

Transport Workers' Journal

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Kuala Lumpur in Malaya was the scene last month of the ITF's second Asian Transport Workers' Conference (Photograph by courtesy Central Office of Information)



Monthly Publication of the International Transport Workers' Federation

**International
Transport Workers'
Journal**

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Monthly Publication of the ITF

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Forthcoming meetings:

Athens 9-13 January 1961
Enlarged Committee of the Railwaymen's Section

Comment

The passing year

THE APPROACH OF THE YEAR 1961 comes as a reminder that, whatever else may stand still, Time does not. It also prompts us, as we prepare to move forward into a new year, to cast our eyes back over the year 1960 - now drawing to a close - and briefly review what the passing year has brought us and what we carry forward into the next. Of particular significance for the ITF, of course, is the fact that 1960 was a Congress year. Inevitably such years tend to act as milestones - and the 1960 Congress was no exception. In particular it witnessed the departure of General Secretary Omer Becquere (to take over the office of General Secretary of the ICFTU) and the appointment of Pieter de Vries, former Director of Regional Affairs, to the post of ITF General Secretary. The simultaneous appointment of two Assistant General Secretaries, (Brother Imhof and White) has thus given the ITF Secretariat something of a 'new look' which all its well-wishers hope it will wear with grace.


These internal changes, however, are only of relative significance against the background of world events which set the scene for the ITF's activities. Here the spotlight has played with particular brilliance on the growing tempo of emergent national independence in Africa and the trade-union struggles in these territories. Of particular significance in this connexion has been the extent to which unions in the former colonial and mandated territories are looking to the ITF for help and guidance in their difficult tasks.

In Asia, the overthrow of the reactionary Rhee régime has presented South Korean trade unions with new prospects of development along democratic lines free from the tutelary shackles of an unsympathetic government. In Japan and India, meanwhile, the long-standing difficulties in labour relations in the public services - and in particular the question of the right to strike - continues to be a thorny problem.

Throughout the world generally, however, 1960 may be regarded as yet one more year in which the strength and solidarity of the free trade union movement has been amply demonstrated and not least in the extent to which more and more unions have through affiliation with the ITF proclaimed their adherence to the principles which inspire our world-wide Federation.

The Asian Transport Workers' conference



 PLANTATION HOUSE is a large modern building, standing in its own grounds some eight miles from the centre of Kuala Lumpur. It houses the offices of the Malayan National Union of Plantation Workers, the union's printing press and a large meeting hall with every facility, including, to the great relief of the European visitor, an efficient ventilation system. The Malayan trade union movement takes enormous pride, justifiably, in Plantation House. It is a great source of inspiration, an example of what can be achieved by energetic and devoted trade union leadership. It was a most appropriate place in which to hold the ITF's Second Asian Transport Workers' Conference where, inevitably, discussions were to be centred on the need to build strong and free unions throughout Asia.

Delegates to the Second ITF Asian Transport Workers' Conference before Plantation House, placed at the disposal of the Conference by the National Union of Plantation Workers.

The Federation of Malaya had other claims to act as host to the seventy-three delegates and observers from twenty-two Asian transport workers' unions who attended the ITF's Second Asian Transport Workers' Conference from 7 to 11 November. Its population is multi-racial, and harmoniously so. Its government is part of a parliamentary democracy and whilst not enjoying the unqualified support of the trade unions, which are non-political, at least has their respect and, where possible, their co-operation. The economy has great potential and by Asian standards is prosperous. Its people are unfailingly polite and hospitable. If there were faults in the Conference, none could be attributed to its venue nor to the Malayan organizations which were largely responsible for the arrangements and carried them out with cheerful efficiency.

The Conference lasted for five days, one

day of which was given over to sectional meetings. Five days are totally inadequate to cover Asian transport workers' problems in any detail. It would need ten times that to describe adequately the multitude of problems which the unions represented at the Conference have to face, let alone discuss their solution. Not only are the unions mostly young organizations, having to feel their way slowly through the processes of collective bargaining which older trade unions can perform almost instinctively, but the background against which they have to work is often confused and confusing, bedevilled by political actions and reactions. In many cases, they do not enjoy full freedom of action and, not surprisingly, the right to strike was one of the recurring themes during the Conference.

To Asian unions, the right to strike is as much symbolic as practical in its sig-

nificance. It is a hallmark of maturity and responsibility and for so long as it is withheld the unions will regard the managements or governments with which they deal suspiciously and cautiously. They do not want to strike for the sake of striking; they want the right to the ultimate weapon and the respect for their good sense which the granting of that right would imply.

Many delegates, particularly railwaymen, pointed to the absence also of adequate negotiating machinery and the widespread tendency for government enterprises in particular to take refuge in compulsory arbitration. The position in Japan, India, Aden and the Philippines was described and debated at considerable length and if the discussion was inconclusive, in the sense that few new ideas as to a solution emerged, it was no more than could be expected. The resolution which was eventually adopted on the issue of trade union rights said all that was to be said on the subject and lost nothing of its point or impact for the fact that it said nothing novel. Old tunes can still be good tunes.

