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**This issue:**

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- safety in jeopardy



Monthly Publication of the International Transport Workers' Federation

**International  
Transport Workers'  
Journal**

**10**

*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:*

Kuala Lumpur 7-11 November 1960  
Asian Transport Workers' Conference

London 23 November 1960  
Regional Affairs Committee

London 24-26 November 1960  
Executive Committee

## **Comment**

### **Faster and Faster**

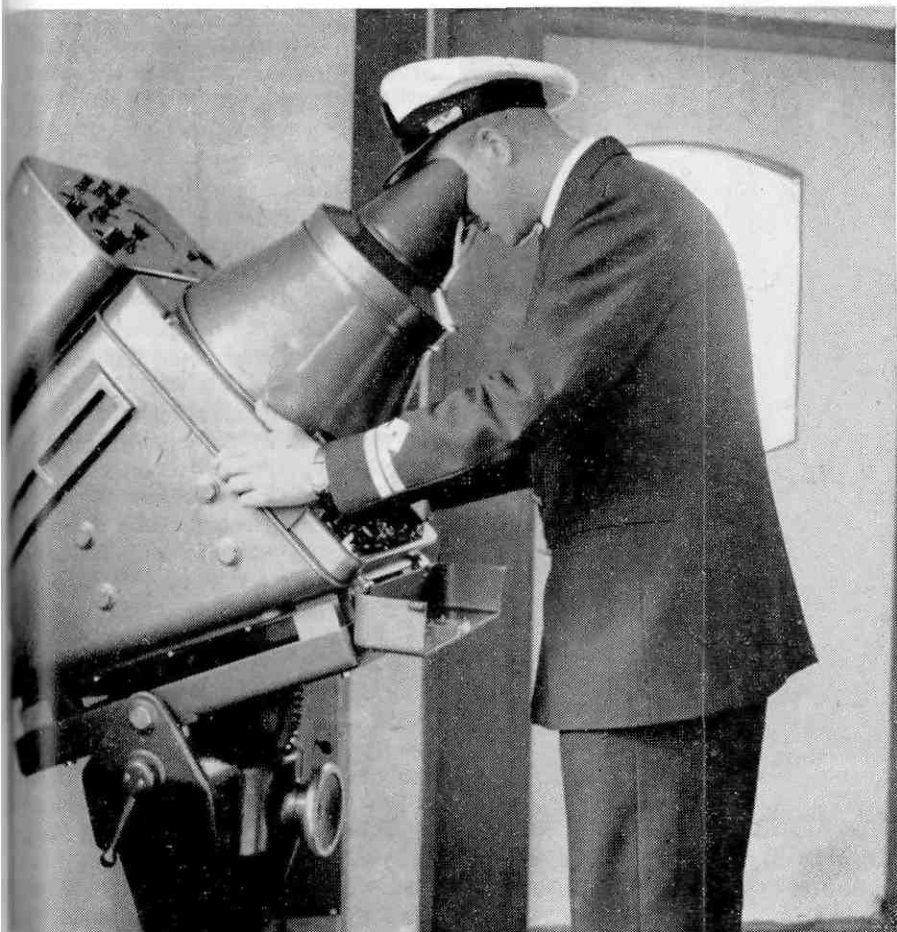
THEY HAVE BEEN TALKING ABOUT 'mach 2' and 'mach 3' aircraft again; and by 'they' we mean the experts and those responsible for planning for the travelling public's needs. Somebody has already gone on record with the dictum that 'mach 2' (that is twice the speed of sound) is already 'vieux jeu' and that nothing less than 'mach 3' is good enough. Faster and faster is the motto. Of course there are a number of technical problems to be solved associated with flight at such speeds, but we feel sure the technicians have got this aspect of the business under control.

What has got us a little worried is the increasing discrepancy between Man's mechanical achievements and his ability to make some sort of sensible progress when it comes to ordering his own affairs on the socio-economic plane. Frankly, when we take our eyes off these wonderful silver bullets streaking through the skies - one or two of them possibly on the way to the moon - and spare a glance at what Man is failing to achieve by way of ordering his affairs sensibly and decently down here on earth, we have to confess that we are unimpressed by all this mechanical brilliance.

And when, as is so often the case, it merely means the ability to get some political panjandrum from A to B in a shorter space of time in order, on arrival, to throw a few spanners in some modest machinery devised to bring about some semblance of order into Man's chaotic social affairs, then we tend to wonder whether so much speed is really desirable or necessary. And when, as a result of the imminent possibility of reaching the Moon by means of some interplanetary machine, certain bright real estate hopefuls start discussing the chance of selling real estate lots on that heavenly body, then we stop wondering. We know.

Let us sit down a little while and reflect that the development of that goodwill necessary to an orderly solution of Man's very many social problems is much more important than Man's ability to construct faster and faster machines to remove himself from the seat of those problems.

# The Norwegian mates



**FIFTY YEARS AGO ON 13 JUNE, 1910**, several ship's officer cadets from the Merchant Navy College in Kristiana (now Oslo) met together with several others at the headquarters of the Masters' Union to found the Norwegian Mates' Union. To celebrate its fiftieth birthday the union has published this year a handsome volume which combines the story of the ups and downs and the complex struggles the union has been involved in during its half century of existence with an account of the conditions of Norwegian seafarers throughout the period.

In view of the subsequent strained relations with the Masters' Union, it seems rather strange that the initiative for the founding of a separate union of mates should have come from the masters. The explanation seems most probably that the masters, whose affairs at that time were considerably intertwined with those of the shipowners, were anxious to save the mates from the temptations of 'socialism', to which

workers on shore were succumbing with an alarming enthusiasm. The somewhat equivocal position of the masters was in itself bound to reflect itself in the position of the mates, for, although in a lesser degree than the master, the mates too felt that they occupied an intermediate position between the workers and the employers. It is to this fundamental lack of definition that must be ascribed the low rates paid to mates at that

*A Norwegian mate is here seen on the bridge navigating in conditions of poor visibility. The Norwegian Mates' Union has been on a clearly defined course for fifty years now but, like most other unions in the maritime industry, it has had to weather some pretty bad storms*

time. They were not supposed to be ordinary workers, because they had at least the prospect of becoming masters. At the same time it was clear that only a small proportion of the mates would ever secure promotion. The vast majority would remain mates all their lives, and their extremely low wages, justified according to the employers' arguments by the fact that a mate's position was a sort of apprenticeship, were in fact not justified at all. It is probably an indication of the extent to which many mates were taken in by this argument that these conditions prevailed so long and that many mates went through their lives badly paid to the end. It is a credit to the union that, in the face of considerable difficulties and a great deal of opposition, it always strove to counteract the corrosive selfishness which permitted a situation to continue where the fortunate advanced at the expense of the unfortunate. The obstacles and difficulties took many forms, but the union's basic position was quite a simple one. By no stretch of the imagination can it be called doctrinaire. It was a perfectly legitimate call for an established minimum wage that would keep the mate's body and soul together, and preferably those of his wife and children as well, in the lifetime that was often spent waiting and working for promotion. Everybody, the union said, had the right to this at least, and it was no argument to say that some were already getting more. Once this had been said, of course, the mates had already advanced a considerable way from their original equivocal position, and if there had indeed been a plot at the beginning to keep them 'in their place', it had been defeated.

The comparatively low wages paid to mates in 1910 can be seen from a comparison with those paid to engineer officers and to the ratings. Thus, in that year, first mates





*Shooting the sun. The mate's profession is one that calls for numerous skills and places heavy responsibilities on a man. These demands have not always been rewarded with decent wages.*

were getting a monthly wage of 125 kroner. Second mates were getting 90 kroner and third mates 75 kroner. In the same year chief engineers, second and third engineers were getting respectively 200, 130 and 100 kroner a month. The rates for deck ratings at this time show that, with ABs getting 60 kroner a month, a boatswain could hardly get less than 75 kroner, i.e. as much as a third mate, whilst carpenters actually got more. Comparison with English rates of the time again shows how badly off Norwegian mates were. In the Far East first mates on English boats were getting an initial rate of £13 a month. Both rates rose a pound a month every year for the first five years bringing the rates to £23 and £18 respectively. Expressed in Norwegian currency the English rates for first and second mates work out at 418 and 327 kroner, compared with the Norwegian rates in the area of 120 and 90. The English

mates had, moreover, several other advantages. They were entitled for instance to half a year's holiday with a quarter pay and their return passage home paid after three years' service, or with half pay after four years. The Norwegian mates had nothing and were obliged to forego a holiday altogether because they just had not got the money for the long journey home.

#### Getting down to business

It was clear then the mates' Union had plenty to do, and it was clear at the first meeting that the mates had definite ideas how to set about things. In a speech to the 28 men gathered there, Diderik Brochmann, who was to become the union's first General Secretary (bestyrer) and remain at the job until he was more or less driven out in the lamentable confusion of 1921 and who had been at that time General

Secretary for the past year of the Kristian Mates' Union, made it clear that the new union would have to regard themselves as pioneers. They could not, in the nature of things, he argued, organize themselves on the same model as workers on land. On the other hand, if they could not become subordinate of the Masters' Union, it had to be admitted that their interests were very poorly served by the existing Norwegian Seamen's Federation. His speech brought out the three basic principles on which the future campaigns of the Norwegian Mates' Union were to be based. It was to be a national organization, as opposed to a loose federation of local organizations. It was to have as members only those mates who still went to sea, as opposed to a social club where retired sea-dogs smoked the pipes and swapped yarns. And it was to have a strong centralized leadership with headquarters in Norway.

This meeting was held on 13 June. A committee was set up to draw up regulations and they were given a week to do this. The constitutive assembly was held on 20 June and was attended by 30 mates. The constitution, which was adopted practically without amendment, was based primarily on that of the Masters' Union but a few points had also been gathered from elsewhere. An executive committee of 15 was elected, and Fred. M. Andersen was elected vice-chairman. No-one was bold enough to put up for chairman, and none was therefore elected!

Soon after this 13 of the executive committee went to sea and affairs were left chiefly in the hands of Erling W. Caspersen, an assistant lecturer at the navigation school. Brochmann had withdrawn after the adoption of the constitution, presumably to give practical emphasis to his strong views on the undesirability of having retired men in the organization.

The object of the Norwegian Mates'

*On deck and getting ready for sea. The Norwegian Mates' Union took some heavy punishment during the years of depression after the First World War but since then has met every challenge to its strength and sense of solidarity*

Union as set out in its constitution was to unite Norwegian mates, protect their interests and occupational status with the power that can only come from co-operation, unity and joint action'. Putting this into practice did not at first prove so easy. Eight months of active campaigning brought the membership to only just over 100. Things, in short, did not look very hopeful. A change for the better came, however, with the return of Diderik Brochmann. To this dedicated, passionate and, in many ways, ruthless man, the Norwegian Mates' Union probably owes the fact that it survived at all the difficult and disappointing first years of its existence. An example of his ruthlessness is the way he came back with the demand that he be appointed secretary. Otherwise, he made it quite clear that he would offer his services to the Bergen Seamen's Alliance which was then in the act of hatching plans for a national *federation* of mates. If this man had come off – and it would have done with Brochmann behind it – it would have been the death blow of the national mates' union. Brochmann therefore got the job, at 30 kroner a month 'and now the union could get down to its proper business' as he himself put it.

The first thing he did was to call a general meeting, unconstitutionally as it happens, and the first thing this meeting had to make clear pronouncement on was its attitude to the other unions organizing mates in Norway. Co-operation with these was decided to be out of the question. In accordance with this decision an active organizing campaign was conducted during the following year in the pages of the union's newly started journal, in which Brochmann lost no opportunity of lashing out at the local unions whose existence threatened the future of the Norwegian navigating officers. During the course of the year several of these local unions, including those from Kristiansand and Trondhjem, were thus induced to bring their members into the national union. By the end of the year membership was up to 500. The following year was even more successful. Unions came in from Frederikstad, Larsvik,

and Tromsø and, most significantly, from Bergen, the stronghold of separatism, and at the end of the year membership was up to 1,200 – twelve times as many as when Brochmann took over two years previously and three times as many as had ever been organized in a mates' union in Norway.

#### The first mates' agreement

It was in the same year, 1912, that the foundations were laid for the union's proper activities in the future. A change in the constitution was made obliging all members to give in their notice if instructed to do so by the union and guaranteeing them their wages till they got a new job or for two months. It was thus clear that the union was preparing to exert pressure on the employers. In June of that year the union was able to negotiate with the shipowners the first general agreement, setting out minimum rates. The agreement read: 'The Shipowners' Employers' Association informs its members that as from 1 July, 1912, the minimum rates for certificated mates for all ships in the foreign and coastal trades for distances over 50 miles are:

For first mates, in their first year, 130 kroner per month, in their second and third years, 140 kroner per month and thereafter 150 kroner per month;

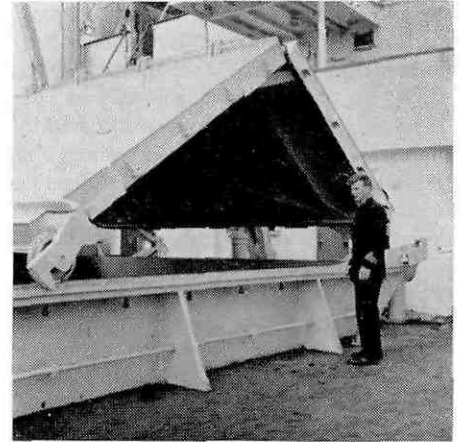
For second mates, in their first and second years, 100 kroner, in their third and fourth years 110 kroner and thereafter 120 kroner per month.

On extra-European routes there is a supplement of 15 öre, although ships normally calling at European ports once a year are not regarded as in the extra-European trades.

The seniority increments do not apply to tramp ships of less than 750 gross registered tons.

No one may get less than at present. The Norwegian Mates' Union for its part undertakes not to present or support any wage claims against the Association before 31 March, 1916'.

The union had therefore got established minimum rates and recognition of the seniority principle, both extremely impor-



tant in view of the unions' commitment to raising the standard and reputation of the profession of mate as such. They had made life just that much more tolerable for those who had to resign themselves to remaining mates all their lives. On the other hand they had guaranteed industrial peace for a period, long enough in itself, but which, although it could not be known at the time, was to run two years into the First World War – with its vastly altered conditions for seafarers.

#### The contract campaign

During the war years it became apparent that difficulties in negotiating improvements in mates' conditions were due mainly to faults in the structure of the maritime industry. On the one hand, the masters' organization and the local unions of mates proved very unreliable allies, and it proved impossible to put in demands that had sufficient backing to get them through. On the other hand, the Norwegian shipowners were not willing to agree among themselves about surrendering their individual rights over their own employees and joining an effective association of employers which had the power to negotiate agreements and force its members to accept the terms laid down in these agreements. In 1916, for instance, when the Mates' Union was actually in the midst of negotiations for a new contract, the masters' union stubbornly went ahead with plans for a strike action,

in which they were joined by several local mates' unions. The whole thing came to nothing and was only settled after 11 days when the mediation proposal of the Norwegian Mates' Union was accepted by both sides. This left very bitter feelings and the union was soon afterwards compelled to dissociate itself entirely from the masters' union. The sudden militancy of the masters' organization is all the odder because in the preceding years they had been intimidated into reversing their policy of supporting the mates in their campaign to push through their standard contract.

