

International Transport Workers' Journal

9



in this issue

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Blueprint for Britain's transport

A claim on future society

Benefits for US rail workers

Tough men in a tough job

The Dutch Transport Workers' Union

International Transport Workers' Journal

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Cover picture: Austrian tanker driver (see article on page 204: *Tough men in a tough job*) discharges fuel at one of the filling stations he serves.

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



Mrs. Barbara Castle, British Minister of Transport, whose White Paper on Transport Policy has recently been published.

BLUEPRINT FOR BRITAIN'S TRANSPORT

An important statement of policy on the shape of things to come in the field of transport planning has recently been drafted by the Ministry of Transport, in the form of a White Paper which was presented to the British Parliament before the Summer Recess. It embodies the concept of an integrated transport system promised in the Labour Government's election manifesto, and also gives some details of ways in which this integration will be brought about, bearing in mind social, as well as economic, priorities.

'PLANNED AND INTEGRATED development of the country's transport system' is the dominant theme of the White Paper on Transport Policy,* presented to Parliament on 27 July by Mrs. Barbara Castle, British Minister of Transport.

The Government's policy has been shaped, says the Paper, by the need to

- (1) modernize transport infrastructure and services (rail, road, ports, etc.); since total resources are limited, this means planning investment as a whole, increasing productivity and developing better criteria to assist choice between competing claims on resources.
- (2) give greater priority to dealing with the problem of traffic conditions in towns; again the solution lies in integrated planning, especially in the conurbations.
- (3) take account of the social, as well as economic, needs of the country; and
- (4) recognize the key role of public transport in solving transport problems; publicly-owned road and rail services must be integrated on a functional basis.

The White Paper announces a new

policy for the railways, with the Government assuming responsibility for losses on services retained for social reasons, though this may ultimately be shared by local communities; a National Freight Plan to offer the customer a publicly-owned integrated door-to-door service by road and rail; an expanding roads programme both in and between towns; measures to improve public transport in towns and rural areas, including financial assistance for the construction and major improvement of transport facilities; integration of passenger transport under new authorities; assistance for docks modernization, as a step to long-term reorganization on the basis of public ownership; and reorganization of the inland waterway network. The Transport Act, 1962, will be amended to make these changes possible.

'The nation has not yet begun to face up to the implications of the motor age,' says the White Paper. Two courses of action are clearly necessary — to give the country's transport needs the priority they require, not only in money but in relation to other forms of planning; and to face up to the need to improve public transport, without which towns cannot cope with their traffic and the transport needs of millions can never be met. 'To

get more people and goods moved with less use of road space is vital. . . . New thinking is required, not only about types and combinations of public transport but also about how they should be financed. . . . Those who manage, or work on, London Transport, British Railways and provincial bus services are struggling to reconcile two mutually contradictory objectives — to provide an adequate service to the public and to pay their way. As a result, they are finding it increasingly difficult to do either. The solutions will call for radical changes in the 1962 Transport Act.

'It will also call for structural changes . . . the public sector's different elements can no longer operate in isolation. . . . On the freight side this calls for a nationally-planned and integrated road-rail service designed to take full advantage of new techniques. Passenger services, on the other hand, must be adapted to local needs.'

New policy for railways

Announcing a new policy for the railways, the White Paper says that the touchstone of such a policy must be the extent to which it meets the country's overall transport needs. 'Commercial viability is important, but secondary' to the interests of the community.

As a starting point, the size of the

*Transport Policy, price 3/6, HM Stationery Office, London.



The railways are no longer to be subject to the strict 'commercial viability' criteria laid down in the Beeching Plan. Instead the state will assume responsibility, perhaps in conjunction with local communities, for keeping in operation services which supply a real public need. (Photo: British Rail)

basic rail network will be defined and stabilized. It will include

- (a) a network of main trunk routes selected for special development, linking main centres of population, industry and commerce;
- (b) secondary lines feeding the trunk network, including some to be developed to carry particularly heavy flows of freight;
- (c) certain commuter routes in and around the main cities and conurbations; and
- (d) certain lines essential to the life of remote areas.

Detailed proposals are being considered by Regional Economic Planning Councils and will be published as soon as possible.

'The result will be a considerably larger system than seemed likely with the previous policy of widespread closure [the Beeching Plan] . . . but it will nevertheless involve some further closures before the system is brought up-to-date.' The network will still be substantial.

Road and rail services will be re-integrated to ensure that the best possible use is made of the network; and there will be investment by the Government, on an economic basis, to develop

A new body is to be set up to coordinate public freight carrying; as a first step, the parcel carrying services of British Railways and British Road Services will be merged. (Photo: British Transport Commission)

it to carry traffic efficiently. Full co-operation by men and management at all levels will be necessary to improve services and raise productivity, and a review has been launched of the structure of railway pay, of measures to increase productivity, and of consultative machinery.

'The Government will assume responsibility for losses on services retained for social reasons or on wider cost/benefit grounds,' says the White Paper. 'A permanent revision of the financial framework will require legislation, and this will be introduced later. In the meantime, it is important that the Board, the railwaymen and the public should know as soon as possible how much of the present deficit can be fairly regarded as attributable to the

maintenance of unremunerative services which the community requires. The Government is considering the possibility that local communities might, as part of the long-term arrangements, assume some, at any rate, of the financial responsibility for passenger services whose retention is required for local reasons.'

The Railways Board will be given realistic financial objectives to assist them to move as soon as possible to a fully economic basis of operation — with the removal of the deadweight of deficit resulting from these 'social' services.

A review is being undertaken jointly by the Government and the Railways Board, with outside experts, of certain aspects of the Board's finances. This will include the identification and costing of those services and facilities whose cost should properly be borne or aided by the community; the review will also cover the suitability of the Board's management structures and procedures in the light of other possible changes stemming from the White Paper.

National freight plan

To cut out the duplication of services and to make the best use of the avail-





MINISTRY OF TRANSPORT
 CASTLE BRONWICKA - DUNSTON SPECIAL ROAD
 Proposed Fly-Over Junction
 at Granby Hill, Birmingham
 Dec. 1, 1965

The problem of urban congestion is to be tackled energetically; improved parking facilities, restriction of private motor vehicles, and investment in road building will be among the measures taken.

able resources, the Government proposes to establish a national freight organization, operating on a commercial basis, responsible for the carriage of general merchandise and sundries traffic. The purpose of the organization will be to integrate the freight services at present provided by the Railways Board and the Transport Holding Company, and to offer the customer a comprehensive, efficient and economic door-to-door service by rail and/or road. Pending the necessary legislation, an early start will be made on the coordination of the parcels service of British Road Services with the freight sundries service of the Railways Board.

The Government will review the road haulage licensing system and other conditions under which road goods vehicles are operated, and with the help of more detailed information about transport costs to be provided by research undertaken at the Ministry. This information will help to answer the hitherto unresolved question of 'track costs'; results should be available by the end of this year. The Government accepts the view of the Geddes Committee that the present carriers'

licensing system is wasteful, ineffective, and unduly complicated. It does not agree, however, that the system should be scrapped — 'on the contrary, it will be necessary to devise a licensing system which is an effective instrument of a modern national freight policy.'

The White Paper stresses that the Government is taking urgent action to improve the safety and efficiency, and to limit the social nuisance, of the heavier goods vehicles — e.g. by improved safety regulations, higher braking standards, 'plating' and testing schemes.

A coordinated long term programme for road safety is being worked out and will be published later.

Urban Transport

Land use and transport in towns must be planned together, says the White Paper. A traffic plan is needed in every major town or city, including a comprehensive parking policy to keep traffic routes clear of parked cars and to keep total parking space in balance with the capacity of the road system. Further research is being undertaken into a system of road pricing, to charge directly for the use of congested roads.

A start will be made with providing a modern network of high capacity traffic routes in towns.

Recognizing that an efficient public transport system is essential to city life, the Government proposes a three-pronged plan for its improvement. First, in the conurbations, public transport must be reorganized. The White Paper envisages in the long term the establishment in these areas of single authorities with responsibility for land use planning, highways, traffic and public transport. But interim action is urgently needed over the next two or three years. The Government welcomes initiatives that have already been taken locally to integrate passenger transport services and 'the Minister of Transport proposes to take powers to create conurbation transport authorities under broad local authority control or suitably linked with local authorities, with the duty of securing an efficient, convenient and integrated system of public transport for the urban region.'

Secondly, the Government recognizes that public transport will not be able to play an effective part without financial help. 'Where financial assist-



London's particular problems in the field of passenger transport are to be tackled; one of the proposals is for further extensions of the underground railway network (Photo: London Transport Magazine)

ance proves necessary, those who benefit directly or indirectly from the existence of the service should contribute to its costs; and it should be possible to use the revenue from any transport service (including parking) for wider transport purposes. It is also reasonable that the first source of "outside" support should be revenues from the local community. Where outside assistance is given, it will be important not to remove from management the spur of clear financial objectives.

'The Government already contributes heavily to the cost of building and improving main roads in towns. It now proposes an extension of this. It intends to take powers to provide financial help for the construction or major improvement of public transport structures that form part of local transport plans — railways, new forms of reserve track transport which may be developed, and terminal and interchange facilities on public transport systems.'

Thirdly the government proposes, in addition to steps already being taken to introduce technical improvements in operating methods and to develop labour-saving equipment, to mount an expanded programme of research and development to secure better services and greater productivity.

London Transport

The Government and the London Transport Board, with expert outside help, are making a joint review of the Board's financial and commercial policies. In the meantime, powers have been taken to provide grants of up to £16 million in respect of revenue deficits incurred by the Board in 1965-68. To improve the conditions under which London's buses have to operate, reports on comprehensive traffic policies, including the extension of parking control over 40 square miles of Central London (with the object of making commuting by car less attractive) are being implemented.

Meanwhile, the practical job of planning major new facilities for London is going ahead. The road programme for the 1970s is being worked out by the Ministry and the Greater London Council together, with particular emphasis on the right choice of major ring roads. Extensions of the Underground, further surface railway electrification, links to the airports, and possible interchange facilities are being examined. 'Any projects which can be justified on their individual merits will be approved in advance of the comprehensive transportation plans to be produced on the basis of the London Transportation Study. These measures are a start to-

wards the achievement of a properly coordinated transport system for London.'

Rural public transport

The White Paper says that the adverse pressures of sharply declining demand and steeply rising labour costs bear heavily on rural bus transport and cannot be allowed to continue unchecked. 'If help from public funds is to be made available to secure that rural services are provided or continued, the local community should take its part in determining what services are considered essential and should contribute to the cost. The Government proposes therefore that local authorities shall be empowered to give, at their discretion, financial assistance for providing or improving road passenger transport for the benefit of rural areas and the people living in them. The Minister of Transport will be empowered to contribute towards the costs incurred by local authorities in giving such assistance.

