

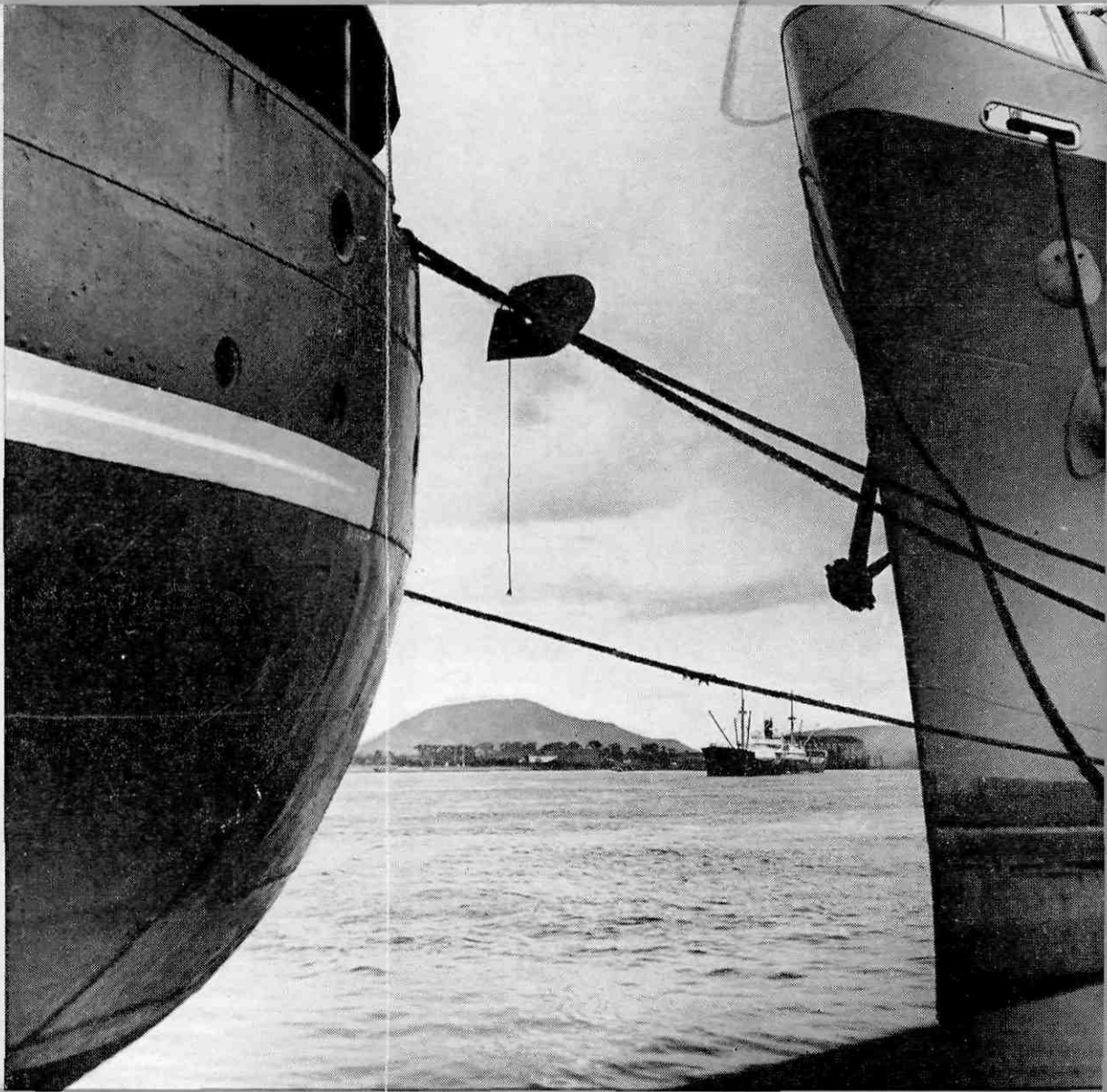
International Transport Workers' Journal

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

Branch Offices: ASIAN OFFICE - 143 Orchard Road, Singapore 9

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

AFRICA - 145 Strachan Street, (P.O. Box 154),
Ebute Metta, Nigeria

Forthcoming meetings:

London	4 April 1960 Regional Affairs Committee
London	5 and 6 April 1960 Executive Committee meeting
Berne	20-29 July 1960 26th Biennial Congress

Comment

Benevolence or blackmail?

A SHORT WHILE AGO we commented on the actions of certain colonial government officials in Africa who have apparently managed to convince themselves that they can stop the spread of union organization in their territories by refusing entry permits to representatives of the free trade union movement. This time, we would like to say a few words about the equally petulant attitude displayed by the management of African public undertakings towards strike action on the part of its employees.

The management in question is that of the East African Railways & Harbours. Last year, as readers of our publication will know, something like 23,000 African railway employees in Kenya went on strike and were later joined by their colleagues in Uganda. It was the first full-scale strike of African railwaymen in East Africa and was evidently not to the liking of the E.A.R. & H. management. To underscore the fact, the latter recently issued a circular pointing out that it had the power to dismiss railwaymen who were absent from work without permission. The circular went on to say that following last year's strike it had exercised its discretion and allowed strikers to return to work, but added that it might not be so 'generous' on another occasion.

There can be no doubt that this document is a blatant attempt to intimidate African railwaymen, who are now contemplating a further strike in support of their claims, and perhaps also to trade on their lack of knowledge of normal industrial practice. In addition, it contains what can only be described as a barefaced distortion. The management did not in fact exercise its 'discretion' at all; the agreement ending last year's strike expressly provided that there should be no victimisation by either party. There was thus no managerial benevolence involved; that is unless the E.A.R. & H. believes that the agreements it signs are not binding on it. If it does, then perhaps it should go the whole hog and try to change the law of the land. Because whether the E.A.R. & H. management likes it or not, both collective agreements and strikes are provided for by East African legislation. If it doesn't approve of the situation, it should be honest and say so, not try the old employers' game of attempting to blackmail its workers into giving up their rights for fear of losing their jobs. That just won't wash any more, as E.A.R. & H. should know by now.

Modernization and German rail workshop staff



The old and the new on the West German Federal Railways. The reduction in railway workshop facilities is at least partly attributable to the modernization programme which has been introduced in the field of tractive power and rolling stock (Deutsche Bundesbahn photograph)

influenced by the change-over from steam to diesel and electric traction. Some idea of the changed picture in the field of tractive power may be gauged from the fact that between 1950 and 1959 the number of steam locomotives decreased from 12,000 to 7,800. In the same period the number of diesel and electric locos went up to 1,260 and 1,620. By the end of the DB's modernization programme in 1968-70, it is estimated that some 3,300 steam locomotives will be operating alongside 3,250 electric, 3,900 diesel and 1,800 small diesel locomotives. Compared with the present forty-seven, and the figure of 149 for the immediate post-war period, the number of steam locomotive types will be twenty.

This switch-over will have an increasing effect on repair and maintenance work.

A major overhaul of a steam locomotive takes twenty to twenty-five days; it takes only five days in the case of an electric locomotive. That means a cut in man-hours of seventy-five per cent to eighty per cent. Bearing in mind that, in terms of capacity, ten electric are equivalent to sixteen steam locomotives, we find that the total amount of labour called for is reduced by some eighty-five per cent. Instead of one hundred men, only fifteen will be needed in future. So too in the case of regular repair work where man-hours are expected to be reduced by more than a half. Hitherto where annually ten men have been employed to do maintenance work on ten steam engines, only seven will be required to work on the same number of electric locomotives. When capacity is taken into consideration, it will be found that the same result will be produced in half the number of man-hours. If all the costs associated with the care and maintenance of locomotives are considered, it will be found that these are two-thirds less for electric engines than for steam locomotives. A similar substantial saving, if not

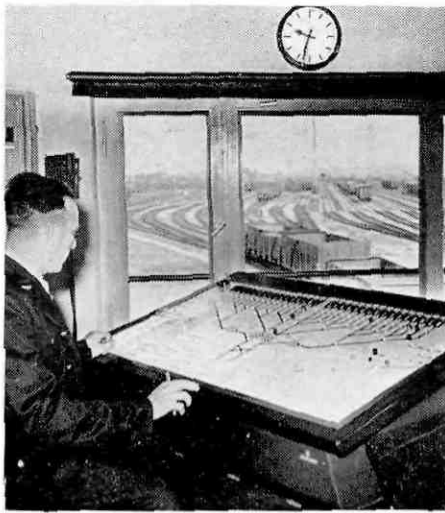
BETWEEN THE YEARS 1950 AND 1958, the number of staff employed in workshops run by the German Federal Railways (Deutsche Bundesbahn) dropped from some 48,000 to less than 46,000. A second 'retrenchment phase' envisages a further staff reduction of 4,300. Today, the Bundesbahn has forty-one repair shops compared with seventy-six in 1925. These figures give some idea of the drastic cuts brought about partly by the need to economize and partly as a result of modernization trends on the railways. The following article (summarized from a pamphlet issued by the ITF-affiliated German Railwaymen's Union) gives the background to the developments leading up to the present position, makes a strong plea for an end to the closing down of Federal Railways' workshops and the consequent redundancy of staff, and advances arguments tending to show that at least a part of the new construction programme should be entrusted to DB workshops which, it contends are capable of producing new stock more cheaply than outside industry.

In November 1958 the head office of the German Federal Railways (DB) issued a document setting out the management's views on rationalization. The document stated that, by the end of 1957, the Federal Railways had closed down ten repair workshops, three independent workshop departments and eight construction departments in a number of repair shops. It went on to disclose that an additional nine or ten repair shops were scheduled for closing within the next four years in order to achieve further economies.

This process, already carried out in some

cases and proposed in others, is in part attributed to the success of internal rationalization methods put into practice in individual workshops and in part to the modernization introduced in the field of tractive power and rolling stock. As part of this picture we may note an increasing trend towards specialization in the workshops. Concentration on 'type' work in some cases led to 'moving band' methods, creating a repair and maintenance potential which could not always be fully exploited.

The economics of maintenance and repair work, however, have been particularly



Automatic shunting of goods wagons in a German Federal Railways classification yard. The ITF-affiliated German Railwaymen's Union believes that part of the new construction programme for rolling stock should be entrusted to railway workshops (Deutsche Bundesbahn photo).

quite so large, is noticeable when diesel is substituted for steam traction.

A comparable picture emerges in the case of the rolling stock. As early as 1954, when war damage had largely been made good, the German Federal Railways found themselves in the position of either having to close down a number of wagon repair shops or looking round for new fields in which they could use their resources. The answer was found to some extent in initiating a conversion programme of older wagons which, whilst no longer subject to the periodic overhaul programme, nevertheless could not for financial reasons be scrapped in favour of entirely new stock. One result of this programme was that freight-car repair shops were divided into those performing regular maintenance work and those allocated to the conversion programme. The conversion programme was bound to come to an end one day, however, and this has proved to be the case in one notable instance at least – the repair shops in Siegen.

But even the construction of new wagons from wear-resisting old parts works out disadvantageously as regards long-term steady employment for the repair shops since, with the progressive 'rejuvenation' of the stock, less maintenance work is called for. Thus in the case of 'old-style' freight cars, railway schedules lay down 120 hours for overhaul work; in the case of the 'new-style' the time allocated is sixty hours – exactly half the man-hours. Furthermore, as the trend towards larger wagons of greater carrying capacity increases, fewer wagons will be needed to transport the same volume of goods.

Consideration of all these factors led the German Federal Railways in 1957 to amend their regulations governing rolling-stock workshop procedure. The periodic over-

haul of wagons was altered from three to four – in some cases to six – years whilst, in the case of locomotives, regular periodic overhauls were discontinued in favour of an overhaul procedure based on performance. Here again the consequence was less work for workshop staff. The net outcome was an under-exploitation of workshop potential. Nor did cessation of recruitment provide the answer; it merely created an unfavourable ratio between machine potential and those required to operate it.

As a consequence of these trends, the Deutsche Bundesbahn carried out the first phase of its shut-down programme, ending in the year 1958 with the closure of ten repair shops and four Works Departments. Today the German Federal Railways have forty-one repair shops compared with seventy-six in 1925 – the year the Federal Railways were established. In the course of the ten years from 1949 to 1959, the number of construction departments in the locomotive repair sector had decreased from thirty-five to nineteen, the thirty-five freight car departments to eighteen, the twenty-four passenger carriage departments to twelve, the nine motive power unit departments to six, the thirteen road vehicle departments to three and the four points construction units to one.

