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African busmen in Port Elizabeth paid heavily for their successful strike in 1961.

THE PRICE OF VICTORY

South African busmen who dared to strike for increased wages and better conditions were harshly reminded that their skin was black.

IN DECEMBER 1965 TEN African workers employed by the Bay Transport Company in Port Elizabeth, South Africa, were sentenced to four and a half years' imprisonment for 'having furthered the aims of the banned African National Congress' by a strike in which they took part in January 1961. It is the second time these workers have had to answer to the law for their part in the action. African workers in South Africa are forbidden to strike, and for breaking the law all 194 strikers were ordered to pay fines in February 1961. Some time after this 'justice' had been done, however, the South African authorities came to the conclusion that the strike had furthered the aims of the African National Congress. Thus three and a half years later, in May 1964, ten of the men were re-arrested, tried and sentenced to terms of imprisonment. They had already spent a year in jail awaiting trial, for this second crime.

This crop of jailings leaves a total of 10 women and 33 children without breadwinners. Many of the strikers had given long service to their employer. One of those sentenced, Daniel Magono, a man of 53, had been with the Bay Transport Company since it was formed in 1954. Another, Alfred Qungani, aged 50, had been with the Company for 10 years. Others sentenced were: Eric Zuma, Llewellyn Yawa, Milton Baleni, Matthew Mpolongwana, Richard Klaas, Arnold Nhanhana, Amos Zembetha and Welcome Duru.

Reasons for the strike

Organizations of African workers are not recognized as bargaining agents by employers in South Africa, since

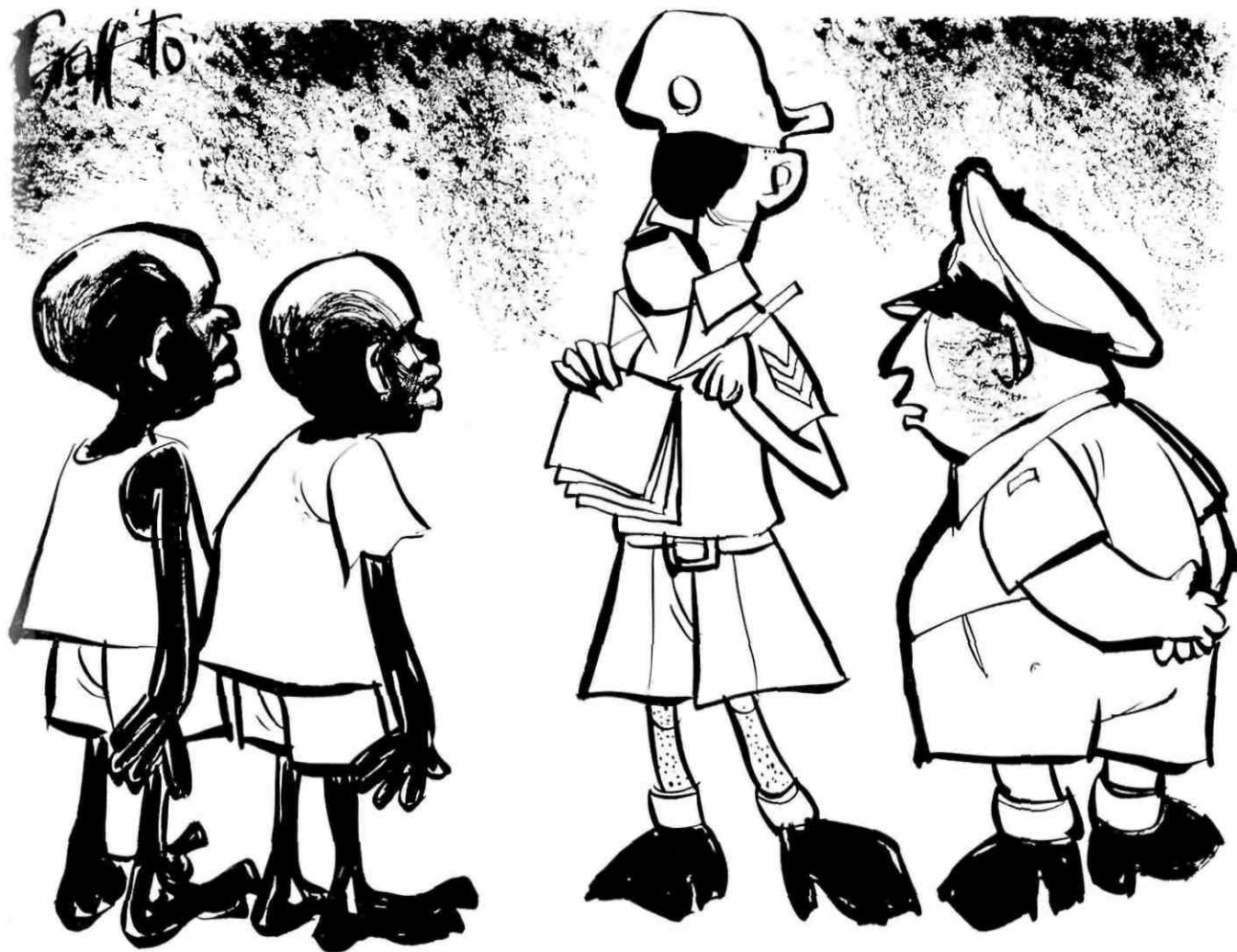
agreements covering African workers are concluded with the negotiating body set up by the Government under the Native Labour (Settlement of Disputes) Act. But in 1960 the 194 African bus drivers of the Bay Transport Company did succeed in negotiating with their employer, refusing to recognize the authority of the Native Labour Board to negotiate on their behalf, since the Board was not a workers' organization and had no workers' representative on it. The registered trade union had negotiated an agreement with the Port Elizabeth transport company to cover the white and coloured bus drivers, but it could not represent the African workers at the bargaining table. The African drivers demanded that the agreement covering

the white and coloured employees be extended to them and that they be guaranteed a minimum wage of £1 per day. (The banned African National Congress had supported a demand for minimum wage legislation.)

In January 1961, after negotiations had failed, the African drivers went on strike. They were arrested, since all strikes of African workers are illegal, but were allowed out on bail. In support of the demands of the striking workers, the non-white population of Port Elizabeth boycotted the Bay Transport buses for 40 days.

During the boycott, the workers called a mass meeting at which Vuyisile Mini—since executed for alleged complicity in the murder of a police informer—took the chair. The workers adopted three significant resolutions, pledging:

- (a) to use all available recognized means employed by workers throughout the democratic world to protect workers' rights;
- (b) to wage an uncompromising struggle against the Native Labour (Settlement of Disputes) Act; and
- (c) to register the appreciation of the untiring efforts of the bus workers to resolve the bus dis-



'I must also caution you that anything I may care to say will be taken down and used as evidence against you.'

pute amicably in spite of the hostile attitude adopted by the representatives of capital.

Finally, because of the economic disruption caused by the boycott, the Mayor of Port Elizabeth, together with representatives of the local Chambers of Commerce and Industry, called both parties to a meeting.

At no time during this historic meeting was there any indication that those present regarded the matter as anything other than an industrial dispute. The respectable Mayor of the City and the equally respectable representatives of commerce and industry did not consider themselves to be involved in a discussion on 'subversive'

activity. They were merely anxious to break the deadlock between workers and employers which had almost brought their city to a standstill.

Victory

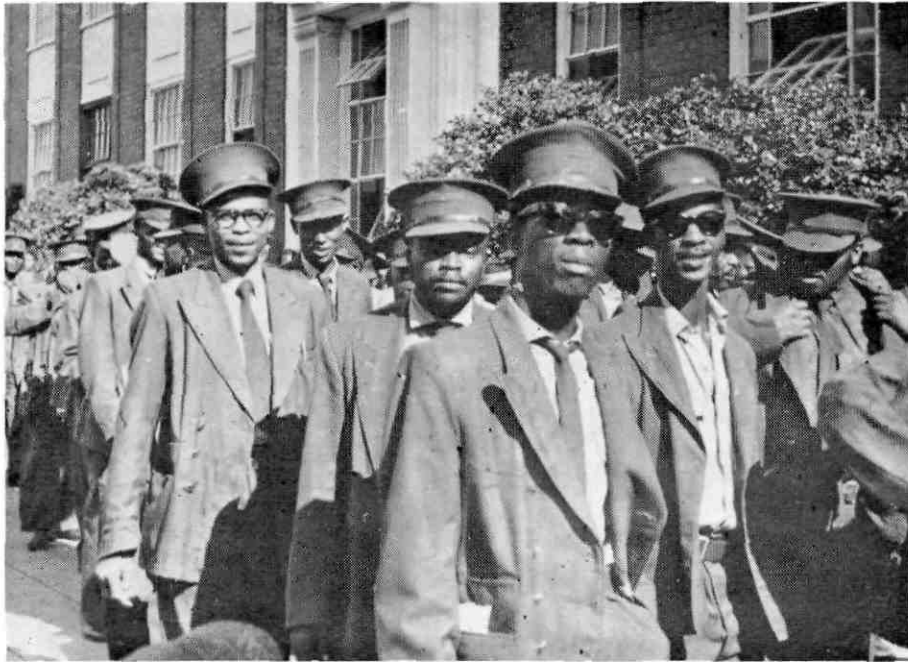
The strikers returned to work victorious. Two significant concessions had resulted from the meeting: (a) the Company would negotiate with the African drivers, and (b) if negotiations failed within one week of the resumption of work, the matter would be referred to an Arbitration Tribunal, set up outside Government authority and chaired by a former Chief Justice of South Africa.

A Tribunal was in fact set up, under the chairmanship of Ex-Chief Justice,

the Hon. de Sandt Centlivres, and the case was given a fair hearing.

Mr. Centlivres made the following award:

- (a) the starting rate for African drivers was to be £7 13s 2d per week, rising to £9 18s 6d. Those drivers who did the work of conductors on one-man buses were to be paid an additional 10s per week,
- (b) like their white and coloured colleagues, they were to receive an annual bonus representing 3 per cent of their annual pay,
- (c) they were to be issued with free protective clothing, and
- (d) they were to be given the right



Some of the Port Elizabeth busmen during their strike in 1961. At the trial, at which ten of them were sentenced to terms of imprisonment, the magistrate said they had 'danced to the tune of the African National Congress'.

to become members of the Sick Benefit Society, along with their white and coloured colleagues.

They had yet to pay the price of their victory, however. The success of the action undertaken by these workers can only be evaluated in the light of the known hostility of the South African Government towards Africans organizing into trade unions. The Government had been outmanoeuvred and the workers would have to pay the penalty sooner or later. The dispute seemed to have been settled quite satisfactorily to both workers and employers, and most of the 194 bus workers involved were still in the service of the Bay Transport Company when the police appeared on the scene three years later.

Arrest and trial

A major operation was launched in the Cape Eastern Province in 1963 to root out 'subversive' elements. The area was selected because it had long been the stronghold of the banned African National Congress, with the City of Port Elizabeth as its militant centre. Over 1,000 people have been arrested in this area, the majority of whom

have been sentenced to long terms of imprisonment for having furthered the aims of the African National Congress after it was banned in 1960.