Ports

The Government has prepared a programme for the modernization and development of port facilities, introduction of investment grants and the modernization of the fiscal and charges framework. 'Even more important in the longer run are the Government's proposals for radical changes in the administrative structure and ownership of the ports* and in the conditions of employment of the workers.' The Government intends for the long term to reorganize the ports on the basis of public ownership, with a strong National Ports Authority and publicly-owned Regional Port Authorities. Details of this plan are being worked out.

Pending long-term regional planning developments, the Government is inviting the National Ports Council to prepare a phased programme of selective investment in new port facilities

*See article on opposite page.



The port transport industry is to be brought under public ownership, and a thorough programme of modernization and capital investment is to be undertaken (Photo: Foden Ltd.)

which, while earning an economic return in the short term, can form a nucleus of further port expansion.

Inland waterways

The White Paper says there is little hope that canal development could have any significant effect on the volume of road traffic. The time has come to match the waterways to modern needs and conditions. Those few existing nationally-owned waterways

which can form an economic transport undertaking will, with their allied transport facilities such as docks and warehouses, be operated on a commercial basis in a separate division of the Waterways Board, with a more realistic capital structure.

The Government proposes to discuss with the Board, the Economic Planning Councils and all the other interested organizations what network of inland

waterways should be kept open for pleasure boat and other amenity use in the immediate future with Government help.

Research and Development

The Government is building up its resources for research, development and long-term planning for transport. 'The strengthened economic and statistical research facilities of the Ministry will provide the facts upon which future policy can be based and will calculate some of the likely effects of policy proposals.' Economic, statistical and operational research being undertaken outside the Government will be integrated more effectively with national transport planning. Closely linked with these programmes will be an extension of technological research, under the guidance of the Ministry of Transport in close cooperation with the Ministry of Technology and the National Research and Development Corporation. The aim of this coordinated research effort will be 'first to meet the needs of the Government where the development of equipment is required in support of future policies; second to ensure that new ideas are thoroughly examined in the light of the problems facing the country; and third, by basic research to lay the foundations for future ideas and engineering development.'

Port reorganization in Britain

A STUDY GROUP of the British Labour Party has made some far-reaching recommendations on how the ports system of Great Britain should be reorganized. The recommendations aim at doing away with the chaos and inefficiency which are caused by the existence of large numbers of employers, lack of coordinated planning for investment and development and the survival of the casual system of employment.

The Study Group calls for a national, publicly-operated ports system which would be better able to deal with the flow of port traffic and deploy the equipment and manpower needed to handle it than the fragmented system of private companies existing at pres-

ent. It recommends the establishment of a National Ports Authority which would have overall planning functions, would operate some common services for the individual ports, supervise pricing and training, establish national standards for welfare and working conditions and cooperate with the Government in the formulation of a national transport plan. There would also be Regional Port Authorities, which would have sole managerial responsibility for the ports in their areas. Each RPA would be the sole operator of cargo handling services, sole employer of dock labour in its area and sole operator of port services, such as towage, lighterage, pilotage, and navigational control. It would be run by a small working board, the members of

which would be nominated by the Ministry of Transport and the trade unions. At dock level there would be a Group Operating Committee, the functions of which would cover efficient use of equipment and manpower, locally determined questions of pay and productivity, agreed disciplinary matters, questions of safety, publication of a news sheet, supervision of training for port workers and shop stewards, supervision of welfare provisions, and arrangements for the selection of supervisors.

(The Report of the Labour Party Study Group on the Port Transport industry — price 1s. 6d. — is available from the Labour Party, Transport House, London S.W.1, England).



Participants at the 15th International Summer School, 1966, at the OeTV's Michael Rott School in Mosbach.

A CLAIM ON FUTURE SOCIETY

THIS YEAR THE GERMAN Transport and Public Service Workers' Union (OeTV) held its 15th annual International Summer School. Each year the union invites trade unionists from a number of countries to its own Michael Rott School at Mosbach in northern Baden to hear lectures given by knowledgeable personalities both in and outside the trade union movement, from Germany and abroad, on subjects of concern to workers in the transport and public service industries and to discuss various problems affecting these workers. The latest of these important educational events—the 1966 International Summer School was held at the Michael Rott School from 21 June to 1 July—was attended by 33 trade unionists from Austria, Belgium, Denmark, Finland, France, Great Britain, Holland, Ireland, Italy, Japan, Luxemburg, Norway, Sweden, Turkey, Tunisia and Yugoslavia and by 20 members of the OeTV from Germany.

A comprehensive programme, which set aside plenty of time for discussions, enabled the participants to gain a good understanding of the working of trade unions and of the problems preoccupying them in the various countries represented at the seminar. Gerhard Nürnberg, a member of the OeTV Executive Committee, spoke on the structure, work and objectives of the German trade union movement. Vice President of the host union, Albert Finke, who introduced speakers and led the discussion, spoke on the educational work

of the German trade unions. Dr. Erich Meyn of the Frankfurt Academy of Labour spoke on the German economy within the European Economic Community. Rudolph Pöder of the Vienna Municipal Workers' Union spoke on consultation and codetermination in plants and administrations in Austria. Nils Ramsten of the Swedish Trade Union Confederation (LO), G. Debunne (Belgian Public Service Workers' Union), Roger Lapeyre (French Transport and Public Service Workers' Union, FO), and Derek Gladwin (Brit-

ish General and Municipal Workers' Union) spoke on consultation and codetermination in their own countries. The seminar came to a close with this year's highlight: a paper by Professor von Nell-Breunig on 'Economic collaboration and codetermination of workers—a claim on the society of the future.'

Professor von Nell-Breunig explained to his international audience the ways in which the German trade unions approached the question of codetermination, particularly in economic matters, spotlighting the features which this approach had in common and the ways in which it differed from that of trade unions in other countries, and giving the reasons why the German organizations choose to go their own way.

The last Congress of the German Trade Union Confederation (DGB) in Berlin this year defined six levels at which codetermination might take place: work place, plant, undertaking, industry, national economy, and world economy. Present activities are directed towards economic codetermination in the undertaking. A basic principle is the proper understanding of the undertaking: it is the active and effective combination of those who through their work and/or through their capital or parts of it cooperate under the direction of a single management to produce or to perform services. Labour and capital are constituent elements in the undertaking. The undertaking therefore represents a plurality, or in the first place, a duality of interests rather than a single group of interests. The undertaking is not operated for the benefit and at the risk of the entrepreneur: he is merely one in whom authority is vested by labour and capital, as the two constituent elements of the undertaking, to take decisions affecting the undertaking and he is therefore responsible to both labour and capital for the decisions he



Running the OeTV's educational activities: (left to right) Albert Finke, Vice President, Hans Trögel, Schools Department, and Karl Scheuerbrand, director of the Michael Rott School.

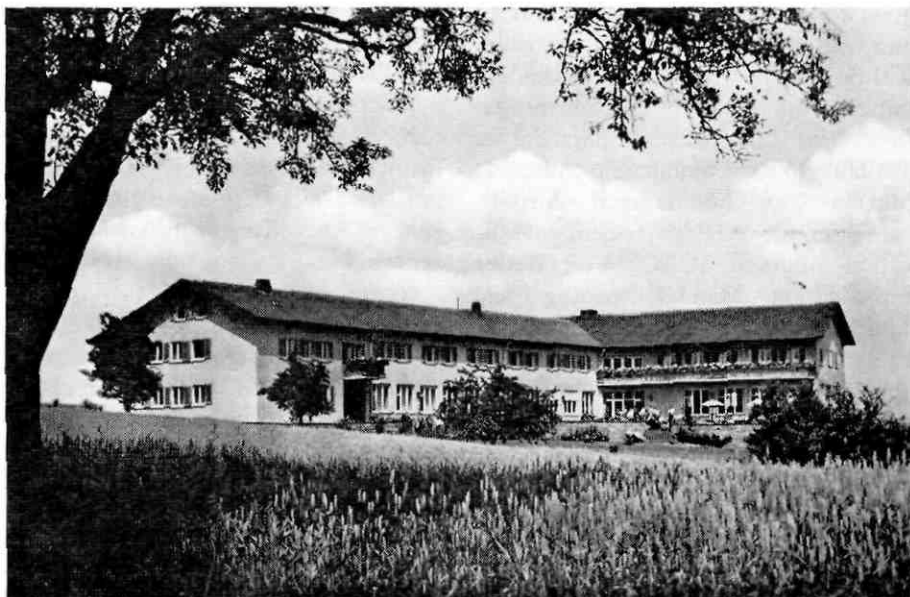
takes. In large undertakings this principle can be institutionalized in a constitution of the undertaking. This would be too difficult in the case of medium sized and small undertakings; solutions are still to be found for them. Modern trends have already separated the function of entrepreneur to a large extent from 'ownership of the means of production.' The command posts of industry are nowadays rarely occupied by owner-entrepreneurs; as a rule these positions are held by managers. From this emerges the crucial question of economic codetermination: whence do (top) managers derive their authority? They control the people employed by the undertaking and the capital invested in it. To-day they derive their authority exclusively from the latter and employ labour to make it grow. Our claim on the 'society of the future' is therefore that they should receive their authority jointly from labour and capital as the two constituent elements in the undertaking and should in consequence be responsible to both. The entrepreneur function of course remains intact. In order to exercise his function properly — one which is indispensable to a dynamic and expanding economy — the entrepreneur needs a great deal of freedom of decision, but

the use he makes of it should be subject to the control of those who are affected by his decisions. This means not only those who risk their money in the undertaking but also those who are involved in it through their labour.

Two papers read by Hans Faltermeier on 'The idea and development of codetermination' and 'Codetermination in the Federal Republic' prepared the ground for Professor von Nell-Breunig's discourse. Participants at the OeTV's International Summer School showed a lively interest in the proceedings. It was evident from exchanges of views that problems of codetermination were of deep concern to

workers in other countries of Europe besides Germany. The discussions were fruitful and stimulating.

Note on Mosbach. For the International trade union movement the most interesting feature of the OeTV's educational activities is its annual Summer School for German and foreign trade unionists. This event enables trade union officers from many different countries to get together in the informal atmosphere of the German union's Michael Rott School, situated in the beautiful countryside of the Neckar Valley, to discuss matters of common interest, and, above all, to learn from one another. But it is only part of one of the finest trade union education programmes in Europe. The OeTV has three educational centres: the Michael Rott School in Mosbach, the Buntes Haus in Bielefeld and the School for young members at St. Andreasberg in the Harz Mountains. Courses for officials and members of the union are given all the year round at these residential schools, and in addition the various branches up and down the country organize evening and week-end courses for their own members.



The Michael Rott School in Mosbach, situated in some of the most pleasant countryside of the Neckar Valley in northern Baden, is one of the OeTV's three residential schools.

ASPA's accident investigation committee

THE ITF-AFFILIATED MEXICAN Air Line Pilots' Association (ASPA) has set up an Accident Investigation Committee, whose aims are to maintain a high degree of safety within the industry, to take care of pilots involved in accidents, to investigate accidents to find out their cause and reach conclusions and recommendations designed to avoid them, and to set aside funds for the defence of pilots in case of unjustified action taken against them.

The Committee is composed of Captains Amadeo Castro Almanza, Alfonso Herrera Rojo, Fernando García Velázquez and Fernando Riquelme Castilla. The Committee's terms of reference are based on IFALPA procedures, together with the ICAO Manual on the Investigation of Accidents.

In order to ensure the best possible results from the Committee's work, good collaboration with the authorities and with representatives of the airlines will be sought, with the aim of finding out everything relative to an investigation. For this reason equipment is available to the Committee members at Mexico City International Airport, consisting of: ASPA Accident Investigation Manual; ICAO Accident Investigation Manual; photographic equipment; tape recorder; and other equipment (tape measure, compass, spirit level, magnet, mirror, magnifying glass, etc.).

As soon as a member of the Committee has been appointed to look into an accident, he will make contact with the government inspectors in charge of the case and offer to take on any job

they may care to give him. In the case of an aerial accident, the site and wreckage shall be subjected to detailed examination, which will begin with a general investigation of the aircraft in relation to the crash area and the probable trajectory, complete with sketches and photographs.

After that details will be noted of the most important aspects which should be included in any investigation.

Flight deck and passenger cabin: all details of the flight deck (doors, emergency exits, safety belts, windshields, emergency equipment, instrument panels, controls, etc.) must be examined individually, in order to establish whether they are correct or not.

Instruments: information shown on all instruments on the flight deck must be noted and photographed. It is also essential that the 'flight recorder' should be retrieved and kept safe to make sure that it does not become altered.

De-icing apparatus: this must be checked carefully, and a written note made of its position and condition at the moment of the accident.

Hydraulic system: all data relating to the position of controls and condition of service of this equipment must be noted.

Fuselage: this must be inspected to determine whether any damage was suffered before the crash.

Undercarriage: note must be taken of the position of locking mechanism, and the condition of the brakes.

Electric system: all batteries, generators, voltage regulators, lighting equipment, motors, switches and reversers must be checked to see if there is any sign of defective operation or total failure.

Radio and navigation equipment: check must be made to reveal all frequencies, radio beacons or emergency operations in use at the time of the accident. Parts like antennae, earphones and microphones should be taken into account.

External controls: all external controls, such as flaps, engine propellers, brakes and spoilers, must be inspected.

Any part which appears to be broken, or cables which may have twisted must be carefully noted.

Air conditioning system: the position of its controls and their condition at the time of the accident must be checked. Careful note must be taken of data concerning heaters, compressors, ventilation shafts, etc.

Engines: generally this inspection must be completed by a committee of specialists. However, the investigating pilot must keep in touch with the progress of this part of the investigation, particularly as concerns the power operating at the time of the accident.

Fuel system: A sample of the fuel must be taken and the state of tanks, pumps, valves, etc., must be checked.

Fire-fighting equipment: an inspection must be made of the general fire-fighting system to find out whether any fire or smoke detector or extinguisher was in operation or failed at the time of the accident. The position of the controls and the remaining extinguishing chemicals must also be examined.

Area surrounding the accident spot: the accident area must be carefully photographed, with the aim of providing information about the condition and position of the wreckage. The crash area (or runway, where appropriate) must also be photographed to show tyre marks, and damage caused by trees or other obstacles. If possible, aerial photographs should also be taken of the spot.

The flight path should also be photographed, and all information such as time, distance and altitude noted. Detailed photographs of such things as instruments, tyres, etc., can provide sufficient information in the final stage of the investigation. In cases where photographs are difficult to obtain, sketches and diagrams of the position and conditions of the accident area are of great value.

Witnesses: the investigating pilot should pay special attention to the witnesses. However, it should be remembered that there is no legal right to examine witnesses, and it is recommended that he should work in close

collaboration with the investigator appointed by the authorities. The witnesses (especially eye-witnesses) play an extremely important part in any investigation. Note should be taken of the names and addresses of all those who claim to have knowledge of the circumstances of the accident.

Usually the most expert witnesses are surviving crew members. In case of airport accidents, attempts should be made to get statements from as many as possible of the pilots who have been flying in the area when the accident occurred, as well as from airport employees. The evidence of lay witnesses, though of less value, should not be ignored. In many accidents they are the only eye-witnesses. If possible all statements should be written.

Additional information: The investigators should obtain from the company or similar source information additional to that which can be acquired at the scene of the accident. For example: transcript of communications between ground stations and the aircraft; flight plan and authorization; operational documentation, i.e. data concerning fuel, weight, balance, etc.; pre-flight instructions; transcript of any teletype messages, r/t conversations between captain and despatcher before and after take-off, information on condition of service of radio and navigation equipment including VOR, DME, ILS, etc.; data such as weather situation, forecasts of weather *en route* and at destination, wind and temperature conditions, ice formation conditions, storms, turbulence, etc.; a history of the previous work schedules of captain and crew, including total flying time and total duty time during 24 hours up to the crash, and general state of health.

The mechanical history of the aircraft including the following: general previous history; details of past and recent maintenance with especial reference to time passed since the last engine inspection; oil consumption; serial numbers of engines and propellers; period since last repair; deficiencies reported by maintenance staff, govern-

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Profile

Harry Nicholas, OBE, Assistant General Secretary of the British Transport and General Workers' Union



IT IS NO SMALL TASK to put on the mantle — even if in an acting capacity — of General Secretary of one of the largest trade unions in the world, with responsibility for the economic welfare of almost one and a half million members. This was the task which befell Harry Nicholas in 1964 after Frank Cousins had been appointed Minister of Technology in the Labour government elected to power in October of that year. And no-one will deny that Nicholas responded magnificently to the challenge.

As Assistant General Secretary since 1956 he had of course acquired a close knowledge of what was involved in conducting from the top the affairs of the giant Transport and General Workers' Union. And as a trade unionist for over forty years he had accumulated a vast amount of experience of the practical workings of the labour movement at every conceivable level.

At the age of thirty-one he got his first full-time union appointment as District Official in the west of England, after working in the offices of the Port of Bristol Authority, and holding a number of branch offices with responsibility for clerical workers. Two years later — in 1938 — he became Regional Organizer, and in 1940 went to the London head office as National Officer for the Commercial Road Transport Group. Those early wartime years were full of difficulties for the men in road transport, and Nicholas played a great part in achieving the smooth operation of a vital industry and the protection of men whose occupation was slowly emerging from the hazards of cut-throat competition.

After two years Nicholas was appointed as first National Officer of the rapidly expanding Chemical Workers' Section, and in 1944 became National Secretary of the Metal and Engineering Group, a post he held for over twelve years, during which time he played an active part in helping workers in the industry to come to terms with new

materials and production techniques and many other changes which might have proved major obstacles to their economic progress.

Recognition of his negotiating skill was reflected in appointments such as a seat on the Petroleum Committee of the ILO, and chairman of the workers' side, for many years; and membership of countless committees, advisory and negotiating, in a number of industries. His particular interest in workers' education has led him to serve on the Governing Body of Ruskin College (an adult college in Oxford) and as a member of the Workers' Education Trade Union Committee. He also performed the exacting task of Treasurer of the British Labour Party for some years, until his appointment as Acting General Secretary in 1964.

At the last ITF Congress he was elected to serve on the Executive Board and on the Management Committee, where he has made positive contributions to the conduct of ITF affairs. Now Frank Cousins has returned to his union after resigning from the government; and he has been able to do this in the full knowledge that in his absence the union has continued to grow and to further the interests of its members under Nicholas's conscientious and intelligent leadership.

Harry Nicholas has an impressive platform manner and is also what is

(Continued on page 201)

Trade union situation in Greece

THE FACT-FINDING AND CONCILIATION Commission of the International Labour Organization has recently submitted its final report on its examination of a complaint containing allegations of violations of trade union rights in Greece to the Governing Body of the *International Labour Office*. At the request of the complainant, the Commission terminated the procedure of the case without examining the substance of the allegations. The complaint, which specifies violations of ILO Convention on Freedom of Association and Protection of the Right to Organize (No. 87) which Greece has ratified, was sent to the ILO in September, 1964, by the Greek General Confederation of Labour following the entry into force on 2 September, 1964, of Legislative Decree No. 4361, revising Greek trade union legislation.

In its report, the Commission noted that a request submitted by the complainant in June, 1966, asked the Commission to consider the dispute with the Greek Government as coming to an end and to terminate the procedure in the case. The case therefore called for a preliminary decision by the Commission as to whether the procedure should be continued before an examination of the substance of the case.

While declaring that it did not consider itself disinterested of the case solely on the basis of the withdrawal of the

complaint, the Commission, nevertheless, expressed a desire to hear the opinion of all the parties to the case before taking a decision. On 4 and 5 July, 1966, the Commission, sitting in Geneva, heard statements by the Greek Minister of Labour, the representative of the complainant and the present General Secretary of the Confederation as well as two of its former General Secretaries.

The Commission stated at that time that there was a change of atmosphere between the time when the dispute arose and the date on which the withdrawal of the complaint was requested and that some of the fears originally expressed by the complainant with regard to the Legislative Decree had been largely dissipated.

In his statement to the Commission, the Greek Minister of Labour expressed his willingness to undertake consultations with the workers of the country as represented by the Executive of the Confederation to be elected by its 15th Congress, with a view to jointly examining possible solutions to problems of concern to the workers.

The Commission noted that all the parties concerned agreed that it was essential to abolish the existing system of financing the trade union organizations through the Workers' Fund, a public body. It also noted that the Minister of Labour had appointed a Committee of Experts to make recommendations relative to the replacement of the present system by one of voluntary contributions based on regular dues from members of workers' organizations.

The report stated that the parties concerned were agreed in believing that there would be a better prospect of settling remaining points of disagreement if a solution were sought at the national level. The Commission considered that the continuation of the case on the international level would not be appropriate under the circumstances and might even prejudice the success of the efforts which seemed about to be made on the national level to find a solution to the problems

affecting the trade union situation in Greece, although the prospects were not yet very clear and depended considerably on certain future developments, especially on the results of the 15th Congress of the Confederation.

As regards the procedure in the case, the Commission therefore decided to consider it as terminated. In so doing, it expressed the wish that in any future legislative reform, stress should be laid on the importance of ensuring that the provisions of the new legislation were in full conformity with those of the relevant international labour Conventions ratified by Greece.

It also drew attention to the fact that whatever solutions might be adopted, care should be taken in working out the new system to ensure that it would not infringe either directly or indirectly the rights guaranteed by the pertinent international labour standards.

These rights, the report stated, presupposed financial independence of workers' organizations and required that these organizations should not be financed in a manner which would make them dependent upon the discretion of the public authorities. The report pointed out that the Commission felt bound to emphasise the importance and urgency of such reform.

* * * *

Fishing — a dangerous job

A BRITISH EXPERT on occupational health recently went to sea on a trawler to investigate 'Dogger Bank itch,' a skin disease to which fishermen are prone, caused by a certain weed which is dragged up in the nets. But his trip showed him that the fishermen's profession carries more serious hazards than skin disease. In addition to the risk of fatal accidents as a result of ships foundering, men falling overboard or being injured by winches and fishing gear, there are less clearly defined hazards associated with exposure and chronic fatigue. Professor R. S. F. Schilling, making his views known, pointed out that the fatal accident risk on board British trawlers was at least twice as high as in a dangerous industry like coal mining.

BENEFITS

FOR U.S. RAIL WORKERS

From the Monthly Review of the US Railway Retirement Board

IN THE FISCAL YEAR 1964-65 nearly 1,200,000 persons drew \$1,233 million in benefits under the railroad retirement and unemployment insurance programs. These payments brought total benefit disbursements since the beginning of the systems to more than \$16 billion through June, 1965. Under the railroad retirement program alone, payments are currently running at a rate of about \$1¼ billion per year and the number of beneficiaries on the rolls is in excess of 900,000. The scope of protection offered by the unemployment insurance system is illustrated by the fact that in the fiscal year 1964-65, unemployment or sickness benefits were paid to one out of every five qualified railroad workers. Under this program, a total of \$2.8 billion was paid out in benefits through June, 1965.

The railroads were the first major business enterprises in this country to establish pension plans for their employees. In fact, the first formal railroad pension plan was established as early as 1875. By 1927, over 80 per cent. of all railroad employees worked for employers who had private pension plans in effect.

The railroad pension plans had a number of serious defects from the point of view of railroad labour, such as the fact that credits could not be transferred from employer to employer and that the plans could be modified or terminated unilaterally by employers. Furthermore, the plans were greatly weakened by the great depression which began in 1929. Concerned over this situation, railroad labour organizations began to press for the establishment of a uniform industrywide retirement plan, with benefits and financing fixed by law and administered by the Federal Government. These efforts resulted in the passage of the Railroad Retirement Act of 1934, which preceded the enactment of any Federal social security law in this country. The legislation, however, never went into effect because it was declared unconstitutional. Shortly thereafter, in August,

1935, a modified railroad retirement law was enacted, but this law was also challenged in the courts. At the request of President Roosevelt, railroad management and labour established a joint committee to resolve their differences. The committee reached an agreement which was embodied in the Railroad Retirement and the Railroad Retirement Tax Acts of 1937.

Originally, railroad workers were covered under the various State unemployment insurance programs which came into being as a result of the enactment of the Social Security Act of 1935. Because of the interstate character of railroad operations, with the constant movement of the workers across State lines and the lack of uniformity among State laws, coverage under the State programs proved to be impractical both for the railroads and the employees. These factors resulted in the enactment in June, 1938, of the Railroad Unemployment Insurance Act, which went into effect on July 1, 1939.

In July, 1965, Congress enacted legislation that established a Federal health insurance program for the Nation's aged. The 'medicare' law, as it is known, assures railroad employees and



their families of the same health insurance protection as other aged Americans.

Over the years, the scope and character of the railroad retirement and unemployment insurance programs have been changed as gaps and inadequacies became evident. These changes were designed to adjust the levels of benefits to reflect rising living costs, to make necessary liberalizations in benefit provisions, to achieve desirable coordination with the general social security system, and to provide financing commensurate with the changes in the benefit structures.

As a result of these developments, the railroad programs now form one of the most comprehensive and liberal social insurance systems in the country. No other single public system of a similar type provides protection against loss of income because of five major risks: old age, disability, unemployment, sickness, and death. To-day, the economic security of railroad workers and their families is safeguarded by five distinct, but integrated, programs:

(1) A retirement benefit program for aged and disabled employees and their wives,

(2) a survivor benefit program for the families of employees who die,

(3) an unemployment insurance program for employees who are out of work,

(4) a sickness insurance program for those who are temporarily unable to work because of illness or injury, and

(5) a combined hospital and medical insurance program for the aged. The first two programs operate under the provisions of the Railroad Retirement Act, and railroad workers and their employers share the cost equally. The next two come within the province of the Railroad Unemployment Insurance Act, and the cost is borne solely by the railroad employers. The last program operates under the Health Insurance for the Aged Act of 1965. The hospital insurance plan is supported by payroll taxes paid by employees and their employers. The cost of the medical insurance program, commonly referred to as the doctor bill insurance program, is shared by the Federal Government and by the aged persons who elect this voluntary coverage.

A career railroad worker can count on substantial financial protection from his social insurance system. The benefits provided under the retirement and unemployment programs are designed to replace part of the income railroad workers lose when their regular pay checks stop—that is, when they leave work permanently because of disability or old age, or when they are temporarily out of work because they are laid off or sick. The benefits are not intended to be a full substitute for regular earnings, but are designed to supplement the savings and other income an employee has built up during his working lifetime through private effort and individual thrift. In addition, the railroad worker's family, through the survivor benefit program, gets valuable protection if the breadwinner dies. Finally, the medicare program is designed to protect him and his dependants against most of the high cost of illness in old age.

Benefits under the railroad retirement system are intended for the career

railroader. Consequently, 10 years (120 months) of service is the minimum requirement for all benefits except the residual payment. If an employee has that much service, he may begin to draw a full lifetime annuity at age 65, or at ages 62-64 on a reduced basis. Railroad men with 30 years of service may start to draw their annuity as early as age 60, but their annuity is reduced. There is no reduction for women employees who retire at ages 60-64 after 30 or more years of service.

A railroad worker may also retire on a full annuity before age 65 if he becomes permanently disabled. If he is disabled for all regular employment, he may get an annuity at any age after 10 years of service. If he is disabled only to the extent that he can no longer work at his regular railroad occupation (although he could work in another occupation), he may start drawing an annuity at age 60 after 10 years of service, or at any age after 20 years of service. To be eligible under the occupational disability provisions, the employee must have had a 'current connection,' i.e., a recent attachment to the railroad industry.

The wife of a retired railroad employee who is at least 65 years of age may also qualify for a monthly benefit. The wife may start receiving a full monthly benefit at age 65, or at an earlier age if she has a minor or disabled child of the employee in her care. (The child must be one who would be eligible for a child's survivor benefit were the employee then to die). She may also receive a reduced annuity as early as age 62, if she is not caring for such a child.

The husband of a woman employee annuitant who is 65 may also qualify for a monthly benefit, if he was dependent on his wife for at least half of his support at the time she retired. The husband may also elect a reduced annuity at age 62.

If an employee has less than 10 years of railroad service when he retires or dies, his railroad credits are transferred to the Social Security Administration and that agency pays any benefits that

are due. An employee can qualify for retirement benefits under both the Railroad Retirement and Social Security Acts on the basis of his separate railroad and social security credits, but at his death the survivors can receive benefits under only one program based on the combined earnings record.

Unemployment and sickness benefits are available to qualified employees. An employee is qualified for a benefit year which runs from July 1 to June 30 next if, in the preceding calendar year (the base year), he had creditable railroad earnings of at least \$750, counting no more than \$400 in any month. An employee who had no earlier railroad service must also have worked for a railroad in at least seven months in the base year. A new benefit year for unemployment and sickness benefits begins every July 1.

To be eligible for unemployment benefits, the qualified employee must, of course, be out of work. He must also be able to work and available for work. For sickness benefits, an employee must be unable to work because of an illness or injury whether or not it is connected with his job. In addition, maternity benefits are available for women employees.

Unemployed workers must file an application and register once a week with an unemployment claims agent. Sick workers must file an application and submit a statement of sickness completed by a doctor.

The amount of benefits an employee may receive in a benefit year depends upon how long he is sick or unemployed, and on his earnings or rate of pay in railroad employment in the base year. Normally, unemployment and sickness benefits are not payable for more than 26 weeks in a benefit year. However, an employee with at least 10 years of service can receive additional unemployment benefits and, under certain conditions, he can begin a benefit year earlier than under the regular provisions of the law.

Survivors of railroad workers may receive monthly or lump-sum benefits or both.



The railroads were the first major business enterprises in the United States to establish pension plans for their employees.

The monthly survivor benefits provided by the Railroad Retirement Act are designed to serve a twofold purpose: First, they provide a steady monthly income to the widow and dependent children of the employee who dies before his children are grown. Second, they provide a steady monthly income for the employee's widow, or for his dependent parents, in their old age.

If an employee is properly insured under the survivor benefit provisions of the act when he dies, his family will be able to get either monthly annuities or an immediate insurance lump-sum benefit. These benefits are based on his combined railroad and social security earnings.

If the employee leaves a widow who is age 60 or over, she is eligible for a lifetime annuity so long as she does not remarry. A dependent widower can also receive an annuity at age 60.

If the survivors include one or more eligible children, each of the unmarried

children may receive an annuity. If the employee leaves a younger widow, she will be eligible for an annuity as long as she is caring for an eligible child and has not remarried. If the widow is still under age 60 when all of her children have ceased to be eligible, her annuity is discontinued; however, it will be resumed at age 60 provided she has not remarried.

Of course, an employee may leave neither a widow (or dependent widower) nor a child who can ever get a monthly benefit. In that event, each of his parents may get an annuity at age 60, if they were dependent on him at the time of his death.

Generally, an employee is insured under the act at death if he has at least 10 years of railroad service and a recent attachment to the railroad industry (current connection) when he retired or died. If he is not insured under the railroad plan, his railroad credits after 1936 will be transferred to the Social Security Administration, and

that agency will pay any benefits, other than a residual payment, for which his survivors are eligible.

Insurance lump sum.—If an employee is insured at death and does not leave a survivor who is eligible for an annuity immediately, an insurance lump sum benefit will be paid to the widow (or widower) or to the payer of the employee's funeral expenses.

Residual payment.—This payment is made whenever entitlement to all other types of benefits has ended, provided the total paid is less than what the employee had paid into the system with some addition in lieu of interest. This provision is intended to insure that an employee and his family receive at least as much in benefits as the employee pays in railroad retirement taxes. It is similar to the 'refund of contributions' feature found in most private and public pension plans.

The Federal health insurance program for persons aged 65 and over, commonly known as medicare, protects railroad workers and their families on the same basis as persons covered by the social security system. The program consists of two parts, a basic plan and a supplemental plan. The basic plan pays most of the cost of hospital and related care. Coverage under this plan is automatic for persons receiving railroad retirement or social security benefits, but other eligibles must enroll to join. The supplemental coverage, which is voluntary, must be formally elected by those eligible to join, and helps to pay doctor bills while in or out of a hospital and charges for other medical services.