The right to strike is of little use to unions too weak ever to use it. Despite undoubted progress over recent years, the proportion of Asian workers organized in free trade unions is still distressingly low. Transport workers tend to be better organized than others, but even so an enormous number have still to find a union's protection. And even where they are organized, their unions' energies are sometimes squandered in debilitating, and perhaps suicidal, squabbles with rival organizations. The appeal to Asia's transport workers embodied in one of the Conference resolutions aptly reflects the desire and determination of those present to build strong and free unions with the utmost speed.

The delegates recognized that the success or failure of such a campaign depended largely on them but of course the ITF too had a part to play. The resolution asking the ITF to intensify its efforts in Asia put forward some practical suggestions on how this could be done and the debates on this point were marked by a praiseworthy restraint and refusal to shift domestic burdens on to international shoulders. One delegate said to general approval that the Asian unions had no right to make demands on the ITF whilst they were still too weak to play their full part. The resolution itself referred to the ITF's manifold commitments in other parts of the world. These two facts alone speak volumes for the common-sense and down-to-earth nature

of the Conference discussions. From the thoughtful speech with which the Malayan Minister of Labour opened the Conference to the very end, there were mercifully few of impassioned oratory. Feet were pegged firmly to the ground and the Conference gained immeasurably as a consequence.

The resolutions on transport policy, working conditions in inland transport and West Irian speak for themselves. The resolution on aid to developing countries is perhaps more of a surprise to those outside the Asian region. The economies of a number of Asian countries face severe difficulties as a result of the interest and repayment commitments incurred by contracting loans to finance development schemes. There is growing resentment against the type of 'assistance' which becomes an enormous burden once its immediate palliative effect has worn off and a widespread feeling that the advanced countries have a duty to assist altruistically their less fortunate fellow nations, both because common or garden human sympathy demands it and because, in some instances, there is a moral obligation to make recompense for years of exploitation and oppression.

These are admittedly sketchy comments on discussions which ranged over an enormous and varied field. Yet, it is in any case questionable whether the sole value of such a Conference lies in what is said from the rostrum or in resolutions. In fact, the Conference had served sufficient purpose by taking place at all. It brought together delegates and observers from nine countries. They met one another, often for the first time. They made new friends and learned something of what went on in other countries. The exchange of experiences and ideas which flowed over the coffee tables was probably every bit as valuable as what was said from the platform. International brotherhood and solidarity take on a new meaning from personal contacts with fellow trade unionists from abroad. It is doubtful whether a thousand manifestos from the international trade union movement have as much effect. To those who attended the Kuala Lumpur



Bahaman bin Samsudin, Malayan Minister of Labour, is here seen greeting delegates and observers at the ceremonial opening of the Conference. He is flanked (left) by Pieter de Vries, ITF General Secretary, and the Honourable V. David, Chairman of the Conference, and (right) by K. V. Thaver, General Secretary of the Malayan TUC and G. Mapara (extreme left of photo), Asian Regional Secretary of the ICFTU. Conference venue was Kuala Lumpur, Malaya



The Honourable V. David, who heads the Transport Workers' Union of Malaya, is here seen addressing the Conference on his election to the office of chairman to the Asian meeting

Conference the ITF is a living, dynamic organization. The benefits to the unions and the ITF of the Conference will not be spectacular, but real and durable nonetheless.

Resolutions adopted at the Second Asian Transport Workers' Conference, Kuala Lumpur 7 to 11 November 1960:

I. AID TO DEVELOPING COUNTRIES

The Second Asian Transport Workers' Conference of the ITF, held at Kuala Lumpur, Federation of Malaya, from 7 to 11 November 1960,

NOTING THE FACT that in most countries of South-East Asia, the Middle and the Far East, in spite of great economic efforts by their peoples and considerable financial and technical aid from outside, the living standards mostly remain low and that therefore the paralysing effects of hunger, poor health, unemployment and floods are likely to turn faith in relatively speedy social improvement into despair,

IS OF THE OPINION that Governments in those areas, in setting targets for their development plans, often give priority to forced industrialisation by contracting foreign loans, whatever the price. The burden of the interest and the repayment instalments of these loans are often such that they substantially delay or even make impossible any rise in the living standards of the respective peoples. Results have in fact proved that despite considerable, though still insufficient, aid the gap between living standards of industrialised and developing countries has not only not narrowed but widened;

CONSIDERS that the building up of an ef-

fective transportation system constitutes one of the basic conditions on which general economic growth is made possible. A speedy and sufficient aid for this purpose should therefore be available to a great extent through UN-Development Assistance on most favourable conditions as far as interest rates, repayment terms and repayment currency are concerned. This would prevent the balance of payments of the recipient countries being so adversely affected that not only private investors become reluctant to bring in their share of investment, but that also improvements in social conditions are made impossible or at least dangerously delayed;

REGRETS THE FACT that the activities of the World Bank have up to now in this respect fallen short of the expectations of the peoples in developing countries. Its loans must, in respect to development of transport, be considered as too short-termed and charged with far too high rates of interest, while other conditions lead to the impression that a rigid and orthodox financial policy is being implemented. It is especially in the case of railways that these circumstances lead managements and governments to hold down the conditions of employment of railwaymen and generally delay their social advancement. This in turn often leads to disturbances and creates acrimony, opening the doors to undesirable political developments and communist intrusion.