The ten Port Elizabeth busmen, whose 1961 strike became subversive in 1964, are among the victims of Dr. Verwoerd's justice.

During their trial the defence, at great cost, brought three leading members of the African National Congress from Robben Island jail, where they were serving the sentences of life imprisonment imposed on them at the Rivonia Trial, to give evidence on behalf of the accused to the effect that their strike was in no way connected with the African National Congress.

The Magistrate, Mr. Bezuidenhout, ignored this evidence. He said that the workers had 'danced to the tune of the African National Congress', and that by taking part in the strike they had furthered the aims of the banned organization. In giving his judgement he said that the 40-day bus boycott had caused severe financial loss to the Company and had disrupted the bus service. The community as a whole had suffered as a result.

The trial received little publicity. In silence, without a voice raised in protest, the ten workers disappeared into the Robben Island jail, while their families joined the ranks of the hungry and destitute. In reply to its critics, the South African Government will say: 'But these men were given a fair trial.' Leaving aside the 'fairness' of the trial, what have the workers been tried for? The answer is that they have been tried, found guilty and sentenced for *having had the audacity to improve their wages and working conditions through strike action.* The sentence is a warning to all African workers that, unless they accept like docile sheep the wages and working conditions imposed on them by the Apartheid regime, they will suffer the same fate as these busmen.

(Continued from page 97)

maritime nations between union and management regarding the crewing of such ocean colossi, the flag of convenience owner can decide for himself, for he has no labour unions to contend with. In this connexion it must not be overlooked that when a precedent is created in sub-standard manning it is a weapon in the hands of any shipowner. In short one may expect, in the not too distant future, an attack on the very guts of the seafarers' livelihood — and it is being spearheaded by the Liberian owners. One ship instead of ten; perhaps 24 or even less crew personnel instead of 400. Flag-of-convenience owners pick up many of their crews from the world's soft spots for cheap labour — SE Asia, Central America and the Caribbean. As they introduce their new mammoth tankers they will surely dump these wretches back on the very waterfront they picked them up from. Severance pay? Job-rehabilitation? These crews will be lucky if they get their fares home. *Not only is the ITF keeping a close watch on big ship economics, but it is also, through its world-wide seafaring affiliates, fighting to bring a decent living and democratic trade unionism to all merchant seamen.*

CONFERENCES OF THE SEAFARERS' and Dockers' Sections and a Joint Conference of both Sections were held in Hamburg, Germany, on 28-31 March. They were attended by nearly 100 delegates from 15 countries. Host union was the German Transport and Public Service Workers' Union (OeTV), which organizes both dockers and seafarers in Germany.

Among the many topics discussed by the Seafarers' Conference were rationalization and automation on board ship and problems of Asian seamen. With regard to the former the Conference recommended that the ITF's present Ad Hoc Committee on Automation and Rationalization be made into a permanent organ, which will keep all aspects of modernization in shipping under constant review.

Concerning the latter, it was decided to enlarge the Asian Seamen's Committee to take account of the wide interest among seafarers' affiliates in the problems of Asian seamen. A policy statement (the text of which appeared in a fuller account of the Hamburg Conferences published in Newsletter No. 7 of 31 March 1966) on the employment of Asian seamen was adopted by the Conference. It was also decided that the ITF should continue to station a representative in

Hong Kong—a major trouble spot as regards corrupt recruitment practices—but the Conference noted that the Hong Kong Government had passed legislation providing for the establishment of a regular Seamen's Recruiting Office.

The Dockers' Section approved the Conclusions adopted at the ILO's Preparatory Technical Conference on the Maximum Weight to be Carried by One Worker. The Dockers' Conference also recommended that the ILO should convene a special conference to consider dock workers' conditions on a world-wide scale and to lay down minimum standards.

At their Joint Conference both Sections endorsed the statement adopted by the Fair Practices Committee at its meeting in London last November, calling for a clear definition of the principle that there should be a genuine link between shipowners and the flags under which their ships are registered. The Conference also declared its intention to intensify the boycott against flag-of-convenience shipping, and in future ships boycotted will be held until agreements have been signed on behalf of the crews of all ships owned by the company or consortium concerned.

DOCKERS' AND SEAFARERS' SECTIONS MEET IN HAMBURG



Above: in the foreground are some of the Danish delegates to the Conference: (from left to right) Georg Andersen (Shipboard catering personnel), Svend From Andersen and Einar Berthelsen (Seamen's Union). Below: (from left to right) the All-Japan Seamen's Union delegates, M. Kaneko and R. Kamisawa, and their interpreter.



Above: Henry Hildebrand (left), of the German Transport and Public Service Workers' Union, and Conference Chairman Douglas Tennant of the British MNAOA. Below: (l to r) H. Wiemers (Germany), H. Imhof (ITF General Secretary), G. Kugoth and H. Hildebrand (Germany) discussing Conference issues over a glass of beer.





Europoort: at present still a desolate place with little but the facilities for loading and unloading the ships that dock there. The nearest town, Rotterdam, is some distance away. With the rapid turn-round made possible by the modern cargo handling techniques in use, seamen have no time to visit the town.

EUROPOORT

Making room for the seaman

SINCE THE EARLY post-war years the Government of the Netherlands has been fostering the development of a major new port in the vicinity of Rotterdam. The growing importance of Rotterdam as an international transit port had prompted the Dutch authorities to attract industries to the area, so that the port might be less dependent on international through traffic for its prosperity. Thus in 1947 a plan was launched to expand the port westward from Rotterdam along the Nieuwe Maas (one of the Rhine estuaries) to the sea and at the same time to encourage the

establishment of new industrial plants near the new docks.

The first area to be developed in this way was Botlek on the south bank of the Nieuwe Maas, but, while work was in full swing on the new Botlek docks and the first companies to move there were still settling in, Rotterdam put forward a plan for further port expansion. The new development was to take place at the western extremity of the estuary, opposite the Hook of Holland, where the Maas runs into the sea. It was to be called Europoort. Work began on its construction in November 1957.

On 13 December 1960 the first ship entered Europoort and moored at the new oil pier. Ships using Europoort increased from 177 in 1962 to 411 in 1964, and estimates for 1985 show an expectation of more than 3,600 ships. But these ships will have 114,000 seafarers on board, all of whom will have their requirements in the way of facilities for recreation and leisure, while they are in port.

Few amenities

At present few amenities for seafarers exist outside Rotterdam, where the Dutch Seamen's Welfare Board pro-

vides excellent facilities of all kinds for visiting seafarers, both Dutch and foreign. But the centre of Rotterdam is 24 miles from the further western point of the new port development. Added to the distance factor and the possible scarcity of public transport, particularly in the late evening, is the fact that, with the speeding up of ship turn-round which will be made possible through the use of modern cargo handling and oil pumping installations, seafarers will not be in port for long enough to be able to make the journey into Rotterdam, even if the transport is available. Tankers, which make up the major part of traffic visiting Europoort, spend 24 hours or less in port. The majority of seafarers on board these vessels are unable to travel to town to do shopping, visit a cinema, a theatre or a seamen's centre. The Rotterdam Seamen's Welfare Board thus came to the conclusion that the only way to cater for the needs of these seafarers would be to build special facilities for them in Europoort itself.

The Board soon started making plans for the construction of a seafarers' centre in the new port area. All bodies concerned with seafarers' welfare represented on the Board — the seafarers' unions, the shipowners, the municipal authorities and Dutch voluntary organizations engaged in welfare work for seamen — met to discuss the project and explore its possibilities. The views of foreign organizations were also sounded out. The Port Authority of Rotterdam made a plot of land available to the Board at only a quarter of the normal ground rent, to provide a site for the proposed centre. The rent reduction was welcome, for land in the vicinity fetches very high prices. The sports field kept up by the Rotterdam Seamen's Welfare Board is already near the new port area, and is reputed to be the most expensive sports ground in Holland!

The site for the centre is favourably situated, enjoying a central position

amongst the new port extensions (Botlek, Europoort and Maasvlakte). The first plan which the Board prepared for the project, however, proved too costly and had to be abandoned in favour of one in which the more elaborate facilities offered by the first plan had to be pruned away. The second plan produced would cost the more realistic sum of about 3½ million Guilders (£345,000 or \$970,000).

International interest

In 1961 the Joint Maritime Commission (JMC) of the ILO adopted a Resolution calling on ILO member states 'to cooperate internationally in the sphere of seafarers' welfare and in particular cases to undertake jointly welfare projects in areas where there is a special need for welfare facilities.' It was clear that Europoort was a rather special development and that there was a strong case for international participation in the seamen's centre project on the lines laid down in the JMC Resolution. It is, of course, a recognized principle that seafarers' welfare facilities should be provided on a reciprocal basis: the authorities in one country place what facilities they provide at the disposal of foreign seafarers on the understanding that the seafarers of that

country may enjoy facilities provided by the corresponding authorities in foreign ports. But Europoort was likely to be heavily frequented by vessels and crews not of Dutch nationality, and seafarers' organizations in other countries began to show an interest in the Europoort welfare scheme and in the possibility of some form of international participation in it.

The JMC Resolution stimulated and encouraged international interest in the project, but even before the Resolution was adopted the ITF had decided to set aside £10,000 from its International Seafarers' Welfare Fund to help finance the construction of the centre.

The ITF first contacted the Dutch welfare authorities in 1963, in order to bring the principles of the JMC's Resolution to their notice and to suggest that an international conference of authorities concerned with seafarers' welfare should be held, with a view to international participation in the scheme.

Conference held

Consultations with affiliated seafarers' unions in a number of countries revealed that their respective seafarers' welfare authorities would indeed be interested in such participation. In



The Norwegian Seamen's Church has already built the King Olav's Chapel near Europoort. The Church also runs a sports field for seamen visiting the port.

October 1964 the ITF General Secretary, at that time Pieter de Vries, and Seafarers' Section Chairman, Douglas Tennant (also a member of the British Merchant Navy Welfare Board), travelled to the Netherlands and met officials of the Dutch Ministry of Social Affairs and of the Seamen's Welfare Board to discuss the matter. As a result of this meeting the Dutch authorities did in fact decide to invite representatives of seafarers' welfare organizations from other countries to a conference, at which the proposals for the Europoort Centre would be outlined and interested parties could make known their views. The delegates could then provide their national authorities with a basis on which to decide whether to co-operate in the project and, in the event, to determine the form and extent of their co-operation.

This conference took place in Rotterdam on 27 and 28 October 1965. It was attended by some 100 delegates representing merchant navy welfare authorities, seafarers' unions, consulates and shipping interests. ITF-affiliated seafarers' organizations were strongly represented, and Assistant General Secretary Lawrence White attended on behalf of the ITF Secretariat. Representatives of the Rotterdam Seamen's Welfare Board explained the details of the Europoort seafarers' project and the architects described the constructional features of the proposed building. Delegates were shown round the new port developments and industrial settlements in the area, to help them form an idea of the importance of some kind of establishment catering for seafarers' leisure requirements.