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known as a good "committee man," a combination fairly rare even in to-day's high-powered trade union leaders. He adds to these talents a personal charm and sense of humour which prevent him from being self-important, qualities which make him an asset both to his own union and to the ITF.

MEDICAL CARE FOR AIR INDIA STAFF

EVERY DAY SOME 250 members of Air-India staff visit the Corporation's Medical Clinic at Santa Cruz for treatment, consultation or just a routine medical check-up. They include all categories of staff — Operations, Commercial, Engineering and Accounts. Their complaints range from minor coughs and colds to specialist treatment or even hospitalization for an operation. Staff who work in offices in downtown Bombay have access to the well-equipped dispensary at the Bombay House which belongs to Tata Industries. Mr. J. R. D. Tata, Air-India Chairman, announced free medical facilities for staff on the occasion of Air-India's 30th anniversary on October 15, 1962.

Although the provision of these medical facilities costs the Corporation a great deal of money, it is felt that the long term effect on staff morale and efficiency makes these expenses worthwhile. In fact, plans are afoot to extend free medical facilities to families of staff as well.

The Clinic is open day and night and round the clock medical service is available. One doctor is always present at the Clinic between 8.00 a.m. and 5.00 p.m. every day. After 5.00 p.m. one of the three doctors is available on the 'phone for emergencies.

The present building at Santa Cruz was built in 1947 and later a small wing was added to house the X-Ray and screening equipment. A four-bed emergency ward was also provided at the same time. In the initial stages the Clinic was meant to provide outdoor type of treatment to between 500 and 1,000 people. Until 1962 the staff were given existing facilities but they had to pay for specialist's consultation and treatment if it became necessary except in cases of accidents while on duty. Now medical aid is provided free except for tonics, spectacles and dentures.

The Clinic has well-known specialists on its panel to whom staff can be referred for consultation, treatment or operations as the case may be. In this way the staff have the best possible medical help without having to worry about arranging consultation or the medical fees. In cases where staff are ill at home and are unable to visit either

of the Clinics, they are allowed to be treated by their family doctors, the bill for the treatment being paid by the Corporation. Staff at foreign stations are allowed a certain fixed sum for medical expenses. Any expenditure over and above this is expected to be borne by the staff concerned, except when they make a special request and the Management approves of it. The bill is then paid by the Corporation.

The Santa Cruz Clinic is small and modest but well-equipped with facilities for screening, pathological and bacteriological checks and physiotherapy such as short wave ultra-violet and infra-red ray treatment. A part-time pathologist comes to the Clinic every day.

The pre-employment medical examinations as well as periodic medical checks of staff who are engaged in jobs which involve certain health hazards are conducted at the Clinic. Painters, sand and vapour blasters, skydrol workers, canteen workers, workers in the X-Ray plant of the Engineering Department and those technicians who have to work on tarmac where they are subjected to the intense noise of jet engines are periodically examined. Pre-employment medical examinations are also conducted at Bombay House. Women employees are examined by Dr. (Miss) Rose Frias, an outside practitioner who visits the Santa Cruz Clinic on certain days.

In times of epidemics, inoculations and vaccinations are given free to staff

at the Clinic. Staff can also take the necessary inoculations and vaccinations when going abroad.

Aside from their normal duties at the Clinic, the Corporation's doctors have to attend airport emergencies and when sick passengers require medical attention. The doctors also frequently check First Aid kits provided on aeroplanes and take turns at giving First Aid lectures to flight crew and other staff. These lectures are extremely important as they teach the staff concerned how to handle an emergency before medical help arrives.

In any industrial concern accidents and mishaps are not uncommon. There was the case of an engineer who had suffered a severe head injury while on duty which would certainly have proved fatal had it not been for the medical staff. The engineer was removed to a hospital immediately where he underwent a major operation. He now occupies a very senior position in the Corporation.

Apart from these common problems, occasionally something unusual crops up which is peculiar to aviation. Ten years ago pilots complained of acute discomfort due to dryness of the nasal passage while flying. On investigation it was discovered that this was caused by low humidity in the aircraft cabins. When special humidifiers were installed the problem disappeared. Dr. Vergese, Air-India's Chief Medical Officer, who is a Member of the IATA Medical Consultative Committee, usually learns of these things before the problem arises among crews. When Air-India began operating the Boeing 707s, Dr. Vergese was able to advise crew members about the problems they would experience and how to get over them. He is now studying the effects of supersonic flights on crew and passengers.

It seems inevitable that the Medical Clinic should expand as operations and the number of staff increase. Dr. Vergese is indeed looking forward to the day when the Clinic will be turned into a full fledged hospital including a Maternity Ward.

Brighter outlook for Central American railways

'CAUTIOUS OPTIMISM' MAY BE the best phrase to describe the long-term outlook for railways of Costa Rica, El Salvador, Guatemala, Honduras and Nicaragua. Under the influence of their still new Central American Common Market, commerce between those countries is growing at jet speed. Their populations are increasing. Industry is moving in. Individual and collective governmental efforts towards economic self-sufficiency and a better standard of living appear to be meeting with at least initial success. Those factors seem to make inevitable a substantial increase in demand for transportation of both goods and passengers — in which railways seem certain to share. A study made recently for the Central American Bank for Economic Integration predicts, in fact, that by 1984 existing Central American railways will be carrying at least double their present freight tonnage and that their passenger volume will remain at about its present level despite the impact of increasing road and air competition. To fit the railways to handle that traffic, the study recommends the expenditure of nearly \$25 m. within the next five years to rehabilitate physical facilities and rolling stock of some lines; and a 10-year, \$100 m. programme of relocating up to 1,600 km. of line to reduce grades and curves. Over the next 20 years it sees a need to spend up to \$150 m. to create at least the beginnings of a truly regional rail system out of present isolated lines by building some 1,000 km. of new and connecting trackage and reconciling differing gauges. And, for a still more distant future, it envisages a whole new network of high-speed, high-standard railways.

Existing Central American railways follow the 'developing country' pattern. Most of them, that is, consist of a main line extending from an ocean port into

the interior, with one or more branches leading off the main stem. Separated though they are, the public railways of Central America face virtually the same physical operating problems, and about the same competitive difficulties.

The operating problems date back to the very genesis of Central American railroading. Most of the present lines came into being a piece at a time during the final quarter of the nineteenth century and the opening quarter of the twentieth. Competition was non-existent. A railway of any sort, built to any standards, could and did offer vastly better and vastly cheaper transportation than the only means then available — horses, mules or oxen moving in slow motion over mountainous terrain. The early railway builders had no great reason to be concerned about steep grades or sharp curves — nor did they have the funds to do much about them in any case.

Originally the railways were built as local rather than regional or even national enterprises. This explains why the early builders (forced by lack of funds to use narrow gauges) saw no reason to make those gauges uniform. More important in to-day's terms, it explains also why no Central American railway, except IRCA (International Railways of Central America), has a main line much over 100 km long, and why hauls of both freight and passengers are correspondingly short.

With hauls necessarily limited by track distances, and speed and load of trains restricted by track profiles and alignments, the situation is made to order for road competition. Such competition has come, inevitably. It has been speeded, as it has been elsewhere, by government largesse — plus, in Central America, fund grants from the United States. It has been slowed only by availability of capital and, in spots, by the same rugged terrain that affect-

ted the building and still affects the operation of railways.

Despite the built-in heritage of operating difficulties, and the onrush of new competition, the outlook for Central American railways has its bright and positive aspects. Population of the area is growing rapidly. Living standards appear to be improving. Industry is moving in. Intra-regional commerce is expanding. For all those reasons, more total traffic within each of the five countries would seem to be an absolute certainty. There is no reason why railroads should not get a substantial, if not wholly proportionate, share of that larger total business.

To bear out that general prediction, the Transportation Study already referred to points out that traffic volume on IRCA 'reached a low in 1962 and has begun to rise. The Honduran railroads as a group, and the FPN (Pacific Railway of Nicaragua) after dropping rather sharply, have begun to level off. The Costa Rican railroads are holding level or rising. It seems fair to conclude that railroads may have passed another slump and will now rise to transport their share of the increased traffic resulting from the economic growth in Central America and the Common Market movement.

'Provided recommended rehabilitation, management and operation improvements are prosecuted, it is believed some traffic that has left the railroads will be recaptured and that there will be a general increase in demand for rail transportation.'

Equally encouraging — perhaps even more so for the long, long term — are the indications of a possible new attitude towards railways on the part of Central American governments.

* * * * *

Spanish trade unionists imprisoned

A SPANISH TRADE UNIONIST, Arcadio Gonzalez, was recently sentenced by a Madrid court to two years' imprisonment and ordered to pay a fine of 10,000 Pesetas for distributing handbills for a banned workers' organization. Three other men received sentences for a similar 'offence.'

Tough men in a tough job

traffic has created a demand for fuel and oil which is increasing from year to year. Every day about a thousand tanker lorries take to the roads, carrying the necessary fuel from Austrian and foreign, mainly Italian, refineries to the smallest village petrol pump.

A great number of these tanker lorries belong to small and medium-sized contractors. Many of them stand to make a good deal of money out of the enormous demand for petrol. For this reason lorries are overloaded; safety regulations are ignored; and drivers on piece rate bonuses work excessive hours.

One of the recent checks organized by the Carinthia local authority on tanker lorries crossing the Italian/Austrian border revealed that out of 90 vehicles examined 71 were seriously defective. Worn out tyres; missing fire extinguishers, wheel chocks, fireproof screens, and sand sprinklers; defective hand brakes; and considerable overloading; these were the chief faults. A majority of the logbooks were incompletely filled in or falsified. One driver was totally exhausted — he had had only two hours' sleep during the previous two days.

Seventy-one 'bombs on wheels' were discovered. Many more, however, still endanger the safety of the roads. Traffic experts and trade unionists are agreed on what should be done about this:

- Regulations to control lorries and drivers, through the medium of police and labour inspectors;
- Stricter penalties for lorry owners who break safety regulations or give their drivers instructions which result in their breaking the law;
- Mandatory installation of tachographs to facilitate control;
- Raising the minimum age for permission to drive a tanker lorry to 24 years.

The blind rush after profits and thoughtlessness about the costs to others should win no respect. Judges and provincial authorities have up to now been generally mild in their treatment of serious offences against the

working hours regulations in road transport. The victims of tanker catastrophes are a warning that greater respect must be accorded to the law.

Decent employers and law-abiding drivers have no need to fear sanctions. The big oil companies have proved that tanker transport can be carried out safely, for in recent years none of their drivers has been involved in serious accidents.