This contract, drawn up by the mates' union, was a genuine and reasonable effort, on the basis of the prevailing conditions, to establish a practical minimum uniformity into mates' contracts with the individual shipowners. Its object was to eliminate the humiliating bargaining that went on whenever a mate joined a firm and which resulted in a bewildering variety of contracts reflecting all sorts of circumstances that had really not much to do with the object.

In the absence of a united organization of mates and a united organization of employers with which to bargain, the standard minimum contract was an ingenious tactical move to bring about standard conditions and pave the way for organization on both sides. By 1915 these methods had brought results in the form of a new agreement with the shipowners which laid down much higher minimum rates than in 1912. The agreement, which was more detailed than the earlier one, now laid down different rates for different tonnage groups, varying between 150 and 200 kroner for a first mate and 110 and 160 for a second mate. On top of this there was a war risk bonus of 25%, but this is only a reflection of the terrible conditions with which the seafarers of neutral Norway had to contend between 1914 and 1918 and can hardly be regarded as a straight wage increase (particularly since most of it must have been absorbed by increases in the cost of living at this time).

#### The crisis of 1921

The hardships and tragedies that beset

Norway's seafarers during the First World War when the country lost 915 ships and 2,123 Norwegian seamen lost their lives, is a story on its own. There are, however, grounds for supposing that dissatisfaction with the way the union leadership prosecuted claims for compensation for the wartime disasters may have been one of the causes of the general bitterness that was evident in the crisis of 1921. There were other causes, however. By 1920 the old wrangle about whether the union should be a national organization or a federation of local unions had come up again. This question, and the beginnings of the depression of the 'twenties', a recent unsuccessful strike and a great deal of personal animosity towards Brochmann all combined to make the general meeting of 1921 the stormiest in the union's history. At the meeting the opposition took over completely. The union's legal adviser, who had done so much practical work in helping individual members and guiding union policy over the years, was unable to make himself heard. The chairman and most of the older members left the meeting in protest against this way of behaving and Brochmann resigned.

The seriousness of the situation may be judged from the fact that in the following three months membership dropped from 3,500 to 2,000.

For the new leaders it was a question of saving what could be saved and riding out the storm as best they could. The depression was beginning to make itself felt with a vengeance in 1921. The Norwegian merchant fleet was back at its pre-war level but almost half of it was laid up. The shipowners were, to some extent, able to cushion their operating losses by an extraordinary windfall resulting from depreciation in the value of Norwegian currency. They were not prevented from acquiring new ships and in these years the Norwegian fleet changed its character entirely. Small individual shipowners, owning a single ship or sharing one, gave way to large limited companies. Sailing ships went out altogether and coal burning ships were already making way for oil burners. There was also

a general change from dry-cargo to tanker and from tramps to liners.

These changes helped to alleviate conditions during the otherwise miserable 'twenties' and 'thirties'. On the whole, tanker freights held up pretty well during the depression and kept the industry from faring worse than it would have done. The liners provided for a greater continuity of service and helped to bring about new standardized practices and so put an end to the old arbitrary, patriarchal relationship between employers and ship's officers.

#### The depression

But all this was little comfort to the increasing number of mates without any sort of job. The number of unemployed was increasing not only in proportion to the increase in laid-up tonnage. The trend from smaller ships to larger ships in conjunction with organized pressure by the shipowners on the government to modify the manning scales also helped to reduce the demand for ship's officers. At the same time the supply of new officers was artificially increased by the streams of new mates pouring from the navigation schools. The last was the direct result of the large measure of unemployment among ratings and their efforts, praiseworthy in themselves, to better their position during a period of enforced idleness.

The attacks on the manning scales were facilitated by the fact that those established in 1918 had not been incorporated in the general legislation. The manning requirements were thus relatively easy to cut down and cut down they were – five times between 1921 and 1925 and the whole scale became more or less a dead letter in 1930 when the maritime authorities were empowered to grant exemption, to all intents and purposes, whenever they thought fit.

The net result of the excess of supply over demand on the labour market was of course enough to force down pay rates generally and make it next to impossible for the union to negotiate anything in the way of improvements. For every mate employed in 1930 it was estimated that there was another walking idle on shore, and





*Nils Nilsen has headed the Norwegian Mates' Union since 1953. Beginning his career at sea in 1912 at the age of 15, Nils Nilsen obtained his mate's ticket after five years' service. He became a full-time official of the Union in 1920*

follows, ready to step into his job if the owners found him in any way awkward. In times like these, it seemed that the union as a collective body had little to offer its members and it is not surprising that membership went down and stayed down until well in the 'thirties. From a membership of 1,200 in 1912, the year after Brochmann took over, the figures had risen to a high point of 3,140 in 1919, dropping catastrophically to 1,300 in 1922 and then even further to 650 in 1932. From then on there is a slow, very slow, recovery until the outbreak of the Second World War, with the figures for 1938 falling just short of those of 1919. (Since the war membership has increased steadily and at a faster rate from rather less than 3,000 in 1945 to getting on for 5,000 in 1958.)

#### **The mates join the ITF**

At the end of 1933 the Norwegian Mates' Union came into the international movement. That they should have decided to join the ITF, which many of their members considered rather 'red', rather than the old International Merchant Marine Officers' Association, is, perhaps, a rather surprising development when one considers that at home the union was unwilling to join the Norwegian Federation of Labour. At first there was indeed a fair amount of opposition to the move. The Norwegian Engineer Officers were affiliated to the officers' international and tried to get this latter organization to persuade the ITF to refer the Mates' Union to themselves. (The Norwegian Engineer Officers, incidentally, joined the ITF – and the Norwegian Federation of Labour – in 1946). Many of the mates were also opposed to joining the ITF, but in the end, the view of the executive prevailed: that if the Norwegian Mates were to get anywhere at all, they had to have strong support from somewhere, and it was from the ITF that this kind of support was most likely to come. They were not wrong.

The following year, Olav Skjervoll, Brochmann's successor as general secretary and the union vice-president came to

London to take part in a meeting of the ITF Seafarers' Section. Here, they were promised all possible and practical help in their attempts to improve wages and working conditions in their negotiations with the Norwegian Shipowners' Association. There can be little doubt that this promise greatly strengthened the hand of the union negotiators and helped to get the first agreement through with the shipowners for the foreign trades that the mates had had for 11 years.

#### **Co-operation during the war**

1937 saw an encouraging development. When negotiations with the employers on the revision of the foreign trade agreement broke down the union called a strike, and although both sides accepted a mediation proposal before the strike got properly under way, it was evident that a large number of mates outside the union had been ready to follow the strike call and many of these now joined the union. The general picture of the union's membership, finances and activities was undoubtedly brightening up considerably in the last few years before the outbreak of war.

The Second World War, with Norway occupied by the Nazis and all legitimate trade union activity suppressed there and with the greatest part of the Norwegian merchant fleet sailing between allied ports, meant that these years were in a sense lost from the history of the union proper. On the other hand it could be argued that, indirectly, these were very valuable years indeed. They were years of co-operation not only with other Norwegian seafarers' organizations in exile but with the seafarers' organizations of other countries. A few days after the war came to Norway, the Mates' Union representatives met representatives of the Norwegian Seamen's Union in London and set up a committee to look after the Norwegian seafarers' interests. This meeting had been arranged on the initiative of the ITF and the British seafarers' unions. On 6 June the mates appointed a representative to look after the problems of the Norwegian mates in these difficult years and he was provided

with an office at the headquarters of the British Navigating and Engineer Officers' Union (later to become the Merchant Navy and Airline Officers' Association). It hardly needs to be stressed how working together in this way paved the way for future co-operation after the war.

#### **The post-war years**

After the Nazis capitulated in Norway on 8 May 1945, Skjervoll, the general secretary, and Nils Nilsen, the secretary, were able to take up their posts. Apart from the time of the occupation, when he was imprisoned by the Nazis and only released on account of ill health, Skjervoll's span of office stretches from 1921 to 1953. In that year he was succeeded by the present general Secretary, Bro. Nils Nilsen, who had been an official of the union since 1920. One of the most difficult of the jobs Nilsen has had to do in the union was given him just after he took over.

It fell to him to edit the union journal, *Norsk Styrmandsblad*, in the difficult and depressing period during and after the crisis of 1921.

Since that time the union has come a long way. At the time Brochmann left it looked as if all his work had been wasted and that the union was more or less finished. Since then, in terms of membership and in unity and strength the union has probably surpassed even Brochmann's wildest dreams. In terms of concrete improvements in pay and working conditions, however, whilst it is true to say that the Norwegian mate is immeasurably better off than his colleague at the time of the union's foundation fifty years ago, this improvement is very largely a part of the all-round advance recorded by all Norwegian seafarers.

The years since the war have been particularly stormy for the union. They have fought hard and they are still fighting. How this present chapter will end nobody knows. But, however it ends, one can be sure that there will be no repetition of the disaster of 1921. For now there is unity and strength within, and from that everything else should ultimately follow.

# The sleep of death



**DRIVER FATIGUE IS ONE OF THOSE PROBLEMS** which seems to fatigue the authorities themselves. Like many other inconvenient issues it is for the most part shelved, to be taken down at odd moments when the official conscience is temporarily stirred by some particularly revolting accident. The hard facts, the long chain of major and minor disasters going back over the years, can be counted on to help the authorities put the sensational events of last week 'in perspective', the perspective of the long rows of shelves, the vision of the dust of the ages. The indigestible digested, the recent sensational happenings are assimilated in the comfortable stupor of inertia and well-nourished official half-thoughts. The problem is seen to be inherent in the very nature of road transport. It has always been with us. It will always remain with us. The authorities return to their slumbers. They at least can sleep in safety.

The victims of their negligence cannot. A recent issue of the journal of the Austrian Transport and Commercial Workers' Union carried reports of three nasty driver-

fatigue incidents all in one week. One man killed, two badly injured. Three more scratches of the pen on the roll of negligence. Another week's work. Back to sleep!

*Change this scene but slightly and in minor details and we have a grim reminder of what is happening with needless frequency on roads throughout the world. Road transport unions have a big task to ensure that drivers are not overworked and that existing rules are observed.*

One of the drivers involved had been driving for 24 hours without a break before he fell asleep at the wheel. He had, in other words, driven twice round the clock. For that time he had been all on his own working under conditions which require unflagging alertness and which at the same time make it so difficult to keep alert. For



some reason or other, quotation of working hours like these fails to impress the tough businessmen responsible for them. After all, they argue, they pay their drivers. They do not work for nothing. No, indeed not.

Then, of course, there is business. Men in business are realists. Everybody knows it. They have been telling the world so for years, at least ever since they discovered all about 'restrictive practices'. Only they themselves know, they argue, just what particular requirements they have to meet to operate successfully. And these requirements, they argue further, take no account of restrictive legislation introduced by interfering busybodies without firsthand knowledge of the business. An employer worth his salt has to be ready to strain his resources to the utmost, above all to establish a reputation for getting the goods through on time. In order to be attractive, an operator's services have also to be cheap. It costs money to carry a relief driver. These are the inescapable realities of business. It would be very nice to have shorter hours, but the way things are it just can't be managed. Employers, too, know exactly how much they can reasonably ask of their men. And they have always found that men worth having have no objection to working long hours provided they are paid accordingly.

The authorities nod, and the enterprising spirits concerned with expanding their businesses in a highly competitive field take for a nod of approval. They take a calculated risk to provide an attractive service – quicker deliveries at lower costs – with the occasional exceptional run guaranteeing the almost impossibly quick and cheap. Gradually the exceptional comes, through imitation, to be regarded as normal, and attempting the impossible becomes standard practice. And it becomes a habit to accept the death of a driver here and there as part of the cost of this service. Quite clearly, this is not good enough. It has been hard enough work getting the authorities to make laws penalizing abuses of this kind. If they have made these laws, they must see that they are kept. Otherwise they lay themselves open to the charge of

complicity in what is, to any but the narrowest legalistic mind, murder. Ethically, what is the difference between killing one selected individual for a paltry gain, and joining a conspiracy of inaction that leaves it to fate to select the one out of many who is bound, statistically, to die? The difference is purely psychological.

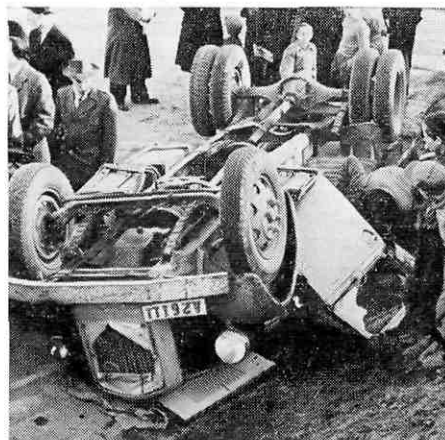
Statistical death is acceptable; because it ignores both the value of the life that has been so needlessly and shamefully wasted and the horrifying circumstances which, if anything could, might have made an impact on even the official mind. In one of the incidents quoted by our Austrian affiliate the driver was fortunate enough to get away with his life. But this happened only by a lucky chance. If another driver had not happened to come along at the last minute he would have been burnt to death in the cabin. As it was he will have the memory for the rest of his life of sitting there injured, unable to move but fully conscious of the flames drawing nearer.

To confront 'realistic' employers with realities such as these would be worthwhile if one had any chance of an audience. As it is, it has to be admitted that the worst offenders are the least likely to listen. In the last resort, the only real hope lies in prodding the authorities into looking after the public interest as ruthlessly as the more irresponsible road haulage operators look after theirs. That they have not been doing so is only too evident. The Austrian Transport Workers' Union even quotes a case of just such an operator having already been charged with a serious breach of working hours regulations which resulted in the serious injury of a driver, and now coming up on a similar charge. The first time, the public prosecutor suddenly and inexplicably dropped the charges. What will it be this time? A small fine?

In these circumstances, it is clear that the union has no alternative but to make life as uncomfortable as possible for the authorities, to harass them and the public at large with the true facts, the violent facts behind the statistics until they wake up from their long sleep of apathy and do something to put an end to this scandal.



*Too often driver fatigue is the cause of accidents on the road. Complacency on the part of the responsible authorities and an indifference displayed by employers, too busy keeping up with their competitors to have time for human values, are all too frequent contributory factors*



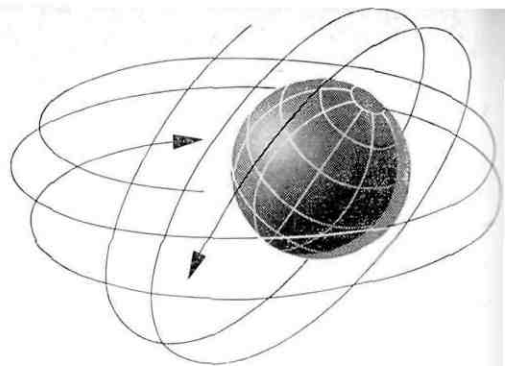
*Just something for the curious passer-by to look at? Or is public conscience really becoming stirred at the mounting toll of death on the road?*

### Getting out of control

ONE THING was put sharply into focus by most of the papers presented (at the Fifth European Congress of Aviation Medicine – London, September) – that machines will tend to get out of the control of men if maximum attention is not paid to human engineering and psychiatry. At present-day flying speeds and altitudes, and with the reliance which has to be placed on 'fast-thinking' automatic devices of many kinds, the human pilot is already working at near-maximum capacity in emergency conditions.