Discussions enabled those attending the conference to put their views on the work the Rotterdam Welfare Board had done and to give some thought to what recommendations they might make to their principals on possible participation in the project.

Architect G. Drexhage has accommodated into his design for the centre as many as possible of the facilities likely to be needed by the seaman during his stay in port. The centre will

consist of a long, low, single-story rectangular building — forming a large ground floor block — with a smaller two-story section built on top and sitting astride, so to speak, of the main block. The two upper storeys will provide hotel accommodation for seamen waiting for their ships and for relatives of seamen wishing to pay them a visit. Other indoor facilities will be located in the much larger ground floor. This will house a restaurant with an adjoining billiards room (which may also be used as a theatre), to be reached from a spacious entrance hall in the centre of the block, where the staircases to the upper storeys will also be located. On the other side of the entrance hall there will be a reading room, a hall for religious services and cultural activities, offices and committee rooms. Outside the restaurant, overlooking the waterfront, there will be a terrace with tables and chairs. The building will also house games rooms, and changing facilities for those wishing to use the playing fields belonging to the centre.

Financing

It is an ambitious project, but one which is entirely justified by the pace at which the development of the Europoort area is taking place. As regards financing, considerable progress has already been made in collecting the necessary funds. In addition to the ITF's donation, the Netherlands Government has allocated 500,000 Guilders (subject to parliamentary approval), the Seamen's Welfare Board of the Netherlands had set aside 250,000 Guilders by the end of 1964, and the City of Rotterdam has promised to contribute 50% of the building costs. The United Kingdom Merchant Navy Welfare Board, aware that large numbers of British seafarers will benefit when the centre is in operation, has contributed 100,000 Guilders. Two-thirds of the cost has thus already been raised. Any financial participation on the part of the seafarers' welfare authorities of other countries would be welcome and would be entirely in the spirit of the 1961 Resolution of the ILO Joint Maritime Commission, but the decision to contri-

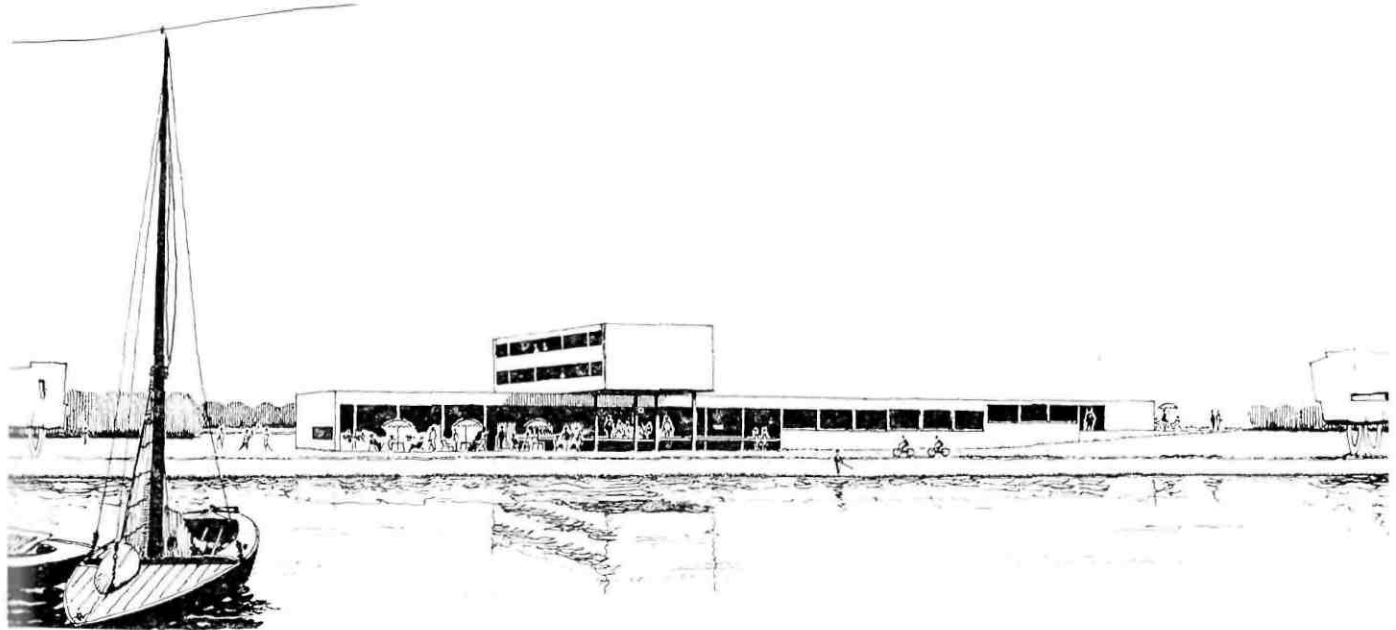
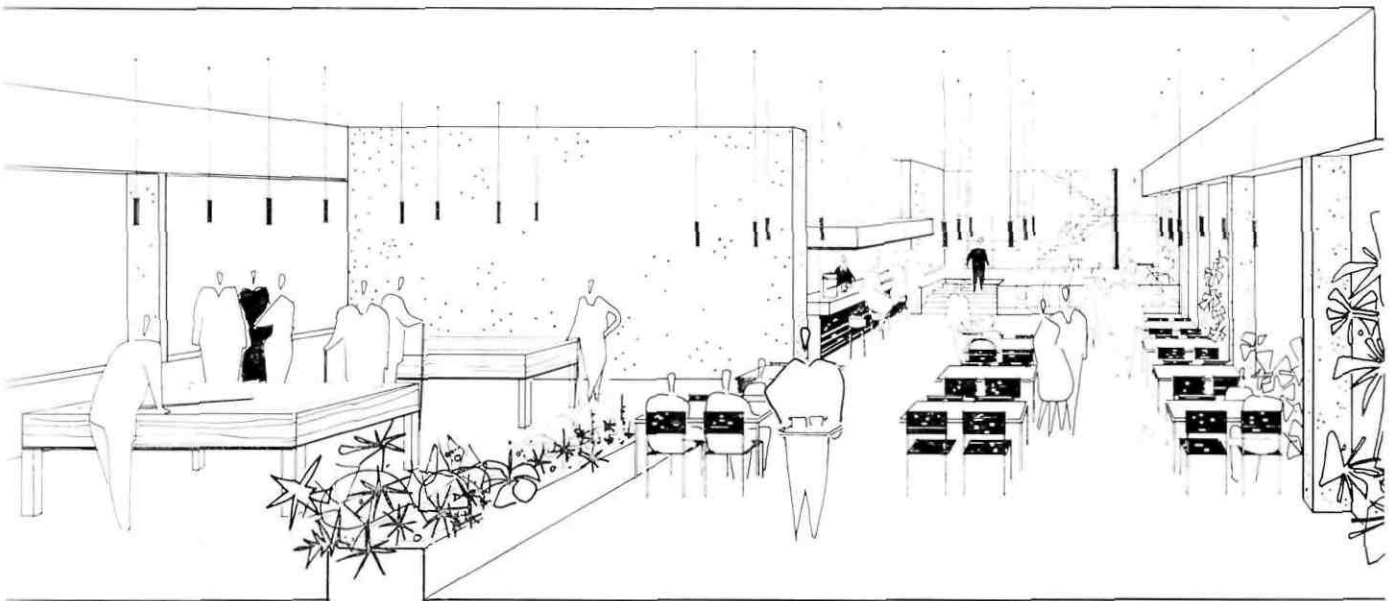
bute, of course, lies in the hands of the authorities concerned. The Rotterdam Seamen's Welfare Board does hope, however, to persuade some of the industrial enterprises which have recently established themselves in the Europoort-Botlek area to contribute towards the cost of building the centre.

The operational costs, once the centre is in use, are expected to be quite high, and the present activities of the seafarers' welfare authorities already impose a heavy burden on their financial resources. With this in mind the Dutch Seafarers' and Fishermen's Union (CKV) decided to approach its membership on the subject of a possible increase in the contributions to the National Seamen's Welfare Board. The members proved favourably disposed towards higher contributions, since the 1965 negotiations had brought them good contract improvements, and an increase of 25 cents (about 6d or 7 US cents) per month per seafarer from 1 January 1966 was unanimously approved. The shipowners' and Government contributions were raised accordingly.

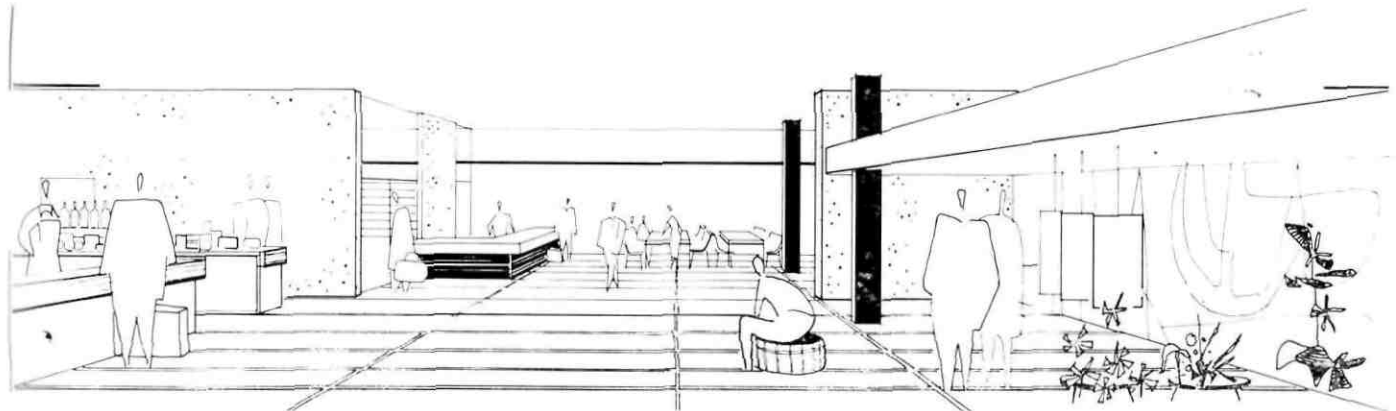
ITF assistance

The ITF has long been interested in the plan of the Rotterdam Seamen's Welfare Board to build a seafarers' centre at Europoort. The international importance of the new port, the fact that the majority of the seafarers visiting it will not be of Dutch nationality and the fact that the centre is to be built far from the normal urban amenities of a large port make this project a special development. The ITF has therefore encouraged the Dutch authorities to invite the participation of foreign seafarers' welfare authorities in the scheme, and has itself contributed towards the cost. A centre which is to incorporate all the facilities which a seafarer might require — and would normally find in a large town — is necessarily an expensive proposition. Thus at the Conference of the ITF Seafarers' Section, held in Hamburg last March, it was decided to set aside a further £15,000 from the ITF Seafarers'

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These drawings show what the planned seafarers' centre at Europoort will actually look like, when it is completed. Top: The restaurant and billiards room. Centre: An exterior view of the waterfront side of the building. Bottom: A view of the entrance hall. Although the present project is less ambitious than the first and much more expensive plan, it is an impressive effort and the Dutch authorities are to be congratulated on their efforts. (Picture material by courtesy Dutch Seamen's Welfare Board)



DUTCH SEAFARERS' ORGANISATIONS STRIVE FOR UNITY

TALKS BETWEEN THE DUTCH Seafarers' and Fishermen's Union (Centrale van Zeevarenden ter Koopvaardij en Visserij—CKV, affiliated to the ITF) and Merchant Navy Masters' and Officers' Association (Vereniging van Nederlandse Kapiteins en Officieren—VNKO) have resulted in an area of agreement sufficiently wide to provide for the possible creation in the near future of a united organization to cater for the seafarers of the Netherlands. The outcome of these discussions, which themselves took almost a year, follows three years of tentative contacts between the two organizations.