We have the example of Friedrich N., driver for one of the big Austrian petroleum companies, who has covered more than a million kilometres in his working life. Friedrich N. begins his day, after a good rest, at the tanker depot in Vienna. He does not have to face a 16-hour day at the wheel; he and his colleagues enjoy a 45-hour week.

His 10-metre trailer, bearing a 16,000 litre tank, has all the necessary safety equipment. The mechanics at the depot see to it that this equipment is always in working order. Friedrich N. has by heart the regulations about filling and emptying his tanker, since, like all the drivers employed by his firm, he has had special training. No one tries to induce him to overstep the hours limit. The tachograph in his driving cabin records accurately the distance he covers, his speed, his driving time and time spent on other work. Friedrich N. can concentrate on his job.

Even under these ideal conditions, much is demanded of him: a calm temperament, for instance he may be unsuspected by clouds of dust thrown up by overtaking vehicles; strength and skill required when emptying his dangerous cargo at a filling station; and accuracy in money transactions with his firm's customers. Friedrich N. and his colleagues are trade union members. Among contractor drivers the feeling of trade union solidarity is underdeveloped, and because they pay little attention to their obligations, they also set little store by their rights.

To carry a heavy load of explosive petrol safely to its destination — and to do this every day — requires tough men.

A NUMBER OF SERIOUS accidents involving tanker lorries has in recent months caused great concern to the Austrian public. Tankers have driven over escarpments, overturned in ditches, and run into houses, resulting in deaths, serious injuries and damage amounting to tens of thousands of pounds. Petrol and oil escaping from the wrecked lorries has poisoned water supplies, rivers and streams. Every tanker accident brings the likelihood of a serious explosion. No wonder that the tankers have become known as 'bombs on wheels.'

What are the reasons for these accidents? How can they be avoided? A reporter from *Solidarität*, magazine of the Austrian Trade Union Federation, spoke to traffic experts and tanker drivers to discover their views. The fact is that the rapid increase in motor



Above: Friedrich N., 56, who for almost 14 years has been a professional driver—and millionaire! His millions are not in the bank, however. He has collected them on the road, kilometre by kilometre, on good and bad surfaces. In the daily scurry of the city, alone at night on the open road. Death lurks round every corner. The least slip can have appalling consequences. Friedrich N. sits behind the wheel of his tanker lorry, which is loaded with thousands of litres of explosive petrol. . . . Left: All his equipment is carefully checked and maintained at the tanker depot, leaving him free to concentrate on his own job. Top right: The tachograph records accurately the distance covered, his speed, his driving time and total working time. Top left: Driving over poor roads, he may sometimes be unsuspected by clouds of dust thrown up by overtaking vehicles. Centre left: He must be accurate in checking the details of money transactions between his firm and its customers.

Round the world of labour

Canadian seafarers' contract for South Vietnam

THE SEAFARERS' INTERNATIONAL Union of Canada has negotiated wages of \$1,000 to \$1,400 per month for its members aboard the suction dredge *Swellmaster* which has a year's contract in Saigon Harbour. These wages are effective from 4 June, when the vessel left Saint John, New Brunswick, until the return next year. These are the monthly wages:

Bosun	...	...	\$1,100.00
Chief Dragtender	...	...	1,183.26
Senior Dragtender	...	...	1,129.26
Junior Dragtender	...	...	1,000.00
Oiler	...	...	1,000.00
Wheelsman	...	...	1,000.00
Binsman	...	...	1,000.00
Deckhand	...	...	1,000.00
Chief Cook	...	...	1,400.00
Asst. Cook	...	...	1,100.00
Yachtsman	...	...	1,193.26

Other main benefits negotiated are: (a) Two weeks' vacation with pay will be granted after the completion of the contract or the expiration of each 10-month period, whichever comes first. The company will provide air transport to and from Canada for that vacation if the *Swellmaster* is still outside Canadian territorial waters. (b) The crewmen will be paid \$200 each time there is an attack upon the dredge. (c) The crewmen will each be given—at no cost to them—a \$50,000 war risk insurance policy. (d) If the crewmen are compelled to live ashore, they will be provided with first class accommodation comparable to that provided for crews living ashore in Canada; their food will be provided at company expense. (e) Bi-monthly or monthly allotment of wages will be made for the crewmen, and it will be deposited for them in Canadian banks. (f) The company will furnish the men with a proper mailing address, so that they can receive mail quickly and efficiently from home.

The SIU has arranged with the company for all union dues to be deducted and remitted to headquarters; this covers the men on board the vessel at the time of its departure and for any possible additions and replacement.

The *Swellmaster*, an ocean-going dredge of about 400 feet and 1,902 gross tons, is under civilian contract to the US Navy.

* * * *

British lorry drivers' hours

A TOTAL OF 54,185 GOODS vehicles were stopped and checked by the British Ministry of Transport's Traffic Examiners during a two-week 'blitz' recently against drivers and operators who contravene the Hours and Records Regulations of the Road Traffic Acts.

No fewer than 12,138 of the drivers stopped were found to have records which were incomplete or inaccurate in some respect. Verbal warnings were given in 10,685 cases. The remaining 1,453 were serious enough to warrant further investigations by the Ministry. These are in hand with a view to possible prosecutions.

The object of the checks was as much to deter potential offenders—drivers who may be tempted to work round the clock and operators who encourage them to do so—as to catch people breaking the law. The results show that the great majority of lorry drivers do not exceed the permitted hours of work, but many of them do not take sufficient care in completing records, which are the principal means of keeping a check on the number of hours spent at the wheel. The number of cases noted for further investigation indicates that there may still be a hard core of drivers and operators who recklessly endanger other road users by subjecting them to the risk of a tired man at the wheel.

The extent to which the checks were successful in deterring drivers from working excessive hours will not be

known for some time. Ministry examiners will continue to stop goods vehicles and check drivers' records throughout the summer.

Section 73 of the British Road Traffic Act, 1960, lays down broadly that the driver of a goods vehicle:

- (i) must not drive for more than 5½ hours at a stretch without at least 30 minutes' break for rest and refreshment;
- (ii) must not drive for a total of more than 11 hours in 24;
- (iii) must have at least 10 consecutive hours off in every 24 during which he can rest away from his vehicle.

The maximum penalty for exceeding these hours is £20 for a first offence and £50 or 3 months' imprisonment for a second or subsequent offence.

* * * *

Safety for Belgian fishermen

The Belgian Transport Workers' Union writes:

LOOKING AT THE REGULATIONS which the government is adopting on the safety of fishing vessels, we have the impression that the shipping inspectorate and the shipbuilders have a tendency to be too lenient. Of course, no absolutely unseaworthy vessel is permitted to sail, and of course certain standards are set regarding stability; but the risk margin which is permitted is considerable, particularly when you think what fishermen require of their vessels.

Some fishermen tend to take little notice of danger. Even when their nets are caught on a wreck, which is always possible, they are not likely to abandon the nets. This attitude on board only moderately stable vessels leads to risks which overstep the bounds of what is acceptable. Even in these days fish are bought dearly.

Ships are built which at all costs are kept below the 50 ton mark and then they are equipped with engines,

winches, masts, and booms which are clearly too heavy for the ship. This is all right as long as they are commanded by careful skippers, but that is not always the case.

It is to be hoped that dangers of this nature will decrease when vessels of 20 tons and above have to obtain a deep-sea fishing certificate. This means that more or less all fishing vessels will be covered, except perhaps for small shrimp vessels. There will therefore be no reason to keep new vessels below the 50-ton mark, and greater stability should result, leaving the vessels better equipped to withstand the dangers to which they are exposed.

The shipping inspectorate will have to be careful not to be too lenient. Firm steps must be taken against irresponsible navigation and account must be taken also of the stability standards which are required to cope with the conditions encountered by fishing vessels.

There will probably be a special regulation to cover a transitional period, until the time when it is mandatory for a certificated navigating officer to be carried and when the new stability standards come into effect. But the transitional period should not be too long. There must be no haggling over safety.

* * * *

What can conductresses do now?

IT IS A GOOD six years since women in Copenhagen have been permitted not merely to clean the trams but also to work as conductresses aboard them. The pessimists have been proved wrong. Today nearly 150 women work as conductresses in Copenhagen, and none of their customers takes any notice whether his ticket is punched by a man or a woman. But these 150 are employed in a dying occupation. In a few years' time there will be neither men nor women conductors in Copenhagen, if the plan for the city's public transport goes through. However, the men at least have the opportunity of going on to become drivers of the new one-man buses which will in future replace trams. This way out is not open to women. Yet.

The tramway administration has so far shown no interest in employing women, although about ten have applied. If women **are** employed as drivers, they will have the same terms of employment as men. That's what is causing the trouble. As conductresses they have quite different conditions.

However, women have been employed as drivers to help out during the rush hours, when their hours of work were set at from three to six hours, or during times when sickness depleted the numbers of men drivers, when women drivers sometimes worked a full day of 8 hours 40 minutes. But normally women can reckon on only part-time work; they can be dismissed with three weeks' notice and they have no pension rights. They are apparently not considered reliable enough to be taken on as established employees, and they admit themselves that only a few of them would want to be. But they argue that those who are willing to work on the same terms as their male colleagues should be allowed to do so.

* * * *

Women may drive London buses

LONDON TRANSPORT HAS officially proposed to the Transport and General Workers' Union the employment of women as bus drivers in the central area of the city. As a start it has suggested asking for 100 volunteers from among conductresses for training as drivers.

This suggestion, together with plans for part-time staff working at peak periods and during the summer months, will now be discussed by the union. The proposals are in line with a report from the prices and incomes board, which suggested the use of properly qualified part-time workers at peak periods and week-ends, not only to reduce costs, but also improve conditions for full-time staff. It mentioned that one-fifth of the one-man buses in Stockholm are driven by women.

London Transport hopes to draw part-time workers from two sources: qualified drivers employed at maintenance works, and male and female students as conductors during vacation.

No weapon-licence for taxi-drivers

TAXI-DRIVERS WITHIN the German Union of Transport and Public Service Workers (OeTV) have been concerned about the problem of protection from attack ever since July, 1958. They agreed that adequate protection can only be obtained by building a bullet-proof glass panel into the vehicle between the driver's and passenger's seat. The solution of providing the drivers with firearms was rejected on the grounds of possible misuse of these weapons.

Although taxi-drivers' representatives have come out firmly against the latter proposal, a number of taxi firms requested the authorities to issue licences to carry weapons. Now a court in Mannheim (Baden-Württemberg district) has ruled that taxi-drivers may



not carry firearms for protection, since there was no evidence that the attacks would cease if they were permitted to do so. The only real solution was the installation of bullet-proof partitions. This follows a previous ruling by a court in Stuttgart to the same effect. The intention of the law on this point is that, in the public interest, as few people as possible ought to be allowed to carry weapons; a licence should only be granted for the protection of life and property when there is no other possible effective form of protection.

A Federal regulation was issued on 6 January this year making the installation of bullet-proof partitions obligatory; certain interests are seeking to have this annulled, but the OeTV is determined that they shall not have their way.

THE DUTCH TRANSPORT WORKERS' UNION (NBV)

AFTER THE SECOND World War the Netherlands trade union movement began to adapt itself to the pattern of organization by industry rather than by trade or craft, anticipating the development along industrial lines of social insurance administration and economic codetermination. Discussions over a period between transport workers' unions led in 1951 to the formation of a coordinating body, the Association of Transport Workers' Organizations, which covered unions catering for all branches of transport, including seafarers and civil aviation workers. It then became apparent that even closer links were necessary to promote the necessary unity and strength, so that on 1 January 1956 agreement was reached whereby seafarers and fishermen of all ranks were united in a single union — the present-day Central Union of Merchant Seafarers and Fishermen — and that a new organization, the Netherlands Union of Transport Workers (NBV) should be set up to cater for railwaymen, tramwaymen, dockers, inland navigation workers, and those who worked in road transport for hire and reward. (Those in transport for their own account joined unions catering for their own industry.) In 1961 the NBV was enlarged by the addition of the aviation workers' union.

Pilots discuss airbus

AIRLINE PILOTS from seven European countries attended a conference convened by the British Air Line Pilots' Association in London at the end of May to discuss the airbus.

A view which emerged was that the pilots would prefer to see an airbus developed with three or four engines rather than two. Should constructors and operators insist on a twin-engined version for economic reasons, the pilots would expect a tightening up of performance requirements for twin-engined aircraft, in view of the large number of passengers which would be carried. It was agreed that two pilots would not be sufficient operating crew, in the absence of any previous scientific evaluation of instruments and flying aids on the airbus. In the absence, too, of proof from research into work load factors and operational environment to the contrary, it was felt that three or more operating crew members would be needed.

Regulations for cabin staff would also need to be made more stringent. More cabin personnel would be needed to control the large numbers of passengers aboard an aircraft of the size envisaged, in the event of an emergency.

It was agreed that the licensing of cabin staff should be a requirement.

* * * *

Eastern Africa shipping line launched

JUNE 27 MARKED the inauguration of the Eastern Africa National Shipping Line. Representatives of the three East African and Zambian governments, together with those of the Southern Line and the chairman of the East Africa Conference Line, met in Nairobi to sign an agreement which brought the new Line into existence and admitted it to the Conference — thereby ensuring it a fair share of the ocean trade between the ports of East Africa and Great Britain and Northern Europe.

The new company was formed and registered in Dar es Salaam on 19 May 1966, with initial capital of £600,000. It was due to begin operations in July with the introduction of a 9,000 ton cargo vessel for the European trade.

The Mombasa-registered Southern Line — an East African company already engaged in ocean trade — will be the majority shareholder in the new line in partnership with the governments of Kenya, Tanzania, Uganda and Zambia, and will also act as managing agents responsible for raising capital in the early years of operation.

The NBV is a politically independent trade union, which however sympathizes most closely with the Dutch Labour Party. It is affiliated to the Netherlands Federation of Trade Unions (NVV), which in turn belongs to the ICFTU.

Structure of the Union

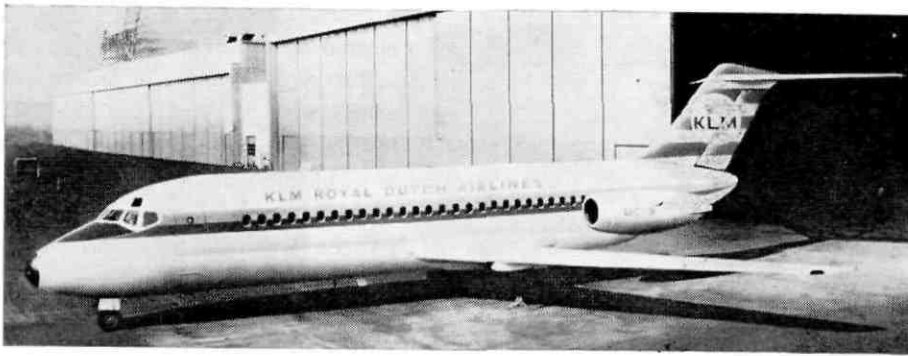
The union's structure is based on the concept of organization by industry rather than by trade. It has five industrial groups catering for railwaymen (12,274 members), road transport workers (14,898), dockers (12,765), inland navigation workers (4,066), and civil aviation workers (1,543), a total of 45,546 members.*

Each individual member belongs to a local branch, covering the area in which he lives. This branch is divided into industrial groups, each with its own executive committee which is responsible for looking after the interests of members at their place of work. These local industrial groups may be further divided into trade groups where there are sufficient members to justify this. The branch has an executive committee elected annually which has the task of coordinating the work of the industrial groups and taking care of organization, propaganda and finances of the branch. In branches of more than 1,000 members and at least three industrial groups there is also a branch council composed of the joint local industrial group executives.

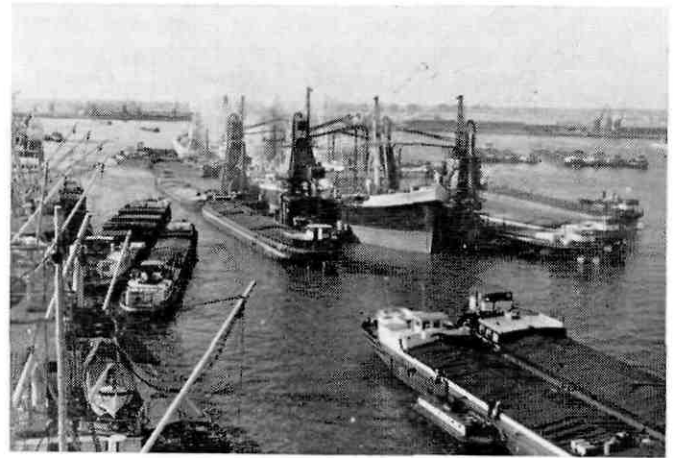
Nationally, this industrial and trade group structure is continued, so that each national industrial group executive is responsible generally for looking after the interests of its members in the field of wages and working conditions. Members of these committees are elected for three-yearly periods of office by the triennial general industrial group conference, to which delegates are elected from the local industrial groups. The chairmen of the appropriate national trade group committees also sit on the national industrial group committees.

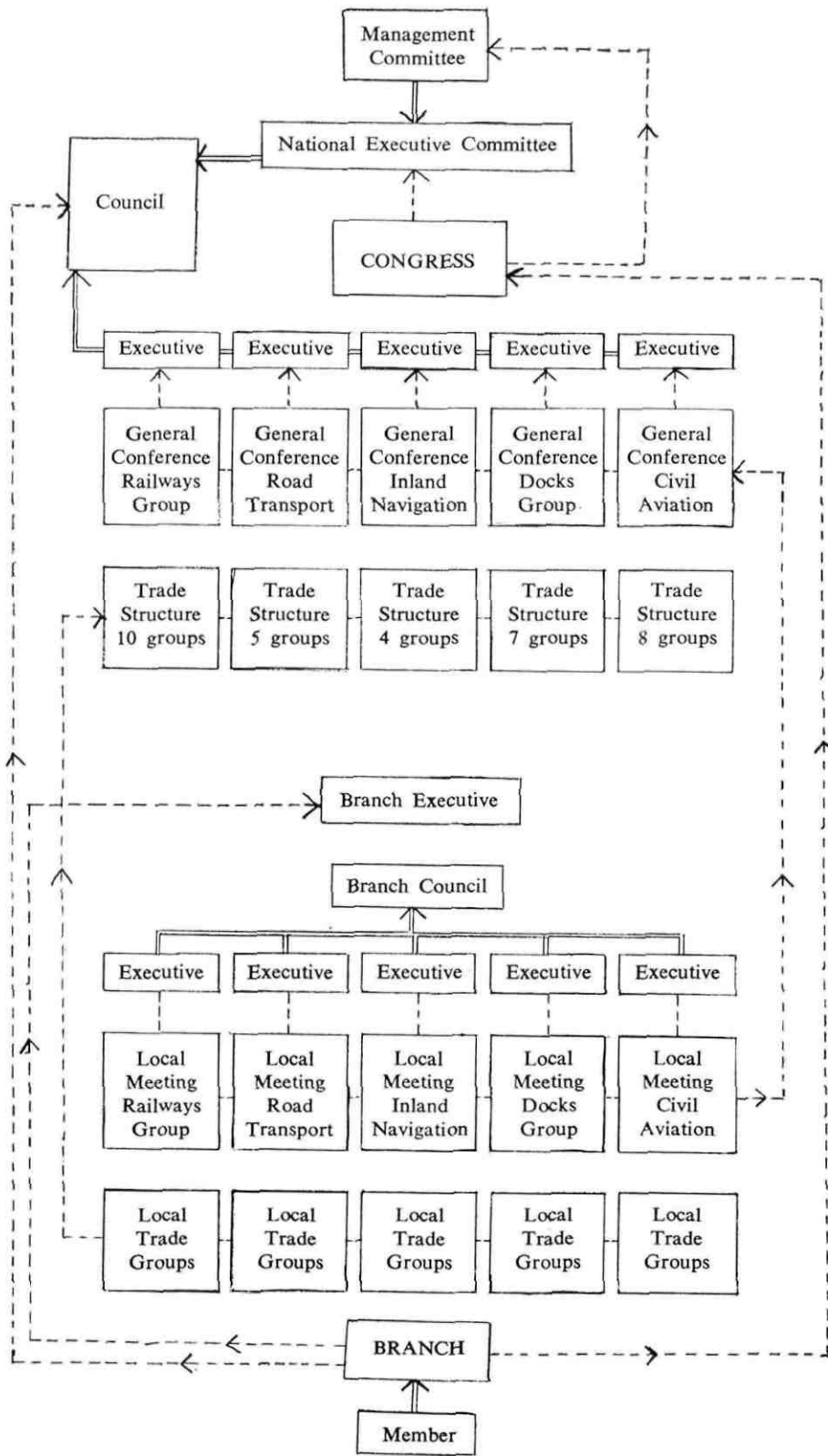
The Congress, the highest authority in the union, comes together once every

*1965 figures.



After the amalgamation in 1956 the NBV represented railwaymen, road transport workers, dockers and inland navigation workers. Civil aviation workers joined in 1961. Each industrial group within the union is largely autonomous, with its own conferences and negotiating machinery and its own officers. Every industrial group is also divided into trade groups representing the different occupations within the industry.





KEY TO DIAGRAM

- Election of one body by members of another
- ===== Membership of one body by virtue of membership of another

three years. Delegates to the Congress are elected by the branches, which are entitled to representation in proportion to membership.

