

# International Transport Workers' Journal

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Monthly Publication of the International Transport Workers' Federation

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*Monthly Publication of the ITF*

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

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*Forthcoming meetings:*

|            |  |
|------------|--|
| London     | 4 April 1960<br>Regional Affairs Committee                 |
| London     | 5 and 6 April 1960<br>Executive Committee meeting          |
| Gothenburg | 22 and 23 April 1960<br>Special meeting for Radio Officers |
| Berne      | 20-29 July 1960<br>26th Biennial Congress                  |

## Comment

### A frightening but also a hopeful sign

THE RECENT SPATE of anti-Semitic incidents throughout the world was without doubt a rather frightening indication of how hard the old Nazi and Fascist ideas die. At the same time, however, it would be a mistake to believe that they should be taken too tragically. They would, in fact, seem to be more in the nature of a kite-flying exercise by Right-wing extremists who would like to think that they still have a chance of regaining the absolute power which they once enjoyed. The anti-Jewish campaign was almost certainly chosen because it was thought that this tactic, rather than the outmoded 'ideologies' of Nazism, still retained a certain popular appeal.

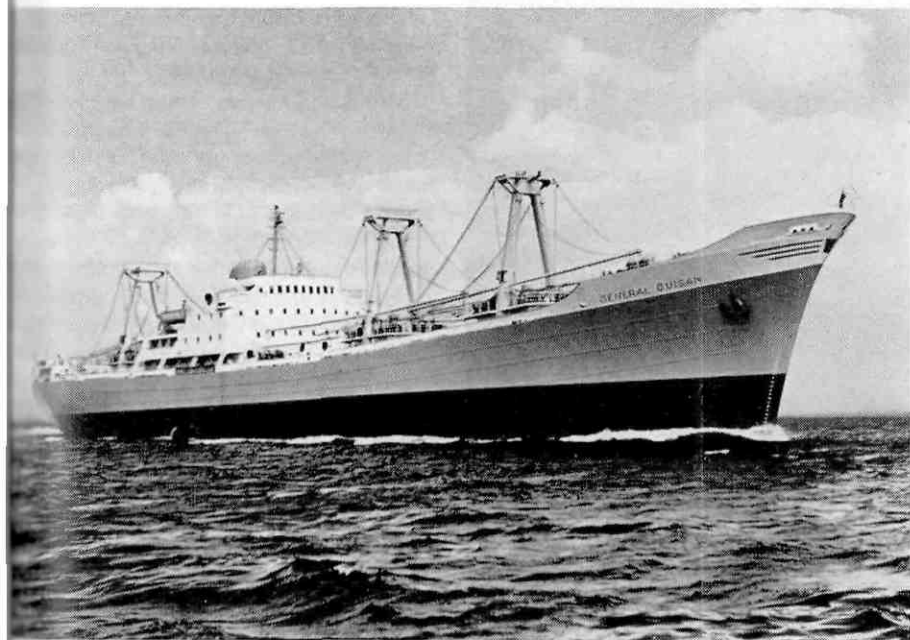
In this sense, there can be no doubt that the campaign proved to be a complete failure. There was absolutely no sympathy shown for the perpetrators of these petty outrages. Indeed there are good grounds for believing that many of the incidents themselves were the work, not of political fanatics, but of unbalanced people who were triggered off by the original incidents, in the same way that a well-publicized crime of violence often results in attempted imitations by sick minds.

Perhaps the most heartening sign of all was the prompt and vigorous action taken against the anti-Semites in Germany – the country where Nazism first saw the light of day. All sectors of German life – official and unofficial alike – were united in expressing their contempt and loathing for these pitiful leftovers from a discredited past.

The neo-Nazis in fact have been taught a salutary lesson, namely that the overwhelming majority of people throughout the world have by no means forgotten the crimes committed by their predecessors and certainly want no part of these latter-day imitators of Hitler and Mussolini. There are, of course, still good grounds for remaining on the alert for any revival of Right-wing extremism, but it is nevertheless clear that one of the prerequisites for the ever being able to gain power again – namely popular support – is completely lacking and is likely to remain so for a long time to come.

# Swiss seafarers sign their first agreement

by E. HOFER, *Swiss Transport and Commercial Workers' Union (VHTL)*



*Our photograph shows a recent addition to the Swiss merchant marine, the m/s 'General Guisan'. A 12,860-ton vessel, it carries a crew of 34. The Swiss merchant fleet at present consists of 27 units, all but one of which are cargo vessels*

a complementary Enabling Act which took effect from 20 November 1956. However, there was still an important gap so far as the seafarers of the Swiss merchant fleet were concerned, namely the absence of collective contracts regulating wages and working conditions. On 15 December last, this gap was finally filled by the signing of a basic collective agreement (Gesamt-arbeitsvertrag) between the Federation of Swiss Shipowners and the Swiss Transport and Commercial Workers' Union, more commonly known by its initials, VHTL. The agreement became effective on 1 January 1960 and will remain in force for a period of two years. I should perhaps mention that it is not a completely comprehensive document, like those common in the big maritime nations, but confines itself rather to dealing with the most important aspects of wage, working and social conditions which are not already regulated by the maritime legislation mentioned earlier. However, in view of the present economic situation in the shipping industry, we feel

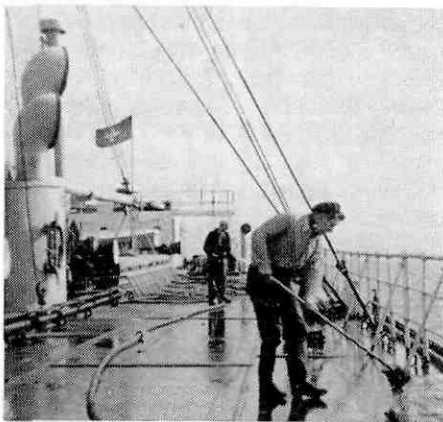
**SWITZERLAND, ENTIRELY LAND-LOCKED** and the oldest democracy in the world, is mainly known abroad for its export of quality products – watches, machinery, chocolate, cheese, lace, etc. – and as a tourist centre. Rather less well known is the fact that, for the last few years, Switzerland has also had an ocean-going fleet of its own. Of course, compared with the total world tonnage, the merchant fleet sailing under the Swiss flag is fairly modest in size. At the present time, it is made up of twenty-seven units, all but one of which are cargo vessels, amounting to a total of something over 200,000 DWT. Nine of them have a capacity of more than 10,000 DWT. The majority were built during the last few years.

As at 30 September of last year, the crews of these vessels comprised 848 seafarers, of whom 479 or 56.6 per cent were Swiss nationals. Foreign nationals most strongly represented on board Swiss shipping were: the Italians (246), the Germans (81), and the Dutch (21). It may perhaps surprise readers to learn that the vast majority of the officer personnel are also foreigners. The reason for that, however, is a simple one. The seafarer's profession is a relatively new one so far as our country is concerned, and consequently it has not yet been possible to train sufficient Swiss officer entrants. It should be added, however, that as a result of the decision to grant governmental subsidies for this purpose last year, the process of training is likely to be consider-

ably facilitated.

During the last war, when difficulties were met in keeping the country properly supplied with essential goods, it became obvious that Switzerland had great need of a merchant fleet of its own. However, those who framed the legislation which made this possible were extremely careful to lay down strict rules aimed at preventing our merchant ensign from being used as a so-called 'flag of convenience'.

The creation of our own merchant fleet made necessary the promulgation of appropriate maritime legislation. At first, because time was pressing, this was done by the issue of governmental decrees. These were later replaced by the Federal Law on Shipping under the Swiss Flag of 1953, and



*Nothing unusual about this, except perhaps the Swiss flag which many do not associate with sea transport. For some years now, however, Switzerland has had a merchant fleet of its own. Legislative safeguards ensure that the Swiss ensign does not become a 'flag of convenience'*



*The Swiss flag on the high seas. Compared with total world tonnage, the merchant fleet which now sailing under the Swiss flag is modest in size but the vessels are all of very recent construction.*

that the agreement is an adequate one.

The signing of the contract means that, as the result of a long period of effort, we have now succeeded in implementing the decision taken by the Stockholm ITF Congress of 1952, which called for the proper trade union organization of seafarers employed aboard Swiss merchant vessels and the contractual regulation of their wages and working conditions.

It may perhaps be of interest to readers of the ITF Journal if I summarize briefly the main stipulations of the VHTL's first maritime agreement:

#### **Application**

The agreement applies to the crews of all ocean-going vessels operated by the contracting shipowners, including those chartered or managed by them under the Swiss flag. It does not apply to shipmasters, Chief Engineers, First Officers, or Second Engineering Officers.

#### **Hiring**

A seamen's employment agency will be established at the VHTL headquarters; its

services will be available, free of charge, to both seafarers and shipowners.

#### **Notice**

Periods of notice on both sides are:

*Officers* Four weeks  
*Petty Officers and ratings* Two weeks

Notice must be given in a West European port of call (for this purpose, the term 'Western Europe' covers West Germany, Holland, Belgium, Great Britain and Italy)

#### **Working Hours**

These are as laid down in the Enabling Act to the Swiss Shipping Law and may be summarized as follows:

Watch-keeping\*) ratings must work eight hours a day at sea and on days of sailing and arrival, including Sundays and public holiday (New Year's Day, Good Friday, Ascension Day and Christmas Day). A day's leave in a port to be fixed by the master must be granted to compensate for every day's work at sea on a Sunday or statutory public holiday, or if such leave is impossible compensation must be given in the form of one-thirtieth of the agreed

monthly basic pay, excluding allowance for board and lodging. Hours of work in port are also regulated.

Non-watch-keeping officers and ratings employed in the deck or engine room departments must normally work eight hours a day from Monday to Friday at sea and on the days of sailing and arrival, and five hours on Saturdays and two hours on Sundays and statutory public holidays. No compensation is payable for Sundays and public holidays spent at sea. In port eight hours must normally be worked each day from Monday to Friday and five hours on Saturdays.

The normal length of the working day in the catering department is nine hours both on working days and on Sundays and public holidays, whether the vessel is at sea or in port, but on Sundays and statutory public holidays the work required must, as a general rule, be limited to serving the crew and any passengers who may be on board the vessel. To compensate for the work done on Sundays a rating employed in the catering department is entitled to two days' leave a month; he is entitled to one day's leave for work done on a statutory public holiday.

Distribution of hours: The second part of the division concerning hours of work on board relates to their distribution. Every day while at sea on a distant trade voyage ratings and officers employed on deck and in the engine-room department have to work three watches. In extended coast voyages, and on board vessels with a displacement of over 1,000 gross tons where three watches cannot be accommodated for lack of space, the crew engaged in the duties may be divided into two watches. While at sea the periods of duty of non-watch-keeping ratings and of ratings in the catering departments must not exceed thirteen consecutive hours. Wireless operators work eight hours a day; the master may assign to them clerical duties, but only in exceptional circumstances. In port

\*) At present, a three-watch system is worked aboard all vessels operating under the Swiss flag. If at some future date, a two-watch system should be introduced on any ship, crew members would receive time and a quarter for all hours worked in excess of eight per day. — Ed.

members of the crew other than those employed in the catering department are to work the same hours, between six a.m. and six p.m.

Young seamen under sixteen may not be given night work.

Where the ordinance does not specify what rule is to be applied the master is to decide both the distribution of hours and the total hours worked.

The stipulation in the Act that normal working time on Sundays and legal holidays (New Year's Day, Good Friday, Ascension & Christmas Day) amounts to two hours is to be understood in the sense that as a rule such time will be spent on the cleaning and maintenance of the seafarers' own quarters.

**Overtime**

This again is covered by the appropriate legislation, which contains the following stipulations:

The master may extend the hours of work in certain cases, particularly when such measures are necessary to safeguard the vessel, the cargo or the persons on board. Overtime must be avoided as far as possible, and should not exceed four hours a day as a general rule; each rating must have eight uninterrupted hours of rest in every twenty-five hours.

As a general rule work done outside normal working hours is regarded as overtime and is to be paid for at overtime rates, but certain types of work, even if ordered by the master outside normal working hours, are not regarded as overtime and are not paid for at overtime rates. These types of work correspond to those listed in Article 18, paragraph two, of the Wages, Hours of Work and Manning (Sea) Convention (Revised), 1949.

**Leave**

After ten years of service with the same owner, the legally-established annual vacation is increased to:

twenty-four working days for officers of at least forty-five years of age  
 eighteen working days for seamen of at least thirty-five years of age

After two years of unbroken service with the same owner (without intervening termination of the service relationship) and on entitlement to annual leave, the owner bears the cost of travel (Officers 1st class; Petty Officers and ratings 2nd class) from the terminal port, by direct route, to the frontier of the seafarer's country of origin or, at the owner's choice, to the frontier of the country in which the seafarer signed on, together with his return fare to the port of departure.

**Subsistence allowance**

Where a subsistence allowance is provided for by law this will be payable at the rate of five Swiss francs per day.

**Salary rates**

Salary rates are contained in an appendix forming an integral part of the agreement. They refer only to ocean-going vessels, and are minimum basic rates, not including special additions or allowances made by individual shipowners nor compensation for overtime of work performed on Sundays at sea. Higher rates being paid when the agreement took effect may only be reduced in agreement with the VHTL.

In the coastal trade, foreign rates for similar crews, adapted to local conditions, are applicable.

The foreign-going rates are as follows (£1 equals Fr. 12.24; 100 Fr. equal \$23.30):

**Deck Department**

|                                |         |
|--------------------------------|---------|
| Second Officer . . . . .       | Fr. 650 |
| Third Officer . . . . .        | 550     |
| Radio Officer . . . . .        | 550     |
| Boatswain, Carpenter . . . . . | 450     |
| Able Seaman . . . . .          | 380     |
| Ordinary Seaman . . . . .      | 280     |
| Deckhand . . . . .             | 200     |

**Engine room Department**

|                                       |         |
|---------------------------------------|---------|
| Third Engineer . . . . .              | Fr. 650 |
| Fourth Engineer . . . . .             | 550     |
| Donkeyman/Storekeeper . . . . .       | 450     |
| Engineer Assistant . . . . .          | 420     |
| Electrician (Officer) . . . . .       | 530     |
| Electrician (Petty Officer) . . . . . | 400     |



*Units of the Swiss merchant marine are crewed by seamen of varying nationalities. Just over half are Swiss out of a total of a little over 800. Practically all the officers are non-Swiss, but a training programme which has now been introduced will gradually begin to change this picture*

|                                      |     |
|--------------------------------------|-----|
| Motorman, Greaser, Fireman . . . . . | 380 |
| Wiper . . . . .                      | 320 |

**Catering Department**

|                          |         |
|--------------------------|---------|
| First Steward . . . . .  | Fr. 450 |
| Second Steward . . . . . | 340     |
| Third Steward . . . . .  | 290     |
| First Cook . . . . .     | 450     |
| Second Cook . . . . .    | 340     |
| Messboy . . . . .        | 200     |

In addition to the above, married seafarers receive a children's allowance of Fr. twenty-five per month and per child up to the age of sixteen.

**Insurance of Effects**

The owners undertake to insure seafarers' effects against partial or total loss as the result of shipwreck.

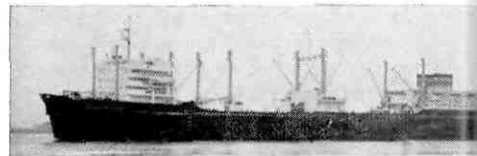
**Union representation**

The owners undertake to engage only seafarers accepting the provisions of the present collective agreement; also to recommend all such seafarers to become members of the VHTL. In the case of seafarers who do not join the union, the owners will deduct a monthly solidarity contribution of Fr. 5 from their salaries. The use to which such contributions will be put is to be decided upon jointly by the parties to the agreement.

No contributions will, however, be payable by members of ITF-affiliated seafarers' unions or by members of other workers' organizations approved by the VHTL.

The shipowners are also prepared to request from unorganized seafarers a statement that they recognize the VHTL as their representative and, in the case of VHTL members, to operate a check-off of union dues.

# The 'Willem Barendsz' has left for the Antarctic



**C** FOR THE FIRST TIME FOR TEN YEARS the baleen whaling season in the Antarctic has opened without any binding restrictions on the catch. Though the International Whaling Convention, on paper, restricts the catch to 15,000 blue whales or the equivalent in oil, only three whaling countries – Britain, Japan and Russia – are still members of it. Norway and Holland withdrew last summer after the failure to agree on the allocation of the catch. But this season's hunting is not a complete free-for-all – because that would be in no-one's interest. Norway, though not Holland, will observe the time limit, which this season is 102 days starting on December 28th; and the three western countries and Japan have voluntarily set limits to their catches. These limits, compared with the actual catch last season, are: Japan 5,040 whales (5,028), Norway 5,800 (5,781), Britain 2,500 (1,858) and Holland 1,200 (951). The intention had been that the four countries would share four-fifths of the permissible catch of 15,000 whales, with Russia getting the remaining fifth.

When international restriction was effective each expedition was forced into a race to catch as many whales as it could before the maximum number was reached – usually within sixty-nine days of the opening date. Costs were forced up, and allocation of the catch was proposed to make the game more profitable. This season each expedition can if necessary hunt for the full 102 days; thus it can employ fewer catching vessels and process its catch at a slower speed to give the maximum yield. This season twenty expeditions are again taking part, the

extra Russian fleet being offset by one less from Norway.

The following story, containing something of the background to this year's Dutch expedition, including an attempt by the Dutch whaling company to take advantage of their 'freedom of action' to undermine the conditions of Dutch whaling crews, is taken from the pages of 'Oms Bestek', the official organ of the IWF-affiliated Dutch Seamen's and Fishermen's Union (CKV):

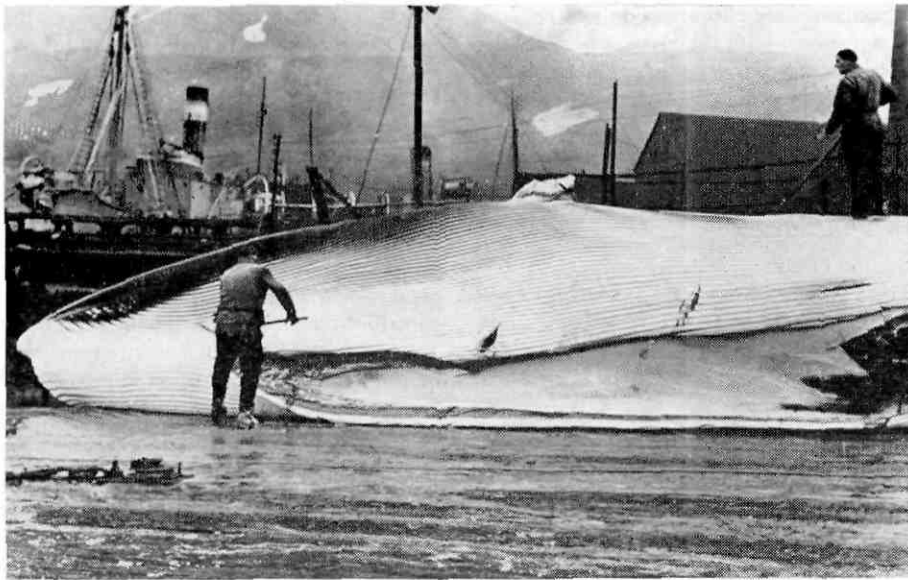
It might perhaps be thought that the

*The Netherlands factory ship 'Willem Barendsz'. The accompanying story tells how this vessel did not miss the 1959-60 season as a result of pre-season difficulties and of the fight by the Dutch Seamen's and Fishermen's Union (CKV) to get a decent contract for her crew members.*

news that the Dutch factory ship 'Willem Barendsz' had left for the Antarctic whaling grounds did not call for any particular comment other than a short notice in a shipping journal. The fact of the matter is, however, that up to the time of its departure for the 1959-60 season, there had never been such a 'lively' year in the branch of the fishing industry since the Netherlands first participated in whaling operations in 1946.

The 'excitement' actually started in 1958 when notices appeared in the home and foreign press that the vessel might be sold to Norwegian interests. At that time, the modern factory ship was only about four years old. Meanwhile, talks centering on the International Whaling Convention ended with the Netherlands finally deciding to withdraw from the Convention. The ease with which the Netherlands Whaling Company was able to throw off the control represented by this international instrument encouraged it to open up an attack on the working conditions of the whaling crews, so much so that the chances of a Dutch vessel taking part in the 1959-60 season hung by a thread.

At the root of all this trouble is the fact that, as has happened in the Arctic waters, the whale is by way of being killed off in the Antarctic too. The international convention consequently aims at preventing this by regulating the number of 'blue whale units' (equal to twenty tons) which may be killed during any one season by the participating countries. Since 1946, however, the number of those taking part in the expeditions has increased and the problem of a fair division of the catch has become even more acute. There was even some talk of Norway increasing its share by purchasing the 'Willem Barendsz' – with the Netherlands consequently foregoing its claim to participation in the industry.



*Whale flensing in South Georgia. Every year at Sandefjord, Norway, British and Norwegian employees and owners meet to negotiate wages and bonuses for the coming season. Up to the present season the Dutch expeditions had taken the Sandefjord agreement as the basis for their own. This season, however, the Dutch union had to fight the company to get the same terms*

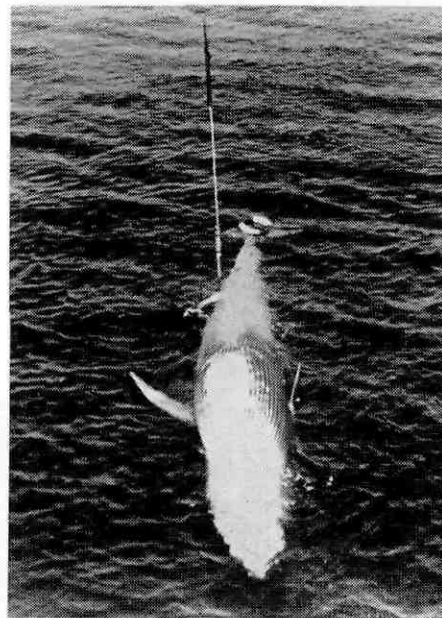
The company itself sought to cover itself on two fronts: by getting the government to denounce the international convention if the Netherlands claim for an eight per cent share of the total catch was not accepted, and by putting it to the Seamen's and Fishermen's Union that they should accept inferior conditions of employment if the share percentage was fixed at a lower figure. In the event, the Netherlands' claim was turned down, with the result that under pressure from the company, the Netherlands government denounced the international agreement – no wise step in view of the Netherlands' already rather delicate position in the world fishing industry. The 'Willem Barendsz', therefore, will be away on the whaling grounds for 107 days, during which time the expedition proposes to kill 1,200 minis – equivalent to the eight per cent share the Netherlands had claimed for the season.

In these circumstances, one would have thought that the whaling company would have given up its idea of getting the crew to accept lower terms. Such however was not the case. Hitherto, these had been fixed on a parity basis with those of the British and Norwegian crews, negotiated every year with the whaling companies. In 1946, it was agreed between the Dutch seamen's union\*) acting at that time on behalf of the crews, that Dutch rates and conditions should be on a par with those negotiated by the British and Norwegian unions. That state of affairs had lasted for thirteen whaling seasons, to the satisfaction of all parties. When no agreement had been reached by the opening of the 1957–58 season, the Dutch expedition consequently left for the whaling grounds with a so-called agreement – their terms of engagement to be defined by clauses in an agreement which had still to be negotiated in Norway. If this appears anomalous, it may be stressed that, through its membership of the ITF, the Dutch Seamen's and Fishermen's Union (CKV) had an indirect, if not

direct, role to play in the annual negotiations in Norway.

The Dutch whaling company, however, chose to come forward with proposals of its own as regards the 1959–60 season. These would have meant the crew of the 'Willem Barendsz' taking what amounted to a ten per cent cut in their earnings. This was the only way, the company said, in which they could break even after due allowance for depreciation and *aguaranteed six per cent dividend* to the shareholders. The 'fleet depreciation' figure, incidentally was some two million guilders higher than the normal trade figure, and, seeing that the Netherlands government had guaranteed that it would make good any deficit incurred by the expedition as a result of any miscalculation, the net result was a nice little present of two million guilders to the shareholders.


The CKV turned the company's proposals down, and the company referred the dispute to the State Mediation Board. Faced with a firm refusal by the union to retreat from its stand, the company withdrew its proposal to reduce the bonus



*A harpooned whale, all ready to be picked up – by the rightful killer. The whale is in danger of extermination in the Antarctic as it has been killed off in Arctic waters, and efforts to secure agreement on quotas for each of the participating countries have recently been less successful*

without waiting for the Board to hand down a decision. The upshot was that the bonus basis was fixed at 144,000 barrels – thus not excluding the possibility of the crew earning additional bonus – and the improvements contained in the British-Norwegian agreement were included in the Netherlands' contract.


### A call for reform

 THE ITF-AFFILIATED AUSTRIAN TRANSPORT WORKERS' UNION (HTV) is calling for a revision of the law governing compensation for damages and the civil liability of drivers. The union is particularly concerned about the position of road transport drivers under present legislation. It points out that under the Civil Code a claim for compensation for damages inflicted must be met even if it is shown that the damages occurred as a result of 'a minor error' and not gross negligence. It stresses that, as a consequence, the drivers of goods vehicles are particularly susceptible to such claims due to accidents the primary cause of which in fact are traffic conditions generally. Furthermore, there is a growing tendency amongst road haulage concerns to make the drivers financially responsible when such claims succeed.

It is with these considerations in mind

that the Transport Workers' Union has asked the Austrian Federation of Labour to press for an amendment of existing legislation.

### The s.s. Hope – first stop Indonesia

 THE S.S. HOPE, the floating medical centre to be launched this spring as a result of voluntary contributions from the American people, is expected to make Indonesia its first port of call. Present plans are to keep the vessel there for about six months and then move it on to other countries which have asked for its services, including Vietnam and Pakistan.


The s.s. Hope project, which has the full support of the AFL-CIO, has been described by President George Meany as 'a humanitarian public service at its finest'. Net cost of refitting a US navy hospital ship and maintaining the project for a year has been put at 3.5 million dollars.

\* The present union is an amalgamation of the Seamen's Union and the Fishermen's Section of the former Central Union of Transport Workers – Ed.

# A major step forward



*Things have changed in Greenland during the last ten years. The turf hut is on the way out and modern, well-stocked shops, like this one in Holsteinborg, centrally heated blocks of flats and made-up roads are becoming regular features of the urban landscape (Photo: Danish Embassy).*

 DURING THE LAST FIFTEEN YEARS the character of Greenland's society and economy has been undergoing a rapid and energetic change. These changes have served to create the conditions necessary for the emergence of trade unionism in the territory. A regional centre, The Greenland Workers' Association, set up five years ago to organize workers in the territory, is at present faced with the gigantic challenge of educating the Greenlander to take his place in the new society and to accept the responsibilities that go with industrialization and social progress. The sheer vastness of this sparsely populated territory imposes extremely difficult organizational problems. The closest contact must, however, be maintained, since the Greenlander would otherwise have no chance of realizing how important membership of a trade union is for him if he is to share in the benefits of an expanding economy. In the last resort, too, the economic success of the territory depends on the degree to which the Greenlander accepts these responsibilities. The Danish Trade Union Federation has already assisted a great deal in this work, and is prepared to do a lot more. With its help, the Greenland Workers' Association was able at the end of last year to negotiate a remarkable collective agreement which, among other things, gives the workers of Greenland sick pay and equal pay for men and women.