The CKV and the VNKO both group merchant navy officers, and this organizational overlapping has proved to be a distinct disadvantage in contacts and negotiations between the union side and the shipping industry. Hard bargaining with a resolute and united shipowners' front had taught the officers' group in the CKV that the only way of achieving success would be by very close co-operation with the other groups.

The CKV is a federally constituted organization consisting of originally separate unions catering for the different occupational groups of seagoing personnel—officers and captains (CKO), coastal shipping personnel (CKP), seagoing ratings (UvZ) and fishermen. It is affiliated to the Dutch Trade Union Congress (NVV) and to the ITF. The CKV was not formed till 1956, but the officers and captains in the CKO have negotiated side by side with the other groups since 1932.

In 1961 the CKV decided to make an approach to the VNKO to examine the possibility of setting up a united organization for merchant navy officers and to find out on what basis this could be accomplished. The structure and policies of the VNKO differed considerably from those of the CKV. When the VNKO was first set up 6 years ago, its rules required that there should be no paid officials and that Executive members should be changed every year.

A paid secretary was subsequently appointed but he was to have no executive functions. Further changes brought the administrative structure of the independent officers' organization closer to that of the constituent groups of the CKV. In 1963 the rules were changed to provide for election of executive officials for 3-yearly periods and for possible re-election. Changes in attitudes and policies of the VNKO and the realization amongst its leaders that the interests of officers and captains at sea could only be served usefully by a single organization gradually brought the VNKO to a point at which a *rapprochement* could be attempted with good chances of success.

Finally, on 24 March 1965, the Executive Boards of the VNKO and the CKV decided to hold formal discussions on the question of amalgamation. Talks proceeded for nearly a year under the supervision of a neutral chairman. Both sides, during the course of these discussions, became more and more firmly convinced that for the CKV officers' group and the VNKO to continue their separate ways would be disastrous to the interests of those represented by the two organizations. Thus gradually initial mistrust gave way to an atmosphere of confidence and the two sides arrived at a formula for unity.

The best means of accommodating the VNKO in a unified seafarers' movement proved to be a reorganization of

the CKV into a federation which would take in the VNKO as a constituent member on a par with the CKO (officers' group of the CKV) and the other groups. The CKO and the VNKO together will form a Merchant Navy Officers' Association, with only the CKO affiliated to the Trades Union Congress. The other 3 groups—seamen, coastal shipping personnel and fishermen—will form a second association, also affiliated to the NVV. Both associations together will belong to a Seafarers' Federation, which will affiliate to the ITF for all its members, including those grouped in the VNKO.

Each association will provide 4 members (as far as the officers are concerned: two each from CKO and the VNKO) for the Federation's Executive Board. The Federation's tasks will be: to negotiate collective agreements (on the unanimous mandate of the constituent associations); to issue information and publications; to provide for representation on social security bodies; to employ staff; to collect contributions; to maintain files; and to maintain contact with the ITF.

The CKO and VNKO will adjust their rules and contributions to make for uniformity. The Executive of the combined Association will consist of an equal number of members from both groups and will include two paid officials from each. Executive members will serve for a term of three years and may be re-elected.

The final formula thus arrived at for a reorganization of the Dutch seafarers' movement which will provide a united front on all questions which most concern the men of the Dutch merchant navy, is still to be formally accepted by the membership of the CKV and the VNKO. It has also yet to be tried in practice, and must be regarded as a provisional measure, subject to review after a few years in order to establish what adjustments may be necessary.

But the main task has been accomplished. The two sections of the Dutch seafarers' movement have agreed to settle their differences and pursue common objectives along one road.

The ILO's Turin Centre

**Furthering the economic progress
of the developing world**



TWO MONTHS AGO the International Labour Organization's Centre for Advanced Technical and Vocational Training in Turin, Italy, was officially inaugurated. This new giant training establishment has been created in industrially advanced Europe to complement the many smaller centres which the ILO has set up in developing countries.

Ever since nations began to cooperate on a large scale in technical assistance activities the ILO has been wrestling with a major problem which has constantly plagued the economically less advanced countries: that of an abundance of manpower on the one hand and, on the other, an acute shortage of trained personnel at all levels. Few of the many difficulties which have handicapped the economic progress of the developing world have been so persistent or so crippling as this one.

The ILO has been active for a considerable time in promoting the maximum development of human resources and has been instrumental in the establishment of vocational training centres and productivity institutes in more than 60 countries. Participants in courses arranged at these various centres are also given a certain amount of instruction in teaching, so that they may successfully pass on their knowledge to others. This aspect has always been stressed in ILO-assisted voca-

tional training, but the snowball effect thus aimed at has its limits. Advanced training for people with outstanding ability is usually not available in the countries concerned. Since training at the right level can only be found for such people in an industrial environment, the ILO has made grants available to selected candidates for courses of study abroad. In many cases such scholarships have produced excellent results, but in others the system has not worked so well because of varying standards and lack of consistency.

This led the Governing Body of the ILO to decide on the creation of the International Centre for Advanced Technical and Vocational Training, which would provide men and women from the developing world with the advanced professional training they would be unable to get in their own countries. This decision was taken on 7 March 1963. It was also agreed that the centre would be housed in buildings, made available by the Italian Government, which had originally been erected to accommodate the 1961

exhibition in Turin commemorating the centenary of Italian unity. Two months later the Governing Body adopted the principles on which the new Centre would be run. It was to be a non-profit-making establishment and its teaching was to be 'objective and independent of any political or commercial considerations'. It was to be financed by voluntary contributions from governments, international governmental and non-governmental organizations and other sources. Later in the year ILO Director-General, David A. Morse, appointed Paul Bacon,* former French Minister of Labour, as Director of the Turin Centre. Formalities, enabling the ILO to take over Luigi Nervi's 'Palace of Labour' and other buildings used to house the 1961 exhibition in Turin, were finally completed in June 1965. On 15 October 1965 the Centre began operating, with the arrival in Turin of the first batch of trainees.

A special study group was charged with the organization of the Centre, which, after a preliminary study covering objectives, structure and methods, undertook a further survey, in cooperation with the various services

* M. Bacon resigned last month to take up a French government appointment. His successor has still to be designated.

and departments of the ILO, to enable the Centre to adapt itself so as to meet as closely as possible the various needs of all the different developing countries.

This survey, based on analysis of applications for scholarships and on examination of reports submitted by ILO experts, made it possible for the Centre to provide from the start the kind of training which was most in demand. Subjects in which courses were most needed proved to be machine maintenance and repair, work organization and management, and vocational teaching methods with particular reference to the requirements of the developing countries.

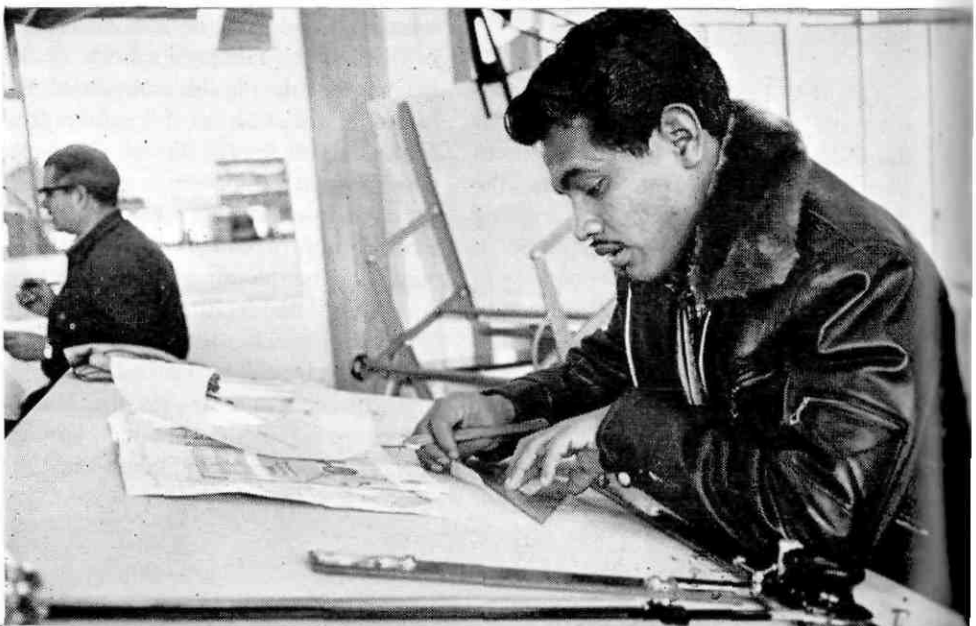
Other facts also emerged from these preliminary studies. Cooperation, for example, in the sense of exchanges of knowledge between international experts and their counterparts in the developing countries, is increasingly taking the place of direct technical assistance. Also, training methods in current use call for the active participation of the trainees themselves and for parallel facilities to enable them to develop their personal abilities in other directions and their general cultural background.

It was clear that projects and programmes must be worked out in conjunction with a planning department consisting of highly qualified personnel — technicians, teacher training experts, sociologists and economists — whose task would be to carry out preliminary research, keep current projects under review and follow the progress of trainees when they had left Turin.

In its first stages the Centre aims at an annual intake of 600 trainees, though only 400 places are available for 1966 — far less than the number of applications received. To qualify for a place on one of the courses an applicant must have undergone a certain amount of basic training in his own country and have had some practical experience of his own field in industry, in a training institute or on government service.



Great stress is laid at the ILO's Turin Centre on the type of training which enables students to pass on their knowledge. Above: An instructor studying motor mechanics. Below: A mechanical drawing instructor engaged in practical work.



Preference is given in selecting applicants to those who, on their return to their own countries, will be in a position to pass on to others the knowledge and experience acquired in the course of their studies at the Turin Centre. This policy is aimed at producing a *multiplying effect which will have a lasting beneficial influence on the economy of the trainees' home countries.*

Programmes are designed to suit the requirements of five different groups of trainees: skilled workers, supervisory staff, instructors, technicians and senior management. At first they covered only a cross-section of basic industries and occupations, but this year their scope is to be extended to cover a wider range of subjects.

Each course normally lasts for six months. Part of the instruction is given at the Centre itself, but trainees in all five groups undertake periods of on-the-job training in selected undertakings in countries associated with the Turin Centre. In some cases this training may take up to two-thirds of the course.

