International Transport Workers' Journal

8

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Head Office: Maritime House, Old Town, Clapham, London, SW4
Telephone: Macaulay 5501-2
Telegraphic Address: INTRANSFE

Representation: ASIAN OFFICE — 18 (1st Floor) Jalan Sultan 52/4, Petaling Jaya, Selangor, Malaysia

TOKYO OFFICE — Kokutetsu Rodo Kaikan, 1, 2 - chome, Marunouchi, Chiyoda-Ku, Tokyo

WEST AFRICA — 85, Simpson Street, (P.M.B. 1038), Ebute Metta, Nigeria

LATIN AMERICA — Apartado 1250, Lima, Peru

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A fine catch

OF ALL JOBS BY WHICH a man can choose to earn his living, the fishermen's is one of the most arduous and least congenial. The boats must go out and the catch must be brought in whatever the weather may be. The fisherman often works on small vessels particularly vulnerable to the elements, on which there is little opportunity for comfort and relaxation or interesting leisure activities. His job requires him to work long hours for much of the time he is on board, and he is frequently exposed to harsh weather conditions and to the hazards to health and safety which they involve. Whilst at sea he is deprived of the normal comforts of life ashore, and this can be a considerable sacrifice for deep sea fishermen who spend long periods away from home.

The 50th Session of the International Labour Conference this year adopted two Conventions and a Recommendation on the working conditions of fishermen, following years of work through the ILO to secure international minimum standards for this neglected body of workers.

It is clear that fishing is an industry which merits the special attention of the International Labour Organization. As early as the first International Labour Conference at Washington in 1919 it was realized that seamen and fishermen were amongst those workers whose conditions of work should be made the subject of international instruments laying down minimum standards. It was recognized then that steps should be taken as soon as possible to extend the coverage of the Convention, which had just been adopted, providing for the 48-hour week in industry, to those who earned their living at sea.

At the second session of the Conference at Genoa in 1920, which was specially devoted to subjects concerning workers at sea, there was some controversy over whether fishermen could be placed in the same category as merchant seafarers for the purpose of ILO Conventions.

One of the difficulties in solving this problem was that, though the Conference was attended by workers', employers' and government delegations fully competent to deal with maritime questions, the fishing industry as such was not directly represented. Nevertheless the Conference adopted a Recommendation seeking to limit hours of work in fishing to 48 per week.

Fishermen have long been a neglected category of workers. Their job is an arduous and difficult one, yet until 1959 there was no ILO Convention which specifically dealt with conditions in their industry.

Progress in the regulation of questions applying specifically to fishermen otherwise, however, was slow. After the Second World War the ITF set up a separate section for fishermen, who had hitherto always been catered for through the Seafarers' Section. The importance of this body of workers and of their industry in a world suffering from a growing shortage of food, and the need for keeping the fishing fleets supplied with competent crews has prompted the ITF to press insistently to ensure that fishermen of every nation should at least enjoy working conditions of a certain minimum standard.

This campaign on behalf of a neglected group of workers first bore fruit in 1959 with the adoption by that year's session of the International Labour Conference of three Conventions, covering:

minimum age of entry into employment in the fishing industry;

medical examinations; and

fishermen's articles of agreement.

The first of these Conventions has been ratified by 20 countries, the second by 11 and the third by 13.

Committee on fishermen's questions

The ILO had by no means finished its work, however. In 1962, the ILO Governing Body set up a Committee on conditions of work in the fishing industry. This Committee examined a variety of questions concerning fishermen and, in addition to recommending a number of them for future ILO study, decided that three subjects, namely: accommodation on board fishing vessels, vocational training and certificates of competency, should be covered by ILO instruments.

It was felt that, in spite of the wide variations in the construction and dimensions of fishing vessels, the uses to which they were put, the length of time which they spent at sea on any one trip and other factors, international standards could and should be established for the living quarters of fishermen, so as to contribute to an improvement in their general conditions.

The progress of vocational training in the fishing industry has not kept abreast of technical developments within the industry. Changes due to mechanization and the installation of modern equipment on board vessels have been taking place at a rapid rate, while training has generally lagged behind. Neither has it kept pace with professional training in other industries. On the other hand, the fishing industry urgently needs qualified personnel, especially in view of the growing importance of the fisheries as a source of nutritious food for the world's hungry millions. There was thus a strong case for laying down international standards, specifically applicable to the fishing industry, which supplement those contained in the Recommendation on vocational training in general adopted in 1962.

The importance of some kind of examination for seagoing workers, to ensure that vessels go to sea in the charge of properly qualified men, is indisputable. National regulations exist covering the qualifications required, examinations which must be passed and subjects which seafarers must have studied to be able to discharge their responsibilities on board ship satisfactorily. Recognized qualifications and certificates of competence thus play an important role in assuring maritime safety and, as far as merchant seafarers are concerned, they are already extensively covered by ILO Conventions. In the fishing industry, however, certification is not adequately regulated. In many countries fishing vessels can put to sea without having on board a single holder of an official qualification. Experts are therefore of the opinion that some fishermen should be required to pass certain examinations, especially those who work aboard vessels comparable in size and safety requirements to some merchant ships.

Preparatory Technical Conference

Governments of ILO member states were supplied with full information on the work the Committee had been

doing, and with proposals which the Committee had formulated to regulate internationally these three subjects: accommodation, vocational training and certificates of competency. The governments were asked to submit their views on the proposed instruments and any amendments they wished to be made in texts already prepared.

The proposed texts and the replies received from governments formed a basis for the work of the Preparatory Technical Conference on fishermen's questions which was held in Geneva in October 1965. This Conference, attended by representatives of governments and of workers and employers in the fishing industry, worked out the drafts of instruments to regulate the three questions.* These draft instruments were examined by this year's session of the International Labour Conference and adopted, as recommended by the Preparatory Technical Conference, as Conventions in the case of accommodation and certificates of competency and as a Recommendation in the case of vocational training.

There was much work to be done in between, however. The conclusions of the Preparatory Technical Conference in 1965 had been sent to governments, which were again asked for their views and suggestions. The Committee on fishermen's questions met from 6 to 17 June in Geneva to discuss the new report of the International Labour Office containing modifications and improvements which had been suggested by the governments in their replies. The Committee's task was to finalize the texts of the draft instruments for submission to the Plenary Session of the International Labour Conference.

Strong ITF delegation

ITF-affiliated unions organizing fishermen were strongly represented on the workers' side of the Committee. The workers' delegation included: G. Alink (Netherlands Transport Workers' Union), F. Annerl (German Union of Transport and Public Services Workers), R. Head (British Transport and General Workers' Union), B. Johansson (Finnish Seamen's Union), F. Nakano (All-Japan Seamen's Union), J. Napier (North Island Waterfront Workers' Industrial Association, New Zealand) and R. Oca (Philippine Transport and General Workers' Organization). R. Dekeyzer (Belgian Transport Workers' Union) was elected Chairman of the workers' group and Vice President of the full tripartite Committee. He was also workers' spokesman on accommodation. E. Haugen (Norwegian Seamen's Union, Chairman of the ITF Fishermen's Section) was elected Vice Chairman of the workers' group. H. Wiemers (German Union of Transport and Public Service Workers) was workers' spokesman on vocational training and certification, and Graham Brothers (ITF Secretariat) was Secretary to the workers' group.

The workers' side of the Committee in the tripartite discussions on the final form and content of the texts to be submitted to the Conference vigorously resisted all modifications and amendments which would have weakened the instruments. All amendments which were made were in fact supported by the workers' delegation and all those which it opposed were either withdrawn by their sponsors or defeated when put to a vote.

At its 14th sitting on 14 June the Committee adopted the final texts which were to be put before the International Labour Conference. These were presented to the Plenary Session of the Conference on 20 June, R. Dekeyzer addressing the delegates on behalf of the workers' group in the Committee on fishermen's questions. He urged that the Conference should show by its overwhelming support for two Conventions and a Recommendation that it agreed with the members of the Fishermen's Committee that the exclusion of fishermen from previous international social legislation was an omission which had to be rectified. He also urged the Conference to support two Resolutions which had been adopted by the Committee calling on the ILO to maintain and continue its work on behalf of fishermen. Dekeyzer also spoke on the ILO radio network, expressing his satisfaction with the work done by the Fishermen's Com-

The fisheries provide a rich source of nourishment for the world's hungry millions. Left: *Liberian fishermen sorting their catch and preparing it for market.* Right: *Young fishermen in Malaysia prepare their catch for drying in the sun.*

* An article describing the work of the Preparatory Technical Conference and the results achieved appeared in the December 1965 issue of this Journal.

mittee and the hope that this work would be rewarded by the Conference's acceptance of the Committee's proposals for new instruments regulating conditions of work in the fishing industry.

Conventions adopted

On 21 June the Plenary Session of the Conference adopted the proposed texts without amendments.

Fishermen's Certificates of Competency

The Convention on fishermen's certificates of competency was adopted by 284 votes in favour, none against and 14 abstentions.

The Convention provides that each member State which ratifies it shall establish standards of qualification for certificates of competency entitling a person to perform the duties of skipper, mate or engineer on board a fishing vessel. It excludes ships and boats of less than 25 gross registered tons.

It recalls the Officer's Competency Certificates Convention of 1936, which also applies to fishermen, and declares that further international standards specifying minimum requirements for certificates of competency for service in fishing vessels are desirable.

The Convention provides that all fishing vessels to which it applies shall be required to carry a certificated skipper, that all fishing vessels over 100 gross registered tons engaged in operations and areas to be defined by national laws or regulations shall be required to carry a certificated mate, and that all fishing vessels with an engine power above a level to be determined by the competent authority shall be required to carry a certificated engineer.

The Convention lays down minimum standards of qualifications for certificates of competency in each of the three categories. It requires that the minimum age prescribed by national laws or regulations for the issue of a certificate of competency be not less than 20 years in the case of a skipper, not less than 19 years in the case of a mate, and not less than 20 years in the case of an engineer.

Accommodation aboard fishing vessels, covered by one of the new ILO Conventions, is often overcrowded, insanitary and uncomfortable.

For the issuance of a mate's certificate, the minimum professional experience should be not less than three years sea service engaged in deck duties; for a skipper, not less than four years sea service engaged in deck duties; and for an engineer, not less than three years sea service in the engine-room. These periods of service may be reduced for persons who have successfully completed an approved training course, but in no case by more than 12 months.

Accommodation on Board Fishing Vessels

The Convention on accommodation on board fishing vessels was adopted by a vote of 303 in favour, none against, and 16 abstentions.

The Convention provides that the location, means of access, structure, and arrangement of crew accommodation in relation to other space on board ship be such as to ensure adequate security, protection against weather and sea, and insulation from heat or cold, undue noise and odours from other parts of the vessel. It provides that the competent authority shall approve the plan of the accommodation before the vessel is constructed.

The Convention contains detailed provisions relating to the location and structure of sleeping quarters, ventilation, heating and lighting, as well as the floor area per person in sleeping rooms. It guarantees a minimum of from 5 to 10 square feet of free floor space per person in fishing vessels according to their size. It also ensures that fishermen have adequate space for storing clothing and personal equipment.

Other provisions concern mess-room accommodation, sanitary accommodations and medical care. Part IV of the Convention deals with measures which might be taken to ensure that existing ships may meet the requirements.

The Convention does not apply to ships and boats of less than 75 tons, unless the competent authority determines that it is reasonable and practicable to include vessels between 25 and 75 tons. Length of the vessel, rather than tonnage, may also be used as a parameter for the purposes of the Convention; in this event the Convention would not apply to ships and boats of less than 80 feet, unless the competent authority determines that those between 45 and 80 feet should also be included.