## The island they forgot

When the history of the twentieth century comes to be written, assuming of course there are still people who can write at the end of it, the century will, we hope, be described not as the century of wars and intolerance but as the century when the under-privileged territories ceased to be

under-privileged. Under-privileged lands are comparatively rare in the Northern Hemisphere. They are inevitably associated in the popular imagination with heat, heavy rainfall and a natural exuberant fertility that, alas, seems to conspire against the happiness and wellbeing of the humanity produced by it all. They are also associated with hidden riches, natural resources

undreamed of, thoughts which have led raiders of one kind or another in the past to descend from their own more equable climes in order to get rich quick and make life even more difficult for the native

Greenland, the world's largest island, a real under-privileged territory lying in the Northern Hemisphere, most of it within the Arctic Circle. In spite of its name, it is not, as everybody knows, fertile and has probably never supported a population larger than the present 22,000. Its name incidentally is a clear case of fraudulent misrepresentation, dating back to 985 when Erik the Red (who also discovered America) gave it this name in order to induce people to go and settle there. The following year twenty-five ships set off from Iceland for the new country. Only fourteen arrived but the settlers managed to found two colonies in the relatively temperate South Western corner of the Island and at the height of their prosperity until 1261 when the colonists came under Norwegian rule. About the middle of the fourteenth century the mother country seems to have lost interest in the colony, trade was directed southwards, the last vessel from the island returning to Norway in 1410. It was never possible to grow any kind of grain in the island and visitors arriving towards the end of the sixteenth century found no trace of the Norse settlers except graves containing skeletons showing malformation, rickets and low stature and including an excessive proportion of infants and young people. Malnutrition and hardship seem to have wiped them out.

Danish convicts and others who settled on the island during the eighteenth century fared rather better than their unfortunate forefathers. The all-important contact with Europe was on the whole maintained, and a lively and friendly contact between the settlers and the indigenous peoples over



*Radio telephony at sea. The Greenlander today handles complicated and expensive equipment. The Danes have invested heavily in his future (Photograph by courtesy of Danish Embassy)*



the past centuries has given the modern Greenlander a mingled heritage and, one hopes, a greater accessibility to some of the better attitudes and institutions which have merged and entrenched themselves on the European continent over the last two centuries. Against this, however, it must be said that the system by which Greenland was governed until relatively recently has not been of the kind to encourage the islanders to develop an independent frame of mind, let alone emulate their governors. The government trade monopoly, which fixed prices and limited the range of imported articles, was founded on a rather patronizing assumption that these 'prim-

itive' people should be protected from corrupting and vicious advances from outside. More seriously, the monopoly, with its emphasis on trade in the traditionally exotic products of the island (at one time these included falcons and walrus tusks), has tended to restrict the growth of the island's economy and encouraged specialization in a number of dead-end products - products of diminishing commercial value such as animal skins and eiderdown.

#### **A new policy**

Since the war Danish policy in Greenland has switched completely, and whilst the emphasis is now on encouraging the Green-

landers to take their full independent place in a society of a more modern character, this in itself involves in its early stages help from outside on a massive scale. The constitutional changes of 1953, whereby Greenlanders were given the same rights as other Danish citizens, including municipal self-government and representation in the Danish Parliament, have been followed up by financial investment which has already completely transformed the character of urban communities on the island. The traditional turf hut is disappearing fast - the igloo is confined to a few pureblooded Eskimos in the North and even among them it is no longer as popular as it was. Modern blocks of flats, well-stocked shops, properly surfaced roads, sanitation, etc. present the modern Greenlander with an obvious reminder that things have changed. Even more important, perhaps, are the millions that have been invested in modern industrial plants and harbour installations, which will make it possible for the fish-processing industry to expand and form a more viable basis for an advanced economy.

This development obviously places the wage-earner in a more central position than previously and has lent urgency to the questions of industrial organization and wage formation. The importance of these questions was foreseen by the Danish Government as early as 1952, when the Prime Minister asked the Danish Trade Union Federation to make contact with the population of Greenland. In the same year one of the Federation secretaries visited the island and prepared a full report on conditions and prospects. The report recommended that the formation of trade unions should not be forced but that an attempt should be made to create the right sort of conditions under which the Greenlanders would themselves embrace the idea of trade unionism and set about organizing themselves on their own initiative. The report also gave an indication of the procedure which would best serve the purposes of a smooth transition to a wage structure



*A prawn-fishing boat. The economic future of Greenland depends on the sea. The fishing industry has expanded enormously over the last thirty years and is today able to compete with the best in the world as regards operational efficiency (Photo by courtesy of Danish Embassy)*



*A prawn packing plant at Christianshaab. More than half of the members of the Greenland Workers' Association are women. They take an active part in trade union activities, and the latest collective agreement gives them equal pay. (Photograph by courtesy of the Danish Embassy)*

arrived at by negotiations between organizations of employees and employers. The difficulties here must be seen as the hang-over from the island's earlier primitive economy, where the State was virtually the sole employer, a state of affairs which prevented the organic growth of a traditional procedure for wage negotiations.

#### **The Greenland Workers' Association**

The workers of Greenland began organizing themselves and negotiating collectively on a local basis in 1953. In 1955 they decided to convene a Congress in Godthaab, the capital. The Danish Government assisted by providing free transportation and by grants which at least partly made up for income lost by the delegates. The Danish Trade Union Federation paid other expenses and sent a representative to the Congress. At this meeting it was decided to form the Greenland Workers' Association, representing all the territory's workers, and to set up a competent negotiating committee, charged with the task of negotiating a collective agreement to apply to all Western Greenland. With the assistance of the Danish Trade Union Federation, negotiations were begun immediately after the Congress and the result was an agreement embodying all the essential principles which have formed part of Danish collective agreements over the last decades. After the signing of this agreement, the Government and the Trade Union Federation gave further help to the new Association by organizing intensive courses for shop-stewards at Godthaab and also by making

it possible for the Association to send four students every year to Denmark to attend the courses held during the winter months at the Trade Union Federation's College at Esbjerg.

In October last year a new agreement was concluded which contains a number of notable improvements on the old one. The most important of these is the introduction of sick pay. Under the agreement all workers who are members of the Association will get sick pay for a period of up to thirteen weeks after a waiting period of six days. If the sickness is a result of an accident at work the period may be extended to twenty-six weeks. Maternity benefit under the system is payable for a period of one month before and one month after

confinement. The importance of this arrangement is obvious when one considers that about half of the Association's 2,000 members are women and it seems that their voices do not go unheard at meetings of the Association Executive. Their influence, perhaps to be detected in the clause of the new agreement which establishes equal pay for both sexes.

In its entirety the agreement, which also includes substantial wage increases, is a splendid achievement for such a young and relatively inexperienced trade union movement. The difficulties facing this movement have moreover been and continue to be of an order which would baffle more experienced men. There is, for instance, no ready-made pattern that could have been imported from Europe for solving the problems of maintaining contact between members and organizing trade union activities in such a vast, sparsely populated region where the distance between two branches can be as far as that between Copenhagen and Rome. Again, the speed with which industrialization has hit the



*The Greenland National Council. Politically, Greenland is now a part of Denmark, and the Greenlanders have the same rights as any other Danish citizen in the mother-country, although he does not pay income tax - yet! (Photograph by courtesy of the Danish Embassy)*



Last October, the Greenland Workers' Association signed a new collective agreement, which, among other things guarantees them sick pay for a period of 13 weeks. On the left, about to sign the agreement, is the energetic young president of the Workers' Association Lars Svendsen

country means that the average easy-going Greenlander's attitude to such questions as productivity is apt to be rather limited. He is, it seems, all too prone to take for granted benefits if and when they come and, although he has been known to show a remarkable fortitude in hardship during the past, it is not easy to make clear to him the obligations which go along with the benefits. It is no use blaming him for being irresponsible'. His attitude has to be accepted as a historical and geographical accident, and the only thing to do is to set about putting it right. However, it will not be easy. The present wage structure allows for incentives for the Greenlander who wants to 'get on', but this, obviously, is not such a magic ring as it has in European ears. The only answer seems to be more educational facilities for developing the Greenlander's sense of civic, political and industrial responsibility.

Even from a purely commercial point of view this would be money well spent. As the leader of the Greenland Workers' Association has pointed out, the Greenlanders cannot reasonably expect to be subsidized for ever. Sooner or later they must make full use of the territory's natural resources and learn to stand on their own feet. Naturally they can count in the future on the same considerable help which they have up to now received from the Danish Trade Union Federation. It is, however, clear that the emphasis here will be on helping the Greenlanders to help themselves. And that, after all, is the way the wise Greenlander should want it.

Zeev Barash,  
General Secretary, Israeli Seamen's Union



## Profile of the month

DYNAMIC, US-EDUCATED ZEEV BARASH FIRST APPEARED ON THE ITF scene at the 1954 London Congress where he was elected deputy member of the General Council. Subsequently, at the Vienna Congress in 1956, he became a full member of the Council. Zeev Barash's trade union activity, however, naturally goes back much farther than that: to 1933, in fact, when at the age of 20 and newly arrived in Israel from the United States he was soon busy organizing workers, both Jewish and Arab, in the Dead Sea area. Under his guidance and leadership (he was elected secretary of the local labour council in 1938) a number of strikes were successfully carried out and wage and social benefit agreements concluded.

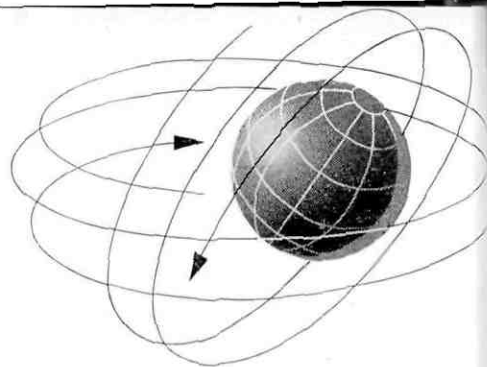
At this time (1936), Zeev Barash was still a comparatively young man in terms of trade union responsibility. Nevertheless, his energy and drive were frequently called upon by the National Executive of the Jewish Federation of Labour (Histadrut) in organizing campaigns, negotiations on union agreements and other trade union assignments.

With the establishment of the State of Israel in 1948 and the creation of conditions more favourable to orderly trade union organization and development, Zeev Barash was to find reward for his past service in election to posts of increasing responsibility in the Israeli labour movement, dominated by the powerful and democratic Histadrut. In 1951, after two years as editor of the trade union supplement to the Federation's daily *Davar*, he was elected to the Executive Committee of this body and charged with the conduct of the affairs of the several transport workers' unions affiliated to that body.

He was almost immediately faced with a critical situation in the labour movement calling for firm but tactful handling: the 1952 strike of Israeli seamen. This arose from the situation resulting from the decision of the Seamen's Union to draw up a new constitution whereby it would become a national union in contrast to its former status as a local one affiliated to the Haifa Labour Council. Histadrut acceptance of the proposed new statutes however, would have meant its abrogating its constitutional rights over its constituent organs. The difficulties were finally resolved – but not until after a strike which lasted forty-two days.

Zeev Barash has headed the Israeli Seamen's Union since the 1952 strike – a strike, incidentally, which has considerably minimized the influence of the communists in that union. Apart from his manifold duties immediately connected with his official position, Barash is a busy man over the entire trade union front. As a member of several government committees on workers' legislation, job evaluation and maritime law, he is kept continuously busy on matters affecting the general trade union movement in Israel. With new immigrants continuing to stream into the country, a serious problem of absorption not only into the nation's economy but also into its trade union movement is posed. His own experiences, when as a comparatively young man of twenty he arrived in Israel and started work at a collective agricultural settlement (Kibbutz) near Jerusalem, enable him to tackle this problem of absorption and recruitment with sympathy and understanding, whilst his extensive knowledge of seafarers' problems led to his appointment as a workers' delegate to the 1958 Geneva Conference of the I.L.O.

The Israeli National Union of Seamen which Zeev Barash heads has achieved much in the short period of its existence. Its gains include the union shop and a collective agreement with the shipping companies providing for a welfare and accident fund, paid annual leave, and a forty-seven hour week when at sea. In view of the modest size of the Israeli merchant fleet, the union membership is small but with relatively high standards of pay – the reward of good unionism and capable leadership.



## World Court hearings on IMCO committee

**A** THE UNITED NATIONS has announced that the International Court of Justice will begin hearings regarding the composition of the Maritime Safety Committee of the Intergovernmental Maritime Consultative Committee (IMCO) as soon as possible after 17 April.

The case was referred to the Court for an advisory opinion in a resolution adopted by the IMCO Assembly on 19 January 1959, at the conclusion of its first session in London. The question put to the Court was whether the fourteen-member Safety Committee elected by the Assembly was in accordance with the IMCO Convention.

Disagreement in the Assembly centred on the question of whether Liberia and Panama were entitled to seats on the Committee under Article 28 of the Convention, which provides that membership shall include the 'eight largest ship-owning nations'.

Both Liberia and Panama have gross registered tonnage in Lloyds Register which, under one interpretation, would place them in this category. Their election was, however, opposed by a number of countries on the grounds that neither could properly be considered one of the largest ship-owning nations, and that 'so far at any rate' neither could make a major contribution to the Committee's work. This stand was contested by the two countries concerned, with the support of several other nations.

Neither Liberia nor Panama were among the fourteen countries finally elected to the Committee but, in view of the controversy, the Assembly decided to ask the Court for an advisory opinion.

The first eight members of the Committee were chosen in the following order: the United States, the United Kingdom, Norway, Italy, the Netherlands, Japan, France, and the Federal German Republic. The remaining six seats went to: Argentina, Canada, Greece, Pakistan, the United Arab Republic and the USSR.

Committee members are elected for four-

year terms, and are eligible for re-election. Their task is to consider all matters within the scope of IMCO including 'aids to navigation, construction and equipment of vessels, manning from a safety standpoint, rules for the prevention of collisions, handling of dangerous cargoes,' etc.

## Right of asylum for refugees

**A** FOLLOWING AN INVITATION BY THE UNITED NATIONS to comment on a declaration on the right of asylum, the International Confederation of Free Trade Unions has expressed its wholehearted support for this proposal to strengthen the provisions of the Universal Declaration of Human Rights. This declaration would impose on the United Nations the responsibility of concerning itself with the safety and well-being of refugees and their protection against being forced to return to or remain in countries where they face persecution. The ICFTU has, however, suggested the inclusion of a provision guaranteeing the right to safe conduct for refugees.

## An automatic landing system

**A** NEW AIRCRAFT ON BEA's order list are due to be equipped with automatic landing systems. The first machines with this installation (DH121 jets) are expected to fly in December 1961.

Although the British Air Force adopted the blind-landing emergency unit system in 1959, it is assumed that the automatic landing system will not be working reliably enough to be acceptable to airlines, pilots and safety authorities until 1970.

The system being used is a development of the blind-landing emergency unit. It begins with partial automatic landing equipment, known as autoflare, which is expected to cut the present weather limit minimum of two hundred feet and a half a mile by nearly half. With autoflare it is thought possible to come down to 150 feet completely automatically with the pilots watching standard instruments. The pilot himself would line up with the runway and

make allowance for the wind.

The day is still to come, however, when the passenger is put on the ground solely by instruments in fog of 'zero zero' density and where any instrument failure requires no action by a pilot.

## Preparations for International Labour Film Festival


**A** THE INTERNATIONAL LABOUR FILM INSTITUTE (ILFI) is now active preparing the Third International Labour Film Festival, scheduled to take place in Stockholm from 22 to 29 May. Like the previous Festivals, this one will comprise showings of 35-mm, 16-mm and widescreen films, as well as lectures and public meetings. Eligible for the preliminary selection will be long, short and medium-length films produced since June 1957 of social and human interest, dealing with popular education or serving the cause of understanding among peoples and races. There will also be a special category reserved for films produced for television.

## Big ten-year economy plan for Norwegian railways

**A** THE NORWEGIAN STorting (Parliament) recently approved a ten-year 'economy' plan for the Norwegian State Railways. The plan, which provides for a total investment of 2,200 million kroner (£110 million) over the ten-year period, involves the closing of some uneconomic lines, the freezing of four new projects and the building or improvement of some roads to compensate for this. Instead all remaining lines will get better and more modern rolling stock and a better technical standard. The electrification of the famous Bergen Railway will be concluded in 1964, and it is possible that the Dovre Railway to Trondheim may also be electrified within the ten-year period. An important part of the economy plan is the proposed staff reduction of 8,000 - about one-third - of all railway personnel. The process, which was started some time ago, is carried out in co-operation with the rail


waymen's unions, and by gradually not replacing retiring personnel. The Storting debated the plan for eighteen hours in the course of two days and finally passed it unanimously.

### Increase in Canada's rail network


 ACCORDING TO FIGURES quoted by the Canadian Minister of Transport, since 1954 the Canadian National, Canadian Pacific and Pacific Eastern Railways have constructed a total of 1063.8 miles of new lines, and an additional 357 miles have been constructed by private development companies. The construction of a further 632 miles of new railway lines is now under active consideration.

This construction of new lines in the past five years, totalling over 1420 miles, has taken place in various Canadian provinces, and in particular the province of Quebec, where over 600 miles of new track have been built and where another 190 miles are proposed for the immediate future.

### Objection sustained'

 OBJECTIONS BY THE NEW YORK TAXICAB INDUSTRY to the ten-cent-a-ride tax introduced last July have met with sympathetic treatment by the New York Board of Estimates. An announcement has been made that the City Council will consider a law to end the levy on 30 June 1960, the last day of the city's fiscal year. The tax, which has been denounced by the trade, is estimated to have reduced the earnings of New York's 35,000 licensed taxi-men by something like six per cent.


### ILA gets a clinic

 WORK ON A ONE AND A HALF MILLION DOLLAR CLINIC for New York waterfront workers was ceremonially started at the end of December 1959 when Capt. William B. Bradley, president of the International Longshoremen's Association, and the chairman of the New York Shipping Association 'broke the ground'

at the site of the clinic on the northeast corner of the Avenue of the Americas and Seventeenth Street.

The three-storey building, to be known as the NYS-ILA Medical Center of New York, will provide diagnostic and clinical services for some 10,000 union members and their families. It will be financed by a welfare fund, jointly managed by the union and the management group.

### More leisure - but when? and how?

 THE REDUCTION OF WORKING HOURS RAISES THE PROBLEM - not a very serious one, be it admitted - as to exactly when the additional leisure shall be given. Should the actual working week be reduced to five days or should 'free time' be allowed to accumulate and be taken in the form of longer holidays? In Austria and the Federal Republic of Germany, a number of medical authorities have pronounced opinions on the subject which are worthy of summary here.

Professor Hittmaier, medical superintendent of the clinic of the medical faculty of Innsbruck, comes out in favour of retention of the forty-eight-hour week and taking the 'overtime' thus worked in the form of longer holidays. This would mean an extra twenty days. According to this medical authority, the human body needs rest every three weeks before it can really adjust itself to the actual holiday. He is not in favour of the nine-hour day, however. Nor is Dr. Otto Graf (Dortmund) who, although in favour of the long weekend (two days off), does not support the idea of additional leisure being taken in the form of longer annual holidays.

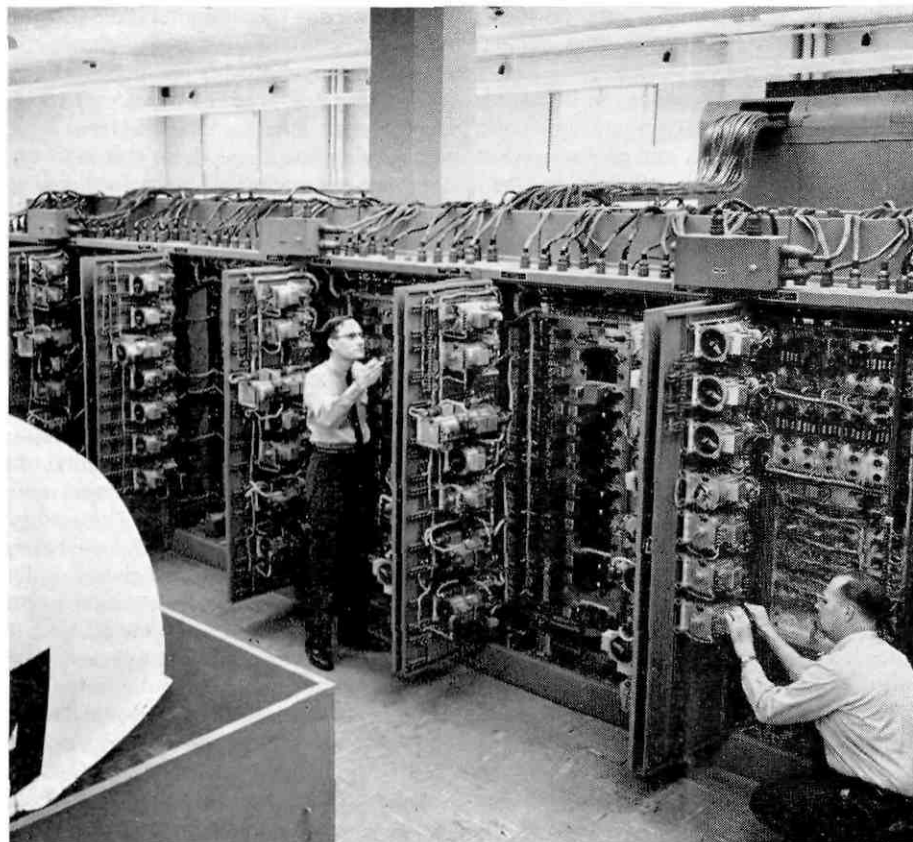
Both professors have something interesting to say as regards daily hours of work. In particular they stress that, given today's traffic conditions, the time spent in getting to and from work represents a large part of the working man's day. It is tiring and makes demands on him physically and psychologically. In that sense this time is a part of his working day. If 'working hours' is taken in this sense, it will be found that the average man works ten and a half hours

or more a day (assuming he is on a 9-hour five-day week). Some workers who contributed to the professor's research work had a working day - on this basis - of eleven to fourteen hours. Assuming that eight hours are spent in sleep and allowing another one and a half hours for dressing, meals, etc., it is found that the worker has on an average only four hours which he can really call his own.

On this basis, the nine-hour working day is clearly too long, according to Professor Graf. It is only defensible if exceptional circumstances demand it. The argument against Saturday as a workday is a psychological one: owing to the fewer hours worked on actually productive work, the time spent getting to and from work appears longer and represents a bigger strain than on ordinary workdays. Concluding his argument, Professor Graf gives it as his opinion that working longer hours in the week in order to take this time off later in the form of longer vacations is wrong on physiological grounds. The division of the working week into five times nine hours also puts too big a strain on many workers, although it cannot be denied that the long weekend (Saturday and Sunday off) is of great advantage in dispelling tiredness. The workers themselves prefer it that way.

A third medical opinion, that of Professor Marchionini, does not support the contention that the five times nine working week should be replaced by the forty-eight hour week with the 'extra' time worked later compensated in the form of longer vacations. Professor Marchionini, however, agrees that annual leave should be four weeks, and that those over fifty years of age should have two four-week vacations. Professor M., who is a specialist in dermatology, points out that modern 'civilized' man suffers from too much strain due to the stresses of our mechanical civilization. All too frequently, these stresses and strains result in skin disorders. The introduction of the two-day weekend, therefore, in his opinion is highly desirable. How this free time is spent, continues the professor, will of course depend on the physical and mental characteristics of the individual.

# The TWA flight training centre



*Technicians making adjustments to equipment actuating the controls and instruments of one of the simulators used at the TWA flight training centre. Electronics are the heart of a simulator (Photo reproduced by the courtesy of TWA)*

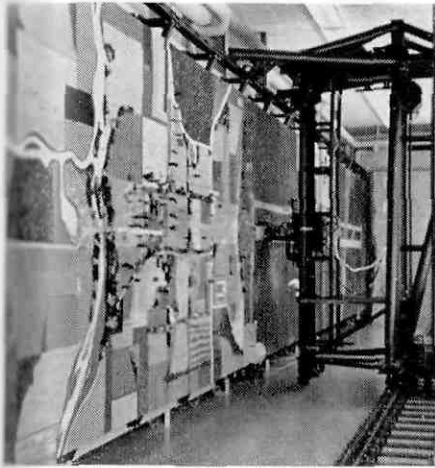
**+** THE NAME FLIGHT TRAINING CENTRE immediately calls to mind the picture of an aerodrome, with hangars, runways, training aircraft and perhaps the remembered smell of burnt fuel to add realism to the scene. In comparison with this mental picture it is difficult at first to understand the sign in the panelled hallway of an eight storey building in the business district of Kansas City, Missouri. The sign identifies the Flight Training Centre of Trans World Airlines, and the building houses what might be described as a complete aeronautical college. Opened in September 1957, the Training Centre is designed to cover the training and refresher courses for the whole of TWA's flight personnel from captain to cabin attendants. The emphasis, however, is naturally on flight training, and the student body is drawn mainly from the flight deck personnel. At the present moment TWA employs 2,314 flight crew personnel, of which 1,530 are pilots, 683 flight engineers and 101 navigators. In the course of a year each flight crew member attends the centre for an average of forty hours training, which covers both refresher courses and instruction on new techniques and procedures which are being introduced into the airline's operational methods.

The training methods employed lean heavily on visual aids to assist the lecturers in explaining the function of any particular equipment. The use of motion picture film has also been exploited extensively to

achieve the greatest standardization in training. In this field TWA has pioneered the use of films for airport qualification training, and the system has been approved by the Federal Aviation Agency. A library

is being assembled of all the airports used on the TWA network, and the films are made by the company's own personnel. A sound commentary on the film points out details of importance to be brought to the pilot's attention and warns of obstructions, special procedures to be observed and any other relevant details. The pilot in training for a particular route is enabled to see all the airports on the route in ideal daylight conditions and to orientate himself in relation to specific landmarks around the airport. In consequence, when starting to fly the route as a second pilot he is already familiar with the appearance of each airport and any peculiarities involved in the landing. The film library is maintained under constant revision, and special instructions concerning any particular airport can be amended as required.

This visual training is the keynote of the methods used throughout the training courses and is repeated in many variations. Although films and sound track are used extensively for tuition, the normal lecture forms the mainstay of the training. In this connection, however, considerable time and effort has been devoted to the design and development of animated visual training boards which illustrate the operation of aircraft systems. As distinct from actual flight training for pilots and crews a great deal of training time is required to make a crew member thoroughly conversant with the engineering systems on a particular make of aircraft. This is obviously the first stage of the golden rule 'Know your aircraft'. Unfortunately the designers of modern commercial aircraft differ in ideas on many constructional details, and the conversion from one type of aircraft to another involves a long and laborious study to become familiar with the operation of the systems, safety devices and emergency procedures which are particular to each make of aircraft.



*Simulating a pilot's approach to an airport. The model landscape is mounted on the studio wall. A TV camera is mounted on the gantry. As the simulated approach is carried out, the camera tracks along the rails (Photograph by TWA)*

The use of animated visual training displays which illustrate the various aircraft systems, such as hydraulics, brakes, powered controls and fire extinguishing equipment, enables the crew member to obtain a clear mental picture of the steps required in the operation of a particular system the safety devices associated with it, and possibly to diagnose any malfunction. By seeing the system working in sequence by means of coloured lights and moving components it is far more simple to understand its functioning than by reading a long technical description.

To cover the training requirements of the TWA crews the centre operates the whole year round, but there are peak training intakes in spring and autumn. In the quieter periods of the year opportunities are offered to other companies to take advantage of the training facilities available, and training time has been sold to Qantas, Continental, Ethiopian, Lufthansa and Seaboard & Western Airlines. Time has also been made available to pilots who fly executive aircraft for some of the large American corporations.

Turning from routine training of flight crews, the activity which is foremost in the Centre's programme at the present moment is the training of personnel for the new jet equipment now entering TWA service in increasing numbers. Here the pattern is repeated - visual training aids illustrating the operation of services on the Boeing 707, together with cutaway and animated jet engine models to illustrate the principles of jet propulsion and engine handling. A working engine model controlled from a replica of the engine control console

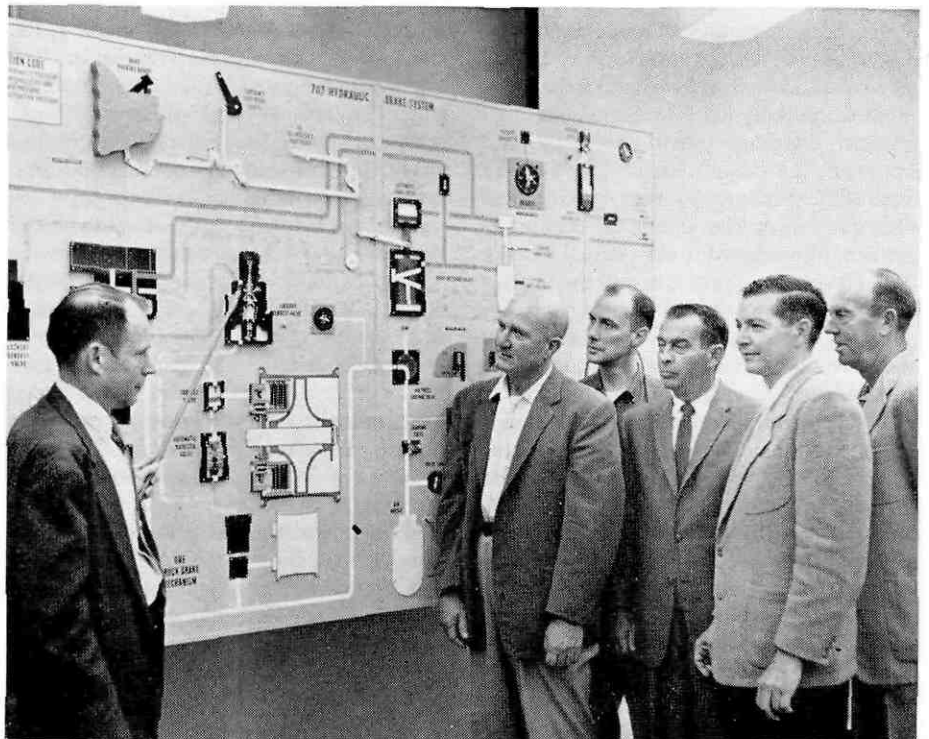
illustrates the sequence of operations required for engine starting and can be used to demonstrate the various situations that can develop through failure to follow the correct procedures.

Other systems of the Boeing 707 are similarly displayed, the hydraulic systems, flying controls, trim control gear, antiskid braking devices, flaps and landing gear. All these systems can be demonstrated by the lecturer, and the student is able to follow the operations in sequence.

Together with the space allocated to ground school training, two floors of the building are devoted to flight training. This is carried out with the use of flight simulator equipment, and in one department four simulators are used for training on piston engined aircraft. The interiors of the simulators are complete replicas of the Lockheed *Constellation* cockpit, and electronic equipment enables the instructors to

set up complete flight programmes, radio schedules and en route radio facilities for a flight exercise. At the same time emergencies can be simulated by introducing a variety of incidents such as engine failure, instrument failure and fire emergencies. Apart from any sense of motion, the conditions within the simulator cockpit are realistic to the extreme. Engine noise which varies with throttle and propeller pitch setting helps to emphasise the reality of the training.

On another floor of the building, the Boeing 707 simulator is installed. The equipment realistically reproduces all flying conditions from take-off to touchdown and is mounted so as to reproduce cockpit motion if required. By this means realistic handling experience can be obtained in varying rough air conditions. The cockpit windows are unobscured, and a film projected on a wide angle screen in front



*With the aid of an animated display board an instructor is here seen explaining the workings of the Boeing 707 hydraulic brake system to a group of students. Students who attend courses at TWA's Flight Training Centre are drawn mainly from flight deck personnel (A TWA photo)*

*Equipment simulating the jet engine with (left) engine control console and instruments and (right) the flight engineer's panel. Operation of the various controls can be followed by the behaviour of the jet engine model which is seen in the centre of our picture (TWA photo)*



of the cockpit gives visual representation of the airport terrain and runway during take-off and landing. Shortly after take-off this scenic representation becomes obscured simulating a climb into the overcast, and from that point the pilot is compelled to control the simulator by instruments alone. The interior of the simulator cockpit is indistinguishable from the normal Boeing 707 cockpit and provides all the instruments and controls used by the pilot, copilot and flight engineer. The instruments are activated by a series of computers and indicate the engine and flight conditions of the simulated flight. The instruments respond to the pilot's use of the controls as well as to external conditions, such as weather and radio signals, which can be introduced by an instructor at the monitoring console. To provide instruction in radio navigation the instructor can also control up to six radio stations which provide either audio or instrument signals to the crew, to simulate en route radio and navigation aids.

The ultimate aid to realism in the use of this simulator is the Link Mark IV Visual System, which provides the pilot with vision on take-offs and landings. Working

through a closed circuit television link, the simulator is synchronized with a TV camera mounted on a railed gantry in an adjoining studio. Built on the wall of the studio is a complete model landscape illustrating an airport and surrounding countryside. The TV camera is mounted so as to point towards this landscape at a shallow angle similar to the field of view seen from the cockpit windows of a landing aircraft. By synchronization of the camera's attitude and speed of travel in relation to the commands given by the simulator computers, the TV camera approaches the airport runway gradually, and the resulting picture is similar to the view seen from an approaching aircraft. The picture is transmitted through the closed circuit link to projection equipment which projects a lifesize picture on a screen in front of the simulator cockpit. Use of this equipment enables a pilot to carry out an ILS landing approach to an airport and, by breaking cloud at a predetermined height, be immediately aware of the accuracy of his instrument approach by his relative position to the runway centre line and glide path.

TWA executives in charge of the various phases of training are enthusiastic about

the value of simulators as an aid to flying training and in particular as an aid to jet aircraft conversion. From the point of view of cost it is obvious that the simulator is cheaper in operation than the actual aircraft, and many procedures can be learned satisfactorily on the ground without the waste of valuable aircraft flying time. The standards of realism are such that the student pilots do not regard the simulator as mechanical contrivances which necessitate a special skill to handle but which bear no relationship to actual flying. The modern equipment with its many facilities for recording a pilot's performance and providing him with a personal 'checklist' of those points which require special attention is perhaps one of the most valuable contributions of electronics to aviation. Without it the airlines would be faced with vastly increased overheads for training, both in costs and time, and perhaps the coming of the jet age would have been much slower and more hesitant.

A number of points pertinent to the question of jet conversion arose in conversation with the training staff and instructors of the Flight Training Centre. Firstly, the time required for experienced pilots to make the conversion is being steadily reduced. This is no question of company policy but the pilots themselves. The large jet aircraft presented a forbidding prospect to the early pioneers who undertook the training programme, and the new machines and new techniques were approached with ultra-caution. After the first students left the Centre and returned to line operation they tended to act as disciples of the jet age and point out the virtues of the new aircraft. The result has been very marked in the individual training records maintained at the Centre: the time required for conversion, both in terms of actual flying time and in simulator training, is steadily being reduced while the standards of performance are being steadily improved. Possibly the pilots who complete their course in the minimum of time are those married men with a son at school. Surely no man can possess a sterner critic or harder taskmaster than a schoolboy who is impatient



waiting the day when he can observe somchalantly to his friends that his father is the captain of a jet airliner.


At present the pilots who are being selected for jet conversion are the senior captains with the maximum of flying and route experience. Normal wastage through retirement on the one hand and steady expansion of the jet equipment will necessitate a steady flow of students through the Flight Training Centre for conversion courses for some considerable time to come. The tuition covers a period of three weeks with the pupil working a seven-hour five-day week. Training time on the simulator is now a minimum of twelve hours spread over a period of seven days, together with a further twelve spent as an observer in the right-hand seat. As for actual flight training on board the aircraft, the average requirement to date based on training records is twenty-one hours. This period also covers the time required for the Federal Aviation Agency certification check. As the flying training is done in conjunction with time spent as an observer, the pilot will accumulate some 40/50 hours while at school. Following the successful certification flight the pilot returns to line operations and flies one trip as a co-pilot with a check pilot, and then a minimum of five trips as pilot with a check pilot in the right-hand seat. As the pilots who have so far converted onto the 707 have an average of twenty years with the company, it is interesting to reflect on the amount of accumulated flying experience assembled on the flight deck of a TWA jet aircraft.

After seeing the organization required for the training of fully experienced crews on new equipment one final question remains to be answered. How are future crews to be recruited? TWA's answer was straightforward. In this missile age with fewer pilots becoming available who have received their original training in military or naval aviation, the problem is increasing, but TWA anticipates no major shortage on this score. Their requirements are simple. A private pilot with 800 hours flying experience on single engined aircraft alone and with a valid instrument rating fulfils

their recruiting standards. With that initial background the company is confident of being able to supply the rest.

(with acknowledgments to Interavia)


## US rejects Decca navigation system

 THE UNITED STATES GOVERNMENT HAS ANNOUNCED that Decca air navigation equipment has been found to have only 'limited value' in recent flight tests carried out in the States. The Federal Aviation Agency which was responsible for the test, declared that the Decca system 'did not meet the requirements either for a primary instrument flight rules navigation aid or for an air navigation steering device'.

It will be recalled that the question of whether the Decca or the VOR/DMT system should be adopted as standard resulted in controversy at an ICAO session held in Montreal last year. In the end, the majority of the thirty-seven nations represented at the conference decided to adopt VOR/DMT.

The us Federal Aviation Agency said that the results of the evaluation it had carried out verified that the cockpit instruments of the Decca Mark X 'does not fulfil the requirements of an aircraft steering device since, in addition to other factors, pilots were unable to maintain a constant heading of the aircraft without the aid of instruments.' The Agency added that, on 61 per cent of the test routes, the Decca equipment did not provide the necessary information to use the system continuously as a primary aid.

## The coming supersonic era

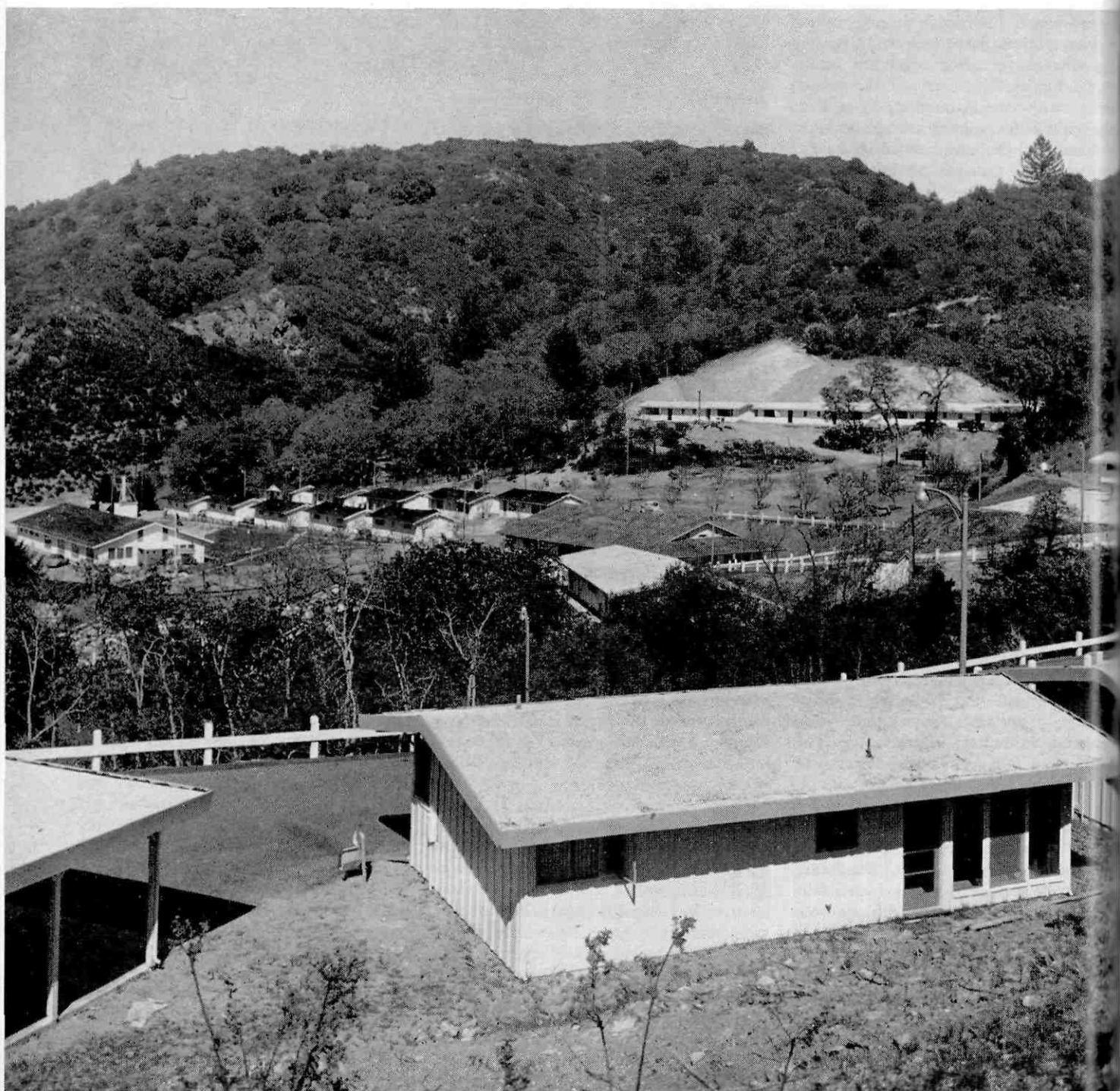
 IT IS ESTIMATED THAT THE SUPERSONIC ERA is now almost upon us. Between the years 1965 and 1970 more and more aircraft flying at supersonic speeds are expected to make their appearance in commercial transportation. With this consideration in mind, ICAO has initiated a study of present developments and trends. Apparently there is still much to be learned regarding the development and impact of these aircraft as well as what economic

advantages they may bring to operating companies.

ICAO has therefore written to its seventy-four member states asking for detailed information which will enable it to complete its study. It is tentatively assumed that aircraft will be flying at speeds of Mach three (i.e. three times the speed of sound), have a range of some 3,500 miles and cruise at a height of eleven to fifteen miles... Constructionally, the coming supersonic airliner is expected to be more pencil-shaped, with low wings and the engines well aft. Metals used will be stainless steel and titanium. Its weight is expected to be between 90 and 270 tons, whilst its passenger-carrying capacity will be in the 70 to 160 range. Although its cost will be enormously high - between fifteen and twenty million dollars - it will be equivalent to three present-day jet aircraft in terms of passenger miles by reason of its speed (assuming it is operated eight to nine hours a day). With individual flights much shorter - about one and a half to two and a half hours - aircrews will find their duties are much different from today, especially as aircraft presumably will have to fly on very tight schedules, under stricter control and only along prescribed lanes at fixed altitudes. The crew's main duty therefore will be to see that everything is going 'according to plan' and to take the necessary steps in the event of unforeseen circumstances.

The supersonic era is also expected to present serious financial problems in the matter of the provision of installations and services. Even if supersonic aircraft are able to make use of present-day airports, there is still the matter of additional navigational aids to be solved. Improved communication and, above all, meteorological services will be needed, as well as new techniques in traffic control and use of air space. On the other hand, it is thought that operational costs will actually be lower than in the case of present-day aircraft and that the supersonic aircraft envisaged as the machine of the future will not become obsolete at anything like the same rate as the aircraft in service today.

*View of the combined training and recreation centre operated by the three unions of the Pacific District of the Seafarers' International Union of North America, to which has recently been added a number of bungalow-type apartments for retired single seamen (seen in the background)*



# A house in the country

by FRED J. STEINER, Editor, 'West Coast Sailors', official organ of the Sailors' Union of the Pacific

**S**IXTY-EIGHT MILES INLAND FROM SAN FRANCISCO, in the magnificently-wooded hills twelve miles outside Santa Rosa, California, the three unions of the Pacific District of the Seafarers' International Union of North America have built over a score of bungalow-type apartments for their retired single seamen.

The project is located on the 400-acre grounds of the Marine Cooks and Stewards Training and Recreation Center which the unions obtained in July, 1957. This latest development provides living quarters, meal and recreational facilities for retired or disabled unlicensed (i.e. non-officer) unmarried members of the Sailors' Union of the Pacific, the Marine Firemen's Union and the Marine Cooks & Stewards Union. These three unions comprise the Pacific District of the Seafarers' International Union of North America, an affiliate of the I.T.F.

This is the first such pensioners' housing for seafarers in the United States. Because of its uniqueness, the operation has been visited and studied by touring groups of unionist leaders and officials, some from maritime unions, of Japan, Iceland, Australia, Germany, Canada and Puerto Rico.

Actually this is a high point in a continuing program. Such homes were pioneered in the form of apartments for old-timers by the Sailors' Union of the Pacific in its West Coast branches at Wilmington, Seattle and Portland; but this is the first time that three unions have joined together to provide such facilities.

On December 6, 1952, the Sailors' Union of the Pacific, through its Welfare Fund, which was financed by the shipowners in the Pacific Maritime Association (PMA) opened at Wilmington, California, the first apartment-homes for old-timers operated by a seamen's union in the United States. A crowd of 900 people, including the then Mayor of Los Angeles, attended the ceremonies. Since then the Sailors' Union has added its apartment homes for pensioners on the West Coast. And the idea spread.

In mid-1957, the Marine Cooks & Stewards Union made arrangements to buy a 400-acre cattle ranch near Santa Rosa for use as a recreation and training center

for its members. To the other facilities they added housing for their retired members.

The program of bungalow-type apartments for single pensioners was based on the feeling that married retired members normally would have already satisfactory housing and the likelihood of nutritious, regular meals and companionship. It was with the single man who has little encouragement to obtain fine living quarters and regular meals, as well as the establishment of social contacts, that the apartment-home type of housing has been carried on.

Each of the eighteen new apartment-homes is particularly designed with the idea of comfort, homeliness and cleanliness in mind. Each is comfortable, warm and tastefully furnished and decorated. Each has knotty-pine interiors, in keeping with its Far West location. Each has a large, airy living room, a separate bedroom and a combination electric stove and refrigerator for preparation of snacks. Each has a tub bath and shower. They have fiber glass curtains, vinyl tile floors, formica table tops and new furniture and lighting in modern style.

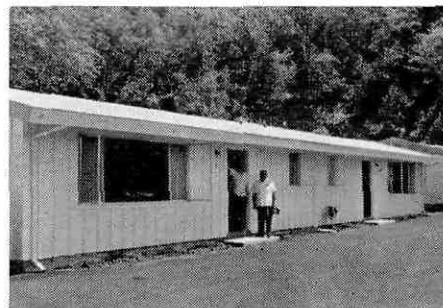
An inter-communication system is located by each bed so that the apartment occupant can send a message at any time to the message center in the dining room, which is manned twenty-four hours a day. In case of illness, he could thus summon help. Radio and television aerials are provided for each apartment.

Washing and drying facilities for clothing, with the latest automatic equipment, are nearby. The huge dining hall at the Center is just a few yards away and provides regular, tasty and nutritious meals prepared by students being taught to cook and perform services up to the high standards set by West Coast passenger liners.

The apartments, limited one man to an apartment, are designed to provide quarters at a cost well within the pension he receives. The quarters and meals were



Showing the new additional units housing sailor and firemen pensioners at the MCS training and recreation centre near Santa Rosa, California. Provision of such quarters represents a high point in the union's continuing program of care for their older members living in retirement



Old-timers seen at the door of one of the bungalows erected at the centre. Located in 400-acre grounds, the centre has been visited by a number of touring groups of unionist leaders and officials who are interested in seafarers' welfare projects

originally priced at \$90 a month, a reasonable figure in the United States these days. From the beginning of the current year the rate was cut to \$75 per month.

Construction costs of the eighteen-unit bungalow-apartment project for SUP and MFU pensioners at the Center were shouldered by the amalgamated pension funds of the three unions and totalled about \$110,000.

Before the start of the project, some doubting Thomases thought retired single seamen would not be interested in any area outside the smell of the sea and the sound

*'A room with a view'. Not of the sea, it is true, but enjoyed in the company of others who have spent most of their working lives at sea. In these restful surroundings among congenial company unmarried pensioners spend their days at a cost which is well within the pensions they draw.*

of a foghorn. A study was made. It was found that a considerable number wanted to live, for varying lengths of time, in such a project.

Some of the reasons they gave were that other seamen would be around with whom to spin yarns. Another feature was the convenience of good, regular meals. Climate was another factor. The MCS Training and Recreation Center is situated only a dozen miles from Santa Rosa where the world-famous Luther Burbank performed his many miracles with fruit, vegetables, grain and flowers.

In this relaxing, healthful and fog-free climate, provision has been made for recreation and rest. There are no time clocks, no whistles, no bells except the melodious ship's bell that rings for meals.

Pensioners have unlimited use of the colorfully-tiled Olympic-style swimming pool. They can ride horses, take hikes throughout the countryside, go boating or join in gardening and landscape work.

Facilities include a large recreation hall, housing a coffee bar, well-stocked library, a TV room, a large billiard room and facilities for ping-pong, chess, checkers and cards.

To be eligible, a seaman must be retired on an SIU-Pacific District pension. The basic retirement pension is \$125 a month



*Shipmates from all departments get together at the Santa Rosa seafarers' welfare and pensioners' centre. It caters specially for the unmarried old-timer who often has little encouragement to obtain fine living quarters and regular meals*



at age sixty-five with twenty years of service on a basis of 200 days of sea-time per year.

The Pacific District pension program also provides for reduced retirement, permitting retirement at any age sixty to sixty-five, a reduced qualifying time pension, and a disability pension.

Benefits range for those various phases from \$62.50 a month to \$125 a month, plus medical, hospital and burial benefits. An additional clause provides that a widow shall receive payments in the amount of her husband's pension for a year following her husband's death.

All benefits are in addition to Social Security benefits which, for a single man in the United States, range up to as high as \$116.50 per month, or any other income he may have. Retirement is voluntary, not compulsory.

The SIU-Pacific District pension is financed entirely by the contracted ship-owners, who are members of the Pacific Maritime Association. Trustees of the ship-owners sit on a joint board with the representatives from the unions. Originally each of the unions had separate plans, but in July, 1957, the pension funds were amalgamated to economize on administrative and other cost.

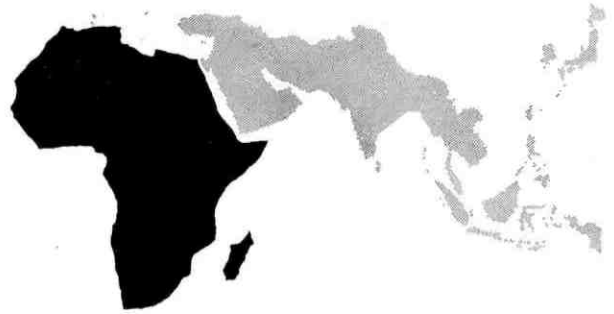
The benefits from the pension-welfare programs are testimony to the dividends that continue to arise from the close, joint co-operation of the three unions. As Morris Weisberger, Secretary-Treasurer of the

Sailors' Union of the Pacific and First Vice-President of the Seafarers' International Union of North America, AFL-CIO, speaking for the SUP and for the SIUNA vice-president and for Sam Bennett, President of the MFOU, and Ed Turner, Secretary-Treasurer of the MCS, said:

*'Without the full understanding, mutual support and the friendly fraternal co-operation of all three unions and their memberships, this project as well as others in our welfare program which mean so much to the old-timers, would never have seen the light of day.'*



*Taking it easy after many years of hard work at sea, this group of pensioners are grateful for the comfort, homeliness and cleanliness of the home offered at the SIU (Pacific District) welfare centre. Creature comforts are on hand, but above all the old-timers welcome a chance to chat and to revive old memories among their mates.*



### Apartheid and the Boycott

ON THE 1TH OF MARCH THERE WAS DUE TO START IN GREAT BRITAIN (and in other countries throughout the free world on or about the same date) a customer boycott of South African goods. The boycott, organized in these countries, is in answer to an appeal made by the ICTU following the adoption of a resolution at its Brussels Congress last December and is a gesture designed to express 'personal revulsion against the racial policies being pursued by the government of South Africa is the political, social and industrial fields'. The face of apartheid is an ugly one,

and the expression 'personal revulsion' by no means too strong to describe what world – and South African – liberal and informed opinion regards as indefensible morally and totally evil in all its implications. In this complex modern world of ours ('ours' in South Africa only if your skin lacks pigmentation), it is practically impossible for the individual to make his voice heard on a matter which he – and possibly countless others like him – feels to be crying out for redress. The treatment of its native population by the present government of South Africa is such a matter. The governments of countries will do nothing about it – there are too many



*'Almost human'. A group of African labourers enjoying a glass of 'native' beer at a beer hall – 'reserved' for Africans of course. This segregation – which is not really segregation, but consists largely in herding them out of sight when they are not needed for work – pervades every aspect of the African's life. The fact that apartheid, as conceived and practised, besides being morally indefensible, is unworkable, does not seem to worry the South African government which is proceeding with its 'dedicated' task with all the unmoved concern of a child pulling a fly apart*

'political and economic issues' involved. Or if they do, the international machinery through which they operate proves an inadequate channel. There remains little else for the individual other than to give personal expression to his dislike of a government's treatment of those whom he regards as his fellow human beings by making some kind of gesture which, although it takes an economic form (i.e. the refusal to buy goods coming from the offending country), nevertheless in essence is moral.

Of such a nature is the consumer boycott of South African goods. Doubtless, it may do little or no harm to that country's economy. But then that is not its main purpose, as we see it. This we interpret to be the urgent need to draw world public opinion to the wrongs inflicted on a voiceless majority of ten million people by a government 'representing' a total population of fourteen millions. Opponents of the boycott have also argued that it will do



*Legalized brutality encouraged and enjoined under repressive apartheid laws is building up a disquieting legacy of callousness and cruelty. This injured Durban dock worker, denied all right to union representation or to strike, bears mute testimony to present South African police methods*



Landing the day's catch on the coast of Kerala, scene of the Norwegian Government's first assistance scheme for an Asian fishing industry. It is possible that a similar Norwegian project may now be initiated in the Republic of Burma

The project is to be on the same lines as that which has been operated by Norwegian fishery experts in Kerala (India) for some years and which is aimed at training local fishermen in modern techniques. It is understood that the Norwegian expert at present based in Kerala will shortly be visiting Rangoon to finalize plans.

#### ICFTU to start French-language courses for Africans

PLANS ARE NOW UNDER WAY for the organization of two trade union courses of three months each for French-speaking African trade union officials. The International Confederation of Free Trade Unions is beginning them in response to repeated requests from French-speaking Africans for such courses for their union members. The first is expected to begin in Tunis in March and the second will start in Leopoldville in the Belgian Congo shortly afterwards.

The ICFTU is in close contact with African trade union organizations regarding the selection of students for the courses, which are planned as a preliminary step to

the foundation of a trade union college for French-speaking Africans modelled on the ICFTU African Labour College already in operation at Kampala, Uganda.

#### Port labour difficulties at Haldia anchorage

HALDIA ANCHORAGE was the scene of considerable unrest during the latter part of last year. With these largely resolved, it may be worthwhile to recall the peculiar situation in which Indian port workers found themselves and the steps taken to find an equitable solution.

The channel leading to the port of Calcutta is about 126 miles in length, full of shifting sand-bars, and these, combined with the tortuous nature of the river, make navigation risky and in some cases impossible. Thus ships in excess of 530 ft. in

length cannot enter the port at all, the capacity of which is further reduced during the frequent severe bore tides. Owing to draught restrictions, fully loaded vessels are required to call at intermediate ports such as Vizag and Madras for partial discharge of cargo before proceeding to Calcutta.

As a consequence, and on the advice of a number of experts, the Indian government decided to establish a deep-sea port at Haldia, about sixty miles down-river as an auxiliary to the present port of Calcutta. Meanwhile, it was decided to use the anchorage at Haldia for lightening and topping-up of the deep-drafted vessels.

Commenting on these proposals, the IITF-affiliated Calcutta Port Shramik Union stated: 'We did not see any reason for opposing this scheme of the government although our union was the first to object to the method of labour employment.'



A scene on the Hoogly River with a distant view of the port of Calcutta. The unsuitable nature of the river for deep-laden craft has recently led the Indian government to consider the construction of an auxiliary deep-sea port approximately sixty miles farther down the river at Haldia

Haldia proposed by the port authorities'. This amounted to working the vessels at the anchorage with labour recruited locally by the contractor himself - at least at the beginning - on the grounds that, if the registered dock workers of the Calcutta Dock Labour Board were to work the ships, a large number of problems would crop up in the shape of wages, prompt supply of labour, attendance, rotational bookings, and so forth.


On 29 October 1959, an agreement was signed between the Port Trust, representatives of employers of stevedoring labour and the unions which laid down, inter alia, that ships would be offloaded at Haldia only to the extent that they would have been offloaded at Vizag or Madras, and that topping-up would be done only by registered labour. The agreement also stated that the arrangement whereby a local contractor would ensure the supply of labour in connection with the unloading of ships carrying food grains at Haldia Anchorage would not be renewed beyond 29 February 1960 except after consultation with the unions concerned.

In spite of this agreement, difficulties arose when the 'Bharat Rani' arrived at the port of Calcutta, having discharged 4,999 tons of her 9,000-ton cargo of Burmese rice at Haldia. Although the stevedoring workers accepted their booking for the work, they did not appear to carry it out. A number of them alleged that they had been intimidated by 'outside rowdies'. Shore workers and cranemen (members of the Calcutta Port Shramik Union) on the other hand reported in full strength. After forty-eight hours, i.e. on 9 November, the Chairman of the Calcutta Dock Labour Board declared a state of emergency under the Dock Workers (Regulation of Employment Scheme) Act. The emergency powers under the Act enable the chairman to employ reserve pool labour or any other labour if the registered dock workers refuse to work. The state of emergency, declared to safeguard the food situation in the country according to the Labour Board chairman, was for a period of four months from 9 November 1959.

Attempts by disruptive elements to initiate a boycott, however, collapsed on 13 November. According to our affiliate, the Calcutta Port Shramik Union, much of the trouble was due to certain Communist elements, driven out of the Port Shramik Union, who were seeking to make their influence felt in this way. There is also a suggestion that there were employer forces at work in opposition to the Haldia scheme.

Concluding its report on the situation at Haldia Anchorage, our affiliate points out that, if Haldia is found suitable for work, it will develop into a port and shore work (affecting Port Shramik members) will also be carried on there. As the union is a party to the agreement already mentioned, the Calcutta Port Authority is already bound by the terms of the agreement to consult the union before making arrangements regarding labour for shore work.

### Indian shipping forging ahead

 INDIAN SHIPS, which twelve years ago had not even established themselves on the Indian coast, are now operating not only along the coast but also to distant places in Europe, North America, South America, the U.S.S.R., Japan, Australia and Africa.

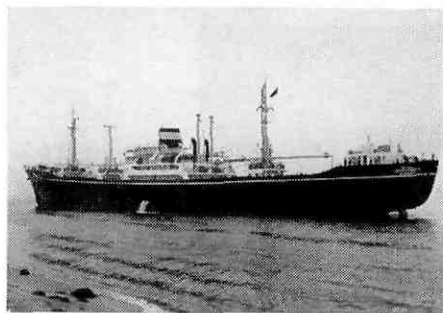
For India, with a long coastline of over 3,000 miles, a strategic position in the Indian Ocean and an external maritime trade of about Rs. 1,500 crores per year, the importance of shipping need hardly be emphasized.

Indian-owned tonnage at the outbreak of the last war was no more than 125,000 G.R.T. The tonnage in operation today aggregates 670,000 gross tons. A fine cadre of navigating officers and marine engineers and other seafaring personnel has been built up as a result of training programmes undertaken since independence.

### Development Measures

The shipbuilding industry also has made considerable headway. Last year, the Hindustan Shipyard completed the construction of 100,000 gross tons.

Among the important measures taken



*The Jaladhanya, a modern merchant vessel under the flag of the Republic of India. The current Five-Year Plan envisages that the fleet should be increased by a further 390,000 gross tons, including replacements, bringing the total up to 900,000 gross tons (Photograph: Scindia)*

for the development of shipping may be mentioned the reservation of India's coastal trade to national shipping, the setting up of shipping corporations in the public sector, the development of a shipbuilding industry, the scheme for giving loans on liberal terms to Indian shipping companies for acquisition of tonnage, the setting up of a non-lapsable Shipping Development Fund, the constitution of a Shipping Coordination Committee to secure increased volume of Government cargoes for Indian ships, and the setting up of a National Shipping Board. A comprehensive legislative framework, covering all aspects of shipping, has been enacted in the form of the Indian Merchant Shipping Act, 1958.

### Shipping Plans

The First Five-Year Plan envisaged the acquisition of additional tonnage to the



*For the Indian seafarer the future looks a great deal brighter than ever before. His country's merchant fleet is constantly growing and more and more training facilities are being provided for both officer and rating entrants (Photograph: P & O)*



India's coastline of over 3,000 miles, its strategic position in the Indian Ocean and its extensive maritime trade all make the shipping industry vital importance to the country's future situation. (Photograph reproduced by courtesy of P & O)

extent of 275,000 gross tons, bringing the total Indian-owned tonnage to a total of 600,000 gross tons by the end of the First Plan. The actual Indian tonnage on March 31, 1956, was 480,000 tons, but taking into account the tonnage which shipping companies had on order on that date, the target of 600,000 gross tons may be considered to have been reached.

The current Five-Year Plan envisages an addition of 390,000 gross tons, including replacement tonnage of about 90,000 tons, raising the Indian tonnage at the end of the Second Plan to about 900,000 gross tons. Rs. 45 crores (450 million) have been set apart in the Second Plan for shipping, including the carry-over of Rs. 8 crores from the First Plan.

During the first year of the Second Plan, orders for 26 new and three secondhand

ships were placed in India and abroad, practically exhausting the entire financial provision made in the Plan. Additional funds to the extent of Rs. 5.25 crores have been made available by the Government to give loans through the Shipping Development fund.

#### Loan schemes

Besides, shipping companies have been permitted to acquire ships from abroad under a 'self-financing' scheme by which the cost of the ship will be paid in instalments from out of the foreign exchange earnings of that ship. Under this scheme, shipping companies have already been able to acquire about a dozen secondhand ships.

A sum of five billion Yen, out of the eighteen billion Yen credit from Japan, has been set apart for the acquisition of ships.

A tanker and a cargo ship have already been ordered in Japan against this credit.

Under the loan schemes, a sum of Rs. 240 million was advanced to shipping companies during the First Five-Year Plan. In the Second Plan an additional sum of Rs. 140 million was sanctioned. These loans are in addition to the investment made by the Government in the two shipping corporations.

While the record of achievements during the last decade can hardly be regarded as unsatisfactory, much still remains to be done. Even today, Indian shipping carries no more than ten per cent of India's overseas trade.

Special attention has been paid to training facilities since independence. Besides the pre-sea training given at the Training Ship *Dufferin*, the Directorate of Marine Engineering Training, set up in 1948, has trained nearly 300 cadets. The Nautical and Engineering College, also set up in 1948, has imparted advanced instruction to over 3,500 candidates. Since independence, three institutions have been set up at Calcutta, Visakhapatnam and Nawlakhli for pre-sea training of ratings.

#### Bus workers in Morocco

THE BUS WORKERS OF MOROCCO held their general meetings recently in a number of important towns throughout the country such as Casa, Meknes, Fez, Marrakech and Rabat. Prominent among the claims which they propose to prosecute with vigour are: parity with comparable workers on the Moroccan Railway, uniform conditions of work and pay for bus employees throughout the country and the establishment of staff after two years' service as laid down in a management circular of 1956 but concerning the full implementation of which there has been much delay.



# Norwegian railwaymen's pensions

by O. WESSEL LARSEN, Secretary, Norwegian Railwaymen's Union



IN NORWAY EMPLOYEES OF THE STATE are covered by three statutory pension schemes. These are the State Railways Pension Fund, the State Pensions Fund and the State Employees' Social Security Scheme.

The State Railway Pension Fund dates back to 1868, whereas the State Pension Fund was constituted in 1917. The State Employees' Social Security Scheme was set up by the Norwegian Parliament as recently as 1950.



*Brother Odd Wessel Larsen, Secretary of the ITF-affiliated Norwegian Railwaymen's Union, is the author of this article explaining how the State Pension Fund for railwaymen operates*

The State Pensions Fund and the State Railways Pension Fund have more or less the same rules, the main difference being that those covered by the former contribute six per cent of their salary whilst the railwaymen pay only four per cent. The State Employees' Social Security Scheme works on a different system and there is also as yet a great difference from the other two Funds in the size of pensions payable under the scheme. The State Railways Pension Fund, which is the one that concerns us here, is guaranteed by the State and comes within the province of the Minister of Transport and Communications. It is managed by the State Railway Personnel and Pensions Board on which the employees are represented by two elected members. There is a right of appeal to the Ministry of Transport against the decisions of the Board.

Membership in the Fund is obligatory for all permanent staff, temporary officials whose salaries are fixed in the regulations, as well as non-established staff whose wages are laid down by collective agreement. Apart from crossing keepers, certain female booking clerks and apprentices and workers in the railway proofing works and saw mills, everybody employed in a full-time capacity by the State Railways and who has five or more years to go before reaching retirement age must join. If the member's state of health at the time he joins the scheme is believed to constitute a risk for the fund, the Board can stipulate a waiting period during which the member is not entitled to widow's or children's benefit or disablement pension if death or disablement results from an illness or

*The State Railways Pensions Fund is guaranteed by the State and falls within the province of the Minister of Transport and Communications. Membership of the Fund is obligatory for all permanent railway staff as well as certain temporary and non-established Norwegian railway personnel (Photograph by Olav Eidem)*

*These railwaymen are among the 24,000 members of the Norwegian State Railway Pension Fund. At present, the Fund is paying out pensions to just under 9,000 retired or disabled railway workers (Photo: Norsk Telegrambyrå)*



infirmity from which the member was already suffering at the time he entered the scheme.

If he has not previously been a member of the scheme, the member joins at the time he is engaged. Firemen, guards and porters join when they commence their probationary period. Other non-established staff join after one year's uninterrupted service. As previously stated, the member pays four per cent of his salary, and the employers pay a further two per cent. In the case of permanent staff, salary for these purposes includes the official wage rate plus any seniority increments the member receives. In the case of non-established staff the salary is the yearly one laid down in the current collective agreement. If the member is employed in an acting capacity in a higher rated post, he pays contributions on the higher salary if it is clear from the outset that he will be so employed for at least one year. Otherwise the railway authorities retain four per cent of the higher rate, the difference being repaid if the employment lasts less than a year. If it lasts longer the amount is paid into the Pension Fund. If the member is on leave of absence without pay, he is not obliged to pay contributions. If he is paid, he makes the normal contribution. Leave of absence only counts for pension purposes when contributions have been paid.

A period during which a railwayman is in receipt of a disablement pension counts for pension purposes. If the disablement pension is only in respect of partial disability, the time credited for pension purposes is reduced in the same proportions as the disablement pension. A railwayman who leaves the service and then returns is credited with previous contributions, if these have not been paid out to him or if he re-pays them into the fund together with accrued interest. Agreement has also been reached between the State Railways Pension Fund and the State Employees' Social Security Scheme that workers who have been engaged in employment covered by the Social Security Law of 1950 can have this period credited for pension purposes under the State Railways Pension Fund

without paying contributions in respect of it. The Norwegian Parliament has approved a similar arrangement for members of the Fund who were employed in a non-established capacity for a period of more than one year before they joined the Pension Fund

The amount of pension payable is calculated on the salary the member is receiving when he leaves the railway service. On reaching retirement age, the member is entitled to the Retirement Pension. If he retires three years before reaching retirement age he is entitled to the retirement pension if the sum of his age and the years he has contributed to the Fund comes to eighty-five years or more. If he has thirty years' service or more he receives the full retirement pension, which is equal to sixty-six per cent of his salary at the time of retiring. The pension is reduced for those who have paid in to the fund less than thirty years, so that a man with twenty years' service would receive two-thirds pension and one with twenty-nine years' service would receive twenty-nine thirtieths. If the retiring member has children under the age of eighteen he receives ten per cent of his retirement pension in respect of each such child subject to the condition that the total amount received in retirement pension and child allowance must not exceed ninety per cent of his salary at the time of retirement. A railwayman retiring before the official retirement age is entitled to a postponed pension which is calculated on the salary he received at the time he retired and is payable from the time when he reaches the age at which he should have retired.

A railwayman who has to leave the service before reaching retirement age for reasons of health or injury is entitled to the disablement pension. This is calculated in the same way as the retirement pension, except that the time credited for pension purposes is reckoned as the time the man would have served if he had been able to stay working until reaching the official retirement age. If disablement arises out of employment this period is always reckoned as the thirty years which give the man a right to a full pension.

When a married member dies, his widow is entitled to widow's pension. This amounts to sixty per cent of the retirement pension the deceased was in receipt of or would have received if he had remained in service until reaching the official retirement age. If the number of years is less than thirty, the widow's pension is reduced proportionally. If the widow re-marries she loses her pension. If the new marriage ends in death or divorce, however, she is again entitled to her widow's pension. If the member dies after divorcing his wife the divorced wife is still entitled to widow's pension. If, in the meantime, the member has married again and the new wife is also entitled to the widow's pension the pension is divided between the two widows in proportion to the number of years that each was married to the deceased.

The widow is not entitled to pension in the following cases: if the deceased died within two years after engagement on the railways or after getting married and death is attributable to sickness from which he was suffering at the time of appointment or marriage and one of the spouses was aware of the illness; if the deceased was married after reaching the age of sixty and the deceased got married after leaving service or after having been pensioned with a disablement pension.


When a woman member dies, the widower is entitled to a pension, provided he had previously been supported by his wife. The widower's pension is calculated in the same way as the widow's pension. If a member dies, leaving children of less than eighteen years of age, supplements are payable for each such child, if necessary.

until they reach the age of twenty-one. These supplements to the widow's pension amount to twenty per cent of the retirement pension for one child, thirty per cent for two children, forty for three children, fifty per cent for four children and sixty per cent for five or more children. If both parents are dead and the widow's pension is thus not being paid, this child allowance is increased to fifty per cent of the retirement pension if there is one child. Two children get seventy per cent between them, three eighty per cent and four or more ninety per cent. In certain cases the children of deceased members are not eligible for these supplements.

In considering Norwegian railwaymen's pensions, mention should be made of two recent Norwegian laws on Social Security in Old Age and on the Co-ordination of Separate Pensions. Both laws came into effect on 1 January, 1959. Under the former law, every Norwegian citizen is entitled to a basic old-age pension. This pension varies for married couples and people who live on their own. The pension is payable on reaching the age of seventy - there are a number of arrangements here for the various differences in age between a man and his wife. The pension is also payable to former State employees who are in receipt of a State employees' pension, although from the time they receive the old age pension their State employees' pensions are reduced by an amount equal to fifty per cent of the State old age pension payable to married couples.

At present there are 24,000 members of the Norwegian State Railway Pension Fund, which currently pays out pensions to 8,848 people.

### Canadian trade unions complain to ILO

 THE CANADIAN LABOUR CONGRESS has filed a formal complaint with the International Labour Organization charging that union-busting legislation enacted in Newfoundland violates the basic principles of 'freedom of association

and protection of the right to organize'.


CLC executive officers acted after Canada's federal government failed to disallow a series of laws pushed through the Newfoundland provincial legislature last spring by Premier Joseph Smallwood to break a strike by 10,000 wood-workers employed in logging camps of the Anglo-Newfoundland Corp. and the Bowater Co. By means of this legislation, the loggers' own democratically elected and officially certified union was outlawed in the province and workers were herded into a government-dominated 'union' set up by one of Smallwood's political supporters in the legislature.

The loggers, who had been striking against wages of \$ 1.05 an hour and a sixty-hour week, were told that the new 'union' had signed a contract with the companies. The CLC complaint is expected to be referred to the Freedom of Association Committee which is presently engaged in a worldwide study of abridgements of the rights of workers to form and join organizations of their own choosing without government interference.

CLC officials said that they had given advance notice to the federal government of their intention of filing a complaint with the ILO in the hope that the federal government would use the powers it has under Canadian law to invalidate the Newfoundland legislation. They had, however, been given no assurance which could cause the CLC to abandon its plan to submit a formal to the ILO.

The legislation enacted by the Newfoundland Government in connection with the logging dispute was one of the questions dealt with at the recent meeting of the ICFTU Executive Board when it was decided to give every support to the Canadians in their fight for these fundamental trade-union rights. The actions of the Newfoundland Government have also been the subject of vigorous protests by the ITF and its affiliates who, moreover, have lost no opportunity of demonstrating their loyalty and support for the Newfoundland loggers by boycotting black-listed cargoes of timber from the area.

### Help on a large scale


 ONE OF THE MANY TASKS being undertaken within the framework of the gigantic North Norway Plan which has a total budget of 250 million kroner is a drastic reorganization of the fishing industry in this hitherto depressed area. The main aims are to increase productivity and reduce seasonal variations in employment and output. The aims are closely allied, for an increase in productivity will be largely dependent on the degree to which new fish processing plants can be operated profitably in the area, and, in view of the considerable capital involved such plants can only be run economically if they are working the whole year round.

A high rate of capital investment will also be required for the building up of a fleet of large modern trawlers which can fish in distant waters. Besides providing the fish processing plants with an all-year-round supply of raw material, these distant water trawlers will give more stable employment for their large crews than has been possible up to now with fishing being mainly limited to coastal waters. Special credit facilities are available which will enable the Norwegian fishing industry to purchase larger vessels with a down payment of as little as five to ten per cent of the total cost. Other facilities provided under the plan include a number of installations for supplying trawlers in the sparsely populated region with fresh water, fuel, etc., and the latest project is to build a harbour on the barren rocky island of Jan Mayen.

The most important developments, however, are those which have taken place in the field of specialized education. The rationalization and expansion of the fishing industry has made it worthwhile to set up schools, such as the fisheries school at Hönningvaeg, giving thorough training courses in such subjects as marine biology and engineering. Taken as a whole, this ambitious programme should bring prosperity to the North and provide the inhabitants of this formerly neglected area with the chance to follow a worthwhile career.




### Taking it easy?

 A LITTLE WHILE AGO, one of our members visited the union's head office. He didn't come for anything particular – he told us he just wanted to see how we were getting along. And we for our part are always happy when members show an interest in our daily work. After a while, the member said to our Editor: I suppose that you can take it nice and easy when there haven't been any negotiations for a bit? The Editor just laughed and replied that we couldn't grumble.

When I heard the story, I laughed too. In the first place it's not true that the officers of the Swedish Seamen's Union – at any rate at head office – like taking it easy. Nor is that generally true of our other employees either. If the day ever came when we had nothing but routine work to do, then we'd start looking around for something else. But things are so arranged with us that we have more work than we can really deal with. It is perhaps true that the negotiation of favourable agreements is something of an art – but to see that they are followed through is even more difficult. It takes up quite a bit of time. Then, of course, you can list the hundred and one jobs which have to be done day after day. The results are perhaps not always obvious but if something goes wrong somewhere – then that's noticed immediately!

Johan Thore in *Sjömannen*,  
published by the Swedish Seamen's Union

### Second sight

 A MOSCOW SCHOOL INSPECTOR visiting a school asked the teacher: 'Have you any exceptionally bright pupils?'

'We have one', said the teacher. He's a year ahead of all the others'. Little Ivan was pushed in front of the inspector to be questioned.

'Who are the three biggest traitors in the history of the Soviet Union?'

'Stalin...'

'Correct.'

'Malenkov...'

'Correct.'


'And Krushchev.'

'You're absolutely right,' said the inspector, turning to the teacher.

'He is a year ahead.'

from *Digest*

### An unwanted compromise

 THE DECISION BY THE UNITED STATES NAVY to knuckle under to the demands of the United Arab Republic, virtually forcing American shipowners to forego any business with Israel, affects every seaman and every American. It also has implications on the traditionally-held American concept of unlimited, free access to the waterways of the world for all.


It's a strange turn of events when the Navy and its agency, the Military Sea Transportation Service, acts as the 'enforcer' for an Arab boycott by imposing contracts on American shipowners barring all trade with Israel. Already blacklisted by the Arabs, US vessels that traded with Israel in the past are now blacklisted by the US Navy as well. The fact that this has been going on covertly for two years on purchases of US Government cargoes makes it all the more fantastic. Our Navy has become the police arm of a foreign state. This policy also strengthens the position of runaway operators, already unfairly competing with US business and workers on many fronts.

Beyond these immediate repercussions involving dollars and cents and many livelihoods, there is the matter of America compromising her long-held position with respect to freedom of the seas. One such compromise inevitably leads to others.

One thing is certainly clear: the United States can't stand on both sides of the fence at once. We must make a choice and insist on a righteous solution to the Suez mix-up and the Arab-Israel differences. Foremost, however, is the need to immediately dispense of the notion that American merchant ships and seamen can be the pawns in a foreign dispute – with the advice and consent of the American Government.

from *Seafarers' Log*


### Accidents are usually man-made

 WE MUST SWEEP AWAY the cobwebs of vague generalities and late superstitions in our own minds and the minds of others. The causes of accidents are usually man-made, and can be removed by man. Accidents mainly occur through occupational surroundings, unsafe behaviour, poor training, insufficient skill, improper attitudes and habits, and a combination of several or all of these factors.

We have been guilty of a series of psychological blunders which should be eliminated from our safety education programme. At times we have over-emphasized our appeal to the instinct of self-preservation. Fear is not a reliable motivating force. If we stress accident prevention simply as an insurance against injury, it conflicts with many of the ideals we have held since childhood. Football fields would be non-existent if exemption from injury were the chief consideration. Safety for safety's sake is rather a pale virtue in the eyes of many. The emphasis should not be so much on the preservation of life against injury, as its preservation for a useful and meaningful career. The well-known slogan 'Be careful – the life you save may be your own' will no doubt act as a deterrent to reckless acts, but the ideal slogan would also point to one's responsibilities toward others.

from *Canadian Labour*

### Apathy is not neutral

 IN ANY DEMOCRATIC MOVEMENT its energy, its volition and the direction in which it travels can only be motivated by acceptance of individual activity and responsibility. Apathy is not neutral, is negative, damaging alike to policies and to the very structure of the organization.

The spirit of zeal for the future of others as well as oneself, has not wilted despite the mechanistic selfishness inherent in present society. That spirit needs, however, the encouragement which it can get by each individual resolving to confront and to assist in performing the tasks that await him.

from *New Day*

# 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

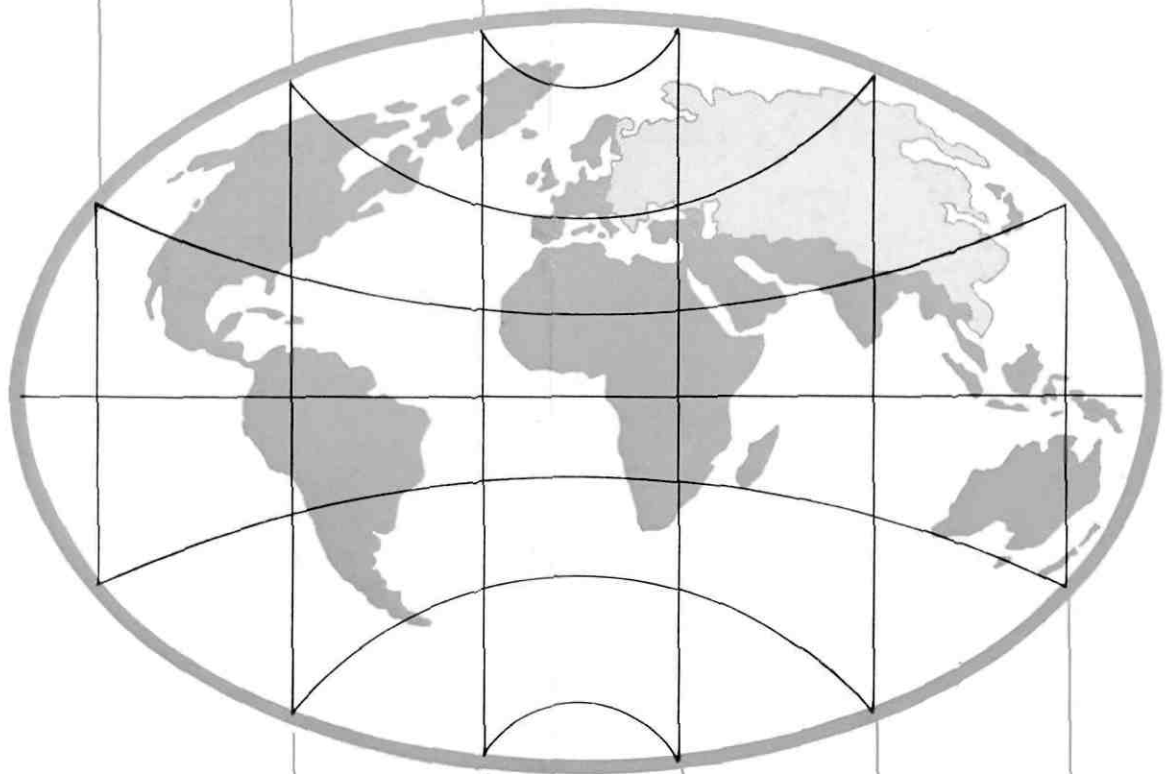
# Publications for the world's transport workers

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