The training methods used at the Centre call for the active participation of the trainees, under the supervision of group leaders. Individual tuition is also given to compensate for inevitable differences in the needs, degrees of preparedness and abilities of individual trainees.

When a trainee has completed his in-plant training, his progress is assessed and a study is made to enable him

to adapt his new knowledge to the special conditions existing in his home country.

General education and artistic activities are an integral part of any instruction programme carried out at the Turin Centre. Importance is attached to the development of the whole personality of the trainee along with his technical knowledge and manual skills. Courses of a general nature are provided with the help of outside lecturers and group leaders chosen from among the trainees themselves.

The study of economic and social problems occupies an important place in these general background studies, which include subjects such as labour law, freedom of association, collective bargaining on labour and social conditions, human relations and health and safety. Exhibitions and displays will be organized on such themes as economic and social history, technology, industrial development, international legislation, the ILO, and the struggle against unemployment.

The Centre's Studies and Research Section is responsible for examining problems of technical cooperation in the field of training. It builds up its own documentation and organizes seminars and conferences, providing a common ground for the exchange of opinion and experiences. It ensures the dynamic development of the Centre, enabling it to adapt constantly, in the light of future needs, to new methods of technical cooperation.

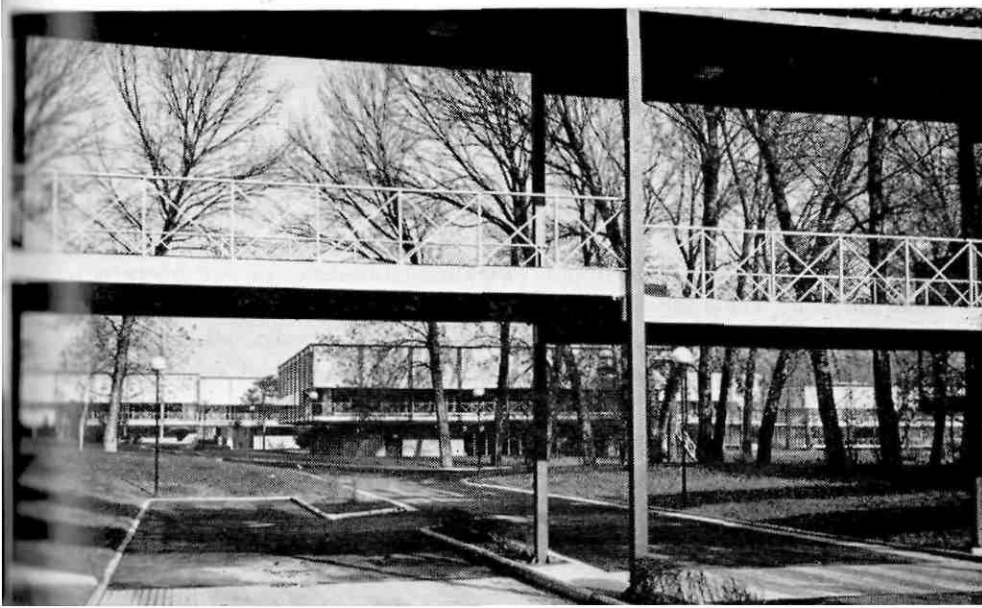
The Section develops the main training programmes on the basis of inquiries conducted in cooperation with various other bodies concerned with technical cooperation. Its findings give the Centre a clearer idea of what is most urgently needed of the advanced training it will provide, and enable it to adapt its programmes accordingly.

Teaching staff, recruited internationally, is divided into the following four groups:

- 1 Permanent teachers and administrators with a background of management and technical or vocational training and with experience in technical cooperation projects as well as practical experience in industry. They are responsible for organizing and carrying out training programmes.
- 2 A nucleus of seasoned technical teachers with field experience. These teachers are directly responsible for each group of trainees, both at the Centre and during in-plant training.
- 3 Lecturers and part-time teachers brought in from outside for special assignments.
- 4 Shop instructors.

With the inauguration of the ILO's Centre for Advanced Technical and Vocational Training in Turin, nations have entered a new era in international technical cooperation. It is hoped that the Centre will also become a study and research centre for the development of new methods of training. It must above all permit the pooling of knowledge and experience relevant to the training of workers, technical staff, vocational guidance experts, teachers and management in the developing countries. Its success will be measured by the extent to which it promotes fruitful cooperation in this field between industrial enterprises, trade union organizations and vocational training services throughout the world.

Luigi Nervi's Palace of Labour, which now houses the ILO's Vocational Training Centre, is complemented by an elegant residential block in which trainees are accommodated. (ILO Photos)



ICAO recognizes flight attendants

by R. R. SMEAL

The Fourth Air Navigation Conference of the International Civil Aviation Organization convened in Montreal last November to review and update its international safety regulations. Delegates representing the Governments of forty countries together with seven international organizations reviewed each aspect of safety regulations, clause by clause, in an effort to reach common understanding despite the different opinions and interests involved in such a gathering.

The unions in the industry were represented by the International Federation of Air Line Pilots Associations and the ITF which groups most of the organizations representing flight attendants in the free world. The companies were represented by the International Air Transport Association.

While the conference dealt with all aspects of aircraft navigation, the conclusions reached by the conference on the issue of crew complement and safety training are of particular interest. In prefacing its new regulations, the conference made these remarks:

'It was the opinion that experience had shown that the degree of success

attained in evacuating passengers to safety was often directly related to the ability of cabin attendants to function as part of a well co-ordinated team. In the stress of emergencies requiring the quick and effective execution of tasks, it was apparent that the competencies and capabilities of the cabin attendants were vital to public safety. It was necessary, therefore, that, without going into too much detail, an indication be given of this awareness of present-day realities and to outline in a descriptive manner what should be done to ensure the competence of these crew members . . .'

The conference decided that a standard for the assignment of emergency duties for cabin attendants be recommended for inclusion in a new Chapter 12.

The conference then went on to specify international rules covering Flight Attendants, using the broad terminology necessary when arriving at agreement between countries. The new Chapter 12 of ICAO Annex 6 will now contain the following provisions:

12.1 *Assignment of Emergency Duties*

An operator shall establish to the satisfaction of the State of Registry the minimum number of cabin attendants required for each type of aeroplane based on seating capacity or the number of passengers carried, in order to effect a safe and expeditious evacuation of the aeroplane, and the necessary functions to be performed in an emergency or in a situation requiring emergency evacuation. The operator shall assign these functions for each type of aeroplane.

12.2 *Training*

An operator shall establish and maintain a training programme, approved by the State of Registry to be completed annually by each cabin attendant who is assigned emergency functions as required by 12.1, which will ensure that each such attendant is:

(a) *competent to execute those duties and functions which the attendant is assigned to perform in the event of an in flight emergency or a situation requiring emergency evacuation.*

- (b) drilled and capable in the use of emergency and life-saving equipment required to be carried such as life jackets, life rafts, evacuation slides, emergency exits, portable fire extinguishers, oxygen equipment and first aid kits.
- (c) when serving on aeroplanes operated above 10,000 feet knowledgeable as regards the effect of lack of oxygen and, in the case of pressurized aeroplanes, as regards physiological phenomena accompanying a loss of pressurization.
- (d) aware of other crew members' assignments and functions in the event of an emergency insofar as it is necessary to fulfil his own individual duties.

The Conference also dealt with the problem of seats and seat belts and made these observations:

'Considerable discussion took place on the subject of whether to specify requirements so as to provide each person aboard with a seat belt. Difficulty was experienced in developing precise specifications since the age, weight and size of passengers, especially when these were children, was known to vary considerably. Also it was considered that nervous children above any prescribed age might in certain circumstances, be better off when not compelled to occupy an individual seat. There was no disagreement regarding the need to provide essential safety provisions that would prevent passengers and cabin attendants from being unnecessarily injured in the event of an unexpected movement of the aeroplane taking place at any time during a flight.'

The new regulations in this area will read as follows:

'The operator shall ensure that seat belts or harnesses shall be made available for each crew member.'

'The operator shall ensure that during take-off and landing and whenever, by reason of turbulence or any emergency occurring during flight, the precaution is considered necessary, all persons on board an aeroplane shall, subject to any instructions issued by the operator and approved by the State of Registry, be

secured in their seats by means of the safety belts or harnesses provided.'

'All aeroplanes on all flights shall be equipped with:

(d) (i) a seat or berth for each person over an age to be determined by the State of Registry;

(ii) a safety belt or harness for each seat or berth;'

These regulations will not become International Standards until approved by the contracting States, but the overwhelming approval by the Government delegates appears to ensure their adoption.

Bob Smeal, who represented the ITF at the ICAO Fourth Air Navigation Conference and submitted documentation for improved standards, is Business Manager for the Canadian Air Line Flight Attendants' Association. He was assisted in his task by Ingemar Claesson, President of the Swedish Cabin Attendants' Union.

* * * *

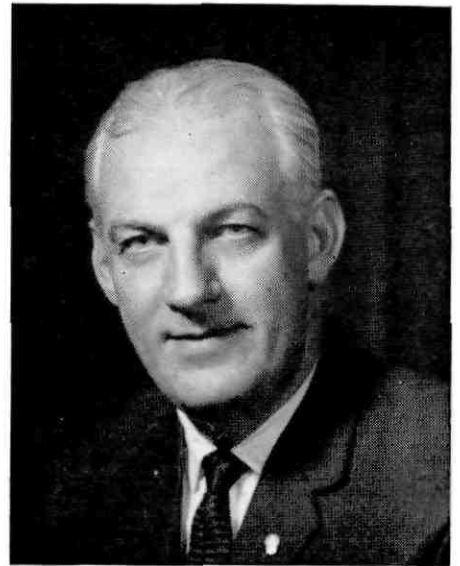
The giant aircraft — and ships — of the future

AIRCRAFT ENGINEERING circles are predicting that giant three-deck airliners will be flying the transatlantic routes within the next ten years, with fares as low as £32 for the London - New York trip. A civil airliner, modelled on the C-54 jet transport now being developed for the United States Air Force, would be capable of carrying 900 passengers.

But the shipping industry is also likely to be ready with its answer to this. There has been talk recently of the possibility of building a 500,000-ton ship, a giant indeed when it is remembered that the biggest ship so far built is 100,000 tons. Shipbuilders are confident that, once there is a need for ships of such proportions, it will be possible to build them. The increase in tonnage would require a much smaller increase in length and engine power, and hydrodynamic problems are easier the larger the ship is. A ship of this size would not be able to dock at any existing port, but it would be possible to reduce her draught ratio so that she could move through shallower waters, such as the English Channel.

Profile

John M. Elliott, International President of the US Amalgamated Transit Union



John M. Elliott is the leader of one of the more recent additions to the ITF family. His Union, the Amalgamated Transit Union, affiliated to the ITF in 1961, as the 'Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America'. Although this title was a bit difficult to remember, until the generic designations were condensed into the more compact 'Transit', people did not forget the Union which went under it. It was — and is — a good union, under good leadership.