Vocational Training of Fishermen

The Recommendation on the vocational training of fishermen was

Vocational training in the fishing industry is the subject of the new ILO Recommendation. The picture shows trainee fishermen in Belgium, learning to repair nets

approved by a vote of 330 in favour, none against and 6 abstentions.

The Recommendation outlines the basic objectives of the vocational training of fishermen as follows:

— to improve the efficiency of the fishing industry and to secure general recognition of the economic and social significance of fishing to the national economy;

— to encourage the entry into the fishing industry of a sufficient number of suitable persons;

— to provide training and retraining facilities commensurate with the current and projected manpower needs of the fishing industry for all the various fishing occupations;

— to assist the entry into employment of all trainees after completion of their courses;

— to assist trainees in reaching their highest productive and earning capacity;

— to improve the standards of safety on board fishing vessels.

The Recommendation proposes a series of comprehensive measures for the planning and administration of vocational training of fishermen on a national basis, and lists general standards for fishermen's training. It asks for international cooperation in promoting vocational training, particularly in the developing countries.

The text of the resolutions adopted by the Committee on Fishermen's questions is as follows:

Resolution concerning safety on board fishing vessels

The General Conference of the International Labour Organization,

Recording its appreciation of the attention which has been given by the International Labour Office to the drafting of an international Code of Practice concerned with safety on board fishing vessels for joint consideration by the International Labour Organization, the Inter-Governmental Maritime Consultative Organization and the Food and Agricultural Organization of the United Nations;

Urges that this Code of Practice should now be finalized and adopted at the earliest possible date.

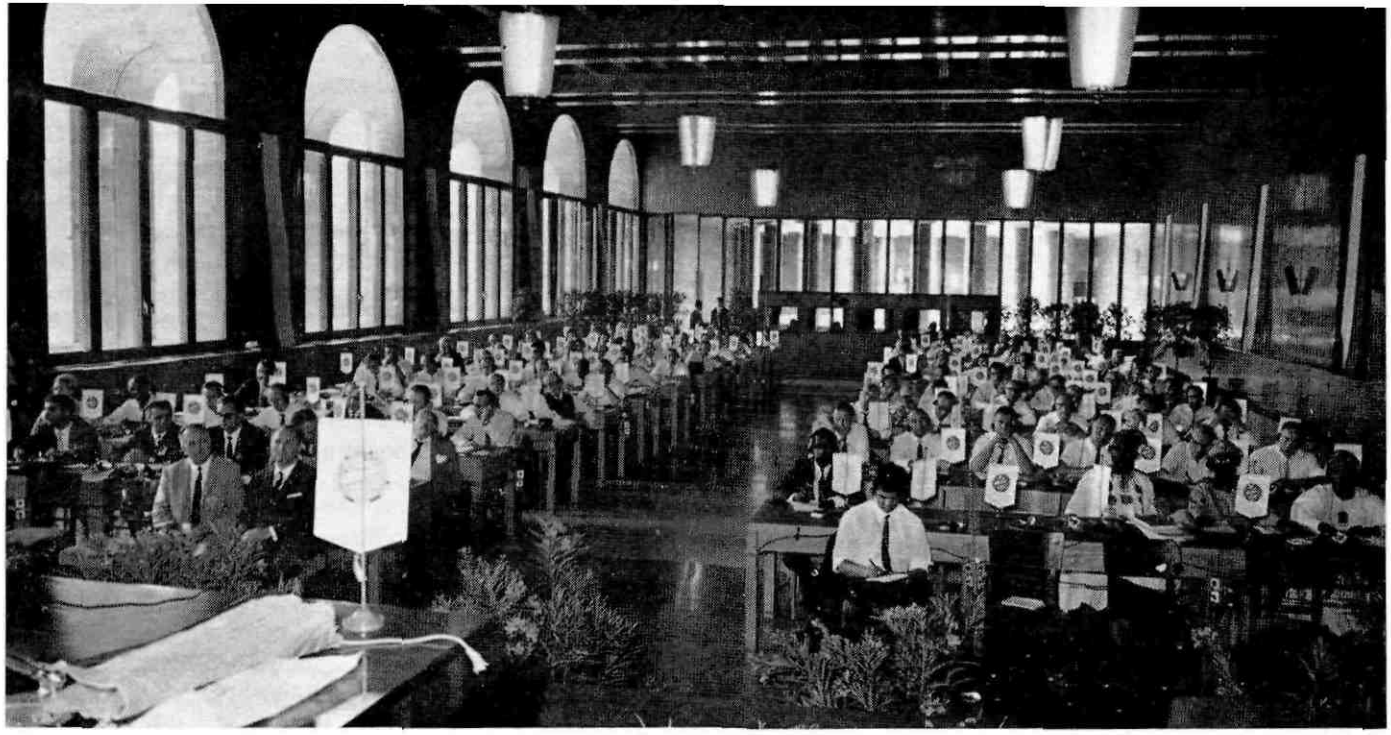
Resolution concerning the future work of the International Labour Organization on fishermen's questions

The General Conference of the International Labour Organization,

Welcoming the progress being made within the International Labour Organization towards the solution of questions of importance to fishermen and particularly the drawing up of international instruments dealing with accommodation on board fishing vessels, vocational training for fishermen, and fishermen's certificates of competency;

Recalls that the Committee on Conditions of Work in the Fishing Industry, at its meeting in Geneva from 10 to 18 December 1962, unanimously adopted a resolution in which it expressed the opinion that a number of other important questions concerned with fishermen's conditions of employment should be considered as soon as possible;

Therefore requests the Governing Body of the International Labour Office to consider the convening of further meetings of the Committee on Conditions of Work in the Fishing Industry taking into account the needs, different conditions and circumstances in member countries for the purpose of studying in particular the stabilization of fishermen's employment and earnings; working hours of fishermen; manning standards; fishermen's pensions; sickness insurance; holidays with pay; medical care on board; and repatriation.



ITF railwaymen meet in Rome

OUR HOSTS FOR AN extremely successful Conference were the two democratic Italian railwaymen's unions, Sindacato Italiano Unitario Ferrovieri (SIUF) and Sindacato Autonomo Unificato Ferrovieri Italiani (SAUFI), who had arranged for the Conference to be held in the impressive Sala del Collegio degli Ingegneri of the magnificent, ultra-modern Termini Station in Rome. Over 100 delegates and Secretariat staff were present from 23 to 25 June under the Chairmanship of Sidney Greene, President of the ITF Railwaymen's Section and General Secretary of the National Union of Railwaymen of the United Kingdom.

The business of the Conference was to a great extent dominated by the fact that the 8th Session of the Inland Transport Committee of the ILO will take place in November and December of this year and the two principal items on the agenda of that body are very important to railwaymen: 1. Methods of collective bargaining and the settlement of disputes on railways (known as trade union rights), and 2. railway pay structures. In connection with these two items the Secretariat had prepared two extensive surveys of conditions and practices in different countries and these formed the basis of the discussions.

Following a lively and highly entertaining performance by an Italian orchestra and singers of typical Italian music, the Chairman announced to the delegates that the Italian Minister of Transport, Sgr. Scalfaro, and the Director-General of the Italian State Railways, Dr. Fienga, had agreed to attend the opening session. Warmly welcomed by the delegates, both the distinguished visitors addressed the Conference. Sgr. Scalfaro spoke highly of the cooperation he had received from the Italian democratic trade union movement and in particular from SIUF and SAUFI in overcoming problems in the railway industry. It was his belief that the most important task of all was to defend and promote democracy. Even though the fight for freedom, justice and the dictates of our consciences often involved us in sacrifices he believed that this struggle was truly worthwhile. He therefore wished the Conference every success and hoped sincerely that its efforts would be of lasting benefit to humanity. Dr. Fienga conveyed the best wishes of the Italian State Railways to the delegates. He spoke of the changing nature of the railway industry and the severe competition it was facing from other forms of transport. However, he believed that it had been proved that with the aid of the latest technological developments railways could improve their efficiency to the point where they could compete with confidence with road and air transport. Perhaps the most difficult task was to design an organizational and administrative structure to harmonize with the technical potentialities of the industry. With the active cooperation of the trade union movement he believed that this could be achieved and he hoped that by their suggestions the trade unions would have a direct influence on the formulation of future policy.

In an excellent address to the Conference the Chairman, Sidney Greene, also referred to the situation railways were facing with regard to competition from other transport industries and the measures they were employing to combat it. He believed that trade unionists

should not stand in the way of technological progress. What they had to do, however, was to ensure that railwaymen obtained their legitimate share of the benefits these developments brought. He considered that railwaymen's unions in most countries were now fully equipped to assess and evaluate the effects of technical progress and were also prepared to assist managements to make railways more efficient. Similarly, managements should cooperate closely with trade unions to overcome the social problems created by changes in staffing structures. They must also recognise that economic benefits achieved by modernization should lead to the social advancement of the workers.

The Report of the Section Secretary was introduced by the General Secretary of the ITF, Hans Imhof. The section dealing with the future specialized work of the Secretariat emphasized two main topics — modernization and technical development and safety. The ITF is in a unique position to study both these subjects and the effects of one upon the other and it was proposed to the Conference that the Secretariat should concentrate on them in its future work until the next Conference. Imhof informed the delegates that he had recently attended the 19th Conference of the International Railway Congress Association held in Paris. This was a railway management and governmental organization but he considered that trade unionists should be included in official delegations. Up to the present time only four countries — Sweden, Britain, Austria and Denmark — had done this. In view of the importance and influences of the organization he considered that we should continue to press other governments to include workers' representatives.

The international manifestation had proved difficult to organize in view of the different circumstances in each country. It was proposed, therefore, that manifestations should be organized on an individual basis at a time suitable to each affiliate and that the ITF would assist with the provision of speakers and information where required. The Report of the Section Secretary was adopted unanimously by the Conference.

The first item on the agenda relevant to the forthcoming session of the Inland Transport Committee of the ILO — railwaymen's trade union rights — was introduced by Clive Iddon of the ITF Secretariat. He referred, in particular, to the difficult situations in some countries — notably Japan and India — where there had been infringements of the right to organize and measures taken to prevent railwaymen using industrial action in support of their claims.

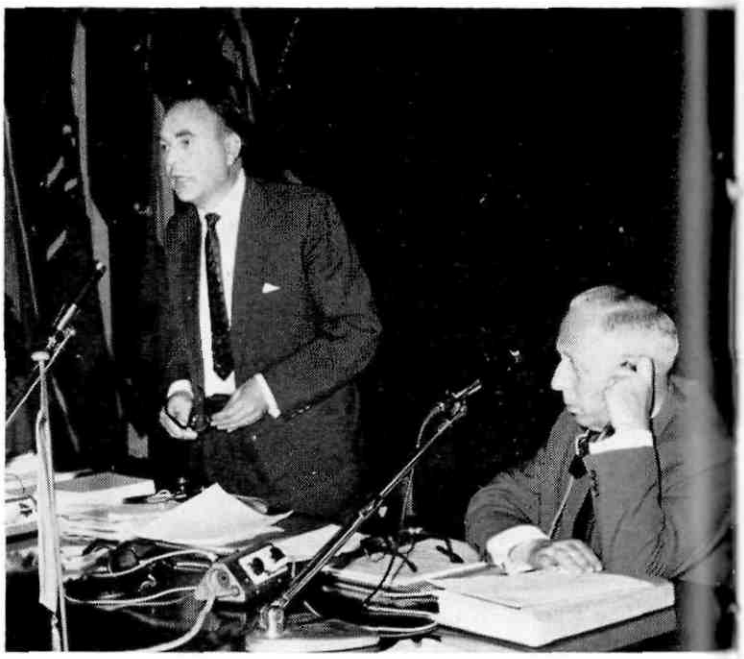
It was clear from the survey carried out by the ITF that there were two main patterns where the status of the railwaymen was concerned. In some countries he was a government servant with certain privileges not enjoyed by other industrial workers but also subject to certain restrictions, which sometimes affected his right to strike. In other countries he had the same status as workers in private industries and his working conditions and rates of pay were fixed by straight collective bargaining. He was usually free to strike.