The Conference

WELCOMES the fact that the International Bank for Reconstruction and Development, which it is convinced is the most suitable institution to provide loans without imposition of any conditions infringing the sovereignty or interfering with the domestic affairs of recipient countries, has increased the scope of its operations and widened its capital basis;

AND FURTHER WELCOMES the creation of a Special Fund to assist underdeveloped countries and the fact that recently the International Development Association

has come into being for the special purpose of overcoming the crucial problems arising from the deep indebtedness of developing countries, which without this special assistance could no longer contract new loans;

STRESSES that, for the sake of more rapid improvement of living standards, the conditions of previously contracted loans must be so altered that a bigger share of increasing productivity can be made available for social targets, such as higher minimum wages, housing, education, health, food and clothing;

EXPRESSES its deep gratitude to the International Confederation of Free Trade Unions for its endeavours on the question of investment in economically underdeveloped countries and the sound statement adopted in this respect by its Sixth World Congress, 1959, in which it was proposed that advanced countries should devote one per cent of their national income to assisting developing countries;

DECLARES that democratic principles require that the trade unions be given the opportunity to participate actively in the planning and execution of all development plans and in the work of public development institutions; and

URGES THE EXECUTIVE COMMITTEE OF THE ITF and, through it, the ICFTU, to direct their strength and efforts to convince governments of all economically advanced countries to substantially raise their contributions to the international institutions concerned with aid to developing countries so as to bring about not only the continual narrowing of the gap between the living standards of rich and poor countries, but also in order to strengthen the belief of the peoples in underdeveloped regions that economic advancement can best be achieved in a free and democratic society.

2. TRADE UNION RIGHTS IN ASIAN COUNTRIES

This Second ITF Asian Transport Workers'



Conference, held in Kuala Lumpur, Federation of Malaya, from 7 to 11 November 1960,

RECALLS that the Fourth Asian Regional Conference of the International Labour Organisation adopted on 22nd November 1957 a resolution which read:

'Noting with satisfaction that in many countries of Asia considerable progress has been achieved in working out and putting into effect national economic development plans,

'Bearing in mind that economic development and industrialisation of Asian countries raise many new social problems, whose solution is possible only with due regard to the interests of the entire population,

'Taking into account therefore the important role which can be played by trade unions in the working out and implementation of economic plans which serve the interests of all people,

'Expresses the hope that Asian Governments will invite or continue to invite representative trade unions and employers' organisations in their countries to assist in the elaboration of economic development programmes, in the work-

ing out of measures to implement these programmes and in the preparation of labour legislation'.

The Conference

Notes that the same ILO Conference adopted a report on labour-management relations, and the proposals contained therein, which stressed that the first principle on which good labour-management relations should be based was the ability to deal with mutual problems freely, independently and responsibly, and asserted that the development of free, independent, responsible and democratic organisations was thus an objective of social policy;

STATES that despite this report, little or nothing has been done by the Governments of most Asian countries with regard to the establishment of organisations of the type envisaged in the ILO report and that, on the contrary, in some states free trade unions have been hindered in their activities or banned completely;

IS FURTHER OF THE OPINION that the recommendations in the same report on the need for promoting collective bargaining, or machinery to facilitate the peaceful settlement of industrial disputes, on the need for good human relations at the level of the undertaking, and the suggestions concerning steps to these ends to be taken

Our photo shows ITF General Secretary Pieter de Vries thanking the Malayan Minister of Labour for his cordially welcoming words

by governments, employers' and workers' organisations, form a sound basis on which trade unions could flourish and work effectively; and whilst

APPRECIATING that in some Asian countries conditions prevail which may delay the ratification of ILO Conventions No. 87 (Freedom of Association and Protection of the Right to Organise) and No. 98 (Principles of the Right to Organise and Bargain Collectively),

CALLS FOR the prompt ratification and application of those Conventions in order to guarantee fully the trade union rights of transport workers in Asia,

REAFFIRMS its belief in the principles on which those Conventions rest;

APPEALS

(a) *to the Asian governments to devise ways and means of creating conditions, in the spirit of the ILO 1957 report, under which Asian workers may organise themselves in free and democratic trade unions and provide them with any help they need to overcome organisational difficulties so that the unions may take a responsible part in the social and economic advance of their respective countries; and*



Hans Imhof (one of the ITF's Assistant General Secretaries) is here seen introducing a report on recent developments in Asian inland transport

Part of the Conference in session. Nearest the camera may be seen some of the Japanese delegation



(b) to the International Labour Organisation to promote special missions to assist the governments and workers' organisations in Asia in solving their pressing problems;

REQUESTS THE ITF to make a comprehensive survey of the situation in Asian countries with respect to trade and the programmes of action through which trade unions hope to extend those rights, to disseminate the information obtained to ITF affiliates in Asia and thereby to foster mutual assistance and co-ordination of activities among them within the International Labour Organisation and its Committees with the purpose of securing and guaranteeing trade union rights in full.