Tomorrow's supersonic aircraft will be much more demanding and the time has come for aviation medicine specialists to be brought in during the very early stages of aircraft design – for the benefit of future passengers as well as of flight crews.

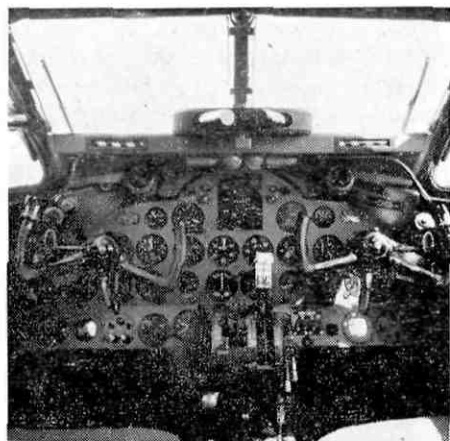
*(The Aeroplane)*



## Landings made easy

**P** ILOTS LIKE TO KNOW THAT THEY ARE ON THE RIGHT COURSE – especially when landing, which is considered to be one of the busiest times in the cockpit not only for the pilot but for his numerous instruments. Strictly speaking, on these occasions the pilot needs two eyes, preferably like a chameleon's working independently: one fixed on his instruments and the other on the runway to make sure which, if any, is lying. Unfortunately, pilots (if they will forgive us for saying so) are but human. One eye normally tends to follow the other. Like the rest of ordinary mortals they cannot look at two things at one and the same time. There is always a credit side, however, and all pilots (when awake and functioning normally) possess an 'extra-foveal region'. This may come as a surprise to them (as it did to us) but this may reassuringly be described as the 'no-man's-land' outside the normal line of vision about which they eye takes no notice until something moves in it. When that movement occurs the eye records it immediately and sends an appropriate message to the brain at no great distance away.

This peculiarity of the human eye – to



The para-visual director built into the cockpit of a plane operated by the manufacturing company. The PVD display enables a pilot to fly visually and take necessary corrective action whilst landing on instruments (Photo by courtesy of Smiths Aircraft Instruments, Ltd., England)

see things when moving which it would not normally see when they were at rest – has been 'built into' an instrument landing system by a British aircraft instruments firm. Known as the para-visual director, it tells the pilot making an instrument landing whether he is on course by means of strips of light in the cockpit – one in front for right and left and identical strips on each side for up and down – which move (thus catching the pilot's eye) when things go wrong but remain static when all is normal. The movement of these strips (very much like the turning of black and white corkscrews) is so designed that the instinctive corrective action which even a non-pilot would make to line them up again is the correct control movement to bring the aircraft onto its right heading and pitch.

When landing in conditions of poor visibility, a pilot can normally see the lines of landing lights, and thus correct his heading, before he can see the distance to the ground and correct his pitch. There is a period, therefore, during which the pilot would like to be flying visually for the one purpose and on instruments for the other. The para-visual director makes this possible.

## Savage sentences on East German railwaymen

**T**HE LEIPZIG (EASTERN GERMANY) DISTRICT COURT has imposed savage sentences on the German railwaymen found guilty of negligence leading to the railway accident on 15 May last when 54 lives were lost and a further 200 passengers injured when two trains collided at the entrance to Leipzig station.

The signalman held responsible for the disaster received a sentence of fifteen years, the switchman twelve years and the two train dispatchers ten and eight years apiece.

They were found guilty of 'gross negligence in the observance of railway safety regulations and behaviour incompatible with a conscientious exercise of their duties'. Reason for the accident, as given by the Court, was that the points had been shifted incorrectly.

The heavy sentences imposed by the

Communist-run court are typical of the workings of the Iron Curtain judiciary. This case in particular recalls that of the Hungarian railway worker IMRE MOLNAR who was sentenced to death by a court martial in 1952 on being found guilty of negligence leading to an accident in which a number of people lost their lives. The death sentence was carried out three days after the accident.

On that occasion the ITF went on record with a vehement protest against the savagery of the sentence and the way it was carried out. Naturally no Hungarian was allowed to see this protest by railwaymen in the free world, where the word 'justice' clearly has a different meaning from that which it bears in countries ruled by a political party whose ideology leaves no room for mercy.

Certainly there was little of the element of mercy in the sentences passed on the Leipzig railwaymen. One has the feeling that their real crime is not having caused the death of others by negligence (grievous as this may be) but in having offended against the Communist ideal of technical perfectionism.

## Rigid liferaft

**A** RIGID TYPE OF COMPLETELY CLOSED METAL LIFERAFT into which entry is made through a manhole has been approved by Norwegian shipping authorities. Made of aluminium, it consists of a cabin tank between two float tanks and can be sailed or propelled by oars.

The cabin accommodates 18 men, a manhole being fitted at each end for entry and exit. There are two air valves which close automatically should water start to enter. Water, provisions and equipment are contained in the floats and are accessible from the cabin.

The makers claim that the raft combines strength with great stability and the survivors can be kept safe and dry even in the heaviest seas. No details have been given as to how the raft is launched but it seems likely that once the lashings have been released such a craft would quickly float off a sinking ship.

The two British air line corporations are now introducing a system of gratuities in an effort to keep their stewardesses in service for longer periods. The reason for leaving is usually marriage



leaving being mainly attributed to marriage. This has meant high recruiting and training costs for the corporations. By means of the gratuity scheme for longer service, the corporations hope to keep their stewardesses for at least five years.

### Improvement in financial position of Danish State Railways

THE FINANCIAL POSITION OF THE DANISH STATE RAILWAYS improved considerably last year as a result of higher receipts from passenger, goods and postal services. Passenger transport receipts were up four and a half per cent, goods receipts fifteen per cent and receipts from postal services over ten per cent. This improvement was to some extent counteracted by an increase in running costs of about three per cent, but managed to convert a deficit of twenty-two and a half million kroner into a profit of seven hundred thousand kroner. The working profit was actually considerably larger – approximately seven and a half million kroner – the difference arising from a change in the accounting system, so that the year's accounts include charges for two year's payment of staff holiday pay.

Total operating receipts amounted to 592 million kroner. Depreciation and capital charges amounted to 82,550,000 kroner. These were largely met by a government subsidy of 81,850,000 kroner.

that any move towards automation must be made over an extended period with a thorough sense of responsibility towards labour. However, writes *Canadian Sailor*, the Administration, typically, has invited us shipping lines to participate in the programme but 'through some oversight, no doubt, maritime unions were not mentioned in this connexion'.

### Training for dockers

SWEDEN'S FIRST SCHOOL FOR TRAINING DOCKERS will be opened this autumn in Norrköping. Twenty-four students will take part in a three-week course. The harbour authority in Norrköping has presented the school with a crane and railway wagons for training purposes. The school's facilities will also include a complete ship's deck (with hold, hatches and winches) to be constructed in a warehouse.

Other such schools are expected to be established later, in Gothenburg and Stockholm.

### 'Long Service' gratuities for stewardesses

STEWARDESSES ON THE BRITISH AIRLINES BEA AND BOAC are to receive gratuities for long service. Under an agreement arrived at between trade unions and the companies at the National Joint Council for Civil Air Transport, stewardesses leaving the corporations after five years qualify for a payment of £250 with a further £50 for each additional year of service up to a maximum of ten years. Girls completing the full ten-year period receive an extra £100, making a total of £600. The payments will not affect pension fund benefits.

The scheme applies automatically to stewardesses recruited by the airline companies after 1 September. Those already in service may participate in the scheme, with past service counting towards the assessment of gratuity, if they elect to do so within twelve months.

The average length of service of a stewardess on the British airlines has been two and three-quarter years, the high rate of

### Mad dogs and ablutions men

THE NUMBER AND VARIETY OF SPECIAL ALLOWANCES PAID FOR DANGEROUS OR UNPLEASANT TYPES OF WORK is almost unlimited, as anyone who gets to see collective agreements from all over the world soon finds out. Two which we particularly liked this month were the following:

In Malaya, postmen who are tired of being attacked by their customers' pet dogs there were thirty casualties last year and another fifteen in the first half of this) are demanding that they receive minimum compensation of £6 for every such assault. Over in Darwin, (Australia), on the other hand, dockers claimed 'embarrassment pay' when they were called on to unload a shipment of toilet fixtures.

### All tickets, please

THE SCENE WAS A PACKED TRAM in the heart of Bucharest. Trying to get more passengers on board, the conductor called out 'Please move up, gentlemen! Not gentlemen – comrades', one of his passengers protested. 'Please move up, gentlemen', the conductor repeated. 'Comrades don't take trams – they travel in Zisoussines'.

### Was the Flying Dutchman consulted?

THE APPLICATION OF AUTOMATION TO AMERICAN MERCHANT SHIPS, writes *Canadian Sailor*, is the subject of the latest study undertaken by the US Maritime Administration. 'Ideally', says the Administration, 'an automatically operated merchant ship is visualized as one that could sail without the services of its crew from the point where the pilot is dropped as it leaves the harbour outbound to the point where the pilot boards the ship at its port of destination'.

'Such a ship', it goes on, 'must be capable of self-sustained unmanned operation for at least thirty days without any maintenance, and for at least ninety days with only minor maintenance'.

The Maritime Administration acknowledges the implications involved and says



# 'The healthy life of the seafarer' - The reality

*In Norway recently a comprehensive and penetrating inquiry has been made into the diets on board Norwegian ships. This interesting article deals with the current problems in the seafaring industry which gave rise to the inquiry and suggests how numerous improvements could be introduced.*



**EIGHT YEARS AGO** – that is in 1952 – a committee of experts in Norway came forward with a series of findings about catering on board vessels of the great Norwegian merchant fleet. The committee had of course been set up in order to show clearly that conditions were far from what they should be and therefore to demonstrate that it was essential to do something about them.

The result of all these efforts was the publishing and distribution of an information leaflet and proposals for adequate catering. This leaflet and the suggested menus for ships were sent out to all Norwegian vessels.

The committee had come to the conclusion that meals served on board merchant vessels were often too heavy and indigestible. Hardly any of the ships' cooks had a clear idea of the need for a certain number of calories and vitamins in the daily diet, and they were not concerned with – nor interested in – the experiments carried out by dieticians to determine the influence of food on heart diseases, stomach troubles, etc.

The campaign which was inaugurated in Norway eight years ago has unfortunately not had anything like the result which had

been hoped for. Therefore, it was quickly realized that there was a need for new efforts and new investigations. The Norwegian Seamen's Federation and the Shipowners' Association got together with plans for new inquiries and new measures.

## **1,100 seamen have nervous diseases**

The stories about the 'healthy life of the seaman' have of course to be taken with a pinch of salt.

In Norway it has been established that apart from accidents on board it is rheumatism and digestive troubles which make up the seafarers' worst ailments.

But nervous diseases have lately come to the forefront in a sensational manner. Developments in recent years are quite remarkable: in 1955 it was found that in Norway 16.6 out of every thousand

members of the Seamen's Federation suffered from some form of illness of nervous origin. In 1959 investigations found an increase of nervous complaints which now had gone up to 24 per thousand. In other words, this means that no less than 1,100 of the 44,500 members of the Seamen's Federation registered in Oslo suffer from one or more nervous diseases.

Meals on board are to blame for many of these – although doctors do not hold them responsible for *all* complaints of nervous origin. There is general agreement on the great importance of regularity – a feeling of contentment – in mealtimes.

But gastric ulcers and other stomach troubles are not necessarily the result of bad food. There is also the possibility that seafarers' psychical troubles in work on board ship can lead to mental stress which in fact can be a cause of gastric ulcers and other similar diseases.

## **1937 Regulation**

Sverre Haugen, Vice-President of the Norwegian Seamen's Federation states that the dietary regulations in force for Norwegian merchant vessels date from 1937. The Seamen's Federation has asked the government to revise the above regulations. It has been pointed out that they are far from meeting present-day requirements and it is also a fact that many Norwegian vessels try on their own initiative to provide a better diet than the regulations lay down as a minimum.

In addition, the improved storage facilities on board vessels which, it is generally agreed, have been introduced during the last 15 years, make it far easier than formerly to provide a reasonable variation in diet.

## **Investigations on board**

The Norwegian public health authority has been involved in the many and varied investigations which have been made aboard Norwegian vessels in order to obtain as clear and as comprehensive a picture as possible of meal contents on board to discover where these are deficient.

The authority's General Secretary, Mar



*The results of investigations which have been carried out into catering on board Norwegian merchant ships are now being studied by a committee of experts with the aim of bringing about improvements in diet and of proposing means of controlling whether such improvements are implemented*



### Profile of the month

Ogrim, states that the information produced by the investigations is now being studied by the experts in order that the subject may be taken up again some time this autumn. Among the experts are representatives of all the seafaring organizations, representatives of the authorities and also some experts on dietary questions, problems of preservation, etc.

Of particular concern was the regular supervision of the supplies of different kinds of food and the fat content of meals, which come under regular supervision when on-board investigations are in progress.

The idea is that the experts should try to agree on suitable new propaganda in order to bring about improvements, and that they might also propose means of continuous control in future, either on a compulsory or voluntary basis, whichever is thought suitable.

It is clear that all possible efforts must also be made in order to deal with seamen's nervous diseases and all the many cases of malignant or non-malignant stomach diseases.

All parties are also agreed on the need for greater variety in diets on board ship. As things are now, the situation is far from satisfactory. Of course one can think of particular difficulties on board particular vessels. Or the whole thing can be seen more or less as an economic question. But it is clear that no obstacles – either economic reasons or technical difficulties in connexion with storage – must be allowed to stand in the way when there is the possibility of regulating once and for all such important matters as the comfort, well-being and health of the seafarer.

The Norwegian seaman himself is much more interested in these investigations and in what improvements they may gradually bring with them than in the corresponding attempts to solve the problem 'by voluntary efforts' which have been carried on for the last eight years.

Now it is quite clear that the committee must this time demand of the authorities a positive change for the better in the antiquated dietary regulations of 1937,

*(continued on page 220)*

W. J. P. WEBBER is not a fool and he has his own wise way of not suffering fools gladly. He is brisk and businesslike, makes up his mind quickly and, in the literal sense of the expression, he speaks his mind. If he sees that time is being wasted he does not add to the waste by condemning others for not seeing the point as quickly as himself or for adopting illogical attitudes. And if a discussion shows signs of wandering off the point or threatening to run into a storm of emotional exchanges he is the kind of man who can put it back on course again with an economy of effort and words and without unnecessarily hurting anybody else's feelings. This tact, the outward expression of his deeply felt obligation to play fair, comes rather unexpectedly from a man with those rather aggressive looking eyebrows.

Appreciating his ability to think simply and his facility for assimilating quickly the most complicated information, others have not been slow to put William Webber to work. Looking down the list of committees he has served on since 1926, and knowing that he is the kind of man who cannot resist the idea of work, particularly the work he is supposed to do, one might suppose that he had done thirty-five years' hard labour. He looks amazingly well on it. Not many people would guess him to be fifty-nine.