In 1947 the Inland Transport Committee had passed a very comprehensive Resolution (Resolution 9) on industrial relations in inland transport and it was considered that this instrument would be the best basis on which to work. The procedure for implementation and supervision envisaged in it was weak, however, and would need strengthening. It should also be conceded that all railwaymen had the right to strike.

There followed a long discussion on trade union rights in which speakers described the situations in their particular countries and their misgivings over certain recent events of a restricting nature. The Nigerian delegates pointed out that although basic rights were formally protected in Nigeria, in practice they were often prevented from exercising them and they reported that the authorities had in the past used violence against workers who were demonstrating or planning industrial action. Robert Degris, of the French (Force Ouvrière) Railwaymen's Federation, reported that the situation with regard to freedom of collective bargaining had got worse in his country as a result of government control of the railway industry's finances preventing railway management from negotiating freely on rates of pay. Priya Gupta, All-India Railwaymen's Federation,

A visit to the signal box at Rome's Termini Station.

General Secretary, Hans Imhof, addresses the Conference.



Section Chairman S. Greene and Vice Chairman E. Haudenschild.

described the way in which the Indian Government had banned strikes in practice by promulgating special ordinances although theoretically the right to strike existed. Several different views were expressed on the question of arbitration, whether or not it should be binding, and the independence of arbitrators.

The Conference finally adopted a Statement of Principles on Railwaymen's Trade Union Rights, covering the following points: Freedom of Association; Negotiating Rights; Adjustment of Labour Disputes; The Right to Strike; Joint Consultation Machinery; and Measures to strengthen the Trade Unions. It was agreed that the Statement should be sent to the ILO for consideration by the Inland Transport Committee.

The second item on the agenda concerned with the forthcoming meeting of the Inland Transport Committee was the Report on Railway Pay Structures prepared by the Secretariat. It was introduced by Graham Brothers of the Secretariat who suggested that in view of the great difference between pay structures and systems of payment in the different countries surveyed, the best approach to the subject would be to confine discussion to those items, such as differentials, job-evaluation, adequate remuneration etc., which could lead to some measure of international agreement. It was obvious from the discussion that in India and Nigeria the basic rates of the lowest rated workers were below those necessary to maintain a standard of living above subsistence level. Among the other principal items discussed were payment for job content, the maintenance of differentials, a rational and simple structure (e.g. in India there are over 700 designations and 75 scales of pay), and the uniformity of rates for particular jobs. It was agreed that the following items should form the basis of claims and discussions within the Inland Transport Committee: Minimum wages; one rate for a job, without distinction on racial or any other grounds; uniformity of rates on any one system; weighting for qualifications, skill, responsibility, hazardous nature of work, and seniority; night allowance; simplification of pay structures; and logical differentials reflecting the job content of different grades.

There were repeated calls from the platform for delegates from countries eligible to attend the Inland Transport Committee session in November and December to press their Governments to include trade unionists from ITF-affiliated unions in their countries' official delegations. In the past, whenever there had been a substantial number of participants from ITF-affiliated unions, the Workers' Group had always managed to do very useful work.

The Conference was delighted to welcome three delegates from the newly-affiliated Mexican railwaymen's union, Sindicato de Trabajadores Ferrocarrileros de la República Mexicana, who invited the Section to hold its next conference in Mexico. They were also delighted to welcome two delegates from the Fédération Générale des Cheminots of Tunisia who were attending again after a long absence.

Our thanks for a successful Conference are due in no small part to our Italian hosts who ensured that the preparations had been carefully made to the satisfaction of all the delegates. After the conclusion of the business, our hosts provided a most enjoyable cocktail party and an extremely interesting visit to Monte Cassino. We are sure that everyone who attended the Conference will remember it not only for the large amount of work which was accomplished but also for the spirit of friendship and cooperation in which the discussion took place.

Publications received

Labour management relations in Western Europe (published by the International Confederation of Free Trade Unions in its 'Know your facts' series, price 5s, 75c or equivalent) is a general survey of the pattern of industrial relations in seven countries of Western Europe, which are regarded as representative in this context. The seven selected are: Great Britain, West Germany, France, Italy, Netherlands, Belgium and Sweden. The survey concentrates on the main conditions which prevail at present in each of these countries in such matters as trade union recognition, collective bargaining, settlement of labour disputes, joint industrial councils, works councils, shop stewards and strikes.

The ILO and vocational rehabilitation (published by the International Labour Organization and supplied free of charge) is a short review of the ILO's activities in the field of vocational rehabilitation of the disabled. It takes stock of the ILO's assistance in various forms (experts, fellowships and sometimes equipment) to enable member countries to set up facilities through which disabled men and women may learn to do certain jobs and be of service to the community in spite of their handicaps.

The ILO and youth (published by the International Labour Organization and supplied free of charge) deals with the ILO's policies on youth in employment and its activities in this field. The pamphlet discusses such subjects as help in choosing careers and finding jobs, problems facing young people in their transition to life as adult workers, conditions of employment for young people and special problems affecting young women workers. The requirements of ILO Conventions applying to the employment of young people are briefly summarized at the end of the publication.

Profile

Thor Sønsteby, Treasurer of the Norwegian Seamen's Union

THOR SØNSTEBY celebrated his sixtieth birthday on 19 May this year, a landmark in a career in the trade union movement which began when he was 24. After service at sea from 1923 to 1930, with a break to study at the stewards' school in Oslo in 1925, he became a secretary in the Stewards' and Cooks' Union, and since this organization merged with the Seamen's Union in 1933 he has been Treasurer.

During the war — Sønsteby went to London as representative of the Seamen's Union in 1940 — he was instrumental in organizing all the efforts to help seafarers who were out of reach of the Germans. In close cooperation with the ITF and the British National Union of Seamen he established many of the institutions erected for the benefit and welfare of Norwegian seamen. Among these were hotels and clubs all over Britain, of whose board he was chairman. He set up a Savings Office for seamen which looked after an investment of over 400 m. kroner. He was also involved in the organizing of a body to deal with seafarers' registration, hiring and signing off.

Sønsteby acted as president of the Norwegian Seamen's Union in London until August 1942. From then until 1947 he was given leave of absence from the union to take charge of the Norwegian Board of Trade's hotels in England.

As Treasurer Sønsteby has the important task of ensuring that the money which comes in is invested in the most favourable manner. It is a fine tribute to his work that the union's finances are healthy, in spite of the enormous cost of maintaining branch offices in many ports where members can take advantage of the services which the union is bound by its constitution to provide, out of a membership contribution which is among the lowest paid by any Norwegian trade unionist or seaman of any other country.

It was Sønsteby who laid the groundwork for the present special taxation system for seamen, which was made permanent after the war and is much appreciated by the members. He also sits on the management of the many seamen's hotels and has taken a particular interest in the training of cooks and stewards, being chairman of the Oslo School board.

Throughout the many years during which he has been among the leaders of the Seamen's Union he has performed a wide variety of tasks. Today he is a member of the management committee of the Seamen's Benefit Fund; chairman of the board of the Strand Hotel in Gjøvik; member of the management of the hiring offices in England and the continent run jointly by the union and the Shipowners' Association; member of the board administering the National Assistance Fund for war victims; and member of the ITF Fair Practices Committee and its Committee on Asian Seamen.

Sønsteby has clearly been energetic and enterprising in his work on behalf of Norwegian seafarers, whose interests

(Continued on following page)

Continuous employment for Indian seamen

by J. D. RANDERI, General Secretary of the Maritime Union of India

UNDER THE ABOVE HEADING, I had published in a special issue of the Maritime Union of India's magazine, the *Oceanite*, an article in which we proved with facts and figures that it was possible to decasualize maritime labour. But there are enemies of Indian seamen who will not give us a hand in bringing about permanency of employment for them, for it is not in their interest to do so.

Things are made even more difficult by the Government increasing the number of seamen on the employment roster all the time when there are not even enough jobs available for them.

The well-wishers of Indian seamen must surely condemn the policy to increase the numbers in the employment rosters when there is already vast unemployment amongst seafarers. Even today, for every vacancy, two or three seamen are called up to report to the Employment office at their own cost from far off places, and many have to wait for as long as six months, and even more, for a job. It is therefore necessary that there should not be any more c.d.c's issued until some steps are taken for introducing at least limited permanency of employment for our seamen.

Today, the foreign owners who employ our seamen pay them one-fifth of the wages paid to non-Indian, and all this happens because there is a surplus of seamen available, and our Government is only interested in earning foreign exchange through their employment overseas.

The National Shipping Board, at my request, had set up a sub-committee in order to bring about permanent employment for our seafarers. This sub-committee was presided over by Sir Ramaswami Mudaliar, who had sponsored the idea of a National Maritime Day in 1964. Other shipowners seem to be opposed to this idea. It is obvious that the Government, which has now become a major shipowner (through control of the Shipping Corporation of India and the Mogul Line Limited), has cooled off towards all reforms for our seamen. The shipowners have a parliamentary lobby, but there is hardly any spokesman in Parliament with knowledge of seafarers' problems, nor is there anyone interested seriously enough in their affairs to do something for this class of workers, who are often referred to as the unofficial roving ambassadors of India.

There is no category of workers in India who fear so much from insecurity as do India's more than 60,000 seamen. Their need for social welfare schemes and for improvements in their service conditions are urgent problems. They cannot brook any delay.

Those in authority agree with this but are very slow in doing anything about it. Complaints are often made about growing indiscipline amongst seamen, but what is to be expected from a frustrated set of workers, who are bound to fall into the hands and influence of irresponsible persons?

Continuous employment for seamen will cure many of the ills now facing the seafaring profession. What loyalty can one expect from a seaman who has to leave his job at the end of every ten months of service and face unemployment for at least six months? What discipline can you expect from a seaman if he is not assured of security of employment and has sometimes to bribe his way through in order to get work?

Let those who want to build up Indian shipping and those who want to build a tradition of loyalty and devotion amongst Indian seamen do everything in their power to bring about permanency of employment for them. This is possible, particularly in company roster shipping. In fact, there are many seamen on company roster, who have worked for 30 years and more with one company alone but with broken periods of service. Only permanency of service can remove corruption and ensure efficiency and also remove the cause for most of the malaise in the Indian seafarer's profession.

Here is a test for the good faith of our Government which claims to be a people's government. They are now the sole suppliers of maritime labour in India, and let them see to it that nobody exploits this fine body of men.