3. TRANSPORT POLICY AND PLANNING IN ASIA

The Second Asian Transport Workers' Conference of the ITF, held in Kuala Lumpur, Federation of Malaya, from 7 to 11 November 1960,

IS OF THE OPINION that investment by governments in basic services and facilities such as transport, should have high priority among measures to secure well-balanced social and economic development in the countries of Asia and that such investment should not only be adequate but that loans should be made over a long term and at low rates of interest. The development of an efficient transport system embracing railways, roads, inland waterways, ports and airfields is one of the most important tasks in laying a foundation on which a vigorous economy can be built;

CONSIDERS that in giving priority to transport it is essential that there should be planning of the utmost care so as to prevent wasteful parallelism and an imbalance in development, with premature expansion on the one hand and neglect on the other;

IN VIEW OF the complex pattern of the transport industry as a whole, wherein public ownership prevails in some branches, whilst in others private undertakings make use of facilities provided by public funds,

such as roads, inland waterways, ports and airfields,

IS CONVINCED that it is imperative to set up in every country either a statutory regulatory authority, with the task of co-ordinating investment, services and available capacity so as to provide effective and reliable transport services at the lowest possible cost to the national economy, or to integrate the whole transport industry into a transportation enterprise owned by or under the direction of the government, thus eliminating wasteful competition and the mushroom-like growth of small privately-owned undertakings which, as experience in advanced countries clearly proves, pay no regard to social requirements or safety of operation;

EXPRESSES ITS HIGH APPRECIATION to the Economic Commission for Asia and the Far East for its activities in the field of transport in general and transport co-ordination in particular, which, with considerable assistance from the International Labour Organisation, the United Nations Technical Assistance Administration and

other specialised agencies, should make it possible, notwithstanding the manifold vested interests such as the motor manufacturing industry, road construction undertakings and the oil industry, to avert the unhappy experiences of commercialisation and cut-throat competition in transport which, with their deplorable social repercussions, have afflicted advanced countries;

APPEALS TO ASIAN GOVERNMENTS to participate fully in the work of all official international organisations and calls particularly upon the ITF's affiliated organisations in Asia to take an active interest in the work of those bodies, bearing in mind that the terms of reference of the Economic Commission for Asia and the Far East empower that body to deal with the social aspects of economic development and the inter-relationship of economic development and social factors; and

CALLS UPON THE EXECUTIVE COMMITTEE OF THE ITF to ensure, in consultation with the International Confederation of Free Trade Unions, that it obtains full informa-

tion on the activities of ECAFE and other international governmental organisations in Asia, so as to be able to give the union appropriate advice on matters of concern to them.

4. WORKING CONDITIONS IN INLAND TRANSPORT IN ASIA

This Second Asian Transport Workers' Conference of the ITF, held in Kuala Lumpur, Federation of Malaya, from 7 to 11 November 1960,

HAVING RECEIVED a Supplementary Report on the Development of the Various Forms of Inland Transport in Asian Countries based in part on a report on Conditions of Work in Inland Transport submitted to the Eighth Session of the International Labour Organisation Asian Advisory Committee (New Delhi, November 1957), and

NOTED WITH DISAPPOINTMENT that there has been no progress since that meeting of the Asian Advisory Committee with regard to the ratification of ILO Conventions No. 1, on hours of work, No. 14, on weekly rest, No. 17 on workmen's (accidents) compensation, and No. 95 on protection of wages,

URGES the governments of Asian countries to ratify these basic instruments and to take steps immediately to improve national legislation accordingly.



Bro. Joe Soares, ITF Asian representative, is here seen reporting to the Conference on the most recent developments on the Asian scene

THE CONFERENCE FURTHER

REQUESTS THE ITF EXECUTIVE COMMITTEE to impress upon the Seventh Inland Transport Conference of the International Labour Organisation, May 1961, the appalling working conditions prevailing in much of the Asian Inland transport industry and to

CALL UPON THE INTERNATIONAL LABOUR ORGANISATION to make a thorough investigation into these conditions, thereby facilitating efforts by trade unions to raise the living standards of the workers concerned.