John M. Elliott is likewise a name which people remember, a name inextricably linked with the Union he has led for seven years, since his election to the International Presidency in 1959. A trade union editor, writing about Elliott, said: 'Employers and any others who might take a dim view of the ATU soon learn they chose a tough subject when they try to argue it with John Elliott. He's a man of a few (thousand) words and they're all in support of his conviction that the ATU is the finest trade union in the world.'

His service to the ATU goes back over a good many more than seven years, however. He has worked full time for his Union since 1945, but he began to participate in its activities long before that. Born in Philadelphia in 1913, John Elliott has had long experience in the transport industry. His first transport job was as a truck driver in his home town. He became active in trade union affairs there in 1933. He later took a job with the local tramway company, and as a tramwayman joined the ATU, or the Amalgamated Association as it

was then. Realizing that he and his fellow workers were in an unfavourable position organizationally, he began agitating for a local union to cater for them, and was instrumental in the formation of Local Division 1195 of the Amalgamated Association in 1938. He became an officer of the Local Division in 1942, first as Financial Secretary and then as President.

In the same year, the central office of the Union, recognizing his abilities, appointed him a special organizer on a part-time basis. In 1945 he became a full-time organizer. In 1948 he was appointed one of the International Vice-Presidents, and in 1955 he was elected as a member of the General Executive Board. In 1957 he was elected Executive Vice-President, the 'second-in-command' to the International President. Two years later he was elected to the latter office.

Now, having distinguished himself as a trade union leader in his own country, he serves the interests of transport workers the world over as a member of the ITF Executive Board.



Permanent way men at work on Belgian railways.

REVISED PAY STRUCTURE ON BELGIAN RAILWAYS

AS A RESULT OF extensive negotiations and strong trade union pressure from the Railwaymen's Section of the Belgian Public Service Workers' Union (CGSP) and other organizations representing public service employees, united in a Common Front, agreements have been concluded on what has been the most fundamental revision of pay structure since 1946. In addition to improvements in rates of pay, the railwaymen have also secured improvements in many social benefits. Negotiations were conducted in two stages, the agreements from the first stage taking effect from 1 July 1965, the rest covering the period 1 January 1966 to 31 December 1967. The main features of the agreements are described below.

1. Pay structure

(a) Substantial increases in rates of pay have been achieved at all levels, especially for staff with 18 years or more seniority. These include important increases in maximum rates and are particularly significant for the improvements they automatically make to retirement pensions.

(b) Minimum rates have been raised and adjusted to reflect the particular character of each grade.

(c) Pay scales now have a more rational progression. Larger regular increases for the lower grades have improved their position substantially.

2. Revision of qualifications and grading

(a) For personnel qualifying for Group I (lowest scale) at 31 December 1965, all service after 18 years of age before entering the qualifying grade will count towards seniority.

(b) Any employee who is eligible for special benefits and allowances at 31 December 1965 is entitled to retain these benefits for the rest of his railway employment, even if he gains promotion.

(c) The 18 years service necessary in certain cases to qualify for a higher pay scale will now include all service with the SNCB.

A more detailed description of the new agreements as they apply to different groups of grades is given below. *Manual grades*

(a) Unqualified men will start on the scale 65,000/82,000F*. After 4 years' service they will move up to 66,800/87,400F. Men employed at 31 December 1965 and paid according to scale 601 (unskilled men), will move directly to 66,800/87,400F. Men employed at 31 December 1965 and paid according to scale 602 (unskilled men) will move directly to 70,400/92,900F. Lengthmen Grade C will be recruited on the 65,000/82,000F scale, but will move after 4 years to the 70,400/92,900F scale.

(b) New opportunities have been created for manual workers. These will exist particularly in the new conditions agreed for diesel and electric locomotive maintenance workers. Arrangements are being made which will enable certain groups on scale 601 (unskilled men) to be given promotion to a higher level. Reclassification has taken place as recommended by technical committees. The union has taken great care to ensure that railwaymen receive the same benefits as workers in other public services who do comparable jobs.

Workshop Personnel

In the workshops, the important re-grouping sought by the union has been put into effect, resulting in significant pay rises for the workers concerned.

Supervisory Staff

Important improvements have been obtained for supervisory staff. The new system is based on the following arrangements.

(a) Supervisors in Category 2 will automatically move up to the Category 1 pay scale after 4 years providing they pass an oral test.

(b) Permanent-way supervisors in Category 1 will receive a supplement of

* All rates of pay and allowances are given in Belgian francs per annum, unless otherwise stated.
140 Belgian francs = £1
50 Belgian francs = \$1

6,000F when they take a difficult post. (c) As an interim measure, all men on scales 404 and 405 (some technical supervisors) at 31 December 1965 will receive the 6,000F supplement.

(d) Entrance to the scale, with a rate of pay of 226,400F (senior supervisory and administrative staff), has been made easier and will depend on a man's record being endorsed 'very good'. Those who do not actually receive this endorsement can take the examination for the endorsement after grade service of: (i) 4 years for locomotive instructors and machine instructors; and (ii) 8 years in Categories 1 and 2 for others, with certain conditions relating to the importance of the position they occupy.

(e) Favourable interim benefits have been gained for workshop and production chiefs serving in this capacity at 31 December 1965.

Operating staff and officials

The position of female workers has been improved, as has that of senior clerical staff. The promotion scales for operating staff have been revised by bringing them into line with those of comparable administrative grades.

Principal technical and administrative officials

The staff in these grades have scarcely benefited from the general reclassification due to certain decisions affecting the whole of the public sector. The union is extremely dissatisfied with this failure and insists that improvements must be introduced as soon as possible.

Night and Sunday duty payment

Night duty is work performed between 21 hours and 06 hours. The supplementary payment is raised from 3.75F to 5F per hour. Sunday work is all work performed on Sunday and Public Holidays. The supplementary payment is 10F per hour.

Improvements to be introduced during 1966

- (1) The minimum salary will be raised to 70,000F.
- (2) All other salaries will be raised by 3,000F with the reservation that the maximum salary for any particular scale shall not be exceeded.

- (3) Allowances for both housing and lodging granted to staff living outside large conurbations are to be raised from 1 July 1966 on the following scale —

Housing — Married men:	1,500F.
— Single men:	750F.
Lodging — Married men:	750F.
— Single men:	325F.

- (4) The holiday bonus is raised from 4,000F to 5,000F.
- (5) The first stage of an 8% maximum pension rise will be given to retired staff whose pensions were granted before 1 July 1962.
- (6) A holiday bonus will be given to pensioners.
- (7) The decisions of a joint working party on a formula for relating pensions to the cost of living will be introduced.

Further improvements which will be introduced during 1967

- (1) All salary scales will be raised by 3,000F. The minimum salary will therefore become 73,000F.
 - (2) Further rises in the housing and lodging allowances will take effect from 1 July 1967 as follows: —
- | | |
|------------------------|---------|
| Housing — Married men: | 1,500F. |
| — Single men: | 750F. |
| Lodging — Married men: | 750F. |
| — Single men: | 375F. |

The allowances will then be: —

Full allowance (married men): 8,000F (housing) and 4,000F (lodging).

Half allowance (single men): 4,000F (housing) and 2,000F (lodging).

- (3) The holiday bonus will be raised from 5,000F to 5,500F.
- (4) The second stage of the pension increase will take effect from 1 January 1967 (for pre-July 1962 pensions). All pensions will then be increased on 1 July 1967 in line with the general salary increase.

Other general social benefits applying to all public servants have been agreed or are being negotiated. The total number of families who will profit as a result of the agreements already achieved by the Common Front are estimated at over 600,000 — or more than 20% of the Belgian population.



These railwaymen belong to a large section of the Belgian working population, which is now benefiting from improvements in pay resulting from the recent revision of pay structure in the nation's public services. An estimated 600,000 families — or 20 per cent of the population — are covered by these pay improvements.



THE FREE Trade Unions and European UNITY

by HARM BUITER*

DURING THE COMMUNITY CRISIS, the democratic trade unions of the Europe of the Six were among the most insistent in calling for an early end to the dispute. From 30 June 1965 onwards, they made several appeals to the six member governments to resume talks within the framework of the Community Institutions.

This action in support of an integrated Europe was certainly no new departure: the free trade unions of the Common Market countries have, since its inception, supported every effort to bring about the unification of Europe.

What were their motives in this?

In the first place, of all the great political forces, the trade unions were the most firmly convinced that the unification of our continent is vital for the maintenance of peace and freedom. We know that Europe was the source of two world wars; before our national particularisms could revive and get the

upper hand, it was urgently necessary after the Second World War to establish a new legal order for our continent.

For trade unionists, there could be no hesitation in pursuing this aim. Internationalism has in fact always been one of the characteristics of the whole trade-union movement, and it is therefore not surprising that after 1945 continental trade unionists realized that it was a case of 'now or never'.

Not only did the free trade unions in the Six respond to Robert Schuman's call in 1950, but whenever the work for unity that had been begun was in jeopardy, they brought every effort to bear to find a solution so that the building of a united Europe could go on. Thus, all the free and democratic trade unions are represented and active in the Action Committee for the United States of Europe, and whenever new, constructive ideas have been put forward, its chairman, Jean Monnet, has found the Community trade unionists at his side.

Apart from this political aspect of the problem, the natural vocation of the trade-union movement — to raise living standards — has supplied it with a telling argument for urging European integration.

The use of modern techniques necessitates vast, assured markets. One thing is certain: if the highly industrialized countries of Western Europe wish to withstand competition from the United States or the Soviet Union, it is imperative that they should first create the necessary conditions. A customs union for 180 million people in the European Community will be an important step in this direction, particularly if it is accompanied by the establishment of an economic union and common policies in transport, agriculture and economics.

The trade union movement has naturally adapted its European structures to the new needs by setting up trade union organizations at the level of the Six, to try to influence the process of integration which has begun.

No uncritical acceptance

The maintenance of peace and freedom and the raising of living standards

are aims that amply justify the trade-union movement's dedication. This certainly does not mean, however, that the unions uncritically accept everything that is done to bring about economic unity within the Community. The Community trade union movement said 'yes' to European federation; but we have our own ideas on the form that an integrated Europe should take, and we are campaigning to get these ideas put into effect.

Thus we consider that, in general, the development of economic union is proceeding much too slowly, although it is certainly true that the Paris and Rome Treaties do not offer as much scope for advance in the wider economic field as in purely customs matters.

We believe that it will take more than the hesitant beginnings of a monopolies and restrictive practices policy to create an economic system appropriate to the needs of our time and that, where planning is concerned, we shall certainly need more than what at present goes by the name of medium-term economic policy, especially if it increasingly comes to be interpreted only as a form of consultation between the national and Community authorities.

Of course, the trade union movement is far from satisfied with the opportunities offered by the Treaties for harmonizing social conditions, and with the extent to which the political leaders of the Community countries are taking advantage of such opportunities as do exist. This situation is a source of concern to us, but it does not really surprise us. Experience has taught us that nothing is ever dropped into the workers' laps: their representative organizations have to press their claims.

Political and geographical growth

Only increasing solidarity between the democratic trade-union organizations within the Community can guarantee that the workers will get their fair share of the wealth of an expanding economy. This is why they have produced a common action programme, at the level of the Six, listing those of their claims

(Continued on page 120)

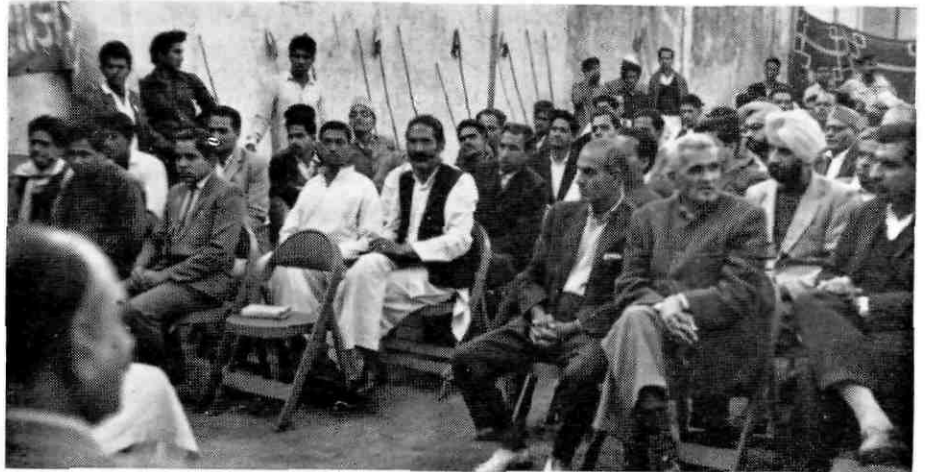
* Harm Buitier is Secretary-General of the European Trade Union Secretariat, the liaison body of the free (ICFTU) trade unions in the European Community.

GENERAL SECRETARY VISITS INDIA

THESE PICTURES WERE taken during General Secretary Hans Imhof's recent journey through India. The month-long trip took him to New Delhi, Lucknow, Calcutta, Madras and Bombay. He also visited Singapore. The main purpose of his tour was to enable him to get to know leaders of ITF-affiliated unions and to acquaint himself with their various needs and problems. A very crowded programme also took in meetings with leaders of the Indian National Trade Union Congress, members of parliament, government officials — including Labour Minister Jagjiwan Ram — and leaders of transport workers' organizations not affiliated to the ITF.



Top: ITF General Secretary, Hans Imhof (garlanded), on arrival in India. To the left of him is Peter Alvares, General Secretary of the All-India Railwaymen's Federation and to the right of him is V. S. Mathur, Secretary of the ICFTU's Asian Regional Organization (ARO). Opposite: A meeting in New Delhi convened by the Northern Railwaymen's Union on the occasion of Imhof's visit. Bottom left: Imhof is greeted on arrival in Bombay by J. D. Randeri (to the left of him), Maritime Union of India, K. K. Khadilkar, National Union of Seafarers of India, and officials of the All-India Railwaymen's Federation. Bottom right: Imhof speaking at a railwaymen's meeting, with M. S. Hoda (ITF Secretariat) translating into Hindi.



Round the world of labour

U'ren represents ICFTU on UN Asia Committee

ITF ASIAN REPRESENTATIVE, Donald U'ren, recently had the task of representing the International Confederation of Free Trade Unions (ICFTU) on the Inland Transport and Communications Committee of the United Nations Economic Commission for Asia and the Far East (ECAFE). In an address to the Committee he said that technological progress, though indispensable for economic growth, should not be concentrated upon merely as a means to increase the profitability of transport undertakings at the expense of labour. He emphasized that organized labour was not, however, averse to vital technological progress in the transport industry, provided its by-products — redundancy and unemployment — were kept within reasonable bounds and that those so displaced were given alternative employment and suitable retraining facilities.

U'ren declared that the greatness of a country was not measured by its tall buildings and broad roads, but by its economic stability and the happiness of its peoples. The success of any transport system was not merely dependent on its ability to curtail expenditure but upon the enthusiasm of the workers to do their job as best they could. These were things which could only be earned through the fostering of mutual respect and confidence.

* * * *

85 trade unionists detained in Rhodesia

THE INTERNATIONAL CONFEDERATION of Free Trade Unions has filed a further complaint with the International Labour Office against the British Government over the violation of trade union rights in Rhodesia. ICFTU General Secretary, Omer Becu, submitting the complaint, listed 85 trade unionists known to be held in

detention in Rhodesia. Urging the ILO Director General to deal with the matter under the emergency procedure, Becu declared: 'All detained trade unionists, although not being accused of any crime, are under prison discipline, without having been subjected to trial.' It appeared that the functioning of some unions had been severely hampered by the detentions. The British Government should be invited to take the necessary steps to ensure that trade unionists detained without trial be released and that further repressive measures against trade unionists be prevented, Becu urged.

* * * *

Driver-training in European road transport

A FEW WEEKS AGO a Conference took place in Düsseldorf, Germany, on questions affecting the training and professional status of road transport drivers in Europe. It was held under the auspices of the European Institute for Occupational Training. Delegates came mainly from official training institutes and from employers' groups in various European countries, though trade union representatives also attended from Germany and Switzerland.

A report from our Swiss affiliate, the Transport and Commercial Workers' Union, states how it became clear from the papers read and the discussions that little importance has so far been attached to the need for training in road transport and for the recognition of the driver's job as a skilled profession rather than as unskilled labour. In some countries this situation is beginning to change, particularly with regard to the training of managerial and supervisory staff, but the question of training and professional status for the driver himself seems to rank second in importance.

Switzerland, however, is about to become the first country in Europe to

give official recognition to the driver's job as a skilled occupation. The Federal Board for Industry, Trade and Labour is preparing a regulation which will require road transport drivers to undergo a set period of training before starting to earn their living at the wheel.

There are opportunities for training in some other countries, for example France, Germany, Sweden, the Netherlands, Belgium and Great Britain, but this is in few cases provided through state or state-sponsored training institutions. Opportunities are generally only available at schools run either by road transport employers' associations or by employers and unions together. The diplomas issued on the successful completion of courses do not enjoy official recognition. This may be a reason why very few drivers take advantage of these courses.

* * * *

The Josef Matejcek Convalescent Home

THE AUSTRIAN RAILWAYMEN have renamed their convalescent home after Josef Matejcek, former President of their Union and member of the ITF Executive Board, who died last October. The home, run by the Railwaymen's Social Insurance Administration, moved to new premises earlier this year. The old building had fallen in need of expensive repair and renovation work, and it was thought a better idea to find alternative accommodation. A hotel, which was being offered for sale in the same town, Badgastein, was therefore purchased by the Social Insurance Administration, as it provided ideal facilities for convalescence. After conversion, the building was capable of receiving 68 patients at a time. At an inauguration ceremony earlier this year, the General Manager of the Austrian Railways, Dr. Maximilian Schantl, said that the railwaymen could have inherited no finer legacy than this house from their late President, who had worked so hard to

see that it should be bought to provide them with a new convalescent home.

After Railwaymen's Union President Fritz Prechtel had dedicated the home to the name of Josef Matejcek, Karl Hiesmayr, Chairman of the Social Insurance Administration, unveiled a plaque commemorating the lamented union leader.

* * * *

US proposal to ban unsafe ships from cruise trade

FOLLOWING THE RESULTS of the US Coastguard's investigation into the *Yarmouth Castle* fire disaster in November last year, the House of Representatives Merchant Marine Committee has recommended that all foreign ships failing to meet American safety standards should be banned from operating out of US ports. President Johnson told Congress last March that, when inquiries into the *Yarmouth Castle* tragedy had been completed, he would submit legislation to improve safety requirements for foreign ships in the US cruise trade.

* * * *

Undermanning brings death to a railwayman

IN SUPPORT OF ITS FIGHT to have two men (an engineer and a fireman or helper) carried on the footplates of diesel locomotives in the United States, the Brotherhood of Locomotive Firemen and Enginemen had an 8-page supplement published in the *Washington Post* telling the story of a freight train accident in which one man was killed because the engineer had no one in his cab to help him execute a manoeuvre.

Thirty-three year old Clarence Nagelvoort, one of two brakemen aboard a Chicago-bound freight train on 11 September 1965, was killed in one of nearly 6,000 train accidents which occurred on the US railways in 1965. He was one of many railwaymen killed in operations conducted by shorthanded crews.

At a point on its journey the train Nagelvoort was riding broke into two as a result of a defective coupling on a tank car. The emergency brakes went

into action and the front section of the train — 35 cars — came to rest with its end car blocking a level crossing 680 feet ahead of where the rear section — 24 cars — had stopped. The crew of the train decided that the 35 forward cars should be shunted into a siding and left there while the 4-unit diesel locomotive went back on to the main line to pick up and remove the defective tank car.

Nagelvoort, the other brakeman and the conductor assisted the engineer in this manoeuvre in the usual way — by operating points, signalling information to him and so on. But the siding ran parallel with the main line and converged with it just before the level crossing. When the engineer had positioned the forward end of his train on the siding, his locomotive was lying parallel with, but just ahead of the rear section. The latter was to the left of the locomotive and, as his operating position is on the right hand side of his cab, he could not see the rear part of the train, with the defective car at its head, and was not aware that it was only 680 feet back from the crossing. After he had moved back on to the main line at the crossing and put his locomotive into reverse, he put on more speed than was necessary for the short distance and only saw the frantic signals of Nagelvoort and the conductor, who were preparing to couple the tank car to the locomotive, when it was too late. In an attempt to prevent a serious collision, however, Nagelvoort leapt onto the rear of the locomotive hoping to reach the emergency brake in time. But there was no time. The impact of the collision sent one end of the tank car rearing up over the diesel unit and crashing down onto the cab. Nagelvoort was crushed to death.

This accident would not have happened if another footplateman had been present to provide the engineer with a 'second pair of eyes'. The huge bulk of the locomotive restricted the engineer's view and, to start with, he had not been able to see, from his position on the right hand side of the cab, how far he had to reverse. A second man in the cab would have been able to lean out

to watch the manoeuvre, while the engineer remained at his controls.

But the railway management would not accept the shorthanded crew as a cause of the tragedy. To do so would have been an indictment of management policy. Instead the engineer, Edward Dorsey, was charged with rule violation and he lost his job.

* * * *

Recreation centre for Japanese fishermen in the Atlantic

THE GOVERNMENT of Japan is to build a recreation centre on Las Palmas, one of the Canary Islands, for crew members of Japanese fishing boats operating in the Atlantic. An estimated total of 8,000 Japanese fishermen work on vessels fishing in the Atlantic and using Las Palmas as a base. The Government has agreed to set aside 21 million Yen (£21,000 or \$59,000) for the project.

* * * *

US Air Line Pilots recommend smoke masks

THE US AIR LINE Pilots' Association (ALPA) has recommended that air passengers be equipped with smoke masks, to give them a greater chance of getting to safety from damaged aircraft. ALPA delegates to a US Government-sponsored conference on air safety complained that too many lives were being lost through inadequate safety measures.

* * * *

Floating fishing port

A WEST GERMAN SHIPBUILDING expert has been commissioned by Southern European shipping interests to design a floating island which will serve as a base for fishing fleets. It will enable fishing craft to unload their catches without leaving the fishing grounds and will also provide the necessary fish-processing facilities.

The next issue of the *Journal* will be a double one for June and July. It will contain special features commemorating the founding of the ITF in 1896 and tracing the ITF's activities over its 70 years of life.

LOW HUMIDITY AND DEHYDRATION IN JETS

by JAMES E. CRANE, MD

This article, which first appeared in the US magazine, Airline Pilot, was written by an expert in the field of aviation medicine. It deals with a subject which is of considerable concern to the ITF flying staff affiliates. The International Labour Office is at present studying, at the request of the ITF Civil Aviation Section, the whole question of health hazards in aviation, including jet flying.

THE LOW HUMIDITY in the fuselage of a jet aircraft is an environmental situation which may eventually lead to a performance decrement in the crew and discomfort to the passengers.

The Aeronautical Laboratory in Melbourne, Australia is looking into the problem. They have found only five per cent Relative Humidity (RH) at 30,000 feet for periods of four to six hours in Qantas Boeing 707 flights across the Pacific Ocean. The Relative Humidity is the amount of moisture in the air compared with the amount that the air *could* hold or contain at the same temperature, expressed as a percentage. The crew and passengers are thus exposed to an arid, tropical climate to which an adjustment should be made.

This is why you complain of the following: 1. Throat feels dry and scratchy; 2. Skin develops 'winter itch'; 3. Hair dries out, dandruff increases; 4. Static sparks and shock when touching metal objects; 5. You feel dehydrated.

Existence in an environment that is dry and has a low humidity will lead to the loss of fluids (water). This, in the medical world, is known as dehydration.

The physiological state of water loss from the body can be mild, moderate, or severe. If the latter condition develops we may see nausea, or vomiting or loss of coordination. In turbine-powered aircraft, the environment is

conducive to non-visible liquid evaporation that is persistent, and this is encouraged by the consumption of coffee and tea in the cockpit and alcohol in the passenger compartment. It thus would be beneficial for the pilots to study and understand water metabolism.

Water is an essential constituent of the body, being present in every cell and in many different forms; as blood, plasma, lymph, extracellular and intracellular fluids. It composes well over 50 per cent of total body weight. The main functions of water in the body are as a solvent, transfer agent, lubricant, heat conductor and heat dissipator.

Water is lost from the body via the excretions of the lungs, kidneys, skin and intestines. The approximate output on a daily basis averages about 2,500 cc's. To be in water balance, the body must *take in* 2,500 cc's. The following table shows approximate water loss:

- (1) Urine — 1,300 cc's
- (2) Sweat — 600 cc's
- (3) Lungs — 500 cc's
- (4) Faeces — 100 cc's

It is imperative to understand that fluid or water in the body is distributed outside each individual cell (extracellular) and within each individual cell (intracellular). The body fluids are easily shifted from extra- to intracellular position, depending upon the needs or the situation. This fluid movement and distribution is built around

Sodium and Potassium. The Sodium ion or molecule (NA) is found in the extracellular field, and the Potassium ion or molecule (K) is found within the individual cell (intracellular).

Sodium Chloride is common table salt which is used in seasoning. This is the main salt source for the body, and it is absorbed directly from the gastro-intestinal tract. When diarrhoea
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Hypersonic transports

AN AMERICAN AIRCRAFT company is studying the possibility of a hypersonic aircraft, travelling at speeds of more than 4,000 miles an hour. The aircraft envisaged would carry more than 280 passengers and complete a journey, say, from London to New York in an hour and a half. Power would be supplied by a combination of turbo-jet and ram-jet engines, the former to push the aircraft up to three times the speed of sound and the latter to enable it to cruise at mach 6, or six times the speed of sound. Fuel would be hydrogen, which because of its low density would not require large storage space. The aircraft would be about 344 feet long and have a gross take-off weight of 500,000 pounds—about the same as the present projected supersonic transports.

Much research has already been done, including perspective drawings produced with the aid of a computer, but a commercially feasible hypersonic transport is many years in the future. Materials and structural designs able to cope with the severe temperatures which hypersonic flight would impose have, for example, still to be developed.



Navigating officer aboard a British Overseas Airways Corporation VC10 using the periscopic sextant during flight.

(BOAC Photo)

is present this is not the case. It is estimated that the body ingests about 20 grams of salt daily. Other sources are foods, liquids and medicine. There really is no need to break salt down into Sodium and Chlorine radicals, as the metabolism of the chloride ion is essentially the same as that of sodium. Hence, anything that affects one will affect the other equally.

Once salt has been absorbed from the intestinal tract, it is distributed equally throughout the body in the extracellular spaces. Normally, 90 per cent of the salt is excreted in the urine. Excessive sweating, which may cause the loss of sodium chloride, would manifest itself in the form of a syndrome characterized by muscular cramps, nausea, weakness and fatigue.

There is thus a special need to recognize that salt replacement is necessary in occupations and situations where

excessive sweating is a factor. Pilots flying overseas into the tropics and on the long Polar flights may encounter fluid disturbances such as sweating, diarrhoea, etc. If so, a low-salt syndrome may develop which should be recognized and cared for *immediately*.

Potassium is found in the body chiefly within the individual cells. It is absorbed from the intestinal tract and has as its natural source such products as orange juice, lettuce, etc. The main function of potassium is to maintain the normal distribution of water between the various compartments of the body. This is accomplished mainly by its relationship to sodium chloride or salt.

Potassium is a very important constituent in body chemistry as it influences muscular activity, especially the heart. If a change in the potassium level occurs due to vomiting, diarrhoea

or excessive sweating, the patient may complain of muscular weakness, cramps, and lack of coordination. There will also be numbness and tingling of the hands and feet, irritability and tachycardia (rapid heart).

Sweat or perspiration is made up of 99 per cent water and one per cent solids. Half of the latter is salt. This liquid is not a filtered product of the blood stream, but it is an excrement of the sweat glands. There are two types of sweat glands: the small or *Eccrine* type; and the large or *Apocrine* type.

Eccrine glands are found in general all over the surface of the body except for a few spots. The specific stimulus, which is heat, causes the secretion of clear sweat if the environmental temperature is above 88° to 90° F. However, if the temperature is below this, especially in a dry, non-humid atmosphere, the sweat is evaporated so

quickly it is invisible. This is called *insensible sweating*.

As the humidity rises, the sweat will become visible and it will run off the skin surface. The eccrine glands, which are located in the palms of the hands and the soles of the feet, do not respond to the heat stimulus. They respond to psychic situations. This is why there is sweating in this location during anxiety or fear states. On the other hand, when it is a really hot and humid day, the thermal stimulus causes visible beads of perspiration on the head and trunk in general.

The Apocrine glands are large and are found chiefly in the axilla (armpits). These glands respond promptly to the emotions and the product is a milky secretion that contain elements such as iron, sugars and ammonia. This type of sweat is usually odorous (BO) and alkaline in reaction. This, in turn, promotes bacterial growth. A person with persistent BO should change the body *ph* to the acid scale.

I made a survey of the fluid intake during the flights of 100 airline pilots who flew jets. There was no discrimination as to direction or distance. The following results were noted:

77 per cent drank coffee; 3 per cent drank tea; 2 per cent drank Sanka; and, 18 per cent drank milk, water, soda, juices and ginger ale.

The 77 coffee drinkers were analyzed and the results are as follows: light coffee drinkers (one to three cups), 35-46 per cent; medium coffee drinkers (three to six cups), 37-48 per cent; and heavy coffee drinkers (6-18 cups), 5-6 per cent.

One pilot drank 18 cups of coffee on an ocean crossing, and he probably smoked two packs of cigarettes!

Diuretics are any agents or products that promote the secretion and flow of urine. There are two naturally occurring diuretics that are acceptable in the cockpit during flight; they are caffeine, which is in coffee, and theine, which is in tea. In the passenger compartment, there is alcohol.

The usual dose of caffeine in the practice of medicine is 200 mg. with a

range up to 500 mg. (the maximum safe dose). The maximum safe dose of caffeine in 24 hours is 2,500 mg. Each cup of coffee contains 100 mg. of caffeine.

If an individual consumes too much coffee, caffeine intoxication develops. This is characterized by the following symptoms and signs: insomnia, restlessness, excitement, muscular tremor, tachycardia (rapid pulse), palpitation, scintillating scotomata (spots in front of the eyes), extra systoles (extra heart beats) and diuresis.

The important substance in tea is *theine*, which is identical to caffeine in all ways. Tea is more stimulating to the muscular system than to the stomach and digestion.

Alcohol is a diuretic, which has profound effects upon the body. It dilates the blood vessels of the skin which, therefore, tends to increase sweating,

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that they consider should be given priority, both at the national and at the Community level.

On the political level, the trade unions have unceasingly urged that the Community's democratic structures should be strengthened, and they insistently call for elections to the European Parliament by direct universal suffrage.

On the geographical level, the Community trade union movement has always supported the idea of extending the Common Market to include all the democratic countries of Europe; it was, for instance, in favour of the entry of Great Britain, believing that without that country the work of integration will be only half done.

These opinions reflect the broad choices made by the trade union movement. Even in its criticisms, it has never questioned the value of European unification; on the contrary, it has always called for it to be extended both vertically and horizontally.

Its position on these points has, of course, determined the trade-union movement's attitude to the conflict between the French Government and the other five partners. Here, as in other

and the increase of the circulation in the kidneys promotes more urine secretion and flow.

There are other factors that produce diuresis (increased urine production); namely, a high protein or high carbohydrate diet, excess salt, and emotions.

It is thus apparent that residence in an environment that is warm and arid is conducive to insensible sweating and loss of fluids. The ingestion of coffee, tea or alcohol encourages fluid loss. It is recommended that diuretics should be avoided or minimized.

In their place, larger quantities of fresh bottled water, served iced in tall glasses, should be consumed. The water supply in the galley often is stale, dirty or has a poor flavour due to chlorine. I recommend carbonated beverages or fresh orangeade, as this has flavour, fluid and an energy content.

fields, we shall continue to support the Common Market Commission and all other political forces in so far as they follow the lines we have indicated. We shall likewise continue to oppose any views that endanger what has so far been achieved. In seeking to advance further along the road we have chosen, we shall be guided neither by pessimistic nor optimistic visions but simply by what we consider to be an irreversible process of historical development.

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Welfare Fund towards the cost of the project, to be made over to the Rotterdam Welfare Board when construction work begins.

The Resolution of the ILO Joint Maritime Commission in 1961, calling for international participation in seafarers' welfare projects, has borne fruit in the Europoort scheme. It is to be hoped that international interest and support has enabled the Dutch authorities to go ahead with their plans all the more speedily and that by the time yearly turn-round figures have reached the 1,000 level, there will be full facilities to enable visiting seafarers to enjoy their time off in Europoort.

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
Vietnam * Spain (Illegal Underground Movement) * Sweden
Switzerland * Taiwan * Trinidad * Tunisia * Turkey * Uganda
United Arab Republic * United States of America * Uruguay
Venezuela * Zambia

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