US flag vessels to ensure that America can trade competitively in the markets of the world and to carry a substantial portion of the resulting commerce. It finds that the US merchant marine is not carrying a sufficient portion of the export-import trade, and determines that the 'substantial portion' mentioned in the Act must mean more than half. In 1936, when the Act was passed approximately 26 per cent of export-import cargoes were being carried in American vessels, and the Act was designed in part to raise this proportion. The percentage did in fact rise to twenty-eight in the next few years, but in 1964 had dropped to 9.1 per cent. The only sector of the American merchant marine which improved its position in 1964 was dry cargo liner shipping engaged in regular service on fixed trade routes. These subsidized liners carried 28.4 per cent of the nation's general cargo trade in 1964. On the other hand, dry cargo tramps carried only 5.3 per cent of the available cargo in 1964, and tankers only 5.4 per cent. The Committee has agreed that at least 30 per cent of the United States's foreign trade should be carried in US merchant vessels. The subsidized liner services are approaching this figure, but their present share ought probably to be increased to 50 per cent. It is evident that the relatively high success of the liner service fleet is attributable to the operating subsidies available to them under the 1936 Act. These subsidies — 'operating-

differential subsidies' — aim to supply the difference in operating costs between foreign and American operators. The items to which the subsidy is applied are wages and subsistence payments to officers and crew, insurance costs, and maintenance and repair costs not covered by insurance. The Committee's report has recommended that this concept of operating subsidy payments be continued, for two main reasons. First, because under the operation of the policy the liner service has proved successful, modern and efficient; and second, because no alternative subsidy concept has been proposed which would be as good as or better than the present system.

The Committee has also recommended that liner service operators, in order to benefit from a subsidy, continue to be required to cover an essential trade route and meet certain service requirements including sailing itinerary, frequency and the number and type of vessels employed. This will prevent subsidized operators from going out solely after short-term profitability in selecting trading routes, to the neglect of American relations with less profitable trade partners and to the detriment of port investment programmes.

As for the unsubsidized liner cargo services, there has been virtually no renewal of these vessels for twenty years. The Committee has recommended that the operating costs of these services should be subsidized, provided that they comply with the conditions outlined above, and that special construction subsidies should also be granted so that the fleet can be replaced within a period of five to eight years. The Committee considers that the 100 or so vessels involved are essential both to the national defence capacity and to the commerce of the United States.

In 1964 the amount of dry cargo handled in American vessels had dropped to less than 6 per cent, from a figure of 37 per cent in 1951; the proportion of liquid bulk cargo carried

in US flag tankers was even lower — about 4 per cent. The Committee has reported that the reasons for this alarming decline are that no construction subsidies have ever been granted to build these types of vessels, and the 1936 Merchant Marine Act does not authorize the payment to them of operating subsidies. This has meant that a growing proportion of the trade has been dominated by flag-of-convenience operation. The survival of what few bulk carriers remain has been due largely to the cargo preference programme, which has meant that since 1954 at least 50 per cent of US aid cargoes must be carried in American-flag vessels, as must all defence cargoes. The United States, in the Committee's opinion, vitally needs these fleets for national defence and commerce, and cannot afford to be so overwhelmingly dependent upon foreign flag vessels. For dry bulk carriers the Committee has recommended that construction and operation subsidies should be granted, with designs of new vessels standardized as far as possible for greater efficiency and lower cost; manning scales for these new vessels would have to be agreed in advance of construction. For tankers, similar action is recommended, or the adoption of alternative methods which would have the effect of bringing about the carriage, within a reasonable period of time, of at least 30 per cent of US liquid bulk cargoes in American-flag tankers.

Finally, the Committee has recommended that the expansion of the US merchant fleet as a whole, as outlined for the different sectors, should be through construction in US shipyards, and that operating subsidies should only be granted for US-constructed vessels.