5. INTENSIFICATION OF ITF ACTIVITIES IN ASIA

This Second Asian Transport Workers' Conference of the ITF, held in Kuala Lumpur, Federation of Malaya, 7 to 11 November 1960,

HAVING CONSIDERED the General Report of the Asian Secretariat and the views expressed by delegates to the Conference,

HAS NOTED with satisfaction that the First Asian Conference of the ITF, held in Tokyo in 1955 and the subsequent efforts of the ITF representatives in Asia led to a considerable increase in the number of ITF affiliates;



Brother S. Guruswami of the All India Railwaymen's Federation emphasises a point during a stirring speech to the ITF Asian Conference

Whilst appreciating that the ITF has manifold commitments to other regions throughout the world, taxing its resources, financial and otherwise, to the utmost, is nevertheless

CONVINCED that the work of organising and assisting transport workers' unions in the region must be intensified both to consolidate the gains which have been made and to make further progress.

THE ITF EXECUTIVE COMMITTEE IS THEREFORE REQUESTED to consider urgently how this can best be done and in particular to investigate the possibilities of convening Asian Regional Conferences at regular intervals, of creating consultative and advisory bodies at regional or sub-regional level, and especially of adding to the strength and activities of the Secretariat in Asia.

6. APPEAL TO TRANSPORT WORKERS IN ASIA

This Second ITF Asian Transport Workers' Conference, held in Kuala Lumpur, Federation of Malaya, 7th to 11th November 1960,

DECLARES that despite great efforts on the part of the Asian peoples, the standard of living in most Asian countries has remained, for many millions of workers, abysmally low, far below that which the free trade union movement would be prepared to accept as a bare minimum, and

WHEREAS a strong and democratic trade union movement, willing and able to play an active and responsible role in the economic and social development of Asian countries, is essential if the present disgraceful poverty of countless Asian workers is to be wiped out,

THE CONFERENCE THEREFORE

ADDRESSES AN URGENT APPEAL TO THE TRANSPORT WORKERS OF ASIA to undertake a 'Solidarity, Freedom and Progress' Campaign with the following aims:



- (1) to organise and develop democratic, free and strong trade unions and to bring them into the world transport workers' family, the ITF;
- (2) to iron out domestic differences which in some cases have resulted in the fragmentation of the free trade movement, thereby handicapping the social progress of the workers involved;
- (3) to guard constantly against outside intrusion in their unions' affairs by any political and undemocratic elements;
- (4) to fight by these means to put a speedy end to the hunger, misery and exploitation which still afflict millions of Asia's peoples;

STRONGLY URGES AFFILIATED UNIONS to furnish the ITF with regular reports on the progress of the campaign and especially on possible or actual difficulties so that the Solidarity, Freedom and Progress Campaign may be effectively directed and co-ordinated among the ITF's affiliates; and in conclusion

CALLS UPON THE ITF EXECUTIVE COMMITTEE to take all appropriate steps, in close co-operation with other International Trade Secretariats and the International Confederation of Free Trade Unions, to ensure that the Solidarity, Freedom and Progress Campaign is made a success in Asia and to make a particular effort to assist unions in overcoming organisational difficulties, in training union officials and by supporting the unions in disputes.

7. WEST IRIAN

The Second Asian Transport Workers' Conference of the ITF held in Kuala Lumpur, Federation of Malaya, from 7th to 11th November, 1960,

HAVING CONSIDERED the West Irian dispute on the basis of a proposal from the Indonesian Railwaymen's Union, PBKA,

REAFFIRMS the ITF's position that colonialism in any form must be opposed, and that the establishment and growth of free trade unions in Indonesia must be supported;

GIVES ITS FULL SUPPORT to the Resolution on West Irian adopted at the ICFTU/ARO Conference held in Manila from 28th October to 4th November, 1960;

CALLS UPON THE ITF EXECUTIVE COMMITTEE to take appropriate steps in the light of the ICFTU/ARO Resolution.

New Israeli Shipping Act

ANCHOR AN ACT DESIGNED to form part of the new Israeli maritime code has been passed, which lays down that every Israeli ship must be entered in the official register and in order to qualify for registration the ship must be owned by Israelis; no foreign-owned ship may be registered in Israeli. A vessel can be registered while still under construction so that money can be raised for completing her. The Act also lays down the debts that may be secured by

a lien on ships – legal expenses, port charges, crews' pay, salvage costs, compensation and supplies and services, except in home ports. The names and numbers that must be affixed on Israeli ships also come under the jurisdiction of the Act and provision is made for rules on the wearing of the nation's flag, which has to be flown when entering or leaving Israeli or foreign ports and on other specified occasions.

Other measures due to be legislated and incorporated in the new maritime code, replacing outdated Ottoman and British Admiralty ordinances, will include qualifications of seamen, safety at sea, disciplinary measures on board ship, limitation of shipowners' liability, and seamen's social conditions.

Amalgamation of Greek railways

TRAIN IT IS UNDERSTOOD that the Greek government will shortly introduce a bill to merge the Greek railway systems. The state railway system, which covers all the ordinary gauge track and the former Franco-Hellenic railway, are to be merged with the narrow gauge Peloponnesian Railways, which are also owned by the state. This will result in considerable saving and reduce administrative complications.