The Management Committee of the union, which looks after day-to-day business and meets every week, consists of between seven and nine members elected by Congress from among nominees of the branches. The union National Executive Committee consists of Management Committee members plus fifteen others elected by Congress from among nominees of the national industrial groups, which are represented according to size (4 from the railwaymen's group, 4 from road transport, 2 from inland navigation, 3 from the docks group and 2 from civil aviation). The union Council, which meets at least once a year to review the work of the National Executive, is composed of the members of the National Executive, the members of the national industrial committees, representatives of the branches and the full-time officials.

The five industrial groups have a large degree of autonomy and each group has its own edition of the union journal *Steeds Voorwaarts* (Ever Onward) which appears fortnightly. This decentralized control of industrial activity gives each individual member the greatest possible chance of taking an active part in the union's decision-making machinery, whilst the unity at the top of the structure gives the union power and influence greater than the sum of its parts.

The union's central administration has departments for organization, propaganda, and education; library and documentation; information on wages and economic developments, and international affairs; and social insurance and pensions; all of these provide services for the work of the industrial groups. The union also offers a legal service to its members, and operates a number of special benefits including holidays for members' children, death and invalidity benefits, and sickness benefits for members' families.



G. H. J. Alink



W. A. Kieboom



J. Scheffers



J. de Graaf

The officers

G. J. H. Alink, NBV President and Chairman of the Railways Group, as well as a member of the ITF Executive Board, was born on 26 June 1910. He joined the Netherlands Railways in 1926 and later worked in the signals department. In 1946 he started work full-time for the union, which he had joined at the age of 17, and which he helped to rebuild after the liberation. After the amalgamation in 1956 he took charge of the interests of railwaymen and in 1961 was elected union President.

W. A. Kieboom, General Secretary, was born on 13 July 1918, joining the railway service in 1939. He became a full-time union officer in 1946, and five years later took over the editorship of the union magazine, continuing this function for the new amalgamated Transport Workers' Union in 1956. He has become an expert on pension matters, and now also looks after publicity and education work.

J. Scheffers, Union Treasurer, was born on 1 July 1913, and entered the service of the former Central Union of Transport Workers in 1928. He has worked on the administration of various union funds, and after the war

became office manager and chief of the propaganda service. After the amalgamation he became NBV treasurer.

J. de Graaf, Vice President since the retirement of J. de Later at the beginning of this year, was born on 9 February 1906. He came to the NBV from the Civil Aviation Union which amalgamated in 1961, and of which he was Treasurer and editor for ten years. Before the war he worked for the social democratic press and after the war spent some time in Indonesia working for the Dutch government and advising the young trade union movement there. He has a special interest in trade union education.

H. W. Koppens has been Chairman of the Road Transport Workers' group since the beginning of this year, following ten years as secretary of the group. He was born on 25 January 1915 and worked for more than twenty-five years in the service of the Central Union of Workers in the Transport Industry. Koppens is Chairman of the ITF Road Transport Workers' Section.

W. Hulsker, President of the Dockers' group since 1961, also came to the NBV from the Central Union of Workers in the Transport Industry, and worked as secretary of the group

until taking over the Chairmanship from R. Laan Jr.

P. Mol is Chairman of the Inland Navigation group, to which post he was elected in 1964, after working for 11 years for the members in the industry, first as assistant to Tom Smeding and then as secretary. He has worked in the movement since 1935.

J. K. Post is Chairman of the Civil Aviation group. He went to work for KLM in 1938 and still works for the company full time. He was elected to represent KLM supervisory staff in 1950 and became President of the Civil Aviation Workers' Union in 1959. He has been Chairman of the ITF Civil Aviation Section since 1962.

A. W. Korbijn joined the staff of the Railways and Tramways Union in 1930 and held a number of offices until 1947 when he took charge of the interests of tramway workers. He is now secretary of the NBV Road Transport group.

Membership: At the merger membership was 40,037. Today it is 46,500.

Reduction of Working Hours: In the period between 1956 and 1966, all groups have achieved the five-day week. On the railways working hours per week have gone down from 48 to 45; in Road Transport from 55 to 48

H. W. Koppens



W. Hulsker



P. Mol



J. K. Post



hours; in the ports from 48 to 42½ hours and from 1 July 1967 there will be a further reduction to 41¼ hours; in civil aviation (ground and technical staff) from 48 to 43¾ hours; and in inland navigation hours vary between 45 and 50 per week. The aim is to obtain a 40-hour week for all members.

Annual Leave is at least 18 working days with full pay, together with a holiday bonus which varies between 4% and 6% of annual pay.

Pensions: In addition to the national pension, which amounts to 4,110 Guilders for married and 2,892 for single persons over the age of 65, workers in every group covered by the union benefit from supplementary pension arrangements, all of which are being gradually improved.

The union has played an important part in trade union education, believing that in a rapidly changing society the trade union movement must keep its members well informed both so that they are able to play a responsible role in union decision-making and so that they can play a key part in the development of their own industries. It has also worked hard to obtain recognition for the idea that vocational training is not only of benefit to the individual worker but is also in the interest of the employer.

The union has this to say about its work:

'Our union, with its five industrial sections, covers a wide field and our body of officers have many problems to deal with. The basic premise from which we work is and always has been this: a well-organized transport industry, in which the different branches are not fighting one another and in which working conditions are no longer the factor on which competition is based. This is the best basis for good working conditions and working relationships.

'We have, therefore, set ourselves the task of providing the best possible service for the individual union member and, by seeking to change society, we are striving to improve the position of our members in the various branches of transport.'

Channel tunnel survey completed

A PRELIMINARY SURVEY of the Straits of Dover for the project to build a tunnel linking Britain with France has been completed. The first volume of a report (not to be published at present) on the survey has been submitted to the Anglo-French Commission of Surveillance, set up by the two Governments to oversee the survey. It summarizes the work carried out and results obtained. The scientific analysis of the geological and geophysical tests made will be given in further volumes of the report.

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Air bookings by TV and computer

TRANS-WORLD AIRLINES plan to automate their entire seat reservation system by mid-1968. This is when a national computer network, now being installed, with its centre at Rockleigh, New Jersey, will become fully operational. The central computer will be linked directly with more than two thousand reservation agencies. The novel feature of the system is that the agencies will all be equipped with cathode-ray monitors, resembling television sets, on which the information concerning availability of seats will be shown, transmitted directly by the computer on interrogation. The computer will consist of two high speed processors, each capable of four million operations per second, and 40 disc file systems which can store 650 million characters of information. Each of the 2,000 'TV-set' consoles will have instantaneous access to the stored data. Reservations information will be entered electronically and retrieved directly from the computer. Information displayed on the monitor screens will include the number, origin and destination of a flight, arrival and departure times, type of aircraft, and the class and features of a service. Availability of flights scheduled by other airlines will also be indicated. A booking agent will be able to retrieve information in less than one second for most transactions. TWA hopes to extend the system to overseas operations, once its reservations procedure in the US is fully automated.

Computer to forecast airway danger

THE BRITISH MINISTRY of Aviation has ordered a large computer controlled flight plan processing system for installation at the new London Air Traffic Control Centre at West Drayton.

The new system will provide much faster and more accurate information for ATC officers. Flight plans, supplied by neighbouring control centres or by aircraft pilots, will be processed in conjunction with meteorological data and aircraft performance details. The computer will contain a complete picture of the airways system over the south of England, enabling navigational information to be passed on all aircraft within a given air-space. The computer will also be able to look ahead and plot conflicting situations before they actually arise.

(Continued from page 197)

ment inspectors or factory inspectors in case of suspected faults, whether mechanical or structural, in the aircraft in question or the aircraft type.

Documentation should include: company aircraft manual; company operation and flight manual; manual of routes used by the pilot; manufacturer's manual and company maintenance manual; and a transcript of information obtained from the flight recorder.

The final report should be sent to ASPA as soon as it is ready and the points which should normally be included are: nature of the accident, history of the flight, investigation, analysis, supplementary information and probable cause.

Surviving pilots, as well as submitting a report to the authorities, must give ASPA any information which may be of use. If they know of anything which may have been a contributory factor in the accident it is their responsibility to tell ASPA. If the accident occurred outside national territory, this information should also be given to the safety officer or committee of the local pilots' association and the latter's intervention in the investigation requested if this is desired.

International Transport Workers' Federation

General Secretary: HANS IMHOF

President: HANS DUBY

7 *industrial sections catering for*

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

- Founded in London in 1896
- Reconstituted at Amsterdam in 1919
- Headquarters in London since the outbreak of the Second World War
- 339 affiliated organizations in 84 countries
- Total membership: 6,500,000

The aims of the ITF are

to support the national and international action of workers in the struggle against economic exploitation and political oppression and to make international trade union solidarity effective;

to cooperate in the establishment of a world order based on the association of all peoples in freedom and equality for the promotion of their welfare by the common use of the world's resources;

to seek universal recognition and enforcement of the right to organize in trade unions;

to defend and promote, internationally, the economic, social and occupational interests of all transport workers;

to represent transport workers in international agencies performing functions which affect their social, economic and occupational conditions;

to furnish its affiliated organizations with information about the wages and working conditions of transport workers in different parts of the world, legislation affecting them, the development and activities of their trade unions, and other kindred matters.

Affiliated unions in

Aden * Argentina * Australia * Austria * Barbados * Belgium
Bermuda * Bolivia * Brazil * British Honduras * Burma
Canada * Chile * Colombia * Congo * Costa Rica * Curaçao
Cyprus * Denmark * Dominican Republic * Ecuador
Estonia (Exile) * Faroe Islands * Finland * France * Gambia
Germany * Great Britain * Greece * Grenada * Guatemala
Guyana * Honduras * Hong Kong * Iceland * India
Indonesia * Israel * Italy * Jamaica * Japan * Jordan * Kenya
Lebanon * Liberia * Libya * Luxembourg * Madagascar
Malawi * Malaya * Malta * Mauritius * Mexico * The
Netherlands * New Zealand * Nicaragua * Nigeria * Norway
Pakistan * Panama * Paraguay * Peru * Philippines * Poland
(Exile) * Republic of Ireland * Republic of Korea * Rhodesia
St. Lucia * Senegal * Sierra Leone * South Africa * South
Vietnam * Spain (Illegal Underground Movement) * Sweden
Switzerland * Taiwan * Trinidad * Tunisia * Turkey * Uganda
United Arab Republic * United States of America * Uruguay
Venezuela * Zambia

International Transport Workers' Journal

Internationale Transportarbeiter-Zeitung

ITF Journal (Tokyo - Japanese version)

Transporte

ITF-aren

editions of journal



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for the
world's
transport
workers

Informationsblad

Informationen

Informations

Boletín de Noticias (Lima)

Newsletter

editions
of newsletter