The Committee also dealt with problems of labour relations in the industry; it considered that the new procedures being adopted by the Department of Commerce to determine, in the case of subsidized operators, the degree to which wages and fringe benefits should be covered by public funds, will re-

A container being hoisted on board ship in the Port of New York. The Presidential Maritime Advisory Committee, set up in 1964 to examine whether the American merchant fleet was fulfilling the obligations laid down by the 1936 Act, found that US ships were not carrying enough of the nation's trade. (NY Port Authority pictures)

move any question in the future as to whether settlements are in the public interest. The procedures have aroused criticism in the past because negotiated pay increases have been automatically covered in full by subsidy payments. Now, without in any way interfering in collective bargaining, the Department of Commerce will make an independent assessment of the amount of subsidy it considers fair and reasonable.

Manning disputes, the Committee felt, can be handled satisfactorily, either by means of prior agreement in the case of ships to be built in the future, or through a system involving voluntary arbitration in the case of ships in service or being modernized. The latter system is to be worked out by the parties concerned under the guidance of Willard Wirtz, Secretary of Labour, and George Meany, President of the AFL-CIO. The Maritime Advisory Committee has also recommended the establishment of a permanent labour-management council within the Department of Labour as a general supervisory body to make sure that these procedures work and to help promote the growth of the maritime industry.

In its general comments on the question of flags of convenience, the Committee quoted figures showing the relative participation in US trade in 1960 of US flag and Panlibhon vessels:

Type of service	Panlibhon	US flag
Dry cargo, liner	2.1%	30.2%
Dry cargo, other than liner	34.6%	7.2%
Tanker	57.6%	5.4%
All services (weighted average)	38.7%	10.5%

The report goes on: 'One cannot legitimately castigate American businessmen for their pursuit of private enterprise, when such enterprise has been countenanced and even encouraged by



government policy. The answer instead is a gradual revision of government policy to accommodate two needs: (a) reasonable opportunity for the owners of 'flags of convenience' vessels to make adjustments in their business arrangements and (b) a restoration of these vessels or their replacements over a period of time to the American flag.'

To promote these aims the Committee has recommended that a dry bulk carrier operator should be permitted to apply for construction and operating subsidies, provided that the approximately equivalent tonnage capacity will be eliminated from his flag-of-convenience fleet and that there will be no subsequent increase in his flag-of-convenience fleet. For tankers, the Committee recommends three alternative courses: either to apply the same subsidy opportunities, under the same conditions, as for dry bulk carriers; to find out whether the goal of carrying 30 per cent of America's liquid cargo trade in American flag vessels can be achieved by voluntary action; or to provide in law that not less than 30 per cent of oil and oil products imported into the United States should be carried in US flag tankers.

The report has been welcomed wholeheartedly by representatives of the US maritime labour movement, and by the AFL-CIO as a whole. Labour leaders have been particularly sharp in their criticism of a report issued towards the end of last year by the so-called Inter-Agency Task Force. This was a programme for the industry drawn up jointly by representatives of all the government departments concerned with maritime affairs, the original purpose of which was supposed to be to give the Maritime Advisory Committee information which it needed in its work. However, the Task Force report went further, making its own detailed recommendations and was unanimously rejected by the Maritime Advisory Committee as being in direct violation of the objectives expressed by the President in setting up the Committee, as well as being directly contrary to the principles of the Merchant Marine Act and the decisions of the Committee up to that point.

The government is expected soon to announce the plans it will adopt on the basis of the Maritime Advisory Committee's report.

# International Transport Workers' Federation

General Secretary: HANS IMHOF

President: HANS DÜBY

**7** *industrial sections catering for*

RAILWAYMEN  
ROAD TRANSPORT WORKERS  
INLAND WATERWAY WORKERS  
PORT WORKERS  
SEAFARERS  
FISHERMEN  
CIVIL AVIATION STAFF

- Founded in London in 1896
- Reconstituted at Amsterdam in 1919
- Headquarters in London since the outbreak of the Second World War
- 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 \* Congo \* 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  
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