The work, however, has been done, not least for the ITF on the Management Committee of which he has served for the last eight years. It was characteristic of him, and no less than just, to point out at the last ITF Congress that its management committee was the cheapest body the Federation had. In fact, during the past twenty years it had not cost the ITF a penny. Brother Webber has also served the international trade union movement by doing similar work for the ICFTU and by taking part in countless official missions to most countries in Europe as well as to North Africa and Canada. The greatest part of his work, however, has been performed in Great Britain. Here he has held high office both in the British TUC, where he has been on the General Council since 1953, and in the Labour Party where he has been a member of the National Executive and Chairman of the party's Finance Committee. For many years he served on the city council of his native Swansea. He has been chairman of the joint body of employers


and employees which examines the salaries of local government employees throughout England and Wales, and a part-time member of the Coal Board. Since 1954 he has been a visiting fellow of Nuffield College, Oxford – in recognition of his services to the College the University of Oxford conferred on him earlier this year the degree of Master of Arts. The fact that the British Government has on various occasions made use of his services by appointing him to help sort out the rights and wrongs of a number of industrial disputes such as the 1956 Newspaper Strike and the London Airport Strike of 1958 provides a further indication of the great respect which William Webber commands in his own country.

His main work, however, has been for the trade union movement, first and foremost, naturally, for the members of his own union, the Transport and Salaried Staffs' Association but also on the TUC General Council and on seven of its technical sub-committees. He joined his own union, then known as the Railway Clerks Association, in 1924 and has held office there since 1926. He did not become a full time union official until 1944, but within five years he was Assistant General Secretary. He was appointed General Secretary in 1953.

The past seven years' have been particularly difficult for British railwayman, what with the Government's scarcely disguised contempt for a nationalized undertaking, its sudden bouts of enthusiasm for modernizing

*(continued on the next page)*

# In their hands

 THE VIOLENT AND GLOOMY INCIDENTS associated with the racial discrimination, nationalist fervour and the death throes of colonialism in Africa all have a tendency to obscure the fact that the continent will very soon be almost entirely composed of very poor independent states whose social and economic problems will not be solved by nationalist slogans or by persisting on the bitterness of the past. For its part the Western world with its highly developed industries and institutions and an economic and social structure which it calls advanced must, if it wishes to help the new African states, bring to their very particular problems a high degree of impartiality and open-mindedness which benevolence alone will not assure. To be impartial, however, is not to surrender principles which, although they form an integral part of the culture of the West – either in their observance or in their breach – have their value and their truth only insofar as they are universally applicable. At the heart of these principles lies a concern for the physical and spiritual well-being of all men, a concern to see them not only properly housed and fed and free from disease but also able to enjoy the benefits of freedom, education and participation to the limit of their natural aptitudes in a way of life they have chosen for themselves.

There is, however, here a dilemma in that the way which different African peoples may choose to live may not always be the way that non-Africans might, however benevolently, have chosen for them. Moreover, the criticism of outsiders, as such, is not likely to lead to very much. The African reply will almost inevitably be that it is their own future which is now in their hands. In this respect the possibility cannot be altogether ruled out that it is, after all, the non-African who is in need of education. Whilst it cannot be denied that technologically, socially and economically Africa

*(Continued from page 215)*

the railways and the long spells of apathy and stinginess in between when the railways have been allowed to run down and wages and working conditions steadily to deteriorate. The improvement this year through the implementation the Guillebaud report is finally to be credited to the steady insistence of a few men who have had the courage and the insight to look a grim situation in the face and to go on working undesperingly for a just and reasonable solution. In particular, the members of the rssa have, for the new possibilities that 1960 has brought them, to thank an energetic, cool, hard-working man who does not talk much but who speaks his mind.

is appallingly backward, there would be a great mistake involved in equating absolutely the good life for the African with the benefits of a high level of industrial organization, its attendant evils tempered by an exact copy of the complex, sophisti-

cated social structure which has evolved to contain them in the West. For one thing, such a social structure does not exist in Africa yet, and it will certainly not be created overnight. What the intelligent African on the spot sees as desirable and attainable for his own society in the few years he has to catch up on the great industrial nations, need not correspond to what has been achieved after centuries of social struggle in the West.

The Westerner is only too ready to agree that the African has been 'out' of all this during all the unwritten years before the 'dark' continent was discovered, colonized and 'civilized'. What the Westerner finds more difficult to accept is that the African has been 'in' on something else and that this 'something else' must impose a limit on what the African will assimilate from the West. Obviously, in the face of all the human misery he sees around him every day he will be ready to absorb all he can



Kano – where three worlds meet. Nigerian railways, some 2,000 miles in length, connect Kano, Kaura, Namoda and Nguru in the North to Lagos, the Federal capital, and Port Harcourt. They carried about two-thirds of the total traffic in 1939, but this percentage has dropped since then.



*Nigerian Railways diesel engine train pulls in at Kano (Northern Region). Hitherto the railways have played the dominating role in the country's transport economy. The development of an extensive road network, however, is changing this picture (Photo by courtesy of Shell)*



of Western science and technology. He will also be hungry for capital which must initially come almost entirely from outside. When, however, it comes to the large-scale organization of industry and commerce with its inevitable implications for the existing social structure, there can be little doubt that old pre-colonial traditions and the newer hybrid traditions that have grown up in the special circumstances of the colonial period will modify, superficially or profoundly, forms of organization imported ready-made from the West. The unprepared Westerner, however 'enlightened' or well-meaning, is almost certain to be dismayed at the bizarre or ingenious twists the African will give to standards unquestionably unalterable in their place of origin. The only way to take the sting out of discouragement is to be prepared for it, to have a close knowledge of what the African has done so far when he has set about living and working in what, for all its differences, is recognizably similar to a Western pattern, for it is only under these circumstances that he is comprehensible to the West at all.

#### Road and Rail – fortuitous co-ordination

The OUP has recently published a study by E. K. Hawkins, Research Fellow, Wadfield College, Oxford, entitled *Road Transport in Nigeria* which has the virtue of presenting for a Western audience a shrewd and reasonable account of how

Africans in Nigeria have tackled the road-haulage business. The particular merit of the study is that it is concerned with the Nigerians themselves and not with foreign firms who happen to be operating in the area and whose activities have no particular interest in this context. It is as well to give the author credit for this at the start if only to make it clear on what grounds one would criticize his conception of the rôle which road transport will have to play in the economic future of the country. Whatever criticism one has to make of some of the author's assumptions, the care with which he limits his account to what is actually observable in Nigeria gives it an unquestionable authenticity which in no way detracts from its value as an indicator of the kind of economic and social questions that will crop up in assessing the future transport requirements of other parts of the continent.

The Nigerian economy is not very different from that of the East African territories or, for that matter, from that of Africa as a whole, depending very largely on the export of certain primary products which have to pay for all the area's imports of machinery and manufactured goods. As in other parts of Africa, the problem of the internal transport system is to get these goods cheaply and efficiently from the interior to the coast. This means long distances over difficult terrain where natural obstacles are aggravated by all the

violent excesses of a tropical climate and vegetation.

At the beginning of this century Nigeria was, in common with other African territories and in keeping with the spirit of the age, opened up by the construction of a large-scale railway which was not profitable to begin with but which has since paid off very handsomely the foresight of its creators. With the enormous increase in Nigeria's foreign trade, particularly since the war, the railways have been working to full capacity. Railway net earnings in 1954 were more than four times greater than in 1946 and five times more than in 1938. Out of these earnings the railways have been able to expand and replace a great deal of their obsolete and worn-out equipment from pre-war days. In any discussion of Nigeria's road transport system, it is then essential not to lose sight of the fact that it is the railways which have up to now played the dominating rôle



*One for the road? Driver and passengers of a 'mammy wagon' share a joke as well as the perils of the road. Perhaps they are discussing how many is 'few'. Local trade and traffic owe much to the 'mammy wagon' which is playing a modest but significant rôle in Nigeria's development into a modern industrialized State (Photo: Shell)*

*Unloading cotton for local processing. With a growing economy, Nigeria has a pressing need for improved transport services for both goods and passengers. In the road transport sector, the happy-go-lucky, 'make-do' approach symbolized by the mammy wagon will doubtless be replaced by more regulated forms and practices (Photograph reproduced by courtesy of Shell)*

in the country's transport system and that they will continue in that rôle for many years to come.

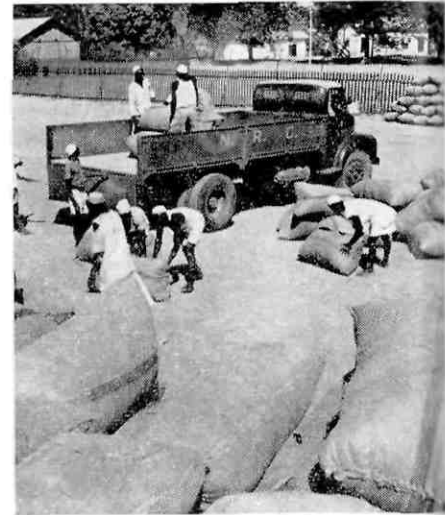
Given the considerable expansion in Nigeria's economy over the last two decades it is not difficult to reconcile this story of railway success with the fact that, relatively, the railways have lost to road transport in their share of the total traffic carried since the war: in 1939 the railways carried 66% of all traffic and road transport 21%; in 1952 the railways' share had gone down to 61% and road transport was carrying 30%, the remainder of road transport's gain having been achieved at the expense of Nigeria's 'rivers and creeks'. Nor would it be correct to assume from these changes in their share of the total available traffic that road and rail in Nigeria are engaged in the murderous competition that is a familiar characteristic of many European transport systems. For one thing, the complexity of railway construction, equipment and operation and the long-term capital outlay required to finance expansion place a definite limit on the rate of this expansion, a limit which does not apply to road transport because of the smaller capital involved and the relative ease with which a vehicle can be acquired. The money is there, in Nigeria, for an expansion of the railway's services. The only question is of employing it quickly.

In many cases, then, it seems reasonable to assume that road transport has stepped in to meet a new need not yet satisfied by the existing railway services, and the expansion of the road transport industry may be thought of as the multiple effect of these scattered instances. In effect there has been a primitive and fortuitous co-ordination of the two forms of transport with the roads catering for local needs and the railways taking the long-distance traffic from the interior to the coast. This general picture is borne out by a sample survey taken at selected points throughout the country where a classification of vehicles by length of journey showed that between 50% and 80% of all vehicles were on journeys of 100 miles or less; that there is a lack of demand for road transport between

North and South (the main route from the interior to the coast served by the railways); and that in the North road transport is almost entirely devoted to feeding the railways. The picture for the South, however, presents a certain modification of the general pattern: in this area, whilst road transport is largely concerned with traffic to and from the ocean and river ports, a certain quantity of traffic is developing which is not directly concerned with feeding exports to or distributing imports from the railways or the ports but which is primarily concerned with internal trade and conveyance of local passengers. The significance of this indication of a reversal of the general trend should not be underrated. It reflects at least the beginnings of an urban, industrialized economy on Western lines. It also raises serious questions as to the pattern into which the relationship between the two forms of transport, road and rail, is likely to fall as the Nigerian economy develops – whether, in fact, there is to be some form of planned co-ordination, or whether there is to be a chaotic free-for-all from which nobody is likely to profit in the long run. And it is at this point that one parts company with the author, for all the implications are that he is on the side of chaos.

#### **An exercise in management**

In striking this critical note, it must be said at once that the criticism in no way reflects on the value of this book as an honest, factual study of the Nigerian road transport system. It applies essentially to certain assumptions of the author, which, although they have not prevented him from achieving what he set out to do, nevertheless make themselves felt in the form of a certain indiscriminating enthusiasm for certain trends in the industry, the unfortunate implications of which he seems to have ignored entirely. One can accept as reasonable his contention that the circumstances under which the Nigerian railways were built in anticipation of the demand for their services were such as to make the railways 'export-biased' and that, although



the railways have since proved themselves indispensable in developing the country's economy, they did not necessarily provide it with a *complete* system of communications. One finds it more difficult to agree with his implicit assumption that the inadequacies of the present system of communications will be better solved by an expansion of road transport rather than by extensions to the present railway network. His main argument here is that '... railways are likely to be more expensive to build and to maintain than roads of a similar capacity. ... The essential difference between roads and railways as alternative investments is that the latter are always very capital-intensive methods of providing transport facilities. It is not merely that the costs of construction and maintenance per mile are higher, but also that railways are indivisible investments. In most underdeveloped territories they have been built ahead of the demand for their services, in the hope that the facilities thus provided would give rise to the traffic to justify such an investment. Private enterprise could not be interested in such risky investments, so many of these railways were built and owned by governments. ... Road transport, on the other hand, can be developed in small, divisible units and the governments have to provide only part of the investment in the form of the road

system over which the vehicles will run. In most cases, the rest of the investment will then be provided by private enterprise'. The part about 'divisible units' applies presumably only to the rolling stock, which, in the case of the railways belongs to one railway undertaking, and in the case of road transport, to any number of small firms. It can hardly apply to the infrastructure since a railway line, no matter how short, is, provided it is linked up to the rest of the railway system, just as useful as a road of similar length, which has also, in any case, to be linked up to other roads to be at all useful. Granted that there is a general will on the part of the government to give the country an adequate transport system – and the author admits that it is the government which finances the construction of roads as well as railway track – it seems rather disingenuous to bring in the question of 'divisibility'. If anything, it is an argument *against* road transport, since the comparatively low cost of acquiring a vehicle is liable to lure into the business any number of small firms which, quite apart from the hazards to public safety and the lowering of working conditions in the industry which inevitably result when there are a large number of small firms operating on a shoe-string, can only lead to congestion on the existing roads and pressure being brought to bear on the government to increase its investments even further in this direction.

The author's failure to give due attention to the serious consequences of an uncontrolled expansion in road transport can be seen to stem from his insistence in regarding the industry in Nigeria as a useful exercise in enterprise, a convenient way for introducing Africans to the mysteries of handling capital in a productive way and to the skills and responsibilities of management. Since industrialization requires an ability to deal with the problems of fixed capital, the importance of road transport in a predominantly agricultural and trading country lies in the experience it provides in dealing with specific capital goods, rather than with stocks and inventories. The development of a class of entrepre-

neurs capable of dealing with these problems is essential for the rise of an industrial, rather than a purely trading, economy'. The intentions here seem praiseworthy and reasonable enough. Underlying them, however, there is surely an unwarranted assumption that Nigeria – and other underdeveloped regions – must necessarily repeat the tragic mistakes that have formed a part of the development towards an industrial economy in the West.

#### 'Compulsory partnerships'

This emphasis on the fertilizing effect of a prescribed dose of Western rugged individualism on a growing economy is all the more surprising inasmuch as the author's own account has some startling glimpses of what strange blossoms of anarchic private enterprise are already flourishing in the rich soil of Nigeria. The most distinctive features of what the author calls a 'vigorous and growing' industry are the extremely rapid rate at which, for want of care and attention, vehicles go out of services; the carriage of undignified, mixed loads of goods and passengers in the same vehicles; rates fixed by on-the-spot bargaining; the exploitation of 'apprentice' drivers – not by the owners but by the licensed drivers; the general acceptance of the owners that their drivers will pocket a certain amount of the takings in order to set up in business on their own ('some of the smaller transport businesses could more properly be described as compulsory partnerships between the driver and the vehicle owner') and, above all, the lack of any clear definition of the proper activities open to the respective organizations of employers and employees.

The rapid deterioration of road vehicles is in the first place to be attributed to the poor condition of the roads, the climate and, it must be assumed, an abuse of the vehicles by those in charge of them. Repairs are generally not carried out at all by the smaller firms and whole parts are replaced at regular intervals. Apart from this wholesale substitution of spare parts, licensing statistics show that the entire Nigerian road fleet is replaced every four years, the

vast majority of vehicles being under three years old. Some owners even prefer to write off a considerable capital sum by disposing of their vehicles when they are only one year old, rather than foot the high repairs bills that they can thereafter confidently expect. Since the author points out that it is only the larger firms who are in a position to employ skilled mechanics, he is obviously not unaware of the fact that this lunatic state of affairs derives solely from the existence of so many small firms and is thus one of the inevitable features of a system which the author essentially applauds. Moreover, so long as this rapid obsolescence is generally accepted, it seems unlikely to promote any increase in the supply of trained mechanics. It is quite another matter that this waste must sooner or later be passed on to the customer in the form of higher charges than would otherwise be necessary.

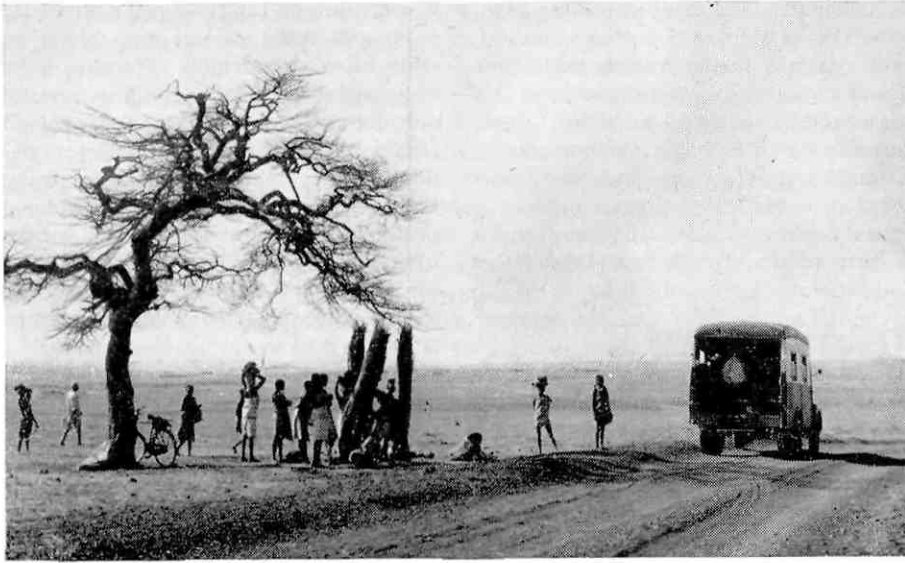
That this charge is met at all under present circumstances seems to be due to the high level of utilization of available vehicles. This, however, involves the carriage of passengers and goods in the same general-purpose vehicle. Passengers,



*Road-making at Ikoyi near Lagos. With the advent of more and better roads we may expect an increase in distribution and delivery services by road transport. At present, road services carry about a third of total traffic carried (Photograph reproduced by the courtesy of Shell)*



A typical 'come-one-come-all' passenger-cum-freight transport vehicle, known as a 'mammy wagon' moves off from a scheduled stop in the plateau region south of Jos. Nigeria is on the road to transport modernization. Meanwhile vehicles of this kind fill a big gap in the country's growing transportation requirements (photograph reproduced by kind permission of Shell)



the author notes, are relatively divisible, and the driver is thus able to avoid wasteful empty or half-empty journeys by cramming passengers into whatever space is left over. One might think that this kind of transport, however cheap, is dear at the price.

The practice of fixing rates on the spot makes for an absence of pattern in the rate structure. Fluctuations may be violent and lead to a great deal of inconvenience, for it means that virtually everybody is working in the dark. An owner who is in fact

(Continued from page 215)

which in fact up to now have sometimes been ignored by shipowners, with the tacit permission of the authorities, due to a certain nonchalance, if not negligence, in the latter's attitude to the question of meals on board ship. And it seems that the old regulations in fact encouraged this indifference to the importance of a good diet among factors making for good conditions on board.

So now we must wait for the new report from Norway. What is happening there is of interest to seafarers of all nations. Anything that can be done to increase happiness and comfort on board ship is worth doing.

operating a successful route may, in his ignorance of the extent to which his driver is fleecing him, abandon the route. Further, owners seem to operate generally in a haze as to the true profitability of their businesses. (This is, again, characteristic of the small operator rather than of the large undertakings). They may charge too little, or at least, take too little over quite a long period before they suddenly realize that they are bankrupt and go out of the business. In such circumstances it seems not unlikely that the customer is unable to reckon on the constant availability of transport in a particular area.

The opportunities for drivers to make a living 'on the side' makes the occupation a popular one and leads to the charging of premiums to new entrants who are then employed without wages for as long as two years. Once they have got their licences, however, the new drivers have the chance to recoup themselves on the next wave of 'apprentice' drivers, as well as on the owners. The final step is to become an owner oneself. Under these circumstances it is not difficult to see why the industry is expanding at the rate it is. Commenting on the fact that owners' associations have lately begun to advocate a licensing system which would make for 'fair competition' and keep

'irresponsible' owners and drivers off the road, the author maintains that this 'would mean a considerable increase in the power and influence of the unions, without an unnecessary benefit accruing to the consumer. His argument for supporting the present free-for-all runs as follows: 'At the moment freedom of entry ensures the public a level of rates and charges that are remarkably low. At the same time the successful owner can make a substantial living at these low rates, largely because the rising level of demand permits him a high degree of utilization of capacity. To interfere with this state of affairs by regulation would seem to be to nobody's advantage, except perhaps, to that of the unsuccessful lone owner.'

#### 'Working together'

The most interesting part of this survey of the Nigerian road transport system concerns the activities of the associations of employees and employers in the industry. The first significant feature is that both kinds of 'unions' as they are called are organized on a regional basis and the effective power lies virtually in the hands of the local branches. On the whole the organizations of drivers are more effective than those of the employers and have wider coverage of those engaged in the industry. The Ibadan branch of the owners' organization had in 1954, for instance, only fifty to sixty members out of at least 1,000 owners operating in the town at that time. The Ibadan branch of the local drivers' organization, on the other hand, had more than 200 members. Where the organization is efficient, as in the Eastern region, control of the industry lies virtually in the hands of these employees' organizations - so, at least, the author assures us. He points out that when he asked several small owners how they fixed rates and fares they replied that they had nothing to say in the matter because the drivers' union told the members what to charge. Other activities of the drivers' unions include the 'inspection' of vehicles for which they levy from the driver a daily toll of sixpence or more shilling. The author points out that drivers

who are not natives of the district usually more these 'inspection' officials, but that local drivers, even when they are not union members, will co-operate with the union, secure, it must be supposed, in the knowledge that the owner ultimately pays the toll'. The functions of these 'unions' do not suggest, then, any pronounced resemblance with similar institutions in the West. Further peculiarities are to be noted in their membership. It seems to be common, for instance, to find members of the owners' unions who do not even possess a vehicle, they had once had vehicles and had simply retained their membership after leaving the industry. On the other hand many owners argued that they could not join the unions because they were not rich enough to give the customary gifts to other union members because they would not be 'acceptable'. Even more strange is the fact that certain owners are not only members both of the drivers' and owners' unions but are actually influential positions on the executive of both 'which often means in practice that the policies of the two branch unions in one centre get linked together'. The explanation of this is, of course, that the owners in question have graduated from being drivers and have retained membership after having moved on. The explanation does not however explain why these men, acting in this dual capacity, should apparently have so little difficulty in reconciling the divergent interests of those they represent. One would have welcomed some clarification of this point, particularly since the author elsewhere asserts that it is only the employees' organizations which have any coherent policy and the means of putting it into effect. The obscurity in which he has chosen to leave the question of the inter-relationship of policies pursued by the respective organizations of employers and employees may, however, be meant as a tacit recognition of the vagueness which characterizes the policies, if any, pursued by the employers when acting in concert. This would be quite in keeping with the vagueness with which the owners elsewhere indicated as running their separate businesses.

In the present state of the industry, the extravagances of which are likely to become more pronounced as time goes on if present trends are not halted, it is to the drivers' organizations one must look for any change for the better. Rudimentary as they are and unprofessional as, in Western eyes, their conduct must often seem they do at least give to the industry whatever cohesion it has and in their efforts to bring about some measure of control of fares and charges can be seen the germ at least of a system which would keep out the weak marginal firms whose operations prejudice the conduct of the industry, the services which it can offer the public and the standards of those employed in the industry. One of the factors which prevents the problems of the employees defining themselves more clearly at this stage must, in fact, be the transitional quality of the driver's occupation, to which the vagueness and inefficiency with which the large number of small owners, the former drivers, carry on their businesses is a natural complement. A time must come when every driver can no longer expect to become a vehicle owner and it ought then to become more apparent that the short-term interests of 'entrepreneurs' who are in the business temporarily for what they can get out of it and the long-term interests of those who are, for better or worse, engaged in the industry and committed to its future are not always so easily reconciled as they are in the present boom. What makes the problem more difficult, although, of course, one has no objections to the development itself, is the undoubted scope that exists for a legitimate expansion of the road transport industry in this territory. Industrialization, and the consequent shift away from being exclusively an exporter of bulky primary products, will mean a relatively greater share of the total internal traffic going to the roads than has been the case throughout the colonial period. The historical fact that the railways were constructed in the colonial period to serve the export economy need not, it is true, condemn them to limiting themselves to this particular traffic in the future. On the other hand, the

increase in distribution and delivery services as the standard of living rises should mean an increase in the volume of traffic on the roads at least as great as any that can be expected on the railways. It is all the more pressing then that the road transport sector should really be in a position to carry around the new wealth of the country cheaply, reliably and safely and in a manner that in no way detracts from the dignity of those engaged in the industry. The authorities and those immediately concerned have a duty to themselves and their countrymen to think, reflect and consider and at least pay the West the tribute of declining to imitate its mistakes.

### Ghana workers get more pay



ACCORDING TO A RADIO ANNOUNCEMENT made by President Nkrumah, Ghanaian workers are to get more pay. All workers earning less than £360 a year will receive the increase which was being given to meet the rise in the cost of living. To combat this the prices of certain basic commodities are to be pegged.

The fixing of a daily minimum wage of 6/6d., payable from 1 July last, means that the pay packets of all workers in the lowest income groups will be increased by over 30s. a month. The President added that the government would see to the fullest and most economic use being made of the country's labour resources, even to the extent of labour direction if necessary. (Earlier there had been demonstrations in Accra by workers demanding more pay).


### More dockers in Sydney



THE AUSTRALIAN STEVEDORING INDUSTRY AUTHORITY has increased Sydney's quota of dockers from 4,700 to 5,300, the first increase since 1955. In recent months there has been a serious shortage of labour, but the move was made primarily in order to get more young men into the industry. No new men have been taken on since 1956 and as a result the average age of the Sydney docker has gone up to 47 years, which the Authority considers too high.



### South African trade unionist condemns apartheid


 SPEAKING DURING THE ILO'S 44TH ANNUAL SESSION, Louis Petersen, South African worker delegate and General Secretary of the South African Garment Workers' Union, joined in ILO criticism of the South African government's failure to apply the principles of democracy to all its citizens. Expressing regret that the South African Trade Union Council which he represented was forced by law to exclude African workers, he recorded energetic objection to this discrimination against them.

The South African workers' delegate urged the ILO to undertake an investigation of racial policies practised by his country and to follow up the investigation by recommending to the South African government measures that would enable the conditions of all working people to reach humane and civilized standards.

Delegates from other African countries, who had staged a walk-out from the conference when Petersen rose to speak, returned to the session to express public apologies to the South African worker representative.

Jean Dende, worker delegate of the Gabon Republic, acting as spokesman for those who staged the protest, told the conference Petersen was to be congratulated for the 'courage with which he denounced the South African tragedy from this platform'. 'All the African workers', Dende said, 'ask the ILO to see that this courageous friend is not worried when he returns to his country'.

### Liberia - Still a long way to go

 LIBERIA - ONE OF THE OLDEST STATES IN EMERGENT FREE AFRICA and with an estimated population of two and a half million, of whom 90 per cent are illiterate - has long been under the paternalistic rule of its benevolent President, William V. S. Tubman. He was re-elected to a further term in 1959, having held the office of President for 17 years. The election was probably simplified by the fact that

there is no legal opposition and no opposition press.

Liberia is also a country where there are no provisions under labour legislation regarding safety standards, unemployment insurance, sanitary standards in factories, shops and offices, sickness benefits (except in the case of injuries occurring in the course of employment not caused by the negligence of the employee), social security benefits, family and children's allowances, or guaranteed employment plans.


Only last June Liberia was charged before the ILO with dealing in forced labour - with refusing to apply the ILO forced labour convention which its government ratified in 1931.

All this - not to mention the part played by the country in encouraging the registration of ships under its flag with consequent embarrassment to all those sailing and registering their vessels under bona fide maritime flags - is a poor record after ninety-four years' existence as an independent state. It can hardly be said to have fulfilled the high hopes which doubtless inspired the efforts of those American philanthropic societies when they made permanent provision for freed American slaves by establishing them in a colony on the coast of West Africa in 1822.


In spite of this, a recent visitor to ITF headquarters in the shape of J. L. F. Sawyer, serves to remind us that even in this country the 'wind of change' may be blowing. Bro. Sawyer, besides being a senior civil servant attached to the Bureau of Mines and Natural Resources, is also General Secretary of the recently-founded Liberian Congress of Industrial Organization. This new national centre, founded earlier this year and recently accepted as an ICFTU affiliate, may well prove the first real step in the direction of free and dynamic trade unionism after years of 'phony' unionism. A split-off from the original Labour Congress of Liberia, the new federation has it within its power to improve on that body's record, and to make a start on the long uphill climb towards the achievement and observance of social welfare and industrial standards compar-

able with those at which the emergent free states of Africa themselves are striving.

### Indian fishery aid scheme is praised

 HIGH PRAISE WAS GIVEN TO THE EIGHT-YEAR-OLD INDO-NORWEGIAN FISHERY COMMUNITY DEVELOPMENT PROJECT in the State of Kerala by India's Deputy Minister of Agriculture, M. Krishnappa, when he recently visited Norway. At a press conference, M. Krishnappa stated that as a result of the Kerala experiment fisheries in the area have been extended from coastal to offshore waters. With larger and seaworthy boats, fishermen can now operate all the year round and are assured bigger catches and better earnings. The ice and refrigerating plant established under the Kerala scheme was now operating at full capacity. For all these reasons, a number of other coastal states in India would like to start similar schemes and were already sending apprentices to be trained at the Kerala project. The main purpose of his own trip to Norway, he added, was in fact to explore possibilities of initiating such projects elsewhere in India.

### Eight new ships for Ghana

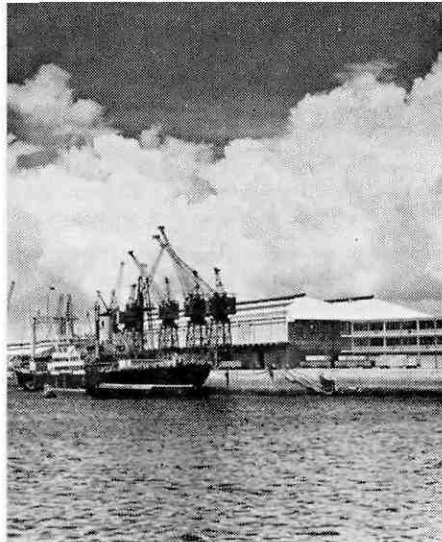
 THE GOVERNMENT OF GHANA HAS PLACED AN ORDER WORTH EIGHT MILLION POUNDS with a Dutch shipyard for the construction of eight new freighters.



*The Tano River at her moorings. Under a replacement programme, Ghana will progressively replace older vessels by modern craft, an order for eight new ships having recently been placed with Dutch builders (Photo: Ghana Inf. Service)*



*Off-loading cargo in the port of Dar es Salaam. A recent East African dockers' conference stressed the need for amalgamation of the dockers' unions in the ports of Tanga and Dar es Salaam, preferably during the course of this year*



The new vessels will be of two types, the larger ones of 9,400 deadweight tons with closed shelter decks and the smaller ones of 6,860 deadweight tons with open shelter decks. Both types will do 15 knots and be able to carry 12 passengers. They will bring up to twelve the number of vessels operated by the Black Star Line, which is now completely nationalized undertaking.

*'Heartiest congratulations on your election to high office of Chief Minister in the government of Tanganyika stop Recall our personal contacts and your valued assistance during joint ITF and ICTU mission in aid of East African railwaymen's struggle earlier this year stop Please accept my fervent wishes for economic progress of Tanganyika under your enlightened leadership.*

Devries,  
General Secretary, ITF'

### Trade union school in St. Lucia

A SUCCESSFUL TRADE UNION SCHOOL has been held in St. Lucia (West Indies). Organized by the St. Lucia Workers' Union to give a preliminary form of leadership training to branch secretaries and shop stewards, it was attended by twenty-five students of whom a number were members of the ITF-affiliated St. Lucia Seamen's and Waterfront Workers' Union. Subjects dealt with included: the trade union movement and trade union organization; the labour laws of St. Lucia; the workings of the Senate of the West Indies; the Workmen's Compensation Law; organizing technique and the struggles of the Barbados Workers' Union; the duties and work of shop stewards; and the problems of seamen and waterfront workers.

Lectures on the seamen's and waterfront workers' problems were given by J. Allan Dusquet, Secretary of the ITF-affiliated St. Lucia Seamen and Waterfront Workers' Union. Those on the Barbados Workers' Union (also an ITF affiliate) by its Assistant General Secretary, R. L. Greene, substituting for General Secretary Frank Walcott.

The course closed with the showing of three trade union films: 'The Shop Steward', 'Dues' and 'The Union and Grievances'.

### message of congratulation

THE ELECTION OF JULIUS NYERERE to the office of Chief Minister in the government of Tanganyika on 3 September prompted the ITF General Secretary to despatch a congratulatory cable reading as follows:

### East African dockers' conference

THE EAST AFRICAN DOCKERS' CONFERENCE, held in Zanzibar last July, recorded a demand for the establishment of a Joint Industrial Council for all non-supervisory port workers in every port. Organizationally, there was agreement on the need for amalgamation of the dock workers' unions of Tanga and Dar es Salaam (preferably this year); for abolition of racial unions; and for closer organizational ties between seamen and dockers.

Dissatisfaction was expressed at the fact that no separate administration existed for the ports, which continued to be linked with the railways administration (the East African Railways and Harbours Administration). In particular the Conference went on record with a strong protest at government failure to set up a Dock Labour Board and registered a demand for an official inquiry into working conditions in the ports. It recorded its conviction that the only way of establishing settled conditions in the ports would be for the check-off and closed shop to be introduced.

The East African Dockers' Conference also went on record with a protest against the Portuguese government's refusal to allow dockers to form unions in Portuguese East Africa. It also formulated what it regarded as model terms and conditions of service for East African dockers. These included a minimum wage of 250sh. a month for monthly-paid employees; 2sh. an hour for casual or weekly-paid workers and a 35% increase for clerical staff. Leave should be 36 days annually with the right to accumulate up to 144 days and a travelling allowance paid annually to every

married man with a family in order to enable him to travel home.

The Conference also wished to see instituted a provident fund and payment of a gratuity after ten years service or on reaching the age of 55; continued payment of wages for six months in the case of sickness; the payment of dirt money at 25% of the shift rate; overtime for Saturday afternoon working (time and a half); and a redundancy bonus of three months' pay for those non-casual employees who may be discharged on grounds of redundancy or for medical reasons.

### Asian trade unionists in Australia


THE TRIENNIAL CONFERENCE of the New South Wales branch of the Australian Railwaymen's Union, held in Sydney last July, was unique in character in that it was the first Australian conference of this kind to be attended by Asian trade union officials. Earlier the Australian union had contacted the ITF with a view to enabling it to establish contact with Asian trade unions with this purpose in view.

Among those who attended the ARU Conference were: T. S. Mahesan, Acting Secretary of the Railwaymen's Union of Malaya and President of the Malayan Railway Junior Officers' Union, Umar Din, Chairman of the Pakistan Transport Workers' Federation (an affiliate of the ITF) and General Secretary of the United Union of the North-Western Railway Workers, Pakistan, and Asep Ardi, Secretary, National and International Affairs Department, of the Indonesian Railway Workers' Union (PBKA), which is also affiliated to the ITF.

These guests also took part in a Sydney all-union seminar at which problems common to the unions of Asia were discussed. Visits were also made to railway centres in New South Wales to observe the functioning of the Australian union.

# Landmark for Histadrut

by YNGVE TIDMAN

 PERHAPS THE MOST DISTINCTIVE TRADE UNION ORGANIZATION IN THE WORLD, THE GENERAL FEDERATION OF JEWISH LABOUR IN ISRAEL – better known under its Hebrew name of Histadrut – is this year celebrating its fortieth anniversary. Unlike most other union organizations, Histadrut did not start off by organizing workers exploited by a capitalistic system who were completely at the mercy of fluctuations in the market. As Aaron Becker, Head of Histadrut's Trade Union Department, put it: 'As a matter of fact there were relatively few wage-earners in the then British mandate of Palestine when we started our Federation in 1920'. Becker lives in the fine trade union headquarters on Tel Aviv's Arlosoroff Street.

'Our first task in fact was to create a working class' he said. 'And before we could start talking about wage negotiations and improvements in conditions, we had to set about creating opportunities for employment in what was then an underdeveloped country'.

The young labour movement had to fight on many fronts at the same time. In addition to purely trade union tasks, it had literally to create opportunities for work in an area where there was hardly any industry and for all practical purposes no investment in new enterprises.

From the very beginning, the Israeli labour movement has been deeply involved

in the historical process represented by the return to their native land of Jews from all corners of the world. It has been necessary to retrain so that they could make a living in the old country – from the start mainly in agriculture – to provide them with medical care when they came down with malaria, to open schools for their children.

This pioneer activity was repeated on an even larger scale, when hundreds of thousands of those who had survived the Nazi attempts at extermination sought refuge in the land of their fathers. When the whole community of Oriental Jews were forced to leave the Arab countries in which they had been living for centuries the new State

of Israel was faced with what seemed an almost impossible task.

The colonists' boundaries were pushed further and further out, even into the very heart of the desert, where one hardly expected to find vegetation, let alone productive agriculture.

Now, however, Israel – which with the help of the United Nations became an independent State in 1948 – has a settled population of over two million, a modern economy of great variety, and a forward looking government which works for social progress.

How has such a development been possible in a few short decades? And how does it come about that the activity of the Israeli trade union movement is so closely linked with that of the State and covers not only what we would consider union functions but also the operation of enterprises like agricultural co-operatives and construction companies?

'To answer that question, we must again go back to the conditions which existed in Palestine before the first trade union came into being, during the period when the area was under Turkish rule and – following the First World War – to the time when Palestine was a British mandate', says Mr. Becker.

Since there were no businesses of any worthwhile size, Jewish immigrants began to band themselves together and undertake work on a contract basis. That was the only way they could ensure a living in a country where at that time agriculture, fruit farms and crafts were the only branches of industry.

That was the start of that very important Histadrut activity which in Hebrew is called *Solei Boneh*, i.e. an undertaking which carries out the construction of roads and bridges, the creation of agricultural communities, and the building of homes and industrial plants. That this activity grew at the same rapid pace as trade union organization proper is entirely due to the unique economic circumstances in a society which, due to the constant influx of new immigrants, was characterized by a process of dynamic development.



*A fine modern hospital run by Histadrut. From the beginning the Jewish Federation of Labour has had to do more than just organize workers industrially. It has had to look after the country's new workers in sickness and health, educate them and create an economy that would support them*

The central bus station at Tel Aviv. All bus services, in towns and between towns, are operated by workers' cooperatives affiliated to Histadrut

Port workers at Eliat, the new port and harbour which is Israel's outlet to the Indian Ocean, separated from the rest of Israel by the Negev desert

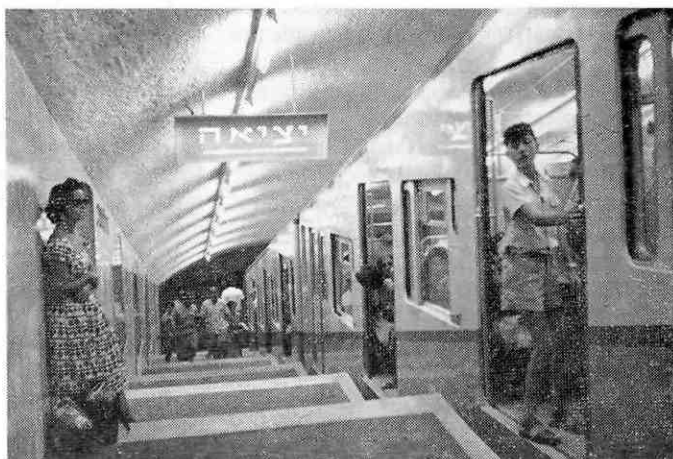
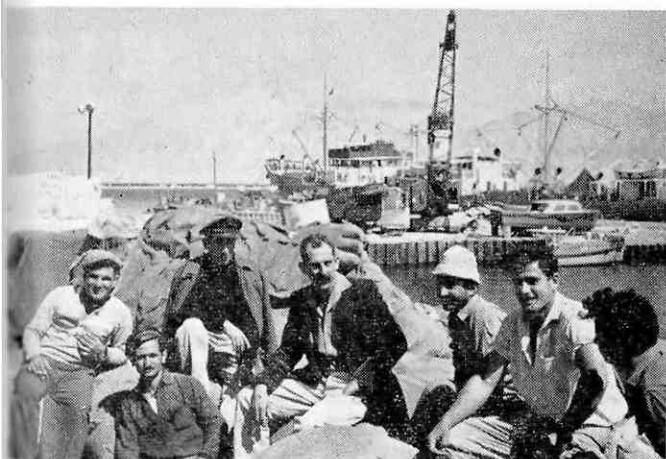
The upper part of Haifa on the side of Mount Carmel is linked with the lower half by this ingenious funicular railway a tribute to Israeli skill

Oranges, one of the traditional exports of Israel being loaded at Haifa

The modern port installations are typical of Israel's modern industry, much of which has been created, and is now owned, by labour's own Histadrut

5. Track switching equipment on Israel railways. The fact that most undertakings are owned by the trade union movement poses special problems in such matters as the industrial relations between labour and management

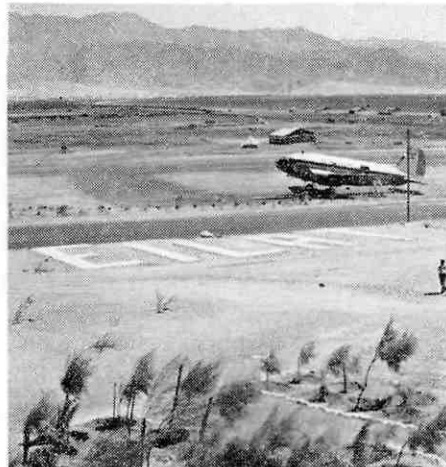
6. A view of Eliat some years ago before the rapid development of the town and harbour began. Plane services maintained contact with the rest of the country on the other side of the desert. Eliat is today a flourishing port



3



5



6



*In 1958 the former President of the ITF, the late Hans Jahn, and the former General Secretary Omer Becu (extreme right) went to Israel and saw Histadrut's work at first hand. They are here seen with members of the Histadrut Executive Board. Seated second from the left is Br. Z. Barash of the Israeli Seamen's Federation now a member of the ITF Executive Committee*



'At the beginning', said Bro. Becker, 'there was no time for the careful planning on which we place so much emphasis today, but the fact remains that it was in these enterprises that many of our workers learned their skills and developed their capacity for organization'.

From the very start, too, Histadrut in all its activities was the driving force behind the movement for national independence and to a very large extent created the economic and industrial prerequisites for the young State's existence.

Not least among the factors here was that Histadrut accepted all new citizens as members without imposing any conditions. Since it was not possible to determine right away what type of activity the individual immigrant would eventually be engaged in, he was first enrolled in Histadrut as such and only later when his occupation was finally decided was he allotted to a separate trade union.

When Histadrut first came into being, there were no social welfare organizations in existence. As a result, the trade union movement was obliged to create a whole complex of social institutions to meet the needs of both its members and their families, e.g. schools, hospitals, labour exchanges, unemployment and sickness insurance, old age pensions and housing associations.

'In most countries, such things would be considered the responsibility of the State', I pointed out to Bro. Becker.

'Yes, but you have to remember that when Histadrut came into being there was no independent Jewish State, but since the creation of Israel there has been a slow but continual process aimed at transferring to the community such social obligations as are normally undertaken by it. And this is

made easier by the fact that up to now the Government has always been formed by workers' parties, with David Ben Gurion's Mapai at their head.

Bro. Becker went on to emphasize that in point of fact Israel's workers and salaried employees enjoy a high degree of social security. Full employment is the most important prerequisite here and despite the tremendous flood of immigrants employment has actually been maintained at a very high level.

As a result of close collaboration between Histadrut and the State, new immigrants are assimilated into industry almost immediately on arrival. Their stay in transit camps is kept as short as possible, primarily because this period is completely unproductive.

However, this in turn places a great strain on the economy and in order to preserve the value of real wages, wages in Israel have been pegged to the cost-of-living index. Wages are adjusted upwards every six months, if the cost of living has increased by three per cent or more.

In addition to the amount which he receives in his wage packet, the worker is also guaranteed a number of social benefits which are paid for by his employer. Such benefits, which represent some 30 per cent of his wage, include sickness insurance, pension contribution, accident insurance, vacation pay, etc. A number of them are now regulated by law.

In addition, there are allowances for wives who do not have a job of their own, and for children up to the age of 18. Recently, the Government has also introduced a special allowance for families with more than four children.