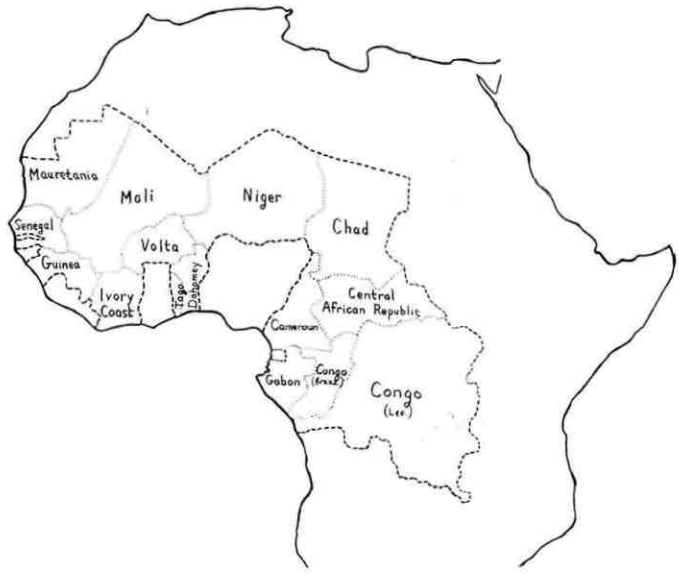
The Officers' Union, the Maritime Union of India, is ready to give a hand in improving the service conditions of Indian seamen. So is the National Union of Seamen of Great Britain and the ITF. If our seamen must be employed by foreign owners, let them at least work with dignity and honour and not like beasts of burden on cut-throat wages. Improvements can only be brought about if seamen strengthen their own organizations in India and build up a powerful trade union movement. If they unite amongst themselves, nothing in the world can stop their progress to a better way of life.

In the meantime, let the Government now take a firm stand and give a lead in decasualizing maritime labour and thus help bring dignity to the seafaring profession.

(Continued from previous page)

have always been close to his heart. But since he does not believe in fairy-stories or miracles, organization has always been to him the first priority in working for the betterment of social and economic conditions for the men at sea. Sønsteby has good reason to congratulate himself on the results of his work, and can now retire with solid achievements behind him. We add the good wishes of his many colleagues in the international movement to those of his Norwegian friends.

A journey through AFRICA



TRADE UNIONS IN THE developing countries of Africa have an important and often difficult task to perform. They have essential contributions to make to their countries' growing economies, but above all they have to ensure that the workers they represent should share in the benefits of increased prosperity brought about by industrialization, improved methods of farming and effective utilization of the national resources. They are for the most part young organizations with comparatively few years of activity behind them. Their problems are legion. They are often up against formidable difficulties: meagre financial resources, poor communications — with working populations scattered over wide areas — making organizational work difficult, illiteracy amongst the membership and the difficulties involved with confronting at the bargaining table expatriate employers who are much better versed in negotiation techniques than are the union representatives themselves.

One of the big handicaps of some of Africa's trade unions — particularly those of very recent formation — is lack of training and experience. The principles of solidarity and world-wide brotherhood underlying the ideals of the free trade union movement place an obligation on unions in more advanced countries, where workers' movements can trace back traditions of strong leadership and tough bargaining over many decades, to do all in their power to help the new and struggling organizations of the developing countries to overcome their difficulties and to maintain themselves as truly effective instruments for securing a higher standard of living for the workers they represent.

Much is already being done. Assistance is sometimes channelled through national centres with contacts in the developing countries concerned, either directly or through organizations and foundations set up specifically for the purpose. This is particularly the case with aid coming from organized labour in countries which formerly ruled these new nations as colonial territories. But the world trade union organizations — the International Confederation of Free Trade Unions and the international trade secretariats — have a major role to play in assisting the new unions of the developing world to perform their immense tasks competently and with adequate resources.

The ITF, along with the other ITSs and the ICFTU, has been increasingly engaged in this important work of international solidarity ever since the movement towards independence and the concomitant growth of workers' organizations, political parties and other social groupings began in the colonized nations of the developing world. It has often joined with other international trade secretariats in combined activities and has invited their participation in its own.

An example of this cooperation was a trade union mission organized recently by the Public Services International (PSI) to French-speaking West Africa. The mission visited ten countries in this area and had the object of establishing contacts, discussing with trade union officers the problems facing their organizations and their various needs, and in particular to find out what their requirements were in the way of education and training, so that any educational project sponsored by the ITSs could be specially designed to respond to their needs.

The ITF representative on the joint mission was Amadou M'Baye, General Secretary of the ITF-affiliated Senegal Transport Workers' Federation and a member of the ITF Executive Board. His task in each country visited by the mission was to meet officials of the transport workers' organizations and discuss the special problems affecting them, informing them of what help the ITF would be able to give, and to report to the ITF Executive Board on his contacts.

The tour undertaken by these repre-

M'Baye signs the Golden Book of the Congolese Transport Workers' Federation during a meeting at the house of the Federation's President, Maurice Kabungulu.

While they were in the Congo, members of the ITS mission were able to speak to some officials of one of the Angolan trade union centres in exile. The picture shows a group of refugee workers.

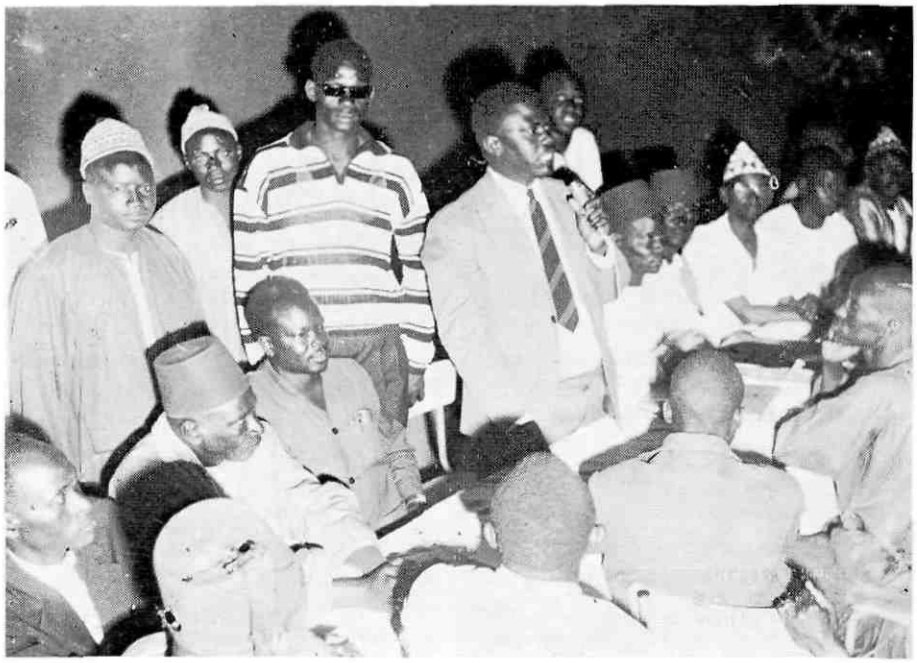
sentatives of the international trade union movement — four from the PSI and one from the Postal, Telegraph and Telephone International (PTTI), in addition to M'Baye from the ITF — took them through the Congo, Chad, the Central African Republic, the Cameroun Republic, Dahomey, Togo, Upper Volta, the Ivory Coast, Mauretania and Senegal. The mission met ministers of government, particularly labour ministers, and, in some cases, heads of state. Meetings of unions were organized by national centres and at these the possibilities were explored for increased cooperation between the ITSs and the unions in their respective organizational fields. M'Baye met separately leaders of unions organizing railwaymen, dockers, inland navigation workers, seafarers, road transport workers and civil aviation personnel, and discussed with them their specific problems and ways in which the ITF could be of help.

In some of the countries unions work separately and in isolation, though in others, such as the Congo, there are strong federations. Where there was a compelling case for the combination of transport workers into wider groupings, M'Baye recommended that they form a federation, explaining the advantages this would bring them. Experience in his own organization, which groups the dockers', seamen's and fishermen's and road transport workers' unions of Senegal, had taught him that strength through unity was one of the greatest assets of a trade union organization.

In some countries the unions contacted had no close relation with the ICFTU and the ITSs, and knew little of their activities. The mission was able to explain to them what the aims of the international organizations were and to describe the work that they were doing in Africa. These contacts have encouraged a new spirit of cooperation amongst the trade unions of French-speaking West Africa. A number of the unions were already affiliated to their respective ITS and some of the centres were affiliated to the ICFTU. Others preferred to remain autonomous, while maintaining friendly relations with the internationals. Many of the union officials to whom M'Baye spoke, however, showed great interest in affiliation with the ITF. The Congolese Transport Workers' Federation is an important recent addition from this area to the family of ITF unions.

The mission particularly stressed the need to take prompt advantage of the helpful attitudes of governments and unions and to ensure that the unions of the region should participate in drawing up a programme of assistance. The PSI already has an African Consultative Committee — though it has no regional office for the continent — but this body is composed of non-affiliated unions, which are nevertheless prepared to collaborate with the PSI and the other African unions internationally. Indeed many African unions prefer to avoid formal affiliation with international organizations, though they are at the same time prepared to maintain close relations with them and to participate in their activities in Africa. Some governments discourage unions from committing themselves to formal links with international bodies, in conformity with national foreign policies of non-alignment. The unions, while maintaining their independence choose by and large to cooperate with their governments, and so are influenced by government wishes.

The mission also found that there was an earnest desire amongst the



General Secretary of the Senegalese Transport Workers' Federation and member of the ITF Executive Board, Amadou M'Baye, represented the ITF on the recent joint ITS mission to French-speaking West Africa. Here he is seen addressing a meeting of his own union.

unions of the French-speaking countries in West Africa for more educational work in their area on the part of the international trade secretariats. Apart from their needs in the way of money and equipment, the new African unions urgently need leaders and negotiators who have the knowledge and ability to defend the interests of the workers successfully and to get solid results from collective bargaining. These needs can be supplied partly through scholarships, whereby leaders travel abroad for training sponsored by a national centre in one of the more advanced countries or by one of the international organizations. But seminars, conferences and on-the-spot projects of various kinds are of greater value, for they can benefit larger numbers. At the same time the instructors sent to carry out such assignments, as M'Baye points out in his report to the ITF Executive concerning the joint ITS mission, can also benefit from the first hand knowledge of conditions in Africa and of the needs and problems of African unions which they thereby gain.

The representatives of the three international trade secretariats rendered an important service, on their tour through French-speaking West Africa, to the cause of closer cooperation between the unions in the area and the ITSs. Much has been learned which will be of use to the ITF in planning its future programme of activities in Africa. For it has been shown that there is much for the ITSs to do in this part of the developing world. The ITF has been active in Africa for many years, extending to the transport workers of this important Region the assistance they need to build strong and effective trade unions, as it has done in other parts of the developing world. The demands of this vital work of cooperation in Africa, and in the Regions in general, will undoubtedly become more insistent in the years to come, and the ITF's tasks will place an increasingly heavy burden on its energies and resources, but the ITF will not shirk its obligations to the transport workers of this continent, with its vast potential for industrial and social development.

Lawrence White represents ICFTU at IMCO fire protection meeting

RETIRED ASSISTANT GENERAL Secretary of the ITF, Lawrence White, represented the International Confederation of Free Trade Unions at the recent meeting of the Intergovernmental Maritime Consultative Organization's Maritime Safety Committee, convened in London to consider prevention of and protection against fire at sea. Putting the trade union point of view, he emphasized that crews must be trained in fire fighting and that there must be experienced men on board as well as effective firefighting equipment. Governments, shipowners and seafarers were all in agreement that maximum protection should be afforded, but it meant that governments in particular had a grave responsibility to ensure that such training was available so that fires on ships under their flags could be dealt with efficiently and expeditiously.

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Jet trains for Canada

CANADIAN NATIONAL Railways are considering the possibility of operating a jet-engined 'super train' between Toronto and Montreal by the spring of 1967. The train, which Canadian National are eager to launch in time to cater for the increased traffic between the two centres expected in connection with the Montreal World Fair, Expo 67, in April 1967, will probably use a gas turbine-driven locomotive being developed by United Aircraft. The train would be able to reach speeds of 160 miles per hour. The project is, however, dependent on Government approval, since it would require an estimated capital expenditure of about $15 million.

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Q4 may be run by computer

THE NEW CUNARD 58,000 ton liner Q4 now under construction may go to sea with a computer on board. Talks are taking place with computer firms about an installation which would take over much of the huge volume of administrative and clerical work that accumulates in a ship of this size. It may also be extended to victualling, engine room control and even navigation.

LIFERAFTS and survival at sea

DURING THE LAST WAR some 26,000 airmen of the allied air forces were saved by the use of inflatable rubber liferafts. Since that time vast improvements have been made in materials, design and manufacture. The British government introduced inflatable liferafts as a requirement of home trade ships in 1958 and one of the most important features of the 1960 Convention for the Safety of Life at Sea (SOLAS) which came into force in May 1965 (after 16 nations had ratified the Convention) was the introduction of inflatable liferafts in both passenger and cargo ships in addition to lifeboats.

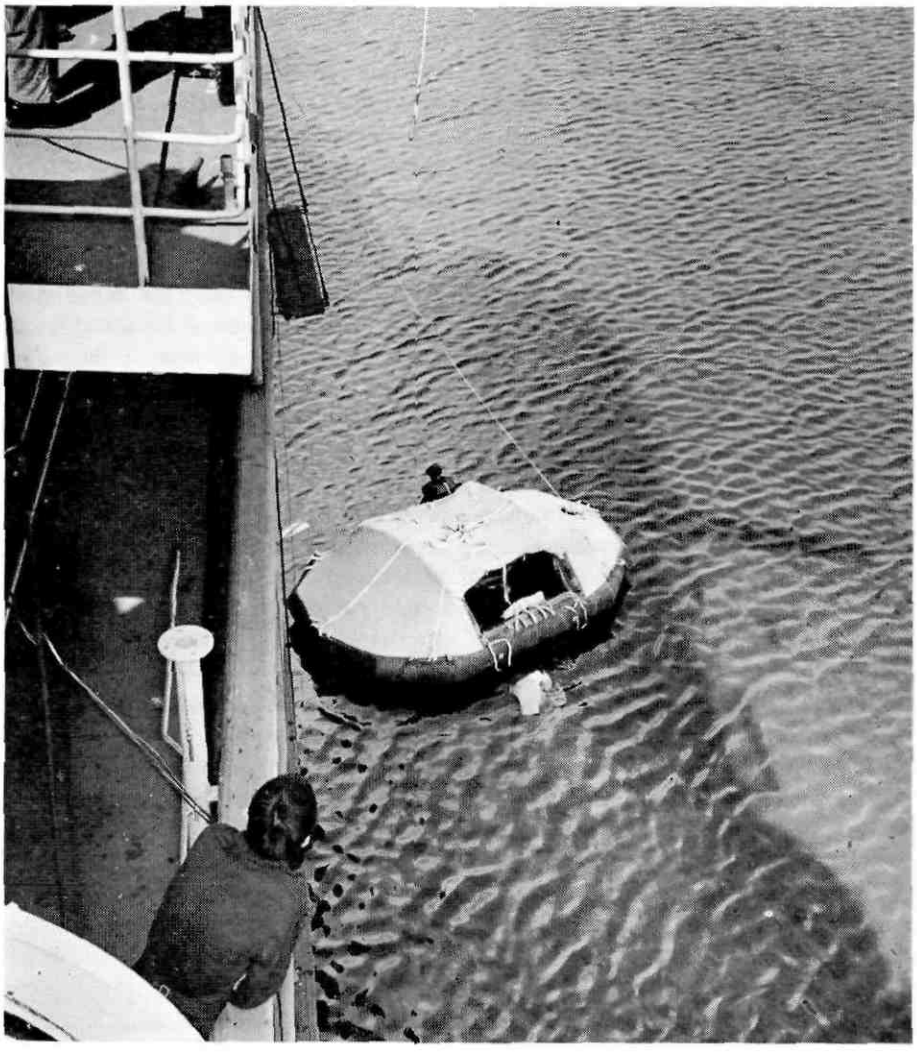
Why have marine inflatable liferafts received so much attention? What are their advantages and disadvantages? We shall try to set out the facts.

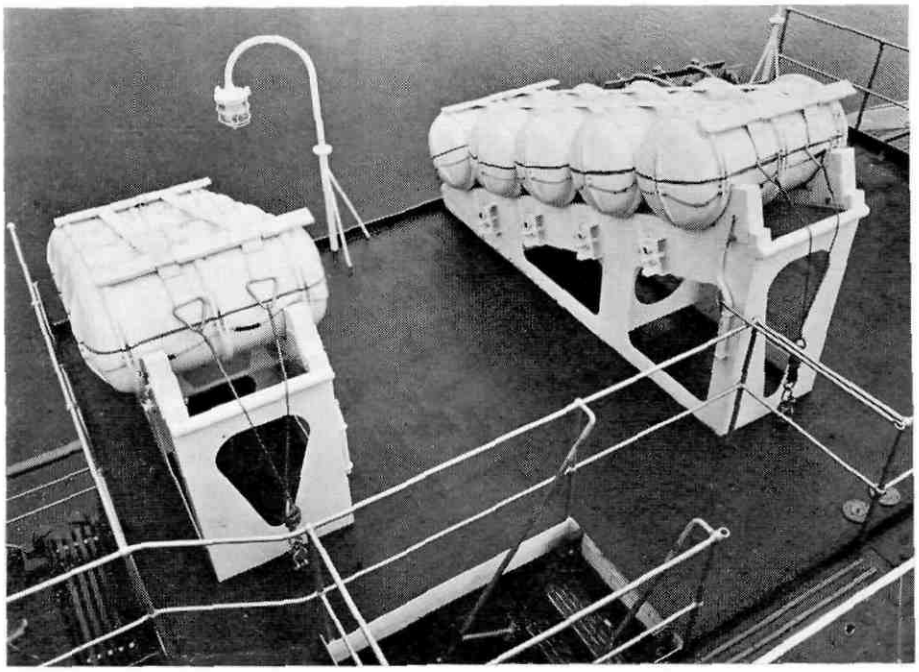
The Inter-governmental Maritime Consultative Organization (IMCO), a specialist organ of the United Nations with headquarters in London, acts as a watchdog on the international level, assessing progress and making proposals for more effective international co-operation in the field of maritime safety. The 1960 IMCO SOLAS Convention studied the performance of inflatable liferafts in marine casualities and found 'they have life-saving capabilities not found in existing equipment.'

The performance record of inflatable liferafts shows that they have been launched under conditions where it would have been impossible to launch conventional lifeboats or where the greater drafts of the latter would have caused grounding. Covered liferafts (providing room for 4 to 25 persons) give protection and insulation from the weather and thus considerably reduce the risk of survivors dying from exposure.

Even if not manned, liferafts will hold the sea in a high wind and rough seas; they can be launched very easily, either thrown over the side or lowered with their occupants, depending on conditions. This versatility is particularly valuable when a vessel has a heavy list, for very often only lifeboats on the lower or listing side are available for performing their life saving function. It should be noted in this connexion that the British Merchant Shipping (Life-Saving Appliances) Rules 1965 state: 'to facilitate the launching of lifeboats against a list of 15 degrees, skates or other suitable means shall be provided for any lifeboat stowed under davits . .' Skates would no doubt include the excellent launching system devised for conventional lifeboats by a member of the French Merchant Marine Academy in 1960 by which a loaded lifeboat could be lowered down the higher side of a listing ship, by means of roller wheels on a supporting carriage or

Davit launched liferaft just after boarding and launching of raft from The Union Steamship Company of New Zealand's vessel WAHINE.





Beaufort liferafts in glassfibre containers on ramps of the British Railways vessel SARNIA. Note the small space occupied by lifesaving appliances for a total of 225 persons.

truck, with resilient tyres engaging the side of the ship's hull.

In very rough seas a lifeboat may be smashed against the side of a vessel, when lowered, injuring the occupants and possibly rendering the lifeboat useless. Liferafts, however, can be thrown into the sea and take about 30 seconds to inflate automatically. They can be handled easily by passengers and crew personnel alike, and, though they lack means of propulsion, occupants will not exhaust themselves rowing.

Raft pressure is usually around 2 lbs per square inch depending on design and manufacture; thus repairs — in the form of patches — can easily be applied without appreciable deflation. The carriage of liferafts aboard ship results in the reduction of the lifesaving crews required — an all important factor with an inexperienced crew — and also provides more space for crew and passengers on the ship itself.

On large vessels, especially where the bridge and lifeboats are all aft, there is a danger that men working on the forecastle may be stranded if the vessel is cut in half. This has actually happened at sea, particularly to persons on lookout. An inflatable liferaft, stowed on the forecastle deck, would provide the only means of escape.

Another advantage of liferafts is that they require little or no handling drill such as a lifeboat needs.

During the last war many seafarers and airmen died from exposure in open lifeboats rather than from a lack of food and water. In this respect a liferaft's canopy offers enormous advantages over the open lifeboat.

As for the emergency pack content inside a liferaft, this includes such items as first aid outfit, a solar still (which works automatically and requires no fuel), drinking water, rations in sugar form, pyrotechnic rockets, torch and spare cells, fishing kit, radio aids, shark repellent and even a pack of cards!

Liferafts, like everything else, do have their disadvantages. For example only effectively insulated steel lifeboats can afford real protection to a crew in burning oil. Although materials used in liferaft construction have a very high resistance to heat, the occupants are liable to be suffocated before the raft itself catches fire. In particular tanker lifeboats must be of non-inflammable materials and with a speed of at least six knots to enable them to pass through an area of fire quickly. Further there is a need for an effective water-spray to cool the lifeboats to the maximum extent possible and the means to protect the occupants against fire, high temperatures and smoke. Such conditions, of course, are liable to occur with a burning tanker where oil has spread over the sea and caught fire. If the vessel has stopped it is essential that lifeboats can get away rapidly from the fire area. To launch a liferaft under such conditions would be jumping out of the frying pan into the fire. These essential features of lifeboat construction were recognised at the IMCO SOLAS Conference of 1960 and clearly outlined as a requirement of lifeboats in the SOLAS Convention.

To sum up, both liferafts and lifeboats have their distinct advantages. They are both essential for the full protection of those who sail the sea. All vessels, irrespective of nationality, should have their fair quota of both. The 1960 Convention took five years to implement. It is a tragedy — that will be paid for in human lives — that this Convention cannot be rigidly enforced on a world-wide basis. For Governments to ratify a Convention is one thing; to implement it is another. It therefore rests with maritime unions to ensure that their members have adequate life saving equipment on all vessels, for in this business human life is at stake.

Some hints on Survival at Sea

1. No healthy man should be issued with a water ration for at least 24 hours after entering the liferaft; the reason being that a healthy man has a full water content; if water is given it soon passes away as excess fluid in the urine.

2. If deprived of water for 24 hours the body becomes slightly dehydrated and a daily water allowance afterwards is not wasted in urine.

3. The body contains about 70 pints of water. To generalize, life cannot be maintained on less than 44 pints. A man lying at rest and not sweating is constantly losing water through the skin (something quite different from sweating) and also loses

Vice-President Mel Barisic (NMU of America) inspecting an inflatable covered liferaft. In 1964 NMU negotiated for, and obtained, compulsory carriage of inflatable liferafts on all NMU contract vessels.

water every time he breathes, passes urine or opens his bowels. Under these conditions a man loses $1\frac{3}{4}$ pints of water a day when he has taken neither food nor drink. It follows, therefore, that such a man should survive for about a fortnight since he loses something like 26 pints in that period. When sweating takes place, however, this loss may occur in 24 hours. Thus it is essential, particularly in the tropics, to prevent sweating. If exposed, clothes should be soaked in sea water and survivors should at all costs avoid unnecessary exertion. Bathing over the side should be discouraged as this causes an increase in internal heat and eventually body fluid exaporation through the skin.

4. As tropical nights can be quite cold, clothing which has been soaked in sea water during the day should be allowed to dry out by sunset.

5. Never, under any circumstances, drink seawater, or absorb it through the skin or rectal passage as such action can be disastrous.

6. Remember that a man can survive for long periods without food provided he has enough to drink. Individuals vary, but 35 to 40 days would not be exceptional. When a man is starving he feeds on his own flesh, and it has been found that if an otherwise starving man is given some sugar the body does not attack its own protein so much. By giving sugar about a third of a pint of body water is conserved, and it is for this reason that modern survival rations are largely in the form of sugar.

7. Finally, although the significance of loss of morale cannot be stated statistically, good leadership, encouragement and the maintenance of reasoned optimism are likely to be the factors of most importance in the survival of any liferaft's or lifeboat's crew.

Free housing for US seamen?

IN AN ARTICLE IN THE *NMU Pilot*, magazine of the US National Maritime Union, President Joe Curran has suggested that the union might invest money which has built up in its pension funds to provide rent-free housing for union members. The investment would be repaid through collective bargaining gains.

Curran writes: 'What kind of houses would we build? They would vary according to the location. In and around the large port cities, emphasis would be on apartment buildings. In smaller communities, it might be a development of one-family houses. The style, construction and total concept would be based on consideration of what seamen and their families need and want . . . Health, safety and satisfaction would be prime considerations. Schools, playgrounds, centres for athletic and social activity and other recreational facilities would be provided. The seamen's need for the sight of sky and a bit of green would get full consideration.

'For most seamen, even with the advances we have made, the opportunities for decent housing are limited. Whether because of the uncertainty of their jobs, the kind of housing available in the ports they live in and work out of, the prejudice of banks toward travelling men or discrimination of many kinds, our economic progress has not often been reflected in quality housing for the seaman and his family. This is particularly important now that some seven of every ten seamen are family men. The NMU would provide a superior quality of housing and superior environment. And it would certainly provide peace of mind such as few workers in any industry are able to achieve in their lifetime. It would give a greater incentive to seamen to stay with the industry. This is all part of the proper reward for seamen for their skills, loyalty and the importance of their work to the country. Not only our members, but the industry, the communities and the nation would gain from the higher morale and increased incentive this would give seamen.'

Above left: *Lima's new airport, inaugurated recently by President Belaúnde Terry, is a sign of the progress underway in Peru.* Above right: *This year's May Day rally in San Martin Square, Lima. Jack Otero, former ITF Regional Director in Latin America, is in the front row along with Peruvian Trade Union Confederation (CTP) and ORIT officials.* Below: *CTP General Secretary, Julio Cruzado, addresses the May Day gathering in San Martin Square.*

Progress in Peru

PERU IS A PLACE where rapid changes are taking place. One of the developing countries of Latin America, numbering some of the poorest people of the subcontinent amongst its inhabitants, Peru is showing the world how to set about the task of building a new and better nation. The economic and industrial progress of this Andean republic is impressive. Science and technology have made a perceptible impact on the country's development over recent years: new factories and business establishments have appeared everywhere and have changed the face of Peru's towns and cities.

Organized labour views this development favourably but it is at the same time worthwhile for Peruvian workers to look more closely at their country's progress. Without their participation advances would not have been possible. The question arises whether the economic and social progress of the workers of Peru has kept pace with the nation's material development.

It is an essential condition of economic and industrial development that the working man, whose labour is a necessary part of it, should share in the benefits it yields. It is for the Government to ensure that his rights are safeguarded.

The Peruvian trade unions, united within the CTP (Peruvian Trade Union Confederation) are doing a first class job in defending the interests of Peru's workers, and the CTP and its affiliated unions can be depended upon to ensure that the workers share the benefits of their country's economic progress.

Round the world of labour

Flats for Finnish seafarers

MONEY FROM THE FINNISH Seamen's Pension Fund, which has been established for ten years, has built four blocks of flats for seafarers in Helsinki and one at Mariehamn. Two more are to be built in Helsinki and one each at Mariehamn and Hamina. The seafarers, who pay low rents for all these flats, contribute four per cent of their wages to the fund, with the shipowners paying in an equal amount. Officers are eligible to receive a pension at age 65, and ratings at age 60. However, if a rating has made 300 monthly contributions he may retire at 55 years. Seafarers receive a pension equivalent to 50% of their wages, but this is increased by one per cent for every month of service after the age at which full pension rights would have been acquired. In case of incapacitating sickness or accident a seafarer is entitled to pension as if he had reached pensionable age, and in case of death the family of the deceased is entitled to receive a pension.

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US railwaymen's grievance procedure improved

THE US CONGRESS HAS passed an amendment to the Railway Labour Act which will make final and binding all decisions of local railway adjustment boards on grievances concerning wages, hours and work rules. Under former procedures an employee who lost a grievance involving money had no further appeal. But if the worker won a money award, management could appeal in the courts.

The new legislation also means that a special adjustment board can be appointed at the request of either party to a grievance. Previously both parties had to agree, and the result was long delays in overburdened adjustment boards. Railway workers sometimes had to wait more than 10 years for decisions on their claims.

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Medicare goes into action

ON 1 JULY THE US programme giving elderly people help in paying for hospital care and medical attention came into effect. Known as 'medicare,' this legislation was enacted last year after years of pressure. The benefits, which apply to men and women over 65, are divided into two sections; the basic plan which covers hospital and related costs; and the voluntary supplementary plan which helps pay for certain doctors' and dentists' services, home nursing services, etc.

Contributions to finance the plan started on 1 January; at present they are at the rate of ·35% of annual earnings contributed by the employee and an equal amount from the employer. The rate will rise gradually to a maximum of ·85% in 1987. The supplementary plan costs $3 per month, beginning 1 July, with the Federal Government paying a similar amount.

A complicated formula has been devised to work out the amount due to hospitals for each service that they provide; amounts vary not only from community to community but also from hospital to hospital. Doctors are entitled to 'reasonable' fees; an intermediary in each area works out the customary charges within that community. To qualify for federal funds hospitals must meet standards set by the Social Security administration and also the non-segregation requirements laid down in the Civil Rights Act of 1964. Over 80% of hospitals had qualified by the time the act came into effect, most of those which had not being in the South.

Railwaymen's demonstration in Switzerland

FIVE THOUSAND RAILWAYMEN and other state employees took part in this demonstration recently in Lausanne, Switzerland. They were protesting over the Swiss Government's decision to postpone the introduction of the 44-hour week on the railways, and in other state-run undertakings, until 1969. The railwaymen are insisting that the 44-hour week be introduced in 1967 at the latest. Demonstrations, called by the Federation of Public Service Workers' Unions, which includes the ITF-affiliated Swiss Railwaymen's and Public Service Workers' Unions, also took place in four other centres.

News from the Regions

Uruguayan Transport Workers' form Confederation

THE URUGUAYAN TRANSPORT workers' organizations, with the assistance of the ITF's Latin American Regional Office, have set up a Confederation. This event was the outcome of careful preparatory work leading up to a conference earlier this year attended by leaders of a number of Uruguayan transport unions and presided over by Jack Otero, still at that time ITF Regional Director for Latin America, at which it was decided to hold a national transport workers' congress to set up the Confederation.

At an early stage in their preparations for the congress the organizations involved called for ITF assistance. Medardo Gomero, ITF Zonal Representative, travelled to Montevideo to discuss matters relating to the establishment of the proposed Confederation with the union leaders concerned. An Organizing Committee had been appointed to spell out the proposal in detail for submission to the congress.

The Constitutional Congress of the Uruguayan Transport Workers' Confederation (CUTT) was attended by delegates from some twenty port workers', seafarers' and road transport workers' organizations. A fraternal delegation from Argentina, where a Transport Workers' Confederation has been in existence fo some years, also attended. The Congress adopted a number of resolutions laying down the Confederation's programme of action.

Among the CUTT's main tasks will be to help the various workers' groups in the transport industry consolidate their strength and increase their influence and to coordinate Uruguayan transport workers' demands for improvements in wages and working conditions, social security benefits, security of employment and representation in the administrative bodies of the various transport undertakings.

One of the resolutions offered a word of thanks to the ITF for its help, through the Regional Office in Lima, in setting up the Uruguayan Transport Workers' Confederation in particular, and for the valuable work it has been doing in Latin America in general. The resolution pays special tribute to Jack Otero, who left the ITF at the end of last June, for his skilful direction of the ITF's activities in the Region.

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Union reply to reckless driving charge

E.O.A. ODEYEMI, GENERAL Secretary of the Nigerian Motor Drivers' Union, one of the four which recently formed a road transport workers' federation, has blamed profit-greedy and negligent vehicle owners for the 'irresponsible behaviour' of his members on the roads of Nigeria. He was replying to criticism of his members' driving standards made by a senior official of the Nigerian police. Odeyemi pointed out that drivers did not get a fixed wage but hired their lorries from owners for £10 a day. The owners failed to keep their vehicles properly maintained and were only concerned about getting their money. The driver, on the other hand, often had a hard time finding enough customers and making enough trips to cover the £10 hiring fee, let alone squeezing a living for himself out of the job. Many drivers worked 18 hours a day, and under such conditions it was hardly surprising that the standard of driving was low.

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Nigerian road unions combine

Four road transport workers' organizations in Nigeria have joined forces to form the 'Federation of Nigerian Road Transport Workers' Unions'. The four unions, with a combined membership of 5,000, are: the Amalgamated Union of Lagos Municipal Bus Workers, the Nigerian Motor Drivers and Allied Transport Workers' Union — both affiliated to the ITF, the Federal Taxi Drivers' Union and the Colony Taxi Drivers' Union.

The ITF recently donated a new typewriter to the Nigerian Ports Authority Clerical Workers' Union. In the picture Emile Laflamme, (third from left) ITF Representative for Africa, hands over this sorely needed item of office equipment to the union's General Secretary, E. Ejit-Agwu (second from left).

A flight engineer looks at the *CONCORDE*

WITHIN A VERY FEW years' time now it must be expected that the world's airline routes will be dominated by the gradual introduction of the supersonic air transport. One of the best-publicized SST projects is, of course, the Concorde, which is being jointly undertaken by the British Aircraft Corporation (BAC) and France's Sud Aviation. Earlier this year, Jack A. Wahle, Air Safety and Engineering Director of the ITF-affiliated US Flight Engineers' International Association, had the opportunity of visiting both the British and French ends of the project and of discussing the Concorde's design and operating characteristics with the technicians engaged on its development. In arranging these visits, Wahle was helped by both Douglas Tennant and Pierre Bigonneau of the ITF-affiliated Merchant Navy & Airline Officers' Association and SNOMAC respectively.
As a result of his on-the-spot studies, Wahle has now produced a detailed analysis of the Concorde looked at from the viewpoint of flight engineer qualifications, work-load and training. In view of the very great interest of this report, not only to flight engineers but to other flight crew members as well, we are reproducing it here in very slightly abbreviated form.

On Friday, 14 January 1966, I was afforded the opportunity of visiting the British Aircraft Corporation facilities at Filton, where I received an excellent, comprehensive briefing on the Concorde SST project, including an inspection of the mock-ups and of production in progress. On the following Monday I visited Sud Aviation at Toulouse, France and participated in a similar briefing more specifically concerned with systems conception.

This report constitutes my analysis of the Concorde project and its components systems from the standpoint of Flight Engineer qualifications, work-load, and training requirements. For purposes of comparison, the Boeing B-707 is used as a datum. All estimates of complexity, qualifications, work-load and training requirements relate to present, *adequate*, 707 standards as unity. For example, a work-load factor of 1.5 for the fuel system means that the Concorde will require 50% more attention and manipulation than the 707 under similar operating conditions. Where applicable, work-load in abnormal conditions is included below a slant line. Thus 1.0/1.2 means that normal work-load is equal, but under emergency conditions this Concorde work-load will be 20% greater.

Summary :

System	Complexity	Qualifications	Work-load	Training
Structures	1.0	1.0	1.0	1.0
Landing Gear	1.0	1.0	1.0	1.0
Nose Geometry*	1.0	1.0	1.0	1.0
Interior Furnishings	1.0	1.0	0.7	1.0
Flight Deck	N.A.	N.A.	N.A.	N.A.
Flight Controls	2.5	1.1	1.0	1.8
Hydraulics	1.8	1.0	1.0/1.5	1.8
Electrical	1.0	1.0	1.0/1.1	1.0
Electronics and Navigation	1.8	1.2	1.0/1.8	1.5
Fuel	2.0	1.2	1.5	1.8
Environmental Control	2.2	1.0	1.1	1.5
Oxygen	1.0	1.0	1.0	1.0
Ice and Rain Protection	1.0	1.0	1.0	1.0
Powerplant	2.0	2.0	1.5	2.5
Overall	2.0	1.1	1.05/1.2	1.5

* Nose Geometry is compared with 707 Speed brakes.

Conclusions :

Transition to the Concorde will present no serious problems for presently qualified jet Flight Engineers. Substantially less than a ten per cent rate of attrition should be anticipated.

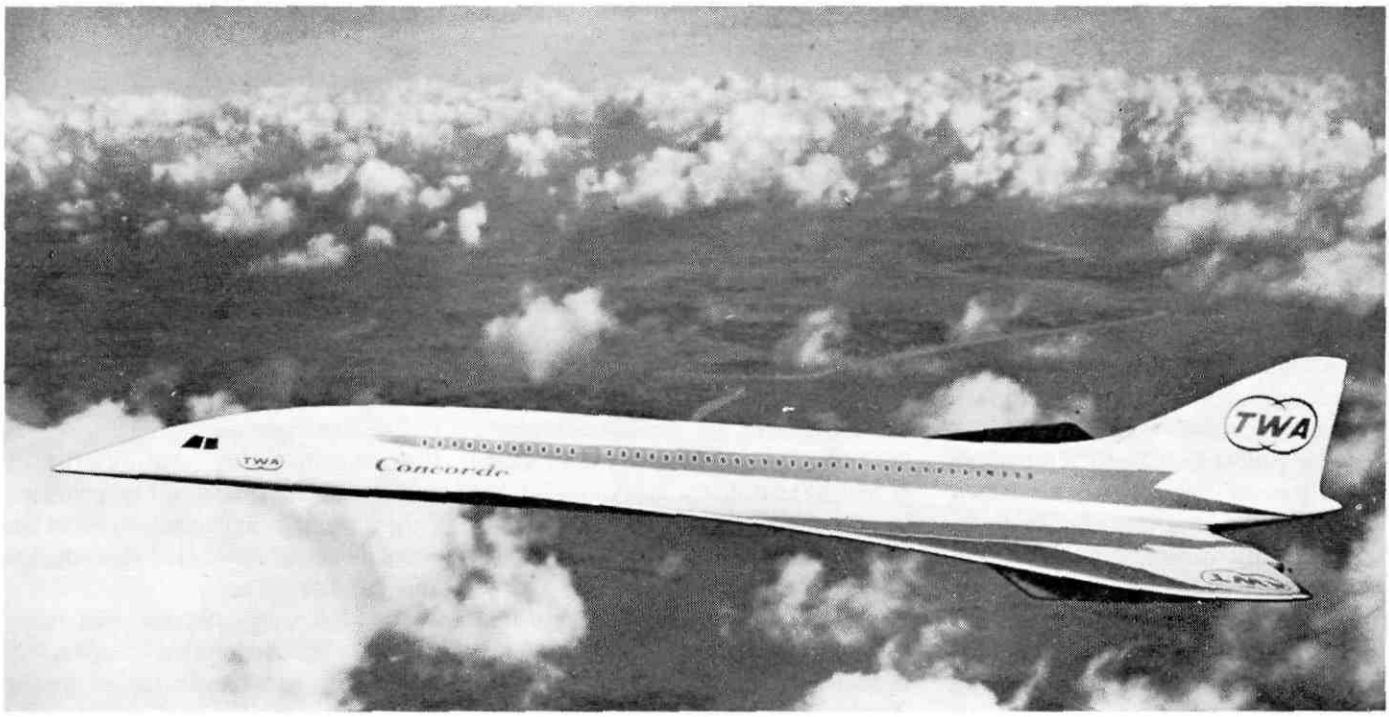
The Concorde Flight Engineer will be faced with a very slight increase in normal work-load over that to which he is accustomed on present generation jets, given a reasonable period in which to familiarize himself and work out his individual techniques. Under emergency conditions, I would expect the work-load to be some twenty per cent greater than under similar conditions on subsonic jets.

On the other hand, training requirements, particularly in the areas of flight control, hydraulics, electronics and navigation, fuel, environmental control and power plant, will be significantly more rigorous. We should insist on no less than fifty per cent more training than present *adequate*, not minimum, standards.

Discussion :

1. General

The most significant factor which informs the design of the Concorde is the selection of a cruise Mach Number of 2.2 and an associated flight level of 65,000 feet. These relatively modest design objectives permit a series of solutions which are well within established state of the art. Consequently, the Concorde, in basic conception, configuration and systems design is a natural and logical extension of well-tried and proven air transport technology.



Because the objectives have been tempered by a realistic view of what is certainly possible today, rather than what might be possible tomorrow, it is highly probable that these objectives will, in fact, be met without serious compromise in the areas of safety, reliability and economy.

From the standpoint of the Flight Engineer, the Concorde will present only one or two wholly new problems, involving an elementary understanding of such high speed aerodynamic phenomena as shock wave propagation and flow separation. All other phases of the Flight Engineer function will differ only in degree, not in kind, from the same phases as they presently exist on subsonic jet transports. As a consequence, Flight Engineer qualifications and work-load will not differ substantially from those we know today; while training requirements will be increased somewhat.

The balance of this report will be devoted to a system by system discussion of the Concorde, and an evaluation of complexity, Flight Engineer qualifications, work-loads and training requirements; comparing them to present requirements on the Boeing 707 type subsonic jet.

II. Systems

A. Structure

The major portion of the structure is composed of a heat-resistant, aluminium, copper and silicon alloy, with some steel or titanium used in engine bays, firewalls and elevons. The mode of construction is quite conventional except that truss type beams are used extensively to alleviate thermal stress problems. Wing skin panels are fully machined with integral stiffening.

Design load factors and strength margins, considering thermal stress and fatigue, are equal to or better than current standards.

The Flight Engineer's major concern with structure will occur during the preflight inspection. There should be no change in qualification, work-load or training required in this area.

Complexity	...	1.0
Qualifications	...	1.0
Work-load	...	1.0
Training	...	1.0

B. Landing Gear

The landing gear, including a retractable tail skid, is conventional in all respects. Normal and emergency operation is hydraulic. In addition, mechanical means to extend the gear by free fall are provided. No change in qualifications, work-load or training will be required.

Complexity	...	1.0
Qualifications	...	1.0
Work-load	...	1.0
Training	...	1.0

C. Nose Geometry

One significant innovation on the SST as compared to the subsonic transport is the provision for a variable geometry nose fairing. It provides a low drag shape for supersonic cruise and droops to give adequate visibility in the subsonic regimes.

The Concorde solution is made up of two parts: A retracting windshield visor; and a forward nose fairing, both hydraulically operated and mutually articulated to provide three basic configurations. These are: Supersonic cruise — nose fairing and visor both up. Subsonic cruise — nose fairing up and visor down. Taxi-ing, take-off, approach and landing — nose fairing and visor both down.

There has been much discussion — and, to my mind, much unnecessary wringing of hands over the consequences of failure of the visor and/or nose fairing to operate properly.

Examining the structural and hydraulic problems involved, I should estimate that the likelihood of failure is of the same order as that of failure of the wing flaps on present generation aircraft. That is: remote, but possible. So let's take a look at the consequences. Failure of either nose or visor to raise to the supersonic position poses no serious problem. Clearly, the flight could proceed subsonically or return. Failure of the nose to droop (with the visor already down) would seriously restrict approach visibility. From the fifty foot approach obstacle clearance point, the pilot will see only the left side of the far end of the runway. (He may see a bit more of the runway if he raises his eye level above the design eye position.) Under these conditions a visual landing will be possible but marginally difficult. If the visor fails to drop, a visual landing will be impossible. However, it is expected that the aircraft will have regular zero visibility landing capability; and will most certainly have emergency zero visibility capability, so no real safety problem exists.

Since the 707 has no similar system, a qualification, work-load or training factor — as such — is meaningless. However, I would say that a comparison with the 707 Speed Brake System (which the Concorde does not have) is germane. I estimate each factor at unity.

Complexity	...	...	1.0
Qualifications		...	1.0
Work-load	...	...	1.0
Training	...	...	1.0

D. Interior Arrangement

The interior will be longer and narrower, with rather less galley equipment than we are accustomed to. Otherwise, there is not much difference from our standpoint.

Complexity	...	...	1.0
Qualifications		...	1.0
Work-load	...	...	1.0
Training	...	...	1.0

E. Flight Deck

The flight deck has been laid out according to sound principles of design. It conforms to, or exceeds, SAE standards in all important respects. The only serious deficiency is one of available cross sectional dimension which is an inevitable consequence of supersonic aerodynamics. In my opinion, the designers did an excellent job in utilizing every lateral millimetre possible.

Since the flight deck is the focus of most of the systems of concern to the Flight Engineer, any attempt to evaluate the flight deck, *per se*, in terms of qualifications, work-load or training would be meaningless. Instead, we will proceed, system by system.

F. Flight Controls

The flight control surfaces consist of two rudder sections and six elevon sections. Each section, individually, is electrically signalled (with emergency mechanical override provision) and hydraulically operated. The pilot's controls consist of a ram's head yoke (sort of a cross between a stick and a wheel) and conventional rudder pedals. These are coupled to the trim, artificial feel and servo-control channels. Since the surfaces are operated by irreversible hydraulic actuators, artificial feel as a function of surface position modulated by air data information, is fed back to the yoke and pedals hydraulically.

Each servo-control unit may be signalled by one of two independent electric signalling channels or, in emergency, by a cable operated mechanical channel. Its power output side is composed of two independent hydraulic actuators, each coupled to a different hydraulic system, and each capable of being 'taken over' by a third, standby, emergency hydraulic system.

Control system inputs are: Manual; Autopilot — including auto throttles; three axis stability augmentation; mach trim; and various possibilities for navigational inputs.

From our flight engineering standpoint, work-load under normal conditions will not be significantly changed. However, the complexity of the system, and the options presented by various failure modes, indicate that the qualifications and training factors will be somewhat greater than unity.