Unemployment insurance

GLOBE THIS WAS INTRODUCED INTO SWITZERLAND just before the first World War and is administered by recognized funds in collaboration with the cantons and under the supervision of the Confederation. In 1956, there were 183 of these funds – fifty-nine public, the others trade union and mutual benefit funds – protecting a total of 633,000 insured persons. These funds, which paid out four million francs by way of compensation in 1956, are subsidized by both the Confederation and the cantons. The latter are empowered to make this insurance compulsory, a possibility of which most of them have availed themselves. The Federal Law lays down who is entitled to be insured, and the amount of the daily compensation to which the insured has a legal right.

The International Seafarers' Charter

ANCHOR RECOGNITION ON THE PART OF SEAFARERS' UNIONS of the need for international regulation of conditions of employment at sea found expression in the years before the 1939-45 War in repeated attempts to get shipowners to acknowledge the international character of the trade they were engaged in and an acceptance of what might be thought logically to follow: international agreement on minimum standards. Unfortunately little headway could be made against the shipowners' reluctance to discuss these matters with seafarers' representatives on either the national or the international plane. Attempts to get the problem aired in the ILO met with little success.

Realization among seafarers of a community of interests was inevitably strengthened during the war years. It led to the holding of a Joint International Seafarers' Conference in London in December 1943 at which it was decided to draw up an International Seafarers' Charter setting forth minimum standards regarded as worthy of international acceptance and observance.

The draft Charter, duly prepared by a

joint committee of the ITF and the International Mercantile Marine Officers' Association (a body which subsequently merged with the ITF) covered the full range of subjects of vital concern to all seafarers: wages; continuous employment; entry, training and promotion; hours and manning; accommodation, hygiene and medical services; safety at sea; social insurance; and the formulation of a demand for recognition of seafarers' organizations. It also recorded what were regarded as the rights and obligations of seafarers.

Following full discussion, the proposals contained in the Charter were adopted by representatives of twelve maritime countries at a conference held in London at the end of July, 1944, and shortly after published in booklet form under the title 'The International Seafarers' Charter'.

With their experience of shipowner and government reluctance to sit down with seafarers' representatives and discuss the industry's problems, including the human problems of those earning their living by service at sea, seafarers' unions generally were under no illusions as to the uphill nature of the job which lay before them in securing recognition of the basic demands set out in the Charter and their translation into international instruments on which national legislation could be based. It is significant, however, that the years following the appearance of the Charter have seen the adoption by the ILO and the Joint Maritime Commission of a number of Conventions, Recommendations and Resolutions which, to the extent that they have been translated into national legislation, are both a tribute to the pioneer work of the ITF and its associated unions and an indication of a changed atmosphere in labour relations in the industry itself.

The ITF's preoccupation over the years has been to secure international acceptance of desirable minimum standards safeguarding the conditions of those employed in the industry in anticipation of seeing these recommended standards regulated by means of national legislation. The Seafarers' Section of the ITF has consequently kept a careful watch over progress made

over the years in terms of the standards formulated in the Charter.

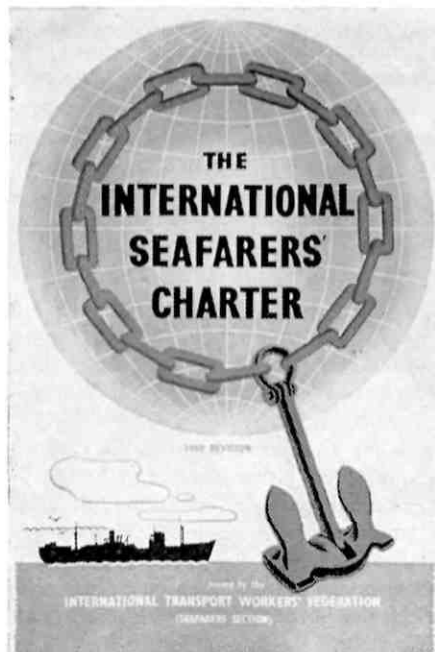
This continuous review of the changed conditions in the industry since the 1944 Charter was drawn up has led the Seafarers' Section to revise the Charter. It now appears in the form of the *International Seafarers' Charter (1960 Revision)*. Specimen copies, available in the English language only, have been sent to affiliated unions. Provision is made in the make-up for the inclusion of a foreword, the text of which may be supplied by individual affiliated unions. It is hoped to make the booklet containing individual union forewords available to unions at cost price, estimated at between one shilling and one shilling and sixpence a copy. Unions whose interest is in a language other than English have been invited to consider production of translated versions of the Charter at their own expense.

New Nautical School for London

ANCHOR THE LONDON COUNTY COUNCIL hopes to build a new Nautical College in the heart of London's shipping and business area on Tower Hill. The new college would bring together all London's facilities (outside the London Nautical School) for the training of apprentices, mates and masters. It is hoped too that there may be room nearby for the erection of a hall of residence which could be used in conjunction with the college.