Taking various allowances and the basic pension together, a worker is assured 70 per cent of last earned income when he retires.

'What happens if an employee is threatened with dismissal?' I asked.

'An employer cannot sack anyone without having "acceptable reasons", and the union has a say in whether they are acceptable or not'.

Histadrut has also introduced the works

council system and employees are assured a share in the undertaking's profits.

The labour-management relationship poses special problems in that the undertaking is usually owned and operated by the trade union movement itself. The bigger the firm becomes, the less the feeling of joint ownership on the part of the individual worker. An attempt has been made to solve this problem by creating special works management committees.

Today, Histadrut comprises 40 trade unions, representing all types of occupation including even scientists and diplomats. Agreements signed by the unions cover 90 per cent of the Israeli working population.

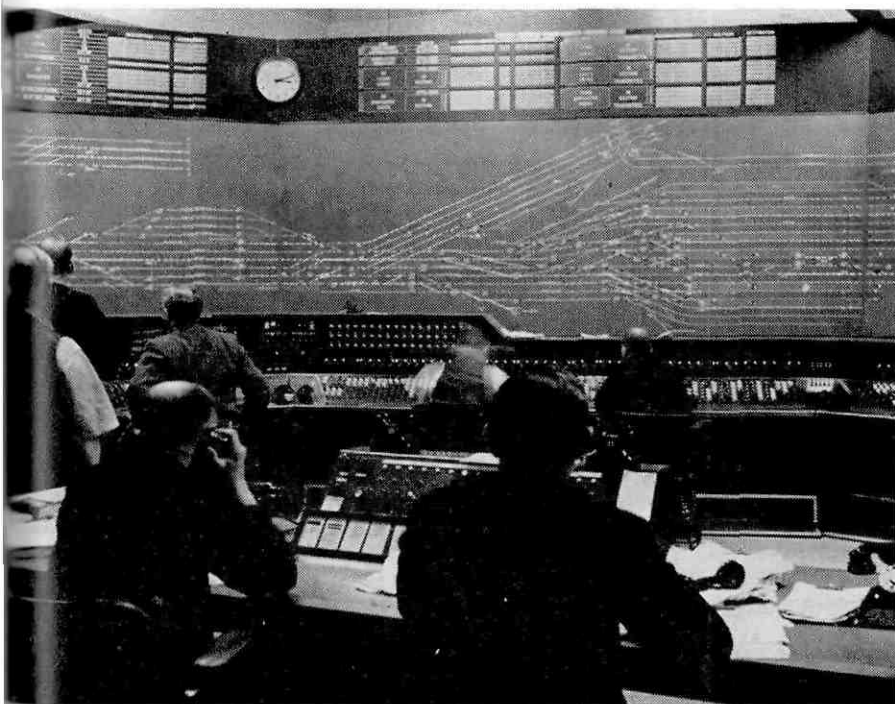
Of special interest is the trade union position of those employed in collective and co-operative agricultural communities – the kibbutzim and the moshavim. Here the members are their own employers but they too belong to Histadrut, which organizes the settlements' activities.

But the land they use is owned on the one hand by the State, whilst they buy their necessities and sell their produce through organizations which form part of Histadrut's activity as an entrepreneur. It is, in fact, not easy to make out exactly when the State's activity ends and Histadrut's begins – or vice versa – but the fruitful collaboration between the two has made it possible for Israel to organize its new State whilst at the same time looking after the hundreds of thousands of refugees who come from all over the world and have the most varied backgrounds.

Working side by side in Israel you will find the lawyer from Poland, the shoemaker from Berlin, the carpet weaver from Morocco and the fisherman from the Yemen. Many immigrants entering Israel have a past as highly qualified scientists, others come from backward communities in countries which are reckoned among the least developed in the world.

Among this human melting-pot, Histadrut operates as a cohesive, unifying force. The Israeli Federation of Labour is the dynamo of a social structure which is constantly developing, despite threats from outside its borders.

# Showing that it works



A still from the British Transport Films production 'This is York' showing the nerve-centre of the great new signalling system used by BR

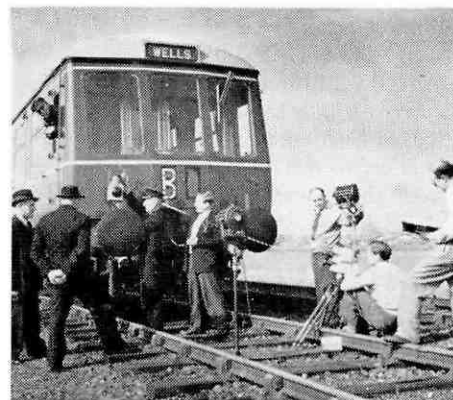
EVERY REGULAR READER OF THE BRITISH PRESS must by now be familiar with the enormous advertisements of the really large concerns where, as a regular feature, the humblest of workers are dragged forth from the shabby obscurity of toil to testify, contented and grinning, to the foresight and benevolence of their particular big boss, whose sole reason for existing, we are told, is to act as the co-ordinating link between the excellence and cheapness of his products and the well-being of his employees. To the impartial mind it must seem that the nationalized undertakings, which, both as employers and producers, have all the essential requirements for being what the large private concerns claim to be, never present their case as forcefully as they might. What is more, the sheer brutality and irresponsibility of the attacks which are regularly made on them, the artificial difficulties which are heaped on them, almost, it would seem, deliberately to lay them open to charges of waste and inefficiency, ought of themselves to have goaded the nationalized undertakings into militantly proclaiming the virtues which, as public services, they just cannot help having.

It is some comfort to know that the British Transport Commission, the body which runs Britain's nationalized railway system, is, after all, an effective and efficient public service directed at the public as well as its workers. The Commission's responsibilities towards both groups are of course enormous – with over 800,000 men and women on its pay roll, the BTC is probably the world's largest single employer of labour, and the number of its 'customers'

does not fall far short of fifty million. The extent of its responsibility is not, however, conditioned only by the vastness of the undertaking. It also entails taking up the challenge presented by the particular situation of the transport sector. Since members of the travelling public have often no choice but to use the services of the Commission, they are apt to be particularly critical when they feel they are being let down. Moreover, in the absence of a well presented case,

criticism is all too often indiscriminating and ill-informed. The man-in-the-train appears not to have any spontaneous gift for objective reasoning. Unless he can be persuaded otherwise, he prefers not to conclude that slow and overcrowded trains are largely a reflection of the state's failure to deploy its economic resources in the most effective and responsible manner. He blames the people he can see – the employees of the British Transport Commission, who are thus, in addition to all their other troubles, persistently exposed to the demoralizing experience of working for an organization which everybody says does not work.

For the past eleven years the British Transport Films Division has been using the medium of the film in the two-fold task of impressing the advantages of its services on the public and maintaining the morale of its employees. The Division is concerned not only with making the films but also with distributing them. Its success in producing and marketing high-quality films may be judged by the fact that a great number of its films have been sold to cinemas purely on their entertainment value,



Members of the British Transport Film Unit at work on the instructional film, 'Diesel Train Driver'. These films are not regarded by their makers as fully successful unless they arouse in the trainee the anticipation of doing a job well

*A still from the British Transport Film 'Do you remember?, The 'lady', what there is of her, has been left behind and will have to be reclaimed at London Transport's Lost Property Office*



where it is estimated that they reach an audience of half a million people every month. The improved relations between the transport services and the public which results from a more wide-spread awareness of what the BTC is trying to do, would be well worth paying for. In fact, however, many such films have earned more than they cost to produce so in many cases the publicity can be said to come for nothing, an achievement which the publicity departments of very few 'efficient' private firms can claim.

In addition to the films which are commercially distributed, the Division produces others for internal use for the purposes of staff instruction. Such films are an extremely effective way of teaching trainees how to do their jobs; they cut out the need for verbalized descriptions of complicated processes and present the action itself and even its significance directly and obviously. In this way they can be used not only to instruct in the narrowest sense. Skilfully used, the film can be used to 'get over' an even more important message: it can make the employee want to do his job well. In this way the instructional film can be used to boost the morale of those who work on the railways.

The same purpose is, however, ultimately

*The Night Ferry about to leave London Victoria for the continent. A still from the British Transport film 'Link Span'. Films like this give the public a better picture of the railwayman's tasks*



served by those films intended for the general public. As the public becomes better informed of the work of the railways, relations between the public and those who serve them are bound to improve. Staff morale improves, and leads to greater efficiency which in turn improves morale even further. The money spent therefore brings money returns, although of course the 'yield' cannot be computed exactly. More importantly, it contributes to increasing the net amount of human happiness by helping what is after all a fair proportion of the country's working population to realize that what they are doing the greater part of their waking lives has a meaning and a value. It is precisely this awareness which is so often not attained or so quickly lost in a demoralized industry which is the sure target of reactionary irresponsible criticism. And there are good reasons for thinking that the loss of this awareness constitutes the greatest threat not only to industrial relations within but to the future of the industry itself. This consideration alone would have made the activities of the BTC film Division worth while. What is even more gratifying is that the Division has, within the strict budgetary control of a nationalized undertaking, made such a success of the job.

## Automatic aircraft movements control

**T**HE SIGNAL AUTOMATIC AIR TRAFFIC CONTROL SYSTEM (SATCO) has been installed at Schiphol, Amsterdam airport. Developed by a Dutch firm, the system automatizes all data relevant to flights in progress or about to take place in an aircraft movements control area and presents the controller with data computed at electronic speeds, enabling him to act on the information thus supplied. (A full description of SATCO was carried in the 1958 August/September Journal).

The need for such a system of air traffic movements control has, of course, increased with the growth of air traffic and the appearance in larger numbers of fast-flying jet aircraft. The higher traffic density and greater speeds at which aircraft are operating are making the controller's work more and more complicated. He is thus much in need of the computer's ability to lighten his work load.

One big advantage of such a system is that it can be integrated with those of neighbouring control areas both nationally and internationally so that a completely integrated system of movements control is made possible. The whole, of course, would work on a process of 'give and take'.

ICAO is understood to be interested in the possibilities of this system.

## Singapore seamen's training centre

**T**HE FIRST SEAMEN'S TRAINING COURSE to be held at the Polytechnic (Singapore) began on 15 August. Several local shipping companies had drawn up a scheme enabling local youths to go to sea as cadets on board their vessels and have approached the Polytechnic for assistance in the way of training. The Polytechnic's nautical department is headed by Capt. H. Milne from Hull Trinity House Navigation School, Glasgow, which has the distinction of being the oldest seamen's school in the world.

Some thirty students were chosen for the course and correspondence courses will be provided for 'graduates' when sign-off by the local shipping companies.



# Air safety in jeopardy

EVER SINCE THE CREATION OF ITS CIVIL AVIATION SECTION, the ITF has repeatedly drawn attention to the problem of flight crew complement, which it regards as a social and safety issue of paramount importance. The grave dangers arising from airline companies' attempts to reduce the size of operating crews and to introduce multi-capacity working on the flight deck have been consistently brought home both to the industry and the travelling public and large-scale publicity has been given to the issue in ITF publications generally and in special pamphlets produced by the Civil Aviation Section. The introduction of faster and more complex turbine aircraft coupled with renewed employer efforts to reduce still further already depleted flight crews has made the question even more topical today than ever before and we therefore make no apology for returning to it in the pages of the ITF Journal. In the following article, prepared by our affiliate the Professional Radio Employees' Institute of Australasia, the problem is looked at from the point of view of the specialist radio officer.

quietly going on behind the scenes of international air transport is a move to reduce the flying crew to a mere skeleton of that considered to be a safe crew complement. Without serious thinking, air safety minded organizations.

The air traveller, of course, has not been made aware of these subtle changes to the

crewing of the giant air transport in which he travels, and consequently thinks that the crew consists of highly qualified SPECIALISTS, capable of handling every phase of operation of the flight, and that every human effort has been made to ensure the safety of the flight. Indeed the various brochures relative to safety procedures

issued to each passenger would give the impression that the crew complement of the airliner is much larger than it really is, thus lulling the passenger into a sense of false security.

This revelation may startle the air traveller, and prospective air traveller, BUT UNFORTUNATELY IT IS TRUE, and the author trusts that the publication of this information may result in a thorough investigation into air safety generally, and air crew complement in particular.

In the past, international aircrews generally included the following highly qualified, *specialist* crew members: -

1. Two or three pilots, depending on the flight.
2. One Navigation Officer.
3. One Radio officer.
4. One or two Engineer Officers.

Some variation to the above crewing occurred from one aircraft type to another, but, generally speaking, such crews were considered by the air line companies, governmental authorities and insurance companies alike, to be the minimum crewing to ensure human efficiency and air safety.

Civil Aviation authorities concerned with air safety have given serious consideration to maintaining a high safety standard regarding crew fatigue, and have laid down stringent flight-time limitations for aircrew, which generally ensure that they are not being worked to the point of exhaustion. This, in effect, means that an aircrew would arrive at a given destination after a long flight in a fit physical and mental state to handle the highly critical and exacting landing techniques required to effect a safe landing.

The air travelling public therefore placed its trust in an efficient team of highly skilled aircrew and relied on these personnel to transport them safely from departure to destination.

Overseas airline operating -companies, mainly American, commenced a drive for more profits, and the well-established aircrew complement, previously considered to be the basic requirement for safe aircraft operation, came under fire in the economy campaign. All aircrew specialist categories,



Despite repeated representations by experienced radio officer personnel, air line operators have introduced an aircraft communications system which does not work as satisfactorily as the system it replaced and which throws additional burdens on both pilots and ground radio operators (BEA photo)

however, were found to have a full-time job in their own particular field, with the exception, perhaps, of the pilot, who did have some free time during those periods when the aircraft was being operated by automatic pilot.

The immediate question asked by these airline operators was '... what else can we get the pilots to do ...' Navigation? Engineering? or Radio Operating?

Navigation is a highly specialized job requiring full time attention. Engineering is also a full time job. This left radio operating which did have a few short periods during a flight in which there was little work to perform.

The airline operators' reaction was to try and evolve a scheme which would enable the pilot to fly the aircraft and at the same time carry out the functions of a radio operator. This was not immediately possible due to the use of a very reliable communication system employing morse code, to use which the operator had to be highly qualified.

Pilots were not skilled in the use of morse code, and also there is the difficulty of flying an aircraft whilst using one hand to manipulate a morse key. The communication system therefore had to be simplified.

A system of short range communication using voice transmission had been employed for some time for controlling aircraft near the landing fields, and the question asked by the airline operators was '... why can't we use voice communication over long distances instead of morse code ...'

Such a question met with derision from aircraft communication experts, for long range voice communication had never been consistently successful and was not likely to be successful, due to many uncontrollable factors which govern the transmission of speech.

Vested interests, in spite of technical advice to the contrary, pressed on with their scheme to employ voice transmission over long distances and enlisted the aid of radio communication equipment manufacturers.

Of course these manufacturers would

produce equipment 'suitable' for the required long range voice transmission; after all, they stood to make quite a good profit on the deal.

Completely disregarding the expert advice of highly qualified communications personnel, the airline companies went ahead and set up a voice communication network which was allegedly a 'long range' one and highly suitable for air-ground communication. Airline company regulations were then introduced FORBIDDING the Radio Officers from using morse code, unless as an absolute last resort. The Radio Officers, however, were unperturbed, since they were trained in the use of voice systems as well as morse code systems; they knew that when the voice systems failed they could still revert to the proven, reliable morse code system.

In the early stages the voice system failed more times than it succeeded, as the communication experts had predicted, and this was considered teething troubles of a new system, but the airline companies were committed and they turned again to the manufacturers. The manufacturers recommended the installation of transmitters with much higher output power. Again the manufacturers stood to profit from the scheme.

In a vain endeavour to make voice communication as successful as morse we now find the ludicrous situation where a voice transmitter of fifty times the output power of the old morse transmitter is employed. It takes little imagination to visualize the fantastic increase in running costs of such voice transmitters compared to the morse transmitters!

Finally, some vestige of success was achieved, but a very unreliable system overall, as compared with the morse system.

Undaunted by the unreliability of long range voice communication, the airline companies commenced removing the highly skilled Radio Officers from the aircrews. This produced a fresh trouble in the form of pilots who had little or no skill in handling high-frequency voice transmissions. Some training had to be given to the pilots, but such training had to be minimized,

otherwise the cost of training would exceed the cost of maintaining a qualified Radio Officer. Being highly trained, particularly in emergency operations, the Radio Officers began to record the number of failures which occur when voice transmission is employed, for it was felt that if an emergency arose during the period when voice communication had failed there was little or no chance of rescue operations being successful.

These reports have been summarized and published for the information of all safety authorities and other interested parties.

The summaries are not 'snap' surveys but have been carried out over a long period, and they show quite conclusively that voice communication (Radio Telephony) is too unreliable to employ with any degree of safety, even with skilled Radio Operators. To try and employ radio telephony using unskilled or part-time operators is simply reducing the safety factor to a point where it is rather senseless to even carry the high frequency transmitter and receiving equipment!

All the good intentions of the original flight time limitations have been lost, since more work has been piled on to the pilot who is still the only specialist on board able to land the aircraft at its destination.

The airline operators, having finally achieved their objective of removing one man from the aircrew, began to sit back and check on the increased profits due to the saving of Radio Officers' salaries and accommodation.

Then the first CRASH occurred with the loss of an aircraft, passengers and crew. NO SOS CALL being received by the ground stations!

Why didn't the Pilot advise the ground stations of trouble? Why wasn't an SOS call made!

The answer to these questions is very simple and any pilot will confirm this point. The pilots were too busy trying to maintain flying control of the aircraft to bother with handling a microphone, or most probably the pilot just didn't have a chance to pick up the microphone and tell the ground

ation what was going on.

Had the crew included a radio officer whose sole duty was communications, then ground would have received at least an SOS call and more than likely a running description of the trouble being experienced, position report, etc.; such information being invaluable in assisting to prevent a similar occurrence. As the position is now, there will be many crashes, the cause of which will only be conjecture; the vital message that might serve to avoid a repetition of such a tragedy will never be received under such circumstances, unless there is a specialist communicator to send it. Costly search and rescue units maintained by various countries are of little use when there is no idea of why or where the crash or ditching occurred.

All the moves by the airline operating companies referred to above were carried out prior to the introduction of larger and faster jet airliners. We now find that other crew members may be removed from the aircraft which will again place further work and responsibility onto the already fully occupied pilot, aggravating the position to a point of sheer danger.

From a passenger viewpoint every possible attempt must be made to maintain a high degree of air safety, and in this regard the starting point must surely be a full technical crew with specialists handling each phase of the aircraft operation.

This modern world demands specialization in most fields so that the very best results may be obtained. Why then, must we employ 'jack-of-all trades' personnel in highly expensive and complex modern airliners?

In summing up, the following ludicrous situation appears:

International air transport HAS operated smaller aircraft with full technical crews and with a maximum of safety.

Greedy airline companies have reduced the aircrew in an effort to increase profits, and in so doing have increased the costs of ground installations out of all proportion.

Air safety has been reduced by virtue of loading two vitally important specialized jobs on to one aircrew category.

Larger and faster aircraft have been introduced with no increase *but a decrease* in the number of aircrew carried.

A communication system has been introduced which does not work as satisfactorily as the system it replaced, resulting in unnecessary diversions of the large air transport with consequent increased operating costs to the airlines and inconvenience and danger to passengers carried.

One radio-telephone station takes the communication spectrum space of six c/w (morse) stations and does not do as good a job.

Additional work loading and responsibility is placed on the ground radio operators due to poorly qualified Pilot operators.

We are confident that our research into this vitally important matter will clearly establish the necessity for the continued carriage of properly qualified, specialist communicators on all international aircraft.

### It's people that count



THE SHOWING OF THE CANADIAN FILM 'IT'S PEOPLE THAT COUNT': at the ITF Berne Congress came as a pointed reminder of the value attaching to visual presentation in the field of labour organization. Backed as it was by three excellent firms of the ITF-affiliated US Railway Labor Executives' Association, showing railwaymen at work, it amply fulfilled the purpose of its makers in bringing home to all the significance of something which so many in this very 'practical' world of ours tend to overlook: the importance of the ordinary human being and the value of those humble tasks he performs.

This in essence is the message conveyed in these films. It is also the *raison d'être* of the International Labour Film Institute (ILFI) at whose recent third film festival, held in Stockholm, the Canadian film was awarded second prize in its class.

ILFI was established in 1953 by the ICFU and the International Federation of 'Houses of the People' Association. It is a non-profit making body having as its object 'the development of the use of audio-visual mediums (cinema, television, etc.)

for the benefit of the trade union movement of the entire world'. Those promoting the scheme were inspired by the need to stress the human factor in industry and, in doing so, assist in the process of combatting the ignorance and prejudice found in all sections of the community which tend to slow down the march of social progress.

In pursuit of its aims, ILFI acquires, produces and distributes all films having a labour-social content irrespective of their origin or form of presentation (fictional or documentary). Inevitably, considering the wide diversity of conditions obtaining in various countries, the films with which the Institute is concerned cover an immense range. Basically however they have one thing in common: to present the world of labour with all its problems, daily struggles and aspirations.

ILFI holds a film festival every three years at which a selection of films is shown enabling delegates themselves to select those of special interest or significance for the group they represent and which ILFI then undertakes to procure for them. Three festivals have been held so far, in Hamburg, Vienna and (the latest) in Stockholm. The next festival will probably be in the spring of 1962, either in Belgium or in Israel.

### What Switzerland is




THE SWISS FEDERAL STATE is an association of free republics; it does not swallow them, it federates them. The cantonal republics maintain their individuality, and thereby they are the sources and pillars of our intellectual wealth, the strongest bulwark against intellectual uniformity. Our Swiss democracy has been built up organically from the smaller units to the larger units, from the township to the canton, and from the canton to the federal state. Next to federalism and democracy, Switzerland is based upon respect for the dignity of the individual. The respect for the right and liberty of human personality is so deeply anchored in the Swiss idea that we can regard it as its basic concept and proclaim its defence as an essential task of the nation.






### Democracy

 VIEWED SUPERFICIALLY democracy would appear to be nothing more than the operation of the 'majority rule principle' conferring the advantage that decisions on controversial subjects are made without recourse to violence. Seen in this light, it can be regarded as a necessary evil inasmuch as no-one seriously maintains that the simple process of counting votes in itself guarantees that the wisest decision has been arrived at in any given set of circumstances. To become reconciled to the democratic ideal as postulated here, it is essential that the internal peace of the community should be valued more highly than the desire to see personal ideas and interests realized at any cost; the individual must be imbued with the conviction that that which he has and holds in common with his fellow citizens is more important than that which keeps them apart; that nobody can claim a monopoly in matters of social conscience and appreciation of the true as opposed to the false. Only considerations of this kind can provide the foundation on which to build an appreciation of the relativity of one's own standards of judgement and tolerance for those of others – provided they do not in themselves endanger the operation of the democratic process – which constitute the essential prerequisites to the acceptance of the concept of majority rule.

*Richard F. Behrendt, writing in the monthly journal of the German Federation of Labour*

### Apartheid

 WHAT ABOUT MY OWN COUNTRY, the Union of South Africa, where live more than half of the white inhabitants of Africa, three million of them, 2,000,000 of them being Afrikaners, whose nationalists control with unabated force the destinies of 10,000,000 Africans, 1,500,000 'colored people' of mixed blood and 500,000 Indians?

In South Africa, approximately 1,000,000 white rural people own 80 per cent of the land, and approximately 3,000,000 tribal Africans own 12 per cent in community.

Some thousands of Africans were able in kinder days to buy small pieces of land in white areas, the so-called 'black spots', but the Government is determined to remove them. The land hunger of the black South African has been relieved to some extent by increasing industrialization and by employment on the spacious white farms, where African laborers are permitted to use land for crops and cattle.

The cry of the politically awakened black South African is today not primarily for land but for political power, but we may be sure that the power is wanted to give amongst other things access to the land. 'Mayibuye Afrika—Let Africa Return', the slogan of the banned African Congress, is closely concerned with the land. And there is the bitter saying:


'When the white man came, he had the Bible and we had the land; now we have the Bible and he has the land'.

The present Afrikaner Nationalist policy is to maintain supremacy in all the 'white' areas, the great cities of Johannesburg, Pretoria, Durban and Capetown, all the other towns and cities and villages and all the white farming areas, but to allow 'autogeneous development' in the 12 per cent of tribal areas. To maintain this supremacy, many race-discriminatory laws have been passed.

Can this policy of apartheid endure? I am sure it cannot. If it is gone on with, we shall certainly see more demonstrations of the kind that led to the Sharpeville disaster. Successful revolution seems unlikely, in view of the armed power of the modern state, but endemic unrest seems inevitable. I see no possibility that black South Africans, especially as they know what has happened in other African countries, will accept autogeneous development as their destiny.

*R. H. Raskin in the New York Times*


### An urgent need in the Congo

 WE BELIEVE that the economic and social consequences of the upheavals in the Congo call for aid from the United Nations on no less urgent and extensive a scale than does the need to restore law

and order. The working masses of the Congo cannot be held responsible for the failure of the Belgian authorities to foresee the realities of the transfer of power, nor for the scheming of ambitious Congolese politicians – with or without the connivance of the Kremlin. Yet, as always in such situations, it is the common people who are going to suffer in the first place. The United Nations is the only body capable of undertaking such a task without reviving anti-colonialist suspicions or disturbing the African balance of power. The need is urgent; let us act without delay.

*Free Labour World (ICFTU)*

### An instrument of social change

 IT IS OFTEN SAID that worker education is not an end in itself, but a means to produce individuals who are effective members of the societies to which they belong. This statement seems to suggest that the ultimate objective of education continues to change in accordance with the changes in the society. Most people would indeed agree that education is a powerful instrument of social change and that it should help to equip individuals for their respective responsibilities in society. However, as a definition of education such statements would be inadequate and even dangerous, particularly in times like ours when one cannot but be aware of the way totalitarians have exploited the name of education to achieve a rigid pattern of society with complete control of thought, speech and expression of the peoples under their rule. This obviously cannot be the aim and purpose of education.

*V. S. Mathur, ICFTU Director of Education for Africa*

### THE NEXT ISSUE

*The next issue of the ITF Journal will carry a full report on the recent ILO civil aviation conference by Assistant General Secretary Lawrence White*

# International Transport Workers' Federation

President: R. DEKEYZER

General Secretary: P. DE VRIES

**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

225 affiliated organizations in 71 countries

Total membership: 6,500,000

## *Aims of the ITF are*

Support national and international action in the struggle against economic exploitation and political oppression and to make international working class solidarity effective;

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

Seek universal recognition and enforcement of the right of trade union organization;

Defend and promote, on the international plane, the economic, social and occupational interests of all transport workers;

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

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

## *Affiliated unions in*

Aden • Argentina • Australia • Austria • Barbados • Belgium  
Brazil • British Guiana • British Honduras • Canada • Ceylon  
Chile • Colombia • Costa Rica • Cuba • Denmark • Ecuador  
Egypt • Estonia (Exile) • Faroe Islands • 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  
Venezuela • Zanzibar

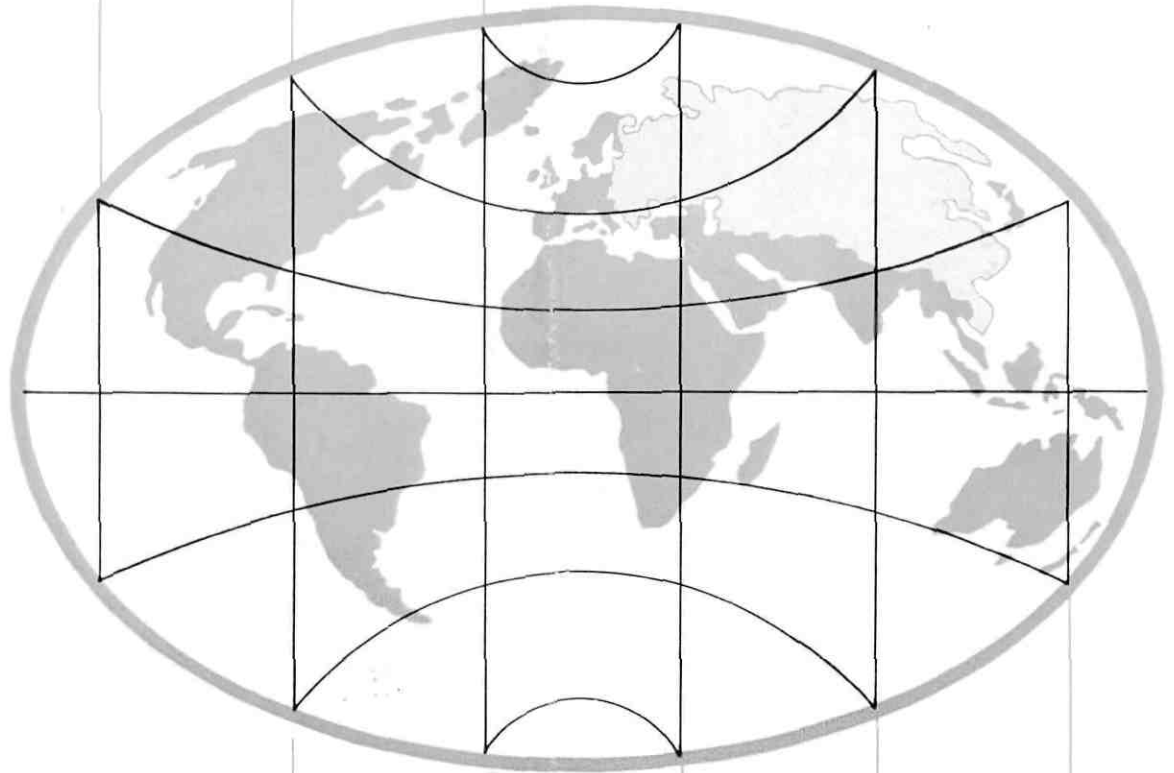
# Publications for the world's transport workers

International Transport Workers' Journal

Internationale Transportarbeiter-Zeitung

ITF Journal (Tokyo)

## Editions of Journal



Pressebericht

## Editions of Press Report

Pressmeddelanden

Communications de Presse

Transporte (Mexico City)

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