Complexity	...	...	2.5
Qualifications		...	1.0
Work-load	...	...	1.0
Training	...	...	1.8

G. Hydraulics

Because some of the hydraulically operated components are continuously essential to safe flight, the Concorde has three separate and independent hydraulic systems; two main systems, plus a standby emergency system. The hydraulic operating pressure is 4,000 p.s.i., and fuel cooling is provided. Otherwise the individual systems involve no departure in kind from present and familiar systems.

The following systems and components are hydraulically operated: Flight controls and artificial feel system; fuel transfer pumps in the aft transfer tank; air induction control system; ventral door; windshield visor and droop nose; landing gear; tail skid; brakes and steering.

Complexity	...	...	1.8
Qualifications		...	1.0
Work-load	...	...	1.0/1.5
Training	...	...	1.8

H. Electric Power

The Concorde electrical system is split into two physically and electrically separated systems because continuity of supply is vital to safety in the fuel supply, fuel trim, and flight control systems. Each of the two sub-systems is fed by two conventional alternators, engine driven through Sundstrand constant speed drives. The balance of the a.c. and d.c. power distribution systems will be perfectly familiar to jet-qualified Flight Engineers.

In the event that a combination of failures renders one entire sub-system inoperative, its essential loads may be fed by a single phase, static inverter powered from the d.c. bus of the operating sub-system.

In the event of a four-engine flame-out, engines number two and four are each fitted with a self-contained gas turbine starter which may be de-coupled from the engine proper and used to

drive the accessory gear box, thus providing essential electric power.

Complexity	...	...	1.0
Qualifications		...	1.0
Work-load	...	...	1.0/1.1
Training	...	...	1.0

I. Electronics and Navigation

The design objectives of fully automated navigation and all-weather take-off and landing capability will require electronic equipment of considerably greater complexity and sophistication, and with a higher degree of redundancy than is required on present generation jets.

The basic Concorde navigation system is composed of:

Two self-monitoring inertial platforms.
Two digital navigation computers with self-monitoring features.
Two VOR/ILS systems.
Two DMEs.
Two Radio Altimeters.
One Marker receiver.
One weather radar.

There are two optional basic autopilot systems: either two self-monitored autopilots with automatic changeover, two auto throttle systems, and one flight director computer; or one autopilot, two auto throttle systems, and two flight director computers.

The autopilot functions and the flight director information channels are identical. They are:

Attitude hold.
Attitude selection and hold.
Mach number hold.
Airspeed hold.
Vertical speed selection and hold.
Glide slope coupling and landing flare control.
Profile guidance for 'missed approach'.
Heading selection, capture and hold.
Track selection, capture and hold.
VOR or inertial navigation coupling.
Localizer capture and coupling.
Guidance through landing and roll-out.

In addition, it is expected that means will be provided to permit the autopilot/flight director to fly pre-computed flight profiles.

Besides these basic electronics, there is provision for a variety of customer options.

At present, there are no significant changes in communications equipment over that now used in international air transportation.

Complexity	...	...	1.8
Qualifications		...	1.2
Work-load	...	...	1.0/1.8
Training	...	...	1.5

J. Fuel

The fuel system is one of the few areas where the Concorde design departs significantly from old and familiar technology. This is because the fuel is used for other things besides propulsion energy. It is shuttled fore and aft to provide c.g. (centre of gravity) control as the aerodynamic centre shifts during the transonic regimes. It is used as a heat sink for the air conditioning, hydraulic, CSD oil and engine oil systems.

The first and most obvious departure from present practice is in the multiplicity of tanks. There are sixteen tanks in all, arranged in three groups as follows: Four collector tanks, one for each engine; eight main transfer tanks, and four trim transfer tanks. The tank usage sequence is such that during normal operation, including refuelling, no more than two tanks in the main transfer and collector groups are ever partially full. The others are either full or empty. Among other things, this makes fuel remaining calculations a simple and unambiguous process. It also minimizes c.g. shifts due to fuel sloshing — a problem in relatively flat, shallow tanks — and alleviates thermal problems associated with high skin temperatures and partially full tanks.

The main transfer tank usage sequence is maintained automatically by a series of float servo valves in the collector tanks. All the flight engineer has to do is switch the appropriate pumps on or off. (He has to remember to turn the pumps on, but nothing much happens if he forgets to turn them off right away.)

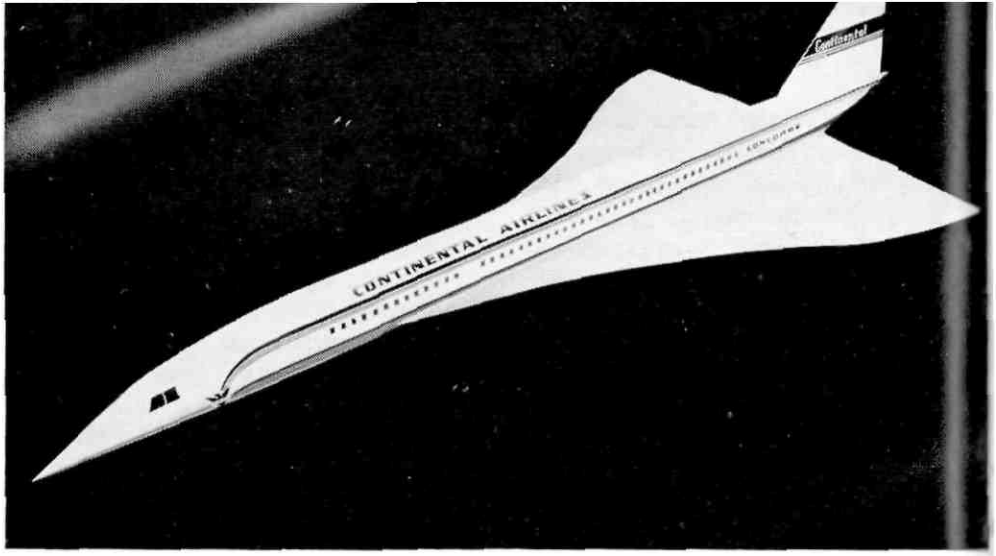
The second departure from familiar practice is in the trim transfer system. This consists of the three foremost tanks and one tank in the aft fuselage with interconnecting plumbing, pumps and valves.

Before supersonic flight, the forward trim tanks will be full, the aft trim tank empty, or in any case not over half full. The c.g. will be close to 52% chord. As the aircraft accelerates into the transonic region, rearward transfer from number one tank (forward) to number ten tank (aft) will be initiated, and the c.g. will move aft to 55.7%. At or about Mach 1.8, the second stage acceleration transfer will be started from the front trim tanks to the aft trim tank, and simultaneously to the main transfer system to bring the c.g. further aft to the supersonic cruise position of 57%.

At the end of supersonic cruise, the forward transfer operation, returning the c.g. to its subsonic position, is achieved by transferring fuel from number ten trim tank, first to number one trim tank, then to the main tank system.

It is my understanding that the aircraft has sufficient aerodynamic trim capability to accommodate failure of the trim transfer system to move the c.g. aft, but at a high price in trim drag. On the other hand, I gather that failure of the trim transfer system to move the c.g. forward would produce rather more serious stability problems in the subsonic regimes. Consequently, the system has been designed with a very high degree of redundancy and reliability, including the provision of hydraulically powered forward trim transfer pumps to cater for the four-engine-out condition where windmilling engines would be expected to operate the hydraulic pumps but not the alternators.

In conjunction with the trim transfer system, a c.g. indicator is provided. This unit accepts a manually set zero fuel c.g., plus inputs from the fuel quantity system, integrates them, and presents a c.g. readout. A cross check of c.g. position as a function of aerodynamic centre is provided by referring to eleven position indicators on the forward centre instrument panel.



Because of the high fuel temperatures associated with supersonic flight (up to 200°C. is anticipated), any interruption of tank (boost) pump pressure, for example due to negative $-g$ conditions, will immediately result in boiling at the engine pump inlet and complete failure of that pump's flow with consequent flame-out. To meet this problem, Concorde has installed a five gallon accumulator in each collector tank, downstream of the boost pumps, which is pressurized by engine bleed air.

Another consequence of the high altitude, high temperature boiling problem is the need for rather more sophistication in the tank venting system. In addition to the vent functions with which we are familiar, the Concorde has provision for tank pressurization at high altitudes. This uses engine bleed air to maintain tank pressures of at least 2.2 p.s.i., and therefore requires that the vent system overboard valves and pressure supply valves be servo-controlled with signals from an air data system.

Complexity	2.0
Qualifications ...	1.2
Work-load	1.5
Training	1.8

K. Environmental Control

The selection of design objectives of Mach 2.2 at some 65,000 feet has resulted in an ambient environment of only moderate severity. Consequently, conventional techniques provide satisfactory design solutions for the environmental control problems.

The source of air is high pressure bleed from engines two, three and four. Each of these engines supplies its bleed air to a separate and independent air conditioning system composed of an ozone converter, a primary air to air heat exchanger, a radioactive particles filter (it is expected that prototype flying will establish the required capabilities of the anti-ozone and anti-radiation units), and an air cycle machine using a secondary air-to-air heat exchanger and a controlled bypass air to fuel heat exchanger.

The system supplied by number two engine ventilates the flight deck, number three supplies the forward cabin, and number four supplies the aft cabin. All three supplies pass through a crossover manifold to provide for balanced distribution should one or two of the independent systems fail.

In the event of a two system failure, a minimum fresh air supply of 9.5 lb. minute per person will be maintained by the one remaining system.

The pressurization system has a 10.7 p.s.i. differential capacity. (6,600 feet cabin altitude at 65,00 feet airplane altitude.) Otherwise the system is perfectly conventional and familiar.

Complexity ... ... (Based on Concorde maintenance cost estimates.)	2.2
Qualifications ...	1.0
Work-load	1.1
Training	1.5

L. Oxygen

Other than capacity, which has not yet been finally established, the oxygen systems are conventional and familiar.

Complexity	1.0
Qualifications ...	1.0
Work-load	1.0
Training	1.0

M. Ice and Rain Protection

In order to prevent damage to engines due to ice ingestion while loading at subsonic speeds, the engine air intakes and wing leading edges forward of the engines are electrically de-iced. The intake ramps, nose bullets and inlet guide vanes are anti-iced by engine bleed air. Air data probes, windshields and flight deck windows are electrically heated. Electric windshields, wipers, and a rain repellent system are provided. All of the ice and rain protection systems are conventional and familiar.

Complexity	1.0
Qualifications ...	1.0
Work-load	1.0
Training	1.0

N. Power Plant

The Concorde is powered by four Bristol Siddeley / SNECMA Olympus 593B twin spool axial flow turbojet engines. This engine develops a rated sea level static thrust of 35,080 pounds. An afterburner provides approximately 10% thrust augmentation for take-off (and possibly for transonic acceleration). It is equipped with conventional clam shell thrust reversers, a pneumatically operated convergent primary exhaust nozzle and a free floating divergent secondary nozzle incorporating noise suppression.

In supersonic flight, inlet air is compressed and decelerated to subsonic speed by variable geometry intake ducts. Movable ramps in the duct ceiling, and an auxiliary door in the floor, are hydraulically controlled in accordance with air data signals to position the inlet shock waves for proper engine operation.

Since monitoring the air induction control system and providing manual back-up will be a primary function of the Flight Engineer, it is important that we begin to acquire some competence in this phase of high speed aerodynamics.

Complexity	2.0
Qualifications ...	2.0
Work-load	1.5
Training	2.5

International Transport Workers' Federation

General Secretary: HANS IMHOF

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7 *industrial sections catering for*

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