But though London is now to have a new look in its sea training programme, it is lagging behind other parts, such as Cardiff, South Shields, Bristol, Southampton, Warrsash, Plymouth, Lowestoft and Grimsby, where new buildings have risen and courses have been revised and brought up to date. Up and down the country there is evidence that in the field of nautical education at least those responsible are alive to new trends and ideas.

It may appear strange that the capital city should be failing to show the way in the matter of nautical training. This, however, is typical of the somewhat haphazard nature of developments in this field.



Sir Thomas Yates retires



 AT THE END OF THIS YEAR, Sir Thomas Yates, General Secretary of the British National Union of Seamen, is retiring from office.

Sir Tom, who is now 64 years of age, has been General Secretary of the British National Union of Seamen since 1948, having been appointed acting General Secretary the previous year. He has thus served the NUS in this high capacity for some thirteen years and his premature retirement is the result of a personal decision made last year. Since this decision was based on considerations of health, the expression of good wishes and future happiness which Sir Tom carries with him into retirement from his many friends in the ITF and elsewhere assume particular warmth.

Tom Yates was born at Wallasey, Cheshire, in September 1896. He went to sea at the age of seventeen and served until 1929

when he came ashore to take up full-time duties as an official of the National Union of Seamen. During that period he served

in a number of ships and in a wide range of capacities, most of them in the catering department – a wealth of experience which was to stand him in good stead in his future tasks first as branch and district secretary and subsequently as General Secretary of the 60,000-strong NUS.

This wide range of experience is also reflected in his trade union career with appointments to the office of NUS branch secretary in 1930 and NUS representative in the United States in 1937. Returning to the UK in 1940, Tom Yates became District Secretary (Scotland) in 1941, National Organizer in 1942, Assistant General Secretary (Catering Department) in 1944, Acting General Secretary in 1947 and was elected General Secretary in 1948.

Throughout his long trade union career, during which he has served the seafarers' cause with tireless devotion, Sir Thomas has made many friends both on the national and international front who can but hope that his retirement from active participation in trade union affairs will not mean an end to an association going back over many years and during which he has made such valuable contribution to their counsels.

In particular, the ITF is proud to record its sense of indebtedness to Sir Tom for the years of work he has performed as Chairman of the Management Committee, member of the General Council and Chairman on so many occasions of the Seafarers' Section. Whilst recording his contribution to the shaping of the ITF Seafarers' Charter, it is fitting that we should also recall and pay tribute to his efforts on behalf of seafarers on the international plane in connection with such bodies as the ILO Joint Maritime Commission and the WHO Hygiene Committee.

Sir Tom has carried out his tasks in the international field with the same selfless and conscientious application which he has brought to his many and varied activities in the general and maritime trade union sphere in the United Kingdom. Small wonder then that his name should have figured in the 1959 New Year's Honours List as recipient of a knighthood (CBE). It

(Continued on the next page)

British hospitality

by HANS IMHOF, Assistant General Secretary



IT IS NO LONGER UNUSUAL FOR EUROPEAN TRADE UNION LEADERS to come to London occasionally to take part in discussions or conferences of one kind or another. But they generally have little time or no opportunity to look around a bit to get a better idea of the country, its people, customs and usages. And one needs this closer contact and time to travel around if one is to gain a clear impression confirming or refuting what one has heard and read about England.

The Continental European who has never been to England has, it must be confessed, the oddest notions of what the typical Englishman is like: he smokes a pipe, he is reserved, easy-going and unlikely to lose his temper in an argument; he is very conscious of the fact that his ancestors founded the British Empire: he is a 'gentleman' and, as such, he does not work very hard. The visitor to England will, if he has kept his eyes and ears open during his stay, return home with the impression

that the typical Englishman smokes cigarettes just like anybody else, and that pipes are smoked by the very old and by certain of the very young; with any luck, he will have found that the Englishman is not so reserved as he had imagined and that he is perfectly capable of losing his temper, although not usually over trifles: the visitor will need to have been extremely unlucky to have met any living version of that caricature of the English Gentleman who is complacent and drops

The group of trade union officials from railway unions in Austria, Belgium, Denmark, France, Germany, Holland, Norway, Sweden and Switzerland which recently visited Great Britain on the invitation of the National Union of Railwaymen. Brothers Greene and Evans of the NUR are seated in the centre of the front row

discreet references to his ancestors, although he will have needed no more than average luck to have run into an average proportion of courteous and considerate people. In short he will find the 'typical' Englishman very much like the people he knows at home and that most Englishmen have, unfortunately, to work very hard indeed.

With these preliminary comments, however, I am anticipating the short account of some impressions which a fair number of my colleagues recently took home from a ten-day journey through Britain. The trip took place at the end of May and beginning of June this year and in retrospect it seemed such an enjoyable and worthwhile trip that I wanted to postpone writing about it until dull autumn made memories of sunny days especially pleasant — and we had good weather throughout our

(Continued from page 273)

was an honour well earned as a recognition of his work on the British labour scene and in keeping with the distinction conferred upon him in 1957 when the British TUC elected him chairman for the year.