Further programmes expected to be carried out by the end of 1960 reveal continued reductions.

This closing down of a number of workshops has been accompanied by a marked drop in the number of staff employed: from 58,074 in 1950 to 45,796 in 1958. Meanwhile the DB's 'target' for 1960 is 39,000. In spite of the reduction in the number of workshops, the railways are still faced with the problem of a potential in excess of effective demand. This problem can be met in one of two ways, the one at present being pursued by the Federal Railways and the other recommended by the German Railwaymen's Union. The first means reducing workshop potential to the level of the effective demand for services, which in practice can only mean the further closing down of workshops. Alternatively, one could step up effective demand for existing workshop

services, preferably by means of a wagon construction programme.

The German Federal Railways evidently propose to continue with the closing-down of workshops. The first phase has been followed by a second (from 1959 to 1960) during the course of which the shut-down of a further eight shops is expected to reduce the forty-three repair shops in existence on 1 January 1959 to thirty-three by the end of 1960. The third phase (after 1960) is expected to leave the DB with a total of twenty-six workshops when complete. For the purposes of the Union argument however, this phase may be left out of account in that it will have to be viewed in conjunction with the new modernization plan, with special reference to the electrification programme. The Union, however, is faced with the implications of the second phase which started at the beginning of 1959. By March 1959, two of the eight workshops threatened with closure had already been shut down. The number of staff affected was 1,300. The fate of the remaining six shops, employing some 5,000, was still being discussed in September.

In connection with the Union plan to convert existing workshop facilities at full capacity by the creation of new work in the shape of wagon construction, it is argued that the Federal Railways would also benefit from lower production costs resulting from increased mass production methods. Wagon production undertaken by the railways themselves would result in reducing costs by up to something like twenty per cent.

Concrete proof of the contention that the DB could build wagons more cheaply in its own workshops came in the form of a comparison in connection with the delivery price of a new series of wagons constructed in one of the workshops of the German Federal Railways. It was found that the price at which this workshop delivered wagons was 21.3 per cent lower than that of the lowest price charged by a wagon construction firm in outside industry, and twenty-seven per cent lower than the average delivery price of all other outside concerns. Follow-up orders are invariably passed on to outside industry. Had they been given to the

workshop, the difference in the delivery price would have been even greater.

This difference is attributed to the fact that the 600 wagons of the new series constructed by the Railways' own workshop could be built by 'moving band' methods, thus making possible a progressively reduced cost. On the other hand, it is conceded that the German Federal Railways are not, as are outside firms, required to take certain forms of taxation into account or profit margins in the case of intermediate products or the finished article itself.

The proposed changes in the wagon building industry are calculated to bring about a contraction process in the industry generally which can only be regarded as desirable from the point of view of the national economy. Whereas in 1938 there were eighteen wagon building concerns in Western Germany employing some 11,000 workers, today there are twenty-one employing some 23,000.

Industry spokesmen themselves have stated that the entire home and export market could be satisfactorily supplied by six concerns, including three smaller or medium-sized enterprises. The result of this unused potential is that the national economy is being deprived of needed capital, and that uneconomically high prices are being charged for wagons – something, of course, for which the German Federal Railways have to suffer. As it has hitherto not been found possible to get the industry to retrench on a voluntary basis, the German Railwaymen's Union regards its demand for a Federal Railways construction plan as an economic measure designed to bring about a more favourable pricing process in the Federal Railways and the industry, leading to more economic prices and regularized employment.

The fact that the German Federal Railways would be constructing its own wagons would not mean that no orders would be passed on to outside industry. On the contrary, close collaboration would be called for, especially with those concerns which hitherto had been doing much work in the field of development and research. Up to now this collaboration has been ham-

pered to an extent by the policy of placing orders over as wide a field as possible. Furthermore, if – as seems likely – work on new construction expands, orders to outside industry are not expected to decrease in number.

The experience of the British Railways can be taken as an example of what can be done in this field. British Railways and the industry, by co-operating on a construction programme, have managed to avoid the disadvantages resulting from excess potential and the consequent excessive costs.

The latest DB renewal programme, if implemented, would call for the construction annually of some 8,600 freight cars and 725 passenger carriages. In point of fact, the German Federal Railways have not been able to keep pace with their renewal needs. Furthermore, the backlog resulting from the renewal stop during the war years has not been made good by the conversion programme. At the beginning of 1938, therefore, twenty-eight per cent of the goods

wagons were from thirty-one to more than fifty-six years old, and 29.8 per cent of the carriages were from thirty-six to more than fifty-six years old. In short, they were obsolete and fit only for scrapping. The degree of obsolescence among DB rolling stock may be gauged from the following (applicable to passenger cars as of 1 January 1958): 7.4 per cent were new, 21.4 per cent were converted, 29.4 per cent were pre-war stock but still usable, and 41.8 per cent were pre-war and obsolete.

This high degree of obsolescence was taken into account in the railways' investment programme which called for the construction by 1962 of 3,500 new carriages to be used in short-haul traffic as a replacement for 7,000 obsolete wooden carriages. The 1955 ten-year investment programme calls for an additional 116,150 goods wagons and 17,450 carriages.

The DB ten-year investment programme, however, after being approved by the Transport Committee of the Federal Par-



What does the future hold for these young apprentices undergoing training at Wuppertal? The German Railwaymen's Union states that the continued employment of German workshop personnel will enable the railways to produce their own wagons and carriages at much lower cost than if the job were entrusted to outside industry (Photo: Bundesbahndirektion Wuppertal)

liament in January 1957, has effectively been pigeon-holed. A similar plan adopted in 1955 by the British Transport Commission for British Railways, however, opens up possibilities both for the industry and the railway workshops in that a large part of the sum to be invested is earmarked for the construction of new rolling stock. On the subject of the allocation of orders for new stock, British Railways have made it clear that it will continue its practice of passing orders for both carriages and locomotives to its own workshops 'provided costs are competitive'. Accordingly, British Railways workshops have received orders to construct some 300,000 freight cars and a proportion of the 31,000 other units.

Arguments have been advanced against the proposal of the German Railwaymen's Union that the DB workshops should be given part of the orders for new stock. Thus it has been argued that a comparison of production costs gives an unfair picture owing to the difference between costing procedure in private industry and an organization such as the State Railways. The union counters this with the statement that a system of full accounting has been in force in the German Railways' workshops since 1927 and that the costing systems of the DB workshops and of outside industry are fully comparable.

It has also been charged that no true basis of comparison exists because the Federal Railways are not burdened with such charges as turnover, corporation and property taxes as well as other outgoings which outside industry has to reckon with. It is further argued that many charges incurred by the workshops are booked against central administration costs. These, and other, allegations seeking to show that the production costs picture as regards the DB workshops is in some way distorted are energetically refuted by the union.

Finally, in its argument that the DB workshops should be entrusted with construction work in connection with the rolling stock programme, the German Railwaymen's Union points out that the advantages the DB workshops enjoy compared with outside industry stem largely from

their ability to employ mass-production methods. In particular, the Union rejects the suggestion that it is motivated solely by self-interest. It argues that, if the German workshop staff did not do the job, more DB workshops would have to close down and the staff seek employment elsewhere. The closure of the DB workshops, in turn, would mean that the Federal Railways would continue paying excessive prices for new wagons and carriages, thus, in a sense, subsidizing outside industry. The Union concludes by submitting that the closing down of Federal Railways' workshops has gone far enough and that it is fully justified in demanding on behalf of the DB workshop staff that a part of the new building programme should be allocated to them.

Less pay, no dues



RAILWAY WORKERS IN HUNGARY are reported to have found a new way of hitting at their Communist-controlled unions. Recently, the railwaymen's trade union newspaper Magyar Vasutas complained that about 100 of the 170 railway workers employed at Keszthely were refusing to pay their union dues. The workers claimed that because their wages had been cut their union subscriptions should be reduced. When this was refused they stopped all contributions as a protest.

Seafarers' newspapers by radio



IT MAY NOT BE VERY LONG BEFORE THE SWEDISH SEAMAN CAN ADD TO the pleasure of his morning coffee by opening his paper and checking up what sort of a show his home team put up the day before, just as if he was at home and not in the middle of the Atlantic. In itself, this may seem a trivial benefit, but one welcomes it nevertheless as an example of what modern technology (in combination with a little good will and foresight on the part of those in authority) can do to relieve the boredom and loneliness of a body of men who, by the very nature of their work, have always tended to be cut off from most

of the things which make life worth while. For, with the alleviation of some of the worst physical discomforts which have characterized the seaman's life in the past the attention of those who have his well-being at heart has become increasingly focussed on what one might call the psychological and sociological hardships of his calling, the most marked of which are undoubtedly his sense of being cut off not only from his immediate family but also from the day-to-day rhythm of a normal environment. In Sweden, in the past few years there has been a concerted attack on this group of problems. The provision of relief crews in Swedish ports will give the regular crews more time off in port and thus make it easier for them to visit their families. The tape-recorded programme regularly sent out by Radio Sweden prevents seafarers from getting completely out of touch with home when they are serving in distant waters where radio reception from Sweden is bad. The latest idea, to enable seafarers to have their own newspapers at sea, would, if realized, provide a valuable supplement to the taped wireless programmes.

The idea itself is simple enough and could be put into operation at a relatively small cost. In the near future many Swedish ships are likely to be equipped with wireless apparatus specially designed for the reception by radio of weather charts regularly transmitted by meteorological stations. In all probability this equipment will be standing idle for long periods and the present idea is to make use of it during these periods by reproducing facsimile excerpts from the latest issues of Swedish newspapers. These would contain strip cartoons, photographs and would give a more complete coverage of the latest home news than would be possible by any other means. Experiments have already been carried out and there do not seem to be any difficulties of a technical nature. At present the Swedish Meteorological Institute has a transmitter with a range of 1,000 kilometres and frequencies are available for the service. Government approval and a small grant are all that is needed for a start to be

*E. Greve Petersen,
President of the Danish Union of Locomotive Enginemen
and Firemen*



Profile of the month

AT FIRST SIGHT it may seem rather strange that E. Greve Petersen, the current head of the Danish Locomotive Enginemen's and Firemen's Union, was elected to his present office in the same year that he became an engine driver. A closer acquaintance with the facts, however, shows that this conjunction is in itself a happy indication of the personality of the man and of the quality of the union which he has headed for the last twelve years. It is not easy to become an engine driver on the Danish State Railways. All drivers have to go through a long and rigorous training course and the man who comes through this course successfully is, one can be sure, a calm and levelheaded personality with a maturity of judgment greater than one would expect from the number of his years.

When E. Greve Petersen became an engine driver at the age of thirty-two he had already been working seventeen years on the railway. His father, and his grandfather before him, had been engine drivers, and at the age of fifteen he became an apprentice in a railway workshop. His workshop apprenticeship lasted five years but he had to complete yet another training course before he was officially appointed as a fireman in 1939. The beginning of his trade-union career coincided with the difficult war years, when railwaymen were obliged by the Nazi occupation authorities to keep the trains running in spite of frequent acts of sabotage by the underground movement. These terrible years have left a mark on many of the older generation of drivers a number of whom have had to leave the service prematurely, their health broken by their grim experiences. When, in 1947 at the age of thirty-two, E. Greve Petersen was elected to the presidency of his union, he had already given unmistakable proof of the tact, patience and foresight which has since characterized his leadership of this small but vigorous union. His whole approach to the complex and intertwined problems of 2,000 steam, diesel and electric locomotive drivers and firemen has always been calm, empirical, deliberate and, in facing up to the facts, he has always had the courage and foresight not to be rushed into hasty policies founded on an imperfect appreciation of realities, but to persevere in a course which he had decided was the right one. From the point of view of his trade


union the position of the engine driver on the Danish State Railways is a highly complex one and the problems the union has to deal with on his behalf very seldom permit quick decisions and easy solutions. An improvement for one man may mean another man's loss. Somebody has to decide priorities, and decisions like this have, in all justice, not only to be carefully weighed but to be founded on first-hand knowledge of each man's situation. A further difficulty is that, once a decision has been taken, negotiations have to be handled within the narrow and often very trying limits prescribed by the civil service regulations, a procedure calling for all the diplomacy, tact and patience a man can muster. The man chosen to put forward labour's case has to combine tactical flexibility with obstinacy of purpose and throughout the course of involved negotiations – a single issue may stretch over a period of years, the entire approach having to be repeatedly re-examined and modified in the light of ever-changing circumstances – he must never lose sight of the principles at stake, or of what it is possible to achieve. The policies recommended and pursued by E. Greve Petersen have always been founded on a sincere social idealism. He has done everything in his power not only to make the Danish engine driver's position in society a true and just acknowledgement of his responsible and valuable social services but also to ensure that the rights of certain union members are not neglected just because they are a minority or in

(Continued on page 31)

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made. To speed things up the Swedish Navigating Officers' Union has worked out a detailed plan for the new service and submitted it to the Swedish Minister of Transport and Communications.

The 'Flags of Convenience' Fleets

 STATISTICAL TABLES ISSUED BY LLOYDS at the beginning of December showing the position of the world's merchant fleets as of June last show that the Liberian 'flag of convenience' fleet has continued to expand. It thus continues to hold third position in the world's tonnage, having ousted Norway from that position in 1958. In a world increase of nearly forty-five million tons since 1948, Liberia's share is almost twelve million tons. Since 1956 Liberia's fleet has almost doubled in size.

In contrast, the Panamanian fleet increased only moderately, whilst the Costa Rican and Honduran fleets decreased during the twelve months ending June last.

During the period under review, there was a net addition of nearly seven million tons to the world's shipping, Liberia, Norway and Japan showing the most rapid expansion. A notable increase was also recorded by Greece which now has a fleet bigger than its pre-war tonnage. The same applies to Germany and Japan.

The world tonnage of oil tankers also continues to increase. An increase of over four million tons since 1958 brings the total up to approaching thirty-eight million tons. This is over thirty per cent of all steamships and motorships, compared with 28.5 per cent the previous year and 16.9 per cent in 1939. In terms of oil tankers, Liberia, with over seven million tons, is in first place, followed by Norway with nearly seven million tons, and the United Kingdom with over six million tons.

*Plans are now in hand for issuing the
ITF Journal in Swedish. Further details
will be announced later.*

Some current problems facing Sweden's seamen

by JOHAN S. THORE, President Swedish Seamen's Union.



Brother Johan S. Thore, President of the Swedish Seamen's Union, here seen addressing a recent ITF Congress, is the author of the article which deals with a number of the current problems now facing Sweden's seafarers.

force of experienced seafarers who intend to remain at sea.

Strong measures are therefore needed to create conditions which make the seaman's calling so attractive that the older men stay in the profession while the youngsters who go to sea should enjoy their job so much that they stick to it – and not, as is now the case, just make one or two trips and then leave the sea to look for work ashore.

In order to make the seamen's profession an attractive one, crew members must be given shorter hours, more free time in port, improved manning regulations, more effective protection against the risk of accidents while on the job, and, finally, a higher wage for the experienced career seaman.

Shorter working hours

As regards working time, the situation is that a new law on seamen's working hours takes effect as from 1 July 1960. It means that the great majority of crew members will then be on a par with industrial workers ashore. The new law, however, also states that it is left to the two sides of the industry to negotiate agreements concerning the compensation to be given for shorter working hours. This will certainly have its influence in the contract negotiations which will be carried on by the maritime unions. The entire strength of the unions will have to be used to achieve equality with other groups of workers ashore.

Time off in port

As the result of modern loading and discharging techniques, most merchant vessels spend only a very short period in port for cargo-handling. That in turn implies that the crew members have little opportunity for leisure and relaxation in port. The structure of the shipping industry and its transformation in respect of freight carrying and operations between foreign ports and in international waters also

⚓ THOSE WHO WORK IN THE SHIPPING INDUSTRY are forced to spend both their working hours and their off-duty time within the confines of their vessel. Nor is this simply due to their place of work being mobile whilst the vessel is at sea. The time off which they get in port while the ship is loading or discharging cargo also has a geographical 'spread' which has no parallel in other occupations. All these circumstances set their own peculiar stamp on service in the shipping industry. For the individual employee this involves not only complications in the use and enjoyment of his off-duty hours, but also results in his being cut off from normal family life. In the field of trade union activity, it implies special difficulties in the organizational field, in providing services to the membership, and also in promoting active trade union co-operation. To that must be added the fact that trade union activity on behalf of seafarers has to take into account the rather widely differing degrees of trade union spirit which are met with internationally. Some idea of what this means can be gauged from the membership of the Swedish Seamen's Union, which includes 8,500 foreigners or very close to 50 per cent of the total.

The continual depopulation process which is affecting the Swedish merchant fleet demonstrates only too clearly that it has not yet been possible to turn ships into working-places comparable with those of employees in shore industries. Within the Swedish Seamen's Union, we are asking ourselves how this whole business is going to end. Approximately sixty per cent of our

merchant fleet is exclusively engaged in sailing between foreign ports and in international waters. This gives one a hint of the catastrophe which an international crisis would represent for our fleet, which in all probability would not be able to carry out the job on which our country depends. And yet it is in the national interest to have a merchant fleet which possesses a labour

As the result of modern loading and discharging techniques, most merchant vessels now spend only a very short period in port for cargo-handling. That means crew members have little opportunity for relaxation and leisure in port



Those who work in the shipping industry are forced by the nature of their job to spend both their working hours and their off-duty time very largely within the confines of their vessel

means that a large section of the seafarers have little opportunity of maintaining personal contact either with their own country or with their families.

For many years, Swedish seafarers' unions have been working for a system of so-called relief crews, which would aim at providing substitutes for crews while vessels are in Swedish ports and even during shorter trips in order that seafarers would be given the necessary facilities for taking free time given to compensate for watch-keeping at sea on Sundays and holidays and for the enjoyment of the legally-established annual vacation. However, not even this kind of arrangement provides a generally satisfactory solution to the problem of long periods of absence from Sweden. Even if one succeeded in establishing a perfect relief system for those seafarers serving aboard vessels which

call at home ports*, those on ships trading between foreign ports would still not be able to enjoy its benefits.

In other words, the union will have to try to secure the introduction of a similar system for those engaged exclusively in the foreign trade in order that they too can enjoy their annual vacation at home and be given free transportation back to their ship afterwards.

Improved manning regulations

The Swedish merchant fleet has been developed and modernized to a terrific extent during the last twenty years. When one considers the development from sailing ship to steam and then thinks of the modern and costly industrial units which practically every Swedish vessel now is, the transformation appears really breathtaking.

For that reason alone it should be obvious that this modern, costly industry, operated by a comparatively small group of employees who not only have to look after the vessels themselves but also their expensive cargoes and see that they are transported safely across all the world's seas in every kind of weather, should be properly manned by qualified labour.

And yet the situation with regard to manning is far from satisfactory. In all too many cases, vessels include among their crews only a small number of qualified and properly-trained seamen. This is due partly to the existing shortage of such seamen; but it is also the result of faulty policies followed by the shipowners. By that I mean that there has been no real

*) Since this article was written agreement has been reached on a relief system applying to certain Swedish ports - Ed.



attempt to ensure that developments in the field of manning have kept pace with the tremendous changes which have come about as the result of the creation of our modern merchant marine.

At this very moment, an inquiry is being carried out into the manning question. It is our earnest hope that this will have results which will take account of the interests of both the seafarers and the country's economy.

Proper protection against accidents

Seafaring is a job in which men are particularly exposed to the risk of accidents. According to statistics prepared by the Swedish Maritime Board, no less than 329 seamen died as the result of accidents while at work during the last five-year period. At the same time, it has been established that the accident rate is on the increase. In 1954, a total of 2,100 accidents were reported in the merchant service. In the following year, the number increased to 2,750, and in 1956 and 1957 there were further rises to 3,240 and 3,398 respectively.

In this field, too, the seafarers' unions are working hard to secure the introduction of preventive measures which will reduce the risk of accidents. Special officers have been entrusted with this task. Here again, however, it must unfortunately be said that both the shipowners and certain authorities are not wholeheartedly behind our attempts to create the conditions for the introduction of regulations and training programmes which would result in a greater measure of industrial safety.

This problem is also being investigated
(Continued on the next page)

(Continued from page 29)

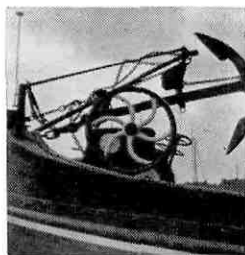
a relatively weak bargaining position.

Like their brothers abroad, Danish foot-staplemen are confronted today with a bewildering array of problems arising out of railway modernization on the one hand and the adverse affects of competition from road transport on the other. With E. Greve

Petersen at their head, they can count on a steady purpose, a wealth of experience, and an unquestionable idealism which will resist any attempts to tamper with rights that have been hard fought for and put forward in its most telling form their demand for a just share in the benefits of a changing economy.

Inland waterways in the Netherlands

by TH. SMEDING, *Vice-President of the Dutch Inland Transport Workers' Union*



THE TRANSPORT BY INLAND WATERWAYS of goods, passengers and livestock is the oldest form of transport in the Netherlands. This is perhaps not surprising in view of the vast network of waterways throughout the country. Until the advent of the railways, goods were transported exclusively by waterways and most people travelled that way. Road haulage developed much later. Carriage by air plays no significant role in modern Dutch inland transport.

Inland waterway transport as it affects the Dutch national economy may be regarded from two aspects: the national and the international. The latter consists of waterway connections with such countries as Germany, France, Belgium and Switzerland. This traffic is expected to assume greater significance in the event of a Rhine-Danube waterway link being constructed.

The international transport of goods by waterway is effected by both motor vessels and towed craft. The latter were formerly towed exclusively by tugs, but since the last war self-propelled cargo-carrying vessels have been increasingly used. Such craft are equipped with extra powerful engines.

The oldest form of waterway transport in the Netherlands, although today no longer the most important, is the carriage of goods by regular scheduled services.

(Continued from page 31)

at international level, and this will probably result eventually in the drawing-up of an international safety code. At the same time, however, it should be in our own interests to see to it that Swedish seafarers are given proper training to protect themselves, their ships and their cargoes as effectively as possible against accident risks.

Higher wages

One of the reasons why so many men are leaving the sea is quite simply that the wage paid to the experienced career seaman is too low.

The aim of our trade union organizations is consequently the attainment of a wage structure designed to provide the career seaman with an incentive to remain in the service as well as to give him that feeling of having a stake in the industry which is so essential to the economic viability of shipping and its position in our economy.

Formerly the bulk of the goods carried in this fashion were parcels and small packages. Today, the trade is largely concerned with the transport of goods from inland centres to the major ports and vice versa. The frequency of the services is fairly high with the result that the craft used in this form of traffic are not very large, seldom exceeding 200 tons capacity.

The other form of transport is the so-called 'tramp' shipping where vessels pick up cargoes as and where offered and transport the goods to any part of the country. This type of traffic is restricted to dry cargoes - special tanker craft being built for oil and other liquid cargoes.

It is clear that this diversity in the form of transport raises many problems of a technical, economic and social nature. In the earlier days, with craft dependent on the wind and with the waterways for the most part neither wide nor deep, the size of craft was necessarily limited. With few exceptions therefore the vessels were small, with a capacity in the region of 200 tons. Quite a number of these craft were even smaller. With the advent of steam power, the steam-tug came into its own with a consequent increase in the size of the vessels towed, especially those in use on the larger rivers. Thus the largest inland waterway vessel is the Netherlands Rhine barge with an overall length of 130 m. (about 430 ft.) and a capacity of 4,200 tons. Today, however, the steam tug has practically disappeared, as have also the steam-powered cargo-carrying craft. Their place has been taken by diesel-powered craft.

Inevitably, technical advances in recent years have had a close bearing on conditions prevailing in the Netherlands inland waterway fleet. In the early days, there were no restrictions in force and anybody could take part in the traffic. With the increase in transport consequent on the

advent of industrialization, the picture changed. The world economic crisis in 1929 dealt a serious blow to transport in all its forms. Government intervention was needed, and resulted in legislation in the 1930s placing inland transport of goods under control. Legislative control was extended during the war years and today the entire field of inland waterway traffic is regulated by the Carriage of Goods (Inland Waterways) Act.

The Act provides that no person may engage in the transport of goods by inland waterway unless in possession of a licence. The form of licence varies according to the type of traffic in which the holder is engaged. Those engaged in the 'scheduled' services transport goods offered for carriage directly by the firms concerned at rates fixed by the Ministry of Transport. Maximum rates are laid down which vary according to the nature and other characteristics of the goods. In view of road and rail competition, it is frequently impossible for this branch of the transport industry to fix maximum rates.

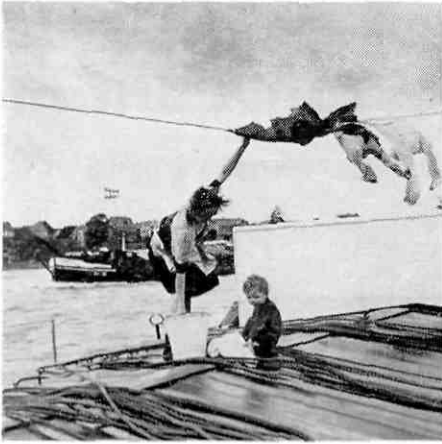
'Tramp' inland waterway shipping obtains its cargoes from the various freight agencies established under the Act. Here again, the rates are fixed by the Ministry of Transport. They are so-called 'marginal' rates, i.e. allowing for slight fluctuations according to the state of the market. As a consequence, the freight is handled in conformity with rates laid down by a central authority and is not subject to rates determined solely by conditions of competition. Carriers are generally of the opinion that, as a result of the government's price policy, rates are too low and offer no scope for investment.

In the year 1957, the total freight transported over the system amounted to nearly fifty-four million tons. Of this total 'tramp' shipping accounted for well over twenty million tons, whilst a little less than that amount was transported in craft operated by firms 'on own account'. Nearly three million tons were carried by the 'scheduled' services.

No restrictions of this nature apply in the case of international traffic; no central

Many Dutch waterway craft are engaged in the international trade, especially with such countries as France, Belgium, Germany and Switzerland. Here, at the West German inland port of Duisburg, a 'housewife' can be seen doing her shopping from a visiting 'shop-boat'





Washing day – and a willing helper. But what about the child's schooling later on? Educationally, the children are at a serious disadvantage compared with 'shore-based' families. They go to school when the vessel ties up – but of what use is that if it happens to be in a foreign country

authority lays down the freight rates, which are 'competitive'; nor, having regard to the differences in international conditions, are the rates based on cost-price considerations.

It is not surprising that there are a number of social problems awaiting solution in connection with inland waterway transport especially when the various forms in which is carried out are taken into consideration. In addition to a number of limited liability companies operating inland waterway craft, there are very many owner-operators engaged in this trade, i.e. men who own and run their vessel with the help of members of their family. Apart from these, there are also many owners of one or more vessels who have 'gone ashore' and have put a skipper on board to run the vessel. This man's wages depend on the amount of freight he carries. He works his vessel either with his family or with a mate engaged on a wage basis. The 'tramp' shipping is largely in the hands of owner-operators, who are also prominent in the 'regular run' traffic. About half of the latter is in the hands of small concerns operating a single vessel. The international trade in terms of tonnage is operated to the extent of two-thirds by owner-operators. Inevitably the way in which this traffic is operated has a close bearing on the working conditions of those engaged in the trade on a wage-earning basis.

In particular it should be noted that inland waterway workers are not covered by the Act of 1919 governing conditions of work in industry. In fact there is no legislation relating to hours of work in this branch of the transport industry. A committee was set up before the war to study conditions in inland waterway transport with a view to recommending any changes felt necessary, but its findings, brought out in 1940, are now considered unsuited to post-war conditions. Subsequently re-con-

stituted, the committee is working slowly at its task and has published no report up to date.

Hours of work are regulated by collective agreement as regards wage-earning employees, or by regulations laid down by the State Mediation Board. These, however, do not apply to the owner-operator and members of his family. Hours of work on vessels operating the scheduled services are fifty-five a week. In the port tug services (Amsterdam and Rotterdam), they are forty-eight. In the 'tramp' shipping branch, a collective agreement is in existence in the case of some of the operators. This lays down a fifty-five-hour week. There is no agreement covering those working on tanker craft. In the case of international traffic, each group is covered by a separate agreement, i.e. for Rhine tugs, Rhine towing craft, motor-powered cargo-carrying craft and tugs operating in and out of Belgium.

As regards Rhine shipping, two agreements were concluded in 1950 between the

riparian states. One concerned social security, and took effect shortly after signature; the other, concerning hours of work, was not put into effect until 1 December last owing to one country – namely Belgium – withholding ratification. Nevertheless, the terms of the agreement were already applied in each of the countries so that the purpose of the agreement – to introduce uniform hours of work and rest periods, etc. – was realized even before its ratification.

In 1958, for the first time in history direct negotiations were successfully carried on between employers' and employees' organizations on the subject of hours of work. Switzerland alone held aloof. The result was agreement on combined 'hours of work' and 'navigation time'. Work in port was laid down as eight and a half hours (five and a half hours on Saturdays). When 'on the move' employees were guaranteed not less than ten hours rest a night in summer and twelve in winter. Of the last two hours worked in a day, the



The 'kitchen-cum-living-room' on a modern Dutch motor tugboat. Although this home on the water looks clean and cosy enough, it is a fact that inland waterway transport – and not only in the Netherlands – is very much by way of being the 'Cinderella' of the transport industries

Today, the steam tug has practically disappeared from the Dutch inland waterway scene. There are a few still in service, however, as shown by this photo of a fireman busy keeping up steam



reduced. There are also a number of boarding schools they can attend, whilst some parents send their children to stay with relatives or friend during their school years. In many cases the wife takes up residence 'on land' when the children reach school age. Clearly all this is bad for family life.

Craft training is also a problem in the case of inland waterway workers. Some time ago a special fund was established for the purpose of assisting in this work. A modest beginning was made through the medium of adult evening classes. The first technical training school for lads between the ages of fourteen and sixteen was opened before the war. It was at the same time a boarding school. Today there are four schools of this kind. Correspondence courses for apprentices have also been started to enable young men to obtain the requisite certificates.

Altogether, the story of the inland waterway worker is one of comparative neglect as regards his social and economic needs, with the picture gradually changing as interest in the welfare of those engaged in this form of transport continued to increase, fostered by the inland waterway workers themselves, their trade unions, employers and other bodies concerned that those engaged in this vital branch of the Netherlands transport industry should not be placed at a disadvantage compared with other members of the community solely by reason of the peculiar nature of their work.

(with acknowledgments to Paraat)

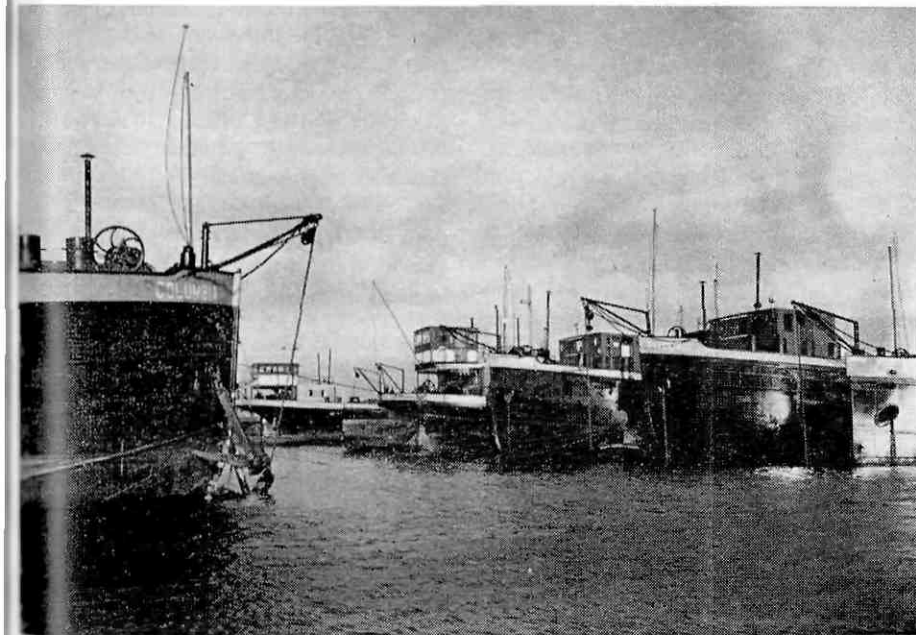
first was paid whilst the second gave entitlement to equivalent time off at a later date without excluding the possibility of payment in lieu of time off. In view of the complexity of the problem and the number of countries and parties involved, this agreement was considered a not insignificant achievement.

(On 3 December 1959, i.e. since this article was written, representatives of employer and employee organizations in Belgium, France, Germany and the Netherlands concluded an agreement in Strasbourg laying down uniform hours of work in Rhine shipping. The new agreement, replacing the earlier so-called 'Antwerp' agreement, lays down, inter alia, that all hours in excess of a ten-hour shift whilst on the move shall be payable. - Ed.)

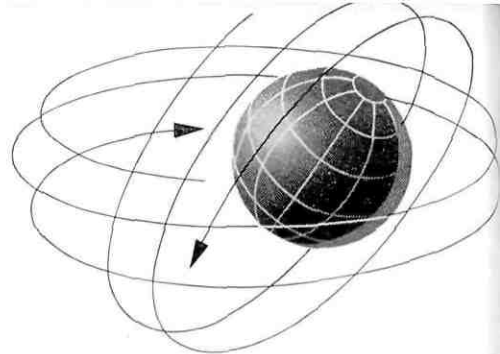
Inland waterway transport is also by way of being the 'Cinderella' of the industries in other connections. Thus the Act on safety in industry does not apply to inland waterway workers, nor has this branch of the transport industry an indus-

trial pension scheme. With regard to the first, the Transport Ministry and the Ministry for Social Affairs are at present working on the draft of a Bill. Difficulties have arisen in connection with an industrial pension scheme, however. The proposals of a committee set up on the initiative of the employees' trade union bodies have encountered opposition from the group representing owner-operators. Meanwhile, the shipping companies, whose relationship with the workers is on a purely employer-employee basis, have in many cases made provision individually. There is, of course, always the possibility of establishing a voluntary pension scheme with which the shipping companies would be willing to become associated.

Educationally, the children of those serving on board inland waterway craft are in a bad way. Those who live on board must go to a school if the vessel is tied up for more than twenty-four hours. As many of their trips take them into other countries, however, even this short time at school is



Tankers waiting for a cargo of oil. All is not a bed of roses in the inland waterway industry and the diversity in the forms of transport raises serious problems of a technical, social and economic nature. Technical advance in particular has had a great affect on working conditions



Fewer men killed on British railways in 1958

IN 1958, 130 RAILWAYMEN WERE KILLED and 14,510 injured while at work on British Railways. These figures compare favourably with those for the previous year when 176 men were killed and 15,538 injured, and show a drop in the death rate of about thirty per cent, although it must also be taken into account that the total staff employed on British Railways declined by about four per cent in the same year. The 1958 death and injury rates also compare favourably with those for the years 1951 to 1955, when on an average 183 men were killed each year and 16,637 injured.

Only five out of the 130 men killed in 1958 met their deaths in accidents involving passenger trains. The vast majority of deaths occurred during the movement of other trains and rolling stock. More than two thirds of the 117 fatalities recorded in this category concerned men who were either at work or walking on the permanent way. Thirty-four of these men were killed after being struck by moving trains. In four of these cases, a subsequent inquiry es-

tablished that there had been inadequate protection for the men working on the line, and in another six it was found that the look-out man had been at fault. One significant case where protection was found to be inadequate occurred on the London Transport electrified system where a man attending to an air compressor was prevented by the noise of the machine from hearing an approaching train. On British Railways the provision of a look-out man to warn other men by touch is compulsory whenever noisy appliances are in use. Until this accident occurred there was no such provision in the Rule Book of the London Transport Executive, but one has since been added.

Shunting accidents accounted for nineteen deaths and 971 injuries; half of the injuries, but only two of the deaths, resulting from accidents during coupling and uncoupling operations. Three men met their deaths in shunting operations when riding on the engine steps and failing to observe other stationary vehicles at points where tracks converged. Standing or stepping foul of vehicles accounted for more deaths than any other category of shunting accidents, and there were ten

The latest figures issued (for 1958) indicate that fewer men were killed on British Railways than in previous years. However, men working on the permanent way still accounted for the greater part of the fatalities. In 1958, more than two thirds of the fatalities were in this category. (Photograph by courtesy of British Railways)

fatal cases in 1958: they were the result of men walking into the paths of movement which they were conducting or of movements on adjacent lines.

The total fatalities in all movements by rail (including passengers as well as railway workers) fell by 206 as compared with 322 the previous year. The 1958 fatality rate is equal to 0.5 per million train miles.

Seafarers' welfare activities in Finland

FROM THE BEGINNING OF THIS YEAR welfare activities on behalf of Finnish seafarers are being organized and financed jointly by the State, by seafarers' organizations and by the shipowners. The State is providing fifty per cent of the money required, with the seafarers' organizations and the shipowners each providing twenty-five per cent. A permanent welfare council was set up at the end of last year. In future Finland intends to co-operate more closely with the other Scandinavian countries in all matters affecting seafarers' welfare.

World fish catch increased during 1958

ACCORDING TO THE RECENTLY PUBLISHED YEARBOOK of Fisheries Statistics of the United Nations Food and Agriculture Organization, the world's commercial fish catch during 1958 was 3.1 million tons higher than in 1957.

This considerable rise, however, was mainly due to the inclusion of a total of six million tons for Communist China - which is over three million tons higher than the figure given for 1957. The Statistical Yearbook comments, rather drily, 'No information is available about the extent to which this increase reflects a growth in

According to a recently-issued report of the United Nations Food and Agriculture Organization, the world fish catch is on the increase. Approximately half the total is caught by Asian countries, with Europe and North America accounting for 22 and 10 per cent respectively




production or a change in estimating procedure'.

Japan, which increased its catch by 100,000 tons to 5.5 million tons remained the world's largest producer of sea fish. The 1958 catch reached a level which Japan had not expected to attain until 1960. Russia, too, reported the highest catch in her history at 2.6 million tons.

Asia caught fifty per cent of the world total, with European fishermen - excluding Russia - accounting for over twenty-two per cent and North American fishermen about ten per cent.

Seven countries, each catching more than one million tons, accounted for almost sixty per cent of the world total. The United States, Russia and Communist China each caught over two million tons, while Canada, Norway, the United Kingdom and India each produced about one million tons.

Another 'Flag of Convenience'?

 SOMALIA ATTAINS INDEPENDENCE IN 1960. Until this constitutional change takes place, the Somali flag is unrecognized on the high seas. Somali vessels, in so far as they exist, fly the Italian flag. Meanwhile, however, a maritime code

for Somalia has been drawn up and will take effect when the country achieves sovereign status.


It establishes Somali sovereignty in territorial waters within six miles of the coast and inaugurates what can only be called a 'flag of convenience' in that it is available to all owners irrespective of their place of building or origin. On payment of fees based on tonnage, an owner anywhere in the world can sail his ships under the Somali flag - a large five-pointed white star on a bright blue background.

It is feared that the use of a Somali registry will enable a certain type of owner to pay lower fees and observe lower standards of safety and conditions for crew members than are required by major maritime countries.

The draft text of the maritime code also established an exclusive Somali fishing limit up to 100 miles of the coast and sovereign territorial waters up to fifteen sea miles. The former was dropped from the code after protests from the trusteeship administration. The territorial waters claim has also subsequently been reduced in the law as enacted to six miles.

During discussions in the UN Trusteeship Council last year, a delegate pointed out that the introduction of a flag of convenience in trusteeship territory was contrary both to the agreements contained in the 1958 Geneva Convention on the High Seas and to the positive law governing trusteeship administration.

Linking Europe's waterways


 LOOKING FORWARD to the day when ships will sail across Europe from the North Sea to the Black Sea and north again to the Baltic, the Sub-Committee on Inland Water Transport of the Economic Commission for Europe (ECE) intends to set up a Working Party to examine the possibility of linking the waterways of Europe in a unified network. The proposal to investigate this possibility was supported by representatives from both eastern and western European countries.

The likely links which attracted the

interest of delegates were junctions between the Rhine and the Danube, the Danube and the Oder, the Oder and the Vistula, the Adriatic and Lake Maggiore, and other less spectacular canals.

Instructions laid down for the future Working Party were that it should review the present condition of waterways of international interest, classify them from a technical and economic point of view, study the measures that would need to be taken by various countries to incorporate their waterways into the international scheme and analyze the future potentialities of establishing the network.

Social and economic conditions of Bombay fishermen

 THE BOMBAY STATE GOVERNMENT has recently published the report of an inquiry into the social and economic conditions of fishermen, conducted in April-May 1955, during which selected groups of fishermen in the state were closely questioned on working methods, working conditions, methods of payment, relations between employers and employees, etc.

The main findings show that the fishing industry in Bombay State is unorganized, primitive and carried on with meagre capital and resources. According to the report it is made up mainly of small operators employing an average of six workers, who, owing to the seasonal nature of the industry, work about eight months during the year. Contracts of employment are for the most part verbal, and the various systems of wage payments (in cash and kind) are largely determined by custom. The fishermen generally work an eleven or thirteen-hour day, with only about two to four hours on shore out of every twenty-four. There is no provision for compensation in the event of death at sea, and paid leave is unheard of. About seventy-five per cent of those interviewed admitted to being heavily in debt, and this situation was aggravated by the high interest rates charged, 37.5 per cent annually in many cases.

Ten years of welfare work for the Norwegian railwayman

by ERLING KIIL, Head of the Norwegian State Railways' Welfare Services



ON 1 NOVEMBER LAST, it was exactly ten years since the Board of Management of the Norwegian State Railways established its Vocational and Welfare Department and welfare work became part of the organized activities of the railway service.

The question of welfare had been repeatedly touched upon within the Board of Management during the immediate post-war years, but it was not until 1949 that its practical implementation became reality through the parliamentary decision of 23 April of that year.

In its budgetary considerations, the parliamentary committee on transport drew attention to a number of tasks which it considered should fall within the province of the new department. It stated, *inter alia*, that 'the Committee is of the opinion that this work can be organized in the most practical manner by the creation of two offices: firstly, an office for welfare questions, which would deal with the railway medical service, labour inspection and the administration of the works committees.* Secondly, an office dealing with education and vocational training'.

However, in an enterprise like the State Railways, welfare work must cover something more than the mere organization and administration of rigidly circumscribed tasks in the social, cultural and health fields. Welfare activities need to have a wider range and probe quite a bit deeper than that.

Perhaps the most important function of the Welfare Service is the contribution which it can make towards ironing out differences and misunderstandings between the undertaking and its employees, and in

creating good working relations at all levels.

The staff must know and always feel that this special administrative machinery exists primarily for the purpose of looking after their own interests. The staff must also feel that it is trying to solve their difficulties so far as is reasonably possible, and that in its work humanitarian and social considerations take precedence over the purely financial.

By the very nature of their work, those engaged in welfare activities have extremely close contacts with the trade unions, staff associations and recreational organizations. A great number of problems must be solved in co-operation with these bodies – in fact most measures would be doomed to failure without intimate collaboration and mutual confidence between the welfare service and railway staff.

At the same time, however, the spirit of co-operation and mutual trust must not stop here. An absolute prerequisite to the success of welfare work is the existence of good collaboration with other departments, both in the Central Administration of the railways and in the districts.

One of the many modern 'welfare houses' which have been constructed for the benefit of Norwegian railwaymen during the last ten years. This one is attached to the railway station at A

The Welfare Department itself is directly responsible to the General Manager. Its activities are carried on by four distinct offices, dealing respectively with:

- (a) The administration of the activities of the Work Committees. The provision of housing for railway staff.
- (b) Railway medical and health services.
- (c) Labour inspection and industrial safety, including matters concerning staff accommodation.
- (d) Leisure-time activities.

The Works Committees (see footnote on p. 39) commenced their activities in 1949. During the first few years of their existence opinions as to their usefulness were strongly divided, although I think it is true to say that this was more often than not the result of purely personal attitudes towards the kind of co-operation in general. However, today there can no longer be any doubt that the Works Committees have gradually succeeded in reducing some of the tensions which formerly existed between management and staff. In the course of time, both sides have advanced to a far greater understanding of each other's problems and what is even more important, have developed a strong respect for one another. They have been able to discuss together questions of vital importance to both railway operations and the railwaymen themselves, and a number of such problems have been solved to everyone's satisfaction.

In addition, the Works Committees and their activities have been of great value to welfare work in general. Ideas put forward by the Welfare Department are discussed within the Committees and are implemented on the basis of collaboration between staff and management. This applies, for example, to important matters like the organization of industrial safety measures, the provision of home-helps in case of sickness, and the further employment of partially-disabled railway workers.

The year 1951 also saw the introduction

Behind the scenes in the kitchen of a staff canteen provided for workers on the Norwegian State Railways. The Railway Welfare Service has been particularly active in the field of staff and welfare accommodation and works canteens have figured prominently in their programme

of a scheme aimed at assisting railwaymen to obtain their own homes. This includes both help provided on a co-operative basis and the encouragement of railwaymen to try their hand as builders. The scheme comprises technical and administrative assistance, the loan of machinery and tools, the purchase of materials through railway facilities, the provision of reduced freight rates, etc. Since it came into being, the scheme has been able to help some 4,000 railwaymen. About 1,500 of them built their own homes, while the remainder worked through staff building associations.

Since the end of the war a very great deal of work has been done in the sphere of house construction and I think it only right that in this connection I should also mention the assistance which the staff organizations have given in the form of credit guarantees to the building associations.

The Norwegian State Railways now operate twenty-two medical centres and in addition employ twenty-three railway nurses. Doctors at the medical centres carry out pre-entry medical examinations of all who are being considered as permanent employees, as well as an annual medical check of every staff member. Railway doctors are also responsible for the inspection of sanitary and health conditions at all places of work, and advise the State Railway administration in matters affecting health and hygiene.

Approximately 20,000 medical examinations are carried out every year, together with about 3,000 other consultations. In addition, first aid is given in some 400 cases of industrial injury annually. During the course of the normal medical examinations approximately one railwayman in ten is found to be suffering from illness which has not previously been treated. The great advantage of the railway medical service for railwaymen's health lies in the fact that through it illness can be quickly detected and receive the earliest possible treatment.

The State Railways, like every other Norwegian employer, are responsible for ensuring that work-places are so equipped



and maintained and that the work is organized and carried out in such a manner as to provide employees with the best possible and most effective protection against danger to their lives and health. An organized industrial safety service – since 1958 legally mandatory in Norway – was in existence on the State Railways as early as 1951. In addition to its basic task of labour inspection, the service is also responsible for ensuring that work in the field of industrial safety is carried on in the most effective and practicable way.

Perhaps in no other field has the welfare service achieved such impressive and clear-cut results as in the improvement of staff accommodation. Since 1950 no less than 12,000 square metres of staff and welfare accommodation has been constructed and equipped. This figure also includes the provision of a number of works canteens.

Today every second employee is a member of one or other of the railway recreational associations. The latter include sports clubs, musical groups, choral societies, tourist associations, Esperanto clubs and even a railwaymen's symphony orchestra. It is one of the tasks of the wel-

fare service to follow the work of these associations as closely as possible, to provide them with both practical and financial assistance in their work, to help them with their arrangements and equipment, and in facilitating the provision of leave of absence for the pursuit of recreational activities. There is no question here of any kind of supervision or attempt to interfere with the running of the associations; it simply reflects the desire of the welfare service to enjoy the greatest possible contact with and collaboration in their activities.

In addition, the Welfare Department supports still other types of leisure-time pursuits. Foremost among these may be mentioned the organization of libraries, amateur theatricals, and art circles. Also included under this head is the technical and financial assistance given to holiday homes and chalets owned by both the State Railways and its employees.

*) These are advisory bodies which enable the railways to benefit from the practical experience of railway staff and serve as a forum for the discussion of new ideas and staff suggestions.



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Reunion in Athens

A ON 26 OCTOBER LAST, representatives of the ITF Secretariat and of ITF-affiliated seafarers' organizations from Greece, Great Britain and the United States met a delegation from the Greek Shipping Co-operation Committee to discuss matters relating to the conclusion of collective agreements covering the crews of vessels owned by Greek nationals but not flying the national flag – the so-called 'flag-of-convenience' vessels.

Head of the US delegation, Bro. Joseph Curran of the US National Maritime Union (NMU) took the opportunity of this trip to Greece to organize a pleasant – and we feel most rewarding – get-together of old-timers from the NMU now spending their retirement in their homeland – Greece. The evening of 25 October in the Hotel Grande Bretagne therefore presented a most unusual sight as some forty NMU old-timers met to renew old friendships, swap yarns and relive past experiences in a spirit of union comradeship and an atmosphere warmed by fragrant cigar smoke following a good meal. Many had to make long and arduous journeys to get to the Greek capital for this momentous get-together. Very few of the recently retired NMU members in the country

Joseph Curran, flanked by a happy gathering of NMU oldtimers at the Hotel Grande Bretagne in Athens. The NMU president had taken the opportunity of an ITF meeting with Greek shipmates in Athens to organize this 'get-together' of old shipmates who have retired from sea service

A good dinner provided the right sort of prelude to an evening swapping yarns and remembering the 'good old days' – which were not always so very good. Union efforts have improved them for the present-day seaman

Reviving old memories, a group of NMU oldtimers now in retirement in Greece, their homeland, take it easy over a drink and a cigar. Many travelled considerable distances in order to be present at this happy get-together

There is a lot to talk about at a reunion of old shipmates such as this. It was a happy thought that led to this meeting, and if there were any complaints they could only have concerned the weather

The oldest 'oldtimer' of them all. NMU president Joe Curran is flanked (right) by 90-year-old Pete Papalotis. On his left is Nick Koulouris, mere 80. The snapshot reproduced inset shows four generations of his family. It was taken at a family birthday reunion a few weeks before

was unable to make it owing to distances involved or ill health.

Recalling this meeting in the pages of the 'Pilot', the official organ of the NMU, President Curran wrote:

'It was really inspiring to see how much this chance for a brief get-together meant to these staunch union men. And I can tell you it meant a lot to us, too. I don't know of anything that could bring home with greater impact the meaning of our Union in particular and trade unionism generally, than this kind of meeting. I wish some of our younger members could have been there.

Many of them were old shipmates who had not seen one another for years. I recall two of the oldtimers sitting around after lunch who kept looking at each other and finally they recognized one another. They had sailed together in the first World War in 1916 and are now living only a few miles apart here in Greece.

Some of them were my shipmates some 30 years ago. All of them were among the giants who came out of the bitter lonely years of the early 'thirties to build the Union we have today out of the ashes of the old organization.

All through that Sunday with lunch and drinks and cigars we reminisced about old times, bos'ns, firemen, cooks and all. We talked about ships and unions and about the battles that went into creating the conditions by which seamen can look forward to dignity and security in their later years.

These are men who know and who will never forget what unionism means. Their only concern is that those who have taken over on the ships may some day forget and allow it all to be taken away from them. We assured them there was no need to fear. They are keeping up with Unions affairs through the PILOT which we send to all our pensioners.

The physical condition and alertness of most of these fellows is a tribute to the healthful effects of a union seaman's life. There was one brother who had just celebrated his ninetieth birthday and he stood straight and had hardly a wrinkle on his face. There were a number of good-looking men in their eighties.

Of course, time is telling on some of them. One brother had to leave early because the excitement was too much for him. But when he left he said that this affair had been the best kind of medicine.

We received touching letters of regret from those who could not make it and, believe me, the regret was mutual. A few were too ill to make the trip. There were three living on an island where there would be no transportation for another two weeks. We looked into the possibility of getting a helicopter to call for these three but unfortunately there was none available.

Late in the day we parted company. They all asked to be remembered to their Union brothers. It was a proud and happy day for all of us.'

Expelled for opposing communists

A LIBERO FONTANINI, a member of the Italian Seamen's Union (FILM) which is affiliated with the communist-dominated CGIL – one of the Italian Federations of Labour – has been expelled from the union on the grounds of 'political unworthiness'. Commenting on his expulsion in a letter published in 'La Giustizia', Fontanini said: 'The true reason for my expulsion... is my constant and active opposition to the complete subjection of the Seamen's Union to the control of the Communist Party'.

The communist wire-pullers in the FILM took a bad beating in 1957 when in August of that year the union decided to break away from the communist-dominated CGIL. The new FILM has since been closely associated with CISL – the democratic Italian Federation of Labour – leaving the rump of the FILM (which refused to change its title) its communist affiliations with the CGIL.



African advancement in the Rhodesias

THE THORNY PROBLEM OF AFRICAN ADVANCEMENT, with particular reference to railway workers, took a turn for the better recently when the Rhodesian Minister of Transport early in December last publicly announced certain 'proposals for advancing non-European employees into higher posts to which the principle of the rate for the job applies'.

Boiled down, these proposals amount to a scheme for training African railway staff for jobs 'hitherto reserved purely for European staff', employing these trained men on such jobs as and when vacancies occur for a probationary period of four years at rates of pay £ 10 a month less than the minimum rate applicable to the grade, and putting them on the full rate at the end of this four-year period, 'provided the Railways are satisfied that they have maintained European standards'.

Initially the grades in which training will be given will be restricted, a selection being made from twenty-five jobs. Eventually, however, all posts will be open for 'suitably



A train operated by Rhodesia Railways starts its long journey from Bulawayo (S. Rhodesia) to Lourenco Marques in Mozambique. The Rhodesian Minister of Transport has recently announced a scheme for training African railway men for jobs hitherto reserved for Europeans

qualified' non-Europeans. Restricted initially to staff already in the employ of the Railways, the scheme will later be extended to include new entrants to the service. Railway staff being trained under the scheme will continue to draw their former wage together with any increase they would have received had they remained at that job. Selection for training will be decided on estimated vacancies in any particular grade, 'due allowance being made for Europeans being available for such posts also'.

The Ministry statement setting out these proposals also cites four instances of how they would work out in practice. One example quoted is that of an African railway worker employed as a checker's labourer. At present he gets a wage of £ 9 11s. a month plus a family allowance of £ 3. (It is assumed he is married with two children). In addition he gets free quarters.

Selected for training as a checker he would get £53 1 8d. a month but be charged £3 a month for his railway house. He would thus draw £50 1 8d. a month.

On completion of the four-year probationary period, he would be put on the minimum rate for a checker, i.e. £63 1 0d. a month plus C/L allowance of £6 18 9d. In addition, he would get £6 children's allowance and £6 married accommodation allowance bringing his total wage up to £81 19 9d. a month. From this would be deducted £3 3 1d. for his pension and £2 4 6d. for health insurance. His total 'take-home' pay would therefore be £76 12 2d. a month.

The government statement does not mention any period of time in connection with the training of African staff selected under the scheme. The advancement to the full rate for the job therefore is made after four years probation plus an unspecified time whilst being trained. In the case of the checker it is from £12 11s. (plus free housing) to £76 12 2d. a month. Other examples quoted are: coal trimmer - from £13 11s. (with free quarters) to £58 16s. (or up to £3 10s. a month less if the deduction for house rent exceeds £3); goods



African railway workers help in re-cooling railway engine at a depot in Southern Rhodesia. The method being used, however, is purely temporary arrangement and a new electric loader will shortly be placed in service (Photo: Rhodesian Federal Information Department)

van driver - from £18 13 6d. to £73 3 3d. and an African personnel assistant to African paysheets clerk - from £27 5 10d. to £72 9 10d.


The statement concludes by 'emphasizing that the government is committed to a policy of advancing non-European employees into higher posts on the railways and the latter are now prepared to accept the Union principle of the rate for the job'. 'To make this effective, however,' the statement continues, 'it is essential that some means be provided and the above sets out an earnest attempt to do this by establishing first that the non-European is able to maintain standards in respect of output and quality before being admitted to the full rate for the job'.

No more overseas pay in Ghana public service

NEW ENTRANTS (or those whose contracts are renewed) in the Ghana public and teaching service, public boards, corporations and other institutions financed out of public funds who are recruited from or domiciled anywhere in the continent of Africa are henceforth to be offered the

same salaries as are paid to Ghanaians holding equivalent appointments, and will no longer be eligible for overseas pay.


National transport workers' union for Malaya?

 LEADERS OF TWO MALAYAN TRANSPORT WORKERS' UNIONS have begun talks on the formation of a national union of transport workers. They are: the Selangor Transport Workers' Union and the newly-formed Transport Workers' Union, Federation of Malaya.

The proposed merger would be in line with the policy of the Malayan Trades Union Congress, to which both unions are affiliated. The new organization would have a combined membership of some 20,000.

In the railway industry, however, where there are seven different unions representing 15,000 workers, the President of the National Union of Railwaymen, commenting on a suggestion that they should federate, said that in his opinion 'it was impracticable for all railway employees to negotiate as one body'.

Free trade unions in an independent Somalia

 DURING THE COURSE OF 1960, Somalia is due to receive its independence. Inevitably the country will have to face a number of problems of an economic, social and political order of grave importance. Above all it may be expected that the country will have to face the difficulties of transition from an economy characterized by nomadic pastoralism to one in which the sedentary worker plays a more important role.

The Somali Federation of Labour was established in 1949 by government employees. Three years later it widened the scope of its recruitment to include other categories of workers such as dockers, factory workers and plantation workers. Workers of all professions therefore are to be found within the Federation's ranks without distinction of religion, social status or

political beliefs. Politically the Federation maintains friendly links with the Somali League of Youth whilst at the same time insisting on complete autonomy. Affiliated with the Italian Federation of Labour (CISL), the SFL has recently been active in extending the scope of its activities so as to be representative of all groups at a national level.

As the only trade union central body operating in that part of Africa, the Somali Federation of Labour may be said to be of peculiar significance from the point of view of the world free trade union movement. Its continued growth cannot fail to have repercussions in neighbouring territories such as British and French Somaliland as well as those parts of Abyssinia and Kenya where Somali is spoken. It is calculated that these number some three million, but only about a half live in Italian Somaliland. They are for the most part essentially nomadic, moving about these territories with their flocks without regard to present-day political frontiers. Already there are signs that these Somali-speaking peoples wish to unite into one nation.

Inevitably, given the nature of the country, which is semi-arid with a predominantly pastoral economy, the trade union movement is not very strong compared with countries with a more highly developed industrial economy. Furthermore, with wages very low, the Somali worker has a tendency to await results before surrendering any of his hard-earned pennies to a cause which possibly he does not fully understand.

Nevertheless the trade union movement has taken root in the country and has plans for expansion – particularly in the sense of increased publicity activity. It is realized that it will be uphill work. The country did not get its first labour code until January 1959. This is far from a perfect instrument; it does, however, enable Somali workers to conclude collective contracts. Plans are already on hand to extend the benefits of collective bargaining to some 50,000 unorganized workers.


The task now lying ahead for the Feder-

ation's general secretary, Abdulkadir Ali, and his assistants is therefore no light one. It is made all the more difficult by the absence of workers 'on the ground' in the outlying districts, and the low rate of literacy. Trade union educational and publicity work is therefore considerably hampered. It is also complicated by the fact there are at the moment two official languages in the country: Arabic and Italian. The Somali language itself was until quite recently spoken only. Now a start has been made with writing it in Roman characters.

The two Federation officers whose particular task it will be to propagate the aims and ideals of trade unionism under these very difficult circumstances are the Federation's assistant general secretary, Ahmed Seek Ali, and Hassan Abdi Amalo, both of whom have gained a valuable knowledge of the workings of trade unionism in an industrially more advanced country as a result of their stay in Italy. They will be assisted in this task for a time Onofrio Spitaleri, an Italian Confederation of Labour (CISL) worker who has been transferred by the CISL to Somaliland as an ICFTU representative to give the workers there the advantage of his long experience of organizational work in the trade union field.

Things are moving in Somaliland. Oil experts are already busy in their search for oil. Should they find it, a new era may open for this country – an era in which industry and transport may begin to flourish, bringing a greater need than ever for strong and responsible trade unionism. 1960 can well be a fateful year for Somaliland and its people.

'Apartheid' at work

 THE JOHANNESBURG CITY COUNCIL'S PLANS to employ non-whites as crews for non-white buses and trams, decided on last March, have now been pigeonholed. Changes in the law now make it possible for the Minister of Labour to reserve the job of transport worker in an urban area for whites. The Minister has further decided

to set up a committee to ensure that the number of Africans trained as motor mechanics meets the needs of their own people, but does not offer any 'unfair competition' to Europeans.

Meanwhile, 'apartheid' has now taken to the air. On 4 December, South African Airways started an air service between Johannesburg and Durban *exclusively* for non-Europeans with non-European stewards specially trained for the job. We are not quite sure therefore just how 'exclusive' 'exclusively' means. The airline, we learn, is 'considering' training non-white hostesses, if there is a demand for its non-European services. There, however, the experiment will stop. We cannot, for example, imagine Africans being trained for such positions of trust as aircraft crew – even for aircraft flying non-white passengers, at least not under the present regime in the Union of South Africa. Nevertheless we rejoice that apparently there are enough non-whites able to afford the trip. At a first blush we would have thought that such a service would have to be very heavily subsidized if it were to be made to pay 'on paper'. We take it, therefore, that the responsible officers of the airline company will be white, and that they will be called upon in the line of duty – possibly on a volunteer basis – to fly non-whites from point A to point B.

Clearly those of us who might feel inclined to dismiss the whole business of 'apartheid' as so much fear-inspired stupidity, which is rapidly bringing about the very state of affairs it would claim to prevent, are not doing full justice to the complexity of the issues involved as exemplified by the planned inauguration of an air service 'exclusively for non-whites'. Up to now, for those who could afford it, air travel has been pretty democratic. True a number of inducements have been offered to get more people to travel at off-peak times, but on the whole, even if one travelled 'tourist' or its equivalent, one somehow did not lose caste. South Africa, however, is about to show what can be done in this branch of the transport industry to make life difficult for everybody including

their own 'non-black' population.

Little wonder, when one considers what a mess the country's present racial policy is leading it into, that responsible opinion throughout the world is becoming more and more impatient with the theories of racial superiority which inspire the 'apartheid' policy of the present government of the Union of South Africa.

Japanese Government approves seamen's welfare plan



UNDER A NEW FIVE-YEAR PROGRAMME which has just been approved by the Government, special welfare facilities for Japanese seamen are to be built in certain foreign ports. Residential clubs and cafeterias are a feature of the programme, for which an initial grant of Y 40 million (£ 40,000) has been made by the government. Shipowners will contribute a similar sum.

New York and Calcutta will have the first facilities, whilst others are planned for the ports of Hamburg, Colombo, Sydney and Vancouver.

Gratuity payments for West Bengal transport workers



SOME 7,500 TRANSPORT WORKERS are to benefit from a decision by the Government of West Bengal to make gratuity payments and extend medical benefits to State Transport employees. Those completing ten years' service will now be entitled to a gratuity of half their last monthly pay for each year of service, up to a maximum of fifteen months' pay.

However, in cases of permanent physical incapacity or death, the gratuity will be at the rate of one month's pay for each year of service up to a maximum of twelve months' pay. It will apply to all who have completed five years' service.

The West Bengal State Transport Directorate became a permanent institution on 1 April 1958. Half the service period of an employee before that date will be taken into account in calculating the gratuity. The Government, it is stated, has been

paying six per cent to the contributors' provident fund since 1956.

The medical benefit scheme, under which an employee gets free medical treatment; the dispensaries in transport depots, will now be extended to cover hospital treatment. Twenty-five beds, including five for TB patients, will be reserved for State Transport workers and maintained at the cost of the Directorate.

Free hospital treatment will be available to those paying fifty Naye Paise (approximately 8½ d or ten US cents). Those paying double this amount will also be entitled to claim free hospitalization on behalf of their wives, children and parents. At present, payment of twenty-five Naye Paise per month gives entitlement to medical treatment at home by the Directorate's medical officers. This includes the free supply of medicine.

Ghana develops its fishing industry



THE FISHING INDUSTRY IN GHANA is undergoing rapid development. The traditional canoe, propelled by hand, is giving way to mechanically driven fishing boats. Ghanaian fishermen can now venture into more distant grounds.

Many problems have followed in the



A powered fishing vessel setting out with trained coxswain aboard. Under Ghanaian legislation all boats must have a coxswain with a certificate from the Takoradi School. The course for the second class certificate lasts six weeks.

canoes beached at Takoradi. This traditional type of craft is gradually being replaced by powered boats afield. Takoradi is also the site of the new school for instructing fishermen in navigation and seamanship established by the Fisheries Division of the Ministry of Food and Agriculture



wake of these changes. There have been collisions as a result of bad seamanship and faulty navigation. Ships have broken down at sea because of inadequate maintenance. To meet these problems, the Fisheries Division of the Ministry of Food and Agriculture has opened a school at Takoradi which will provide boat coxswains with free instruction in seamanship and in future no fishing boat will be able to operate from Ghana without a coxswain who possesses a licence from the school. The Division is the registering authority for all fishing boats in the country. There are now 153 boats registered, of which four are French, two Italian and one Portuguese. The rest are Ghanaian and even in the case of foreign boats the regulations provide that they must be 51 per cent Ghanaian-owned.

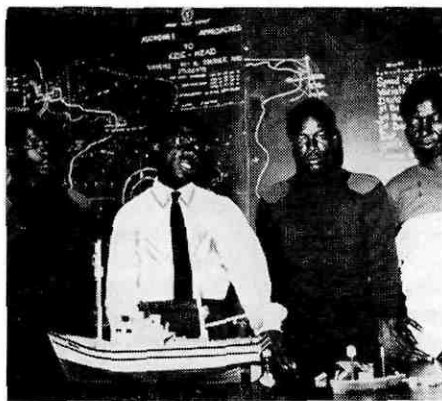
There are two courses, one leading to the first-class coxswain's certificate and the other to the second class. Six literates were the first to enter for the course, which is of six weeks' duration. So far, a hundred candidates have passed through the school, most of whom were illiterate. For their benefit the course of instruction has been translated into the vernacular.

The training consists of general seamanship, rules of the sea, knots and splices and use of the compass. The course is run by Mr. K. Stather, Master Fisherman and lieutenant in the Royal Navy Reserve. The high standard of training enables illiterate

coxswains to chart their course and work out of sight of land while fully confident of returning to their base.

To qualify for entry to the school, a candidate is normally required to prove that he is a recognised fisherman, although the Ghana Police and some local firms who own powered boats have also sent members of their staff for the second-class coxswains' course.

More comprehensive instruction in navigation and chart work at sea is given to selected candidates to qualify as first-class coxswains.



An instructor holds a lecture in the vernacular to new students. The training consists of general seamanship, rules of the sea, knots and splices and the use of the compass. So far, more than 100 candidates have passed through the school

In the Second Development Plan published in 1958 a sum of £ 500,000 was set aside for the development of the country's fisheries and it was stated that the expansion of Ghanaian fisheries was only limited by the amount of safe harbour accommodation available for powered vessels. This is to be increased as much as possible.

First in importance is the new fishing harbour at Tema which will enable large fishing vessels to operate from Ghana for the first time. Small vessels will be able to use Elmina harbour and there will also be development at places between Takoradi and Axim which offer natural safe anchorage.

Japanese trade union membership on the increase



THE JAPANESE MINISTRY OF LABOUR has recently published a report on its annual trade union survey for the period ending 30 June 1959. According to the report, total Japanese trade union membership is now 7,080,000, organized in 39,303 local unions. This represents an increase over the previous year's figures - which were in themselves a record - of 200,000 in membership and of 1,480 in the number of local unions.

The report reveals that the bulk of newly-organized workers are employed in small and medium-sized enterprises. It also indicates that the numerical increase in organized labour has not kept pace with the expanding working population, especially in small and medium-sized undertakings. The proportion of organized workers dropped from 35.1 per cent on 30 June 1958 to 28.1 per cent by 30 June 1959.

Approximately ninety-eight per cent of the membership are dues-paying, the average amount per member for the month of June 1959 being 237 yen (£ 1 equals 1,010 yen; 100 yen is 28 us cents). Total membership reported for Sohyo last year was 3,670,000 (50.8 per cent of organized workers), an increase of 120,000 over the previous year. Zenro, with a recorded membership of some 830,000 (11.5 per cent of the total), registered an increase of about 30,000.

Amsterdammers are getting less taxi-minded



'For Hire' reads the flag in the cab of the Amsterdam taxi. The increasing use of personal transport by the population of the Dutch capital means that this taxicab driver now has a much longer wait between fares than used to be the case. (Photograph by: Henk Nieuwenhuijsen)

called for a close examination of the problem with a view to finding a solution. The first suggestion which has been made is that the trade should enter into a voluntary agreement to reduce the number of taxis on the road. It has been pointed out that should the trade fail to do this, the licensing authorities themselves are likely to step in and order a 'clean-up'. What the union does not want is 'free for all' cut-throat competition with the weakest going to the wall, although it admits that there are still some who advocate this outdated method. Union opinion, however, is undecided on this point. It knows only too well that competition of this kind invariably means that the employee is the first to feel the impact.

Can anything be done to popularize the use of taxis? In this connection reference is made to some methods already tried in the past, including circularizing householders to point out the advantages of hiring a taxi for trips to the seaside and excursions. This, however, can be regarded as only part of a general campaign to make the public more 'taxi-minded', an important factor in this connection being to make the taxi more attractive by greater uniformity of outward appearance and seeing that drivers are smartly dressed.

In the last resort, however, it would appear that the entire question of fares must have to be reviewed: the main question being, in what direction? Can the declining trend be put into reverse by attracting more customers as a result of lower fares? Or should fares be put up, a decline in trade being then offset (it is hoped) by an increase in the takings on each individual trip. (Not forgetting that, if fares go up tips will probably go down). This, of course, is the 64,000 dollar question. Other forms of transport have been, and still are, plagued by the same problem: shall we

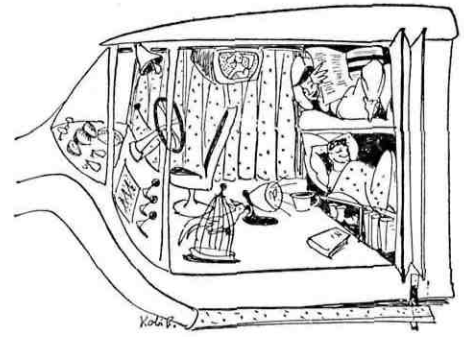
Ⓜ AMSTERDAMMERS ARE APPARENTLY GETTING LESS TAXI-MINDED, preferring, it would seem to acquire their own means of rapid transport. Thus, while the ownership of mechanized transport (scooters, motor-cycles and cars) has increased, taxi-drivers report a drop in the average number of fares per 'shift'.

Statistics published by the road transport sector of the ITF-affiliated Dutch Inland Transport Workers' Union reveal that there has been a steady drop in the number of passengers carried per tour of duty since 1955 when it stood at 12.8. The figure for the first half of 1959 was 11.5. In 1957 the average was 13.4, and in 1958 11.7. (The figure of 14 for the year 1956 is perhaps suspect as that was the year of the taxi strike).

Taxi-drivers in Amsterdam – and indeed elsewhere in the country, inasmuch as the tendency seems to be pretty general – associate the drop in trade with an increase in the number of privately-owned vehicles. Compared with 1956 there has been an increase of 56% in the case of cars, 22% in the case of motor-cycles and scooters, and 72% in the case of auto-cycles.

The steady decline in trade with which the taxi operators are faced has inevitably

The long-distance lorry driver in 1999



P IN THESE DAYS, when we hear so much about enormous technical advances being made all around us, it would be a rash man indeed who would venture to predict too closely what the exact shape of things to come is going to be. That being so, we hope that what we have to say here will not be taken all that seriously, although we shall of course welcome any acknowledgment of such of our prophecies as prove correct. But first of all a word to all who drive for a living. Remember that, whatever happens, your trade union is your best friend if you are thinking of having a share in any of the benefits which we are going to describe below. Do not forget that there are people about who would try and do you out of them.

The most important thing – apart from more money and shorter hours, and it is no strain on the imagination to think of these – is that driving will be altogether different from what it is today. In fact it will be so different that it will be hardly be what you would call driving. The driver of tomorrow will no longer be the man at the wheel. He will have more important things to do. The wheel will look after itself. Indeed the driving cabin will have very little resemblance to the cramped little compartment in which drivers spend the greater part of their lives today. It will be more like an office with a few home comforts thrown in, a television set, perhaps, a radio telephone, certainly, which, if office telephones are anything to go by, will be used both for business and for pleasure.

You don't believe a word of it, you say.

How can it be done, you ask. The answer is that it is not only possible, but, according to the prophets, inevitable. It is already possible to construct vehicles that can carry a fifty ton load at an average speed of 150 miles an hour.

The only thing stopping such monsters from taking the roads forthwith is that our present-day roads would not accommodate them.

All we need is a network of super-highways, the kind of road that takes natural obstacles in its stride, spanning entire valleys on tremendous bridges and boring straight on through the hearts of the mountains. Such roads will no doubt always work out rather dear to build, but in the future perhaps money will be no object and the job will be tackled with the same energy and speed we see when they are mending a hole in the road today.

According to our affiliate, however, an increase in fares does not appear to be the answer to the present decline in the use of taxis. This decline is attributed to a growth in the number of those owning their own forms of transport. In short, the 'hard core' of regular taxi-users is getting smaller. The trend is regarded as inevitable. Similar changes in customers' habits are not unknown in other fields. It therefore looks as if the trade itself will have to make plans for a reorganization based on the frank acceptance of this fact. These plans will have to take into consideration the legitimate interests of all parties concerned. The only solution admissible, therefore, is one which pays due regard to all the social and economic factors and is worked out in full co-operation between the parties.

At the moment it seems doubtful whether vehicles will be directly propelled by atomic energy. They will probably attain their fantastic speeds on specially developed motor fuels, or alternatively draw their power from new kinds of accumulators or generators which have not yet seen the light of day. Gears and clutches will of course be out. All that will be done automatically. Of course it might be objected that it is already difficult enough to control the relatively modest vehicles that we have today and that the speeds and weights mentioned above will be absolutely impossible to control with any degree of safety. In this respect, it has to be said that it will not be enough to make up for the past neglect of research into accident prevention. In the future a whole science and technology will have to be devoted to this subject. With such speeds precision instruments that are absolutely infallible will have to be developed, and accidents will have to be abolished altogether.

Here, road transport could have something to learn from civil aviation. For instance, a metal strip could be laid in the concrete down the middle of our super-highway. In the lorry a radar apparatus or some electro-magnetic device could respond to this invisible guide and correct automatically any deviation from the vehicle's fixed 'course'. The driver will thus have nothing else to do than pilot his vehicle from the loading point to the highway. From then on he can leave the steering to an automatic driver. Braking and changes in speed will also have to be left to automatic devices which will accelerate or put on the brakes in response to electronic stimuli fed in through a radar apparatus. When the radar sights a vehicle ahead and speed is reduced, the driver will be informed of what is going on by means of a warning bell or buzzer. He will then take over the controls for a few moments while overtaking but once this is done he can switch the automatic driver back on again and return to watching television, listening to the radio or playing cards with his mate.

Of course, you don't *have* to believe it!

(Continued from page 46)

lower fares and get more trade (perhaps)? Or increase fares and compensate for, or more than compensate for, losses (perhaps) by a bigger return for the same service performed.

The Amsterdam taxi trade has had some experience of ups and downs in the fares world. In the pre-war period they were going down; in the post-war period they have been going up. The post-war period also saw a general cleaning-up of the trade with 'pirates' disappearing in favour of a central body, the extension of taxi-ranks and a reduction in 'cruising', as well as the introduction of uniform charges fixed by the municipal authorities. In this fashion the cut-throat competition which characterized the pre-war period was terminated.

What they're saying



A narrow-minded outlook

UNFORTUNATELY THERE ARE PERSONS who believe and freely express the opinion that those trade unionists who are advocating and fighting for higher wages and shorter hours, seeking higher pensions, considerable extension of educational facilities and wider coverage of public services, with the emphasis on health, are instigating measures which will wreck the whole economy of the nation. What a narrow-minded outlook! It is doubtful if these people ever stop to realize that such innovations, or should it be said necessities, gradually brought into vogue, will help to distribute the over-production so evident in certain countries, whilst lifting the standard of living of millions of the less fortunate. It should be realized that the nation's economy should to a greater degree be effectively utilized in the raising of the living standard by the introduction of a vast programme of assistance for the under-developed areas.

Any economy that tolerates widespread unemployment and does not or cannot distribute its produce, so lifting the living standard of the people, cannot remain in control. Full employment and so a more equitable distribution of production will lift the living standard of all, whilst the production must further increase and be distributed to a wider field of those in need. A selfish attitude is not acceptable. The world is far too small a place where only its inhabitants have a short period. There is ample for all if only selfishness was not so prevalent.

from *The Locomotive Journal*, official organ of the Australian Federated Union of Locomotive Enginemen

To join - or not to join

THE JUSTIFICATION FOR THE UNION SHOP OR THE CLOSED SHOP lies in the fact the wages, working conditions, fringe benefits and other amenities provided by a collective agreement were won by the union which is organized in the plant in which the non-union worker wishes to be employed. Almost invariably there has been a long struggle to become organized,

to gain recognition, and to bring about improvements in wages and working conditions, in the widest sense.

Increased wages, shorter hours, holidays and vacations with pay, group life insurance, hospital and medical insurance, pensions, and, in some cases, supplementary unemployment insurance, are available to new employees, and they are asked only to become members of the union, to share in its administrative expenses and, if they wish, to participate in its activities by attending meetings, taking office, and sharing in the determination of policy. No honest worker will object to supporting the union which is responsible for such direct benefits to himself, apart from the general benefits of workmen's compensation, unemployment insurance, and other social legislation which the Labour movement has won through the years.

from *Canadian Labour*, official organ of the Canadian Labour Congress

Must everything be regulated?

IN THIS AGE OF TECHNICAL PROGRESS AND AUTOMATION PEOPLE seem anxious to put everything under proper control and regulation. They also want to regulate leisure. It seems that 'the statistical average' is ruling the roost and that the individual person, with his peculiar and personal desires, is no longer in the picture. Scientific students of the mass mind have worked out what the well-ordered life should be like and have plumbed the depths of the emotional life of the masses. They know more about what the general public is thinking than each individual member of that same general public knows about himself. Meanwhile, they are entirely overlooking the fact that each one of us has need of a certain inner personal independence - a quiet hour with no duties to distract us - if life is to be worth living.

We all need leisure - a time when we are free from the concerns of our neighbours, our fellow workers and our immediate everyday surroundings. He is indeed a poor

man whose leisure hours are taken up solely with the enjoyment of such mass entertainment media as the cinema, television or attending some sporting event and who does not occasionally to go his own personal and private way - alone.

When the trade union movement succeeds in achieving the forty-hour week - and it is working hard in that direction - it will immediately be faced with the problem of ensuring that the additional leisure thus won is indeed free - free from 'organization' and any 'straight-jacketing' influence so that everyone will be able to make the most of what life has to offer him.

from *OETV*, the official organ of the German Public Service and Transport Workers' Union

The victim of 'fun and games'

I FEEL THE CUSTOMER HAS BEEN SPOILT by the unfair competition which exists in the (transport) industry. This competition I feel has given trade the opportunity to play one operator against the other. Instead of joining the ranks of the great industries, transport has become the victim of 'fun and games', and too often at the expense of the employee in the industry.

It is unfortunate that this competition and its inevitable results have had the effects on the living standards of the employees. Admitted, wages and conditions are governed by statute, but surely we are not agreed that the guaranteed minimums are fair reward compared with wages in other industries. Road haulage work is skilled work. If 'the labourer is worthy of his hire', surely the haulage worker is now entitled to be recognized as a skilled worker in an essential industry and his minimum wage put at least on a par with other skilled workers.

This however will remain a dream unless the industry is organized in the shape of an industry as generally accepted. By this means let us have cheap transport, but not at the expense of the employee. Efficiency can pave the way.

A. Anderson, District Secretary of the Scottish Haulage and Motormen's Association

International Transport Workers' Federation

President: FRANK COUSINS

General Secretary: O. BECU

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
- 210 affiliated organizations in 66 countries
- Total membership: 6,500,000

The aims of the ITF are

- to support national and international action in the struggle against economic exploitation and political oppression and to make international working class 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 of trade union organization;
- to defend and promote, on the international plane, the economic, social and occupational interests of all transport workers;
- to represent the 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

Argentina • Australia • Austria • Belgium • Brazil
British Guiana • British Honduras • Canada • Ceylon • Chile
Colombia • Costa Rica • Cuba • Denmark • Ecuador • Egypt
Estonia (Exile) • Finland • France • Germany • Ghana
Great Britain • Greece • Grenada • Honduras
Hong Kong • Iceland • India • Indonesia • Israel • Italy
Jamaica • Japan • Kenya • Luxembourg
Malaya • Malta • Mauritius • Mexico • The Netherlands
New Zealand • Nicaragua • Nigeria • Norway
Nyasaland • Pakistan • Panama • Paraguay • Peru
Philippines • Poland (Exile) • Republic of Ireland
Rhodesia • St. Lucia • South Africa • South Korea
Spain (Illegal Underground Movement) • Sudan
Sweden • Switzerland • Tanganyika • Trinidad • Tunisia
Uganda • Uruguay • United States of America

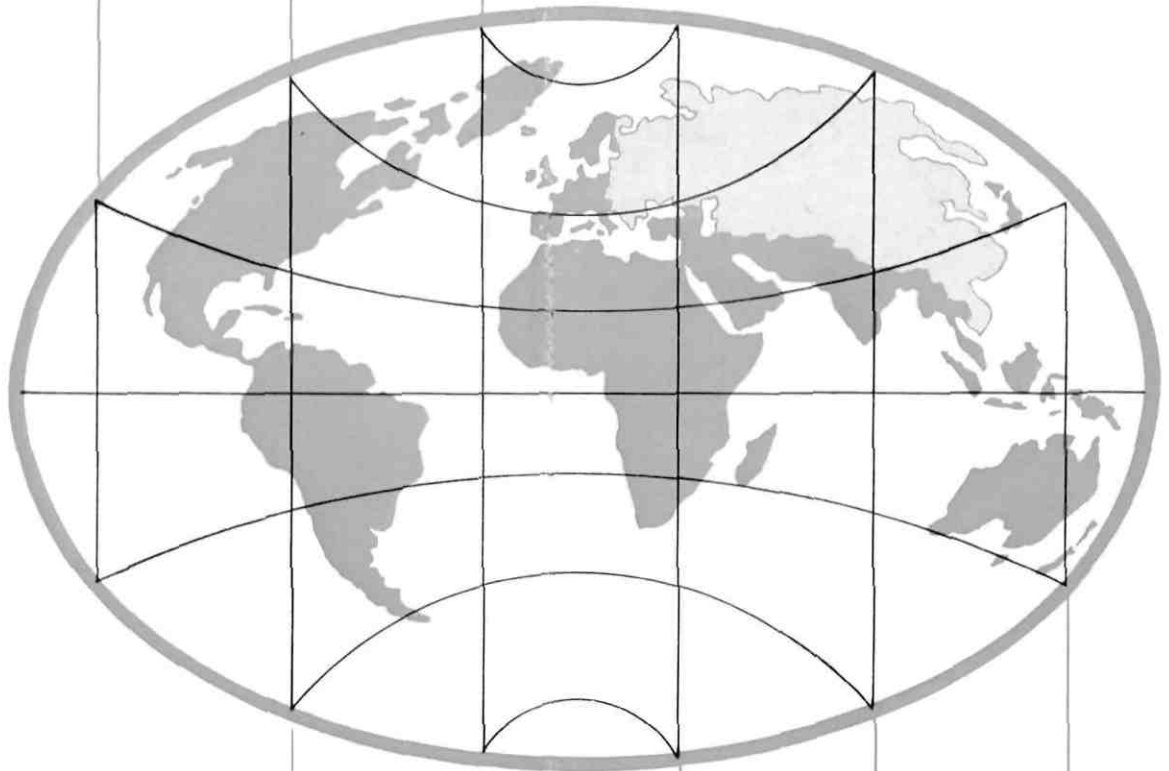
Publications for the world's transport workers

International Transport Workers' Journal

Internationale Transportarbeiter-Zeitung

ITF Journal (Tokyo)

Editions of Journal



Editions of Press Report

Pressebericht

Pressmeddelanden

Communications de Presse

Transporte (Mexico City)

Press Report Two separate editions in English issued in London and Singapore