Sir Tom thus carries with him into

retirement the satisfaction of a job well done. With him go the best wishes of all those who knew him coupled with the hope that he may soon be restored to full health and vigour. We are looking forward to seeing him again and being able to welcome him as 'an old friend' at our counsels.

One of the new kitchen buffet cars which have now been placed in service on certain British trains, and which provide continuous light refreshments as well as restaurant services (Photograph by courtesy of British Railways)

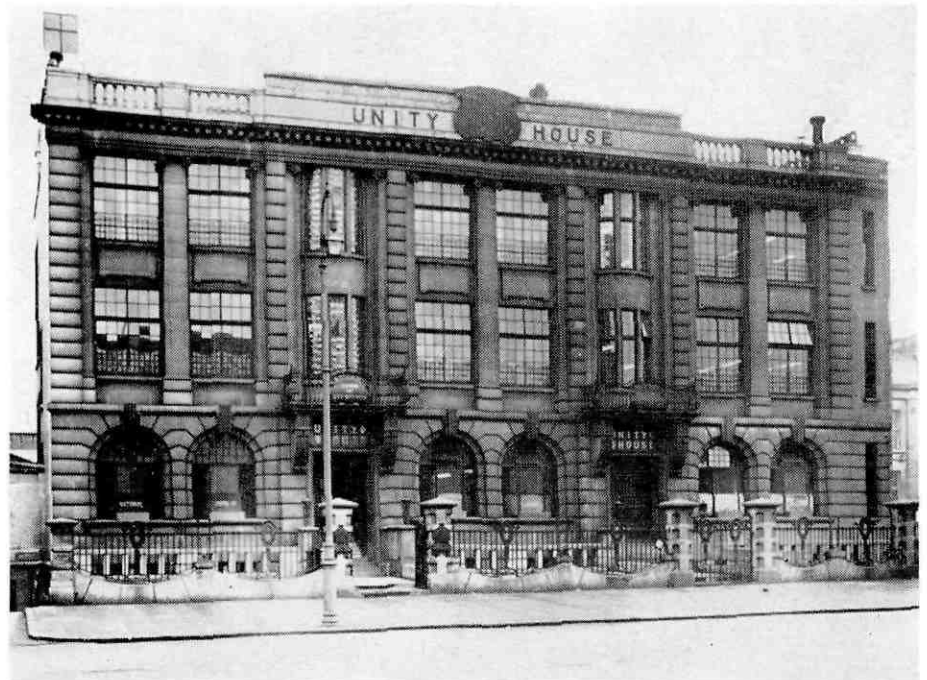


the industrial port of Glasgow where the next day, Sunday, a spectacular boat trip through the Firth of Clyde awaited us. No alcohol is served in Scotland on Sundays, so our trip was completely 'dry'. (I have since learned that as *bona fide* travellers we were entitled to be served with alcoholic drinks during approved hours. Alas! the boat carried no refreshment of this kind. As the party wag said, it was a case of water, water everywhere but not a drop to drink).

After the wild beauty of the Scottish mountains and lakes, we went on a coach trip in the most beautiful sunshine to the Lake District. Keswick, Windermere,

in a mine which Stephenson built as early as 1822. A visit to the world-famous cathedral with its beautiful stained glass and to the unique castle museum, where even a whole old-city street has been reconstructed, completed our visit to York. We then continued through the mining areas of Durham and Cumberland to Edinburgh, Scotland's incomparably fresh and beautiful cultural centre and university city. A visit to the castle, where in the most beautiful weather we watched the changing of the guard, brought home to us the important rôle which this perfect natural fortress played in the eventful history of Scotland.

After a look at the huge railway viaduct over the Firth of Forth, almost two and a half kilometres long, which today, seventy years after it was built, is still a technical masterpiece, we went by coach into the heart of Scotland's beauties with their unique, un-English names - Trossachs, Loch Lomond and Balloch. Then down to



Unity House, the London headquarters of the National Union of Railwaymen which acted as host to ITF railwaymen's leaders from the European Continent. The NUR, with its more than 350,000 members spread over a variety of grades, is the largest of the three British railway unions

trip. (So much for those who said that if we did not get rain it would be because of the fog!).

The British National Union of Railwaymen, which has over 350,000 members and is one of the oldest of the ITF's affiliates, had invited leading officials of railwaymen's unions in Austria, Belgium, Denmark, France, Germany, Norway, Sweden and Switzerland and myself to meet - for a change without a formal agenda. This idea evidently filled a need, for everybody accepted the invitation.

We met, of course, in London, where the guests, most of whom were accompanied by their wives, were warmly greeted by the representatives of the NUR executive, led by President, Bro. C. W. Evans, and General Secretary, Bro. Sid Greene. Bro. Gee of the NUR was in charge of the arrangements.

The first few days were devoted to sightseeing and informal, 'get-togethers'. A particular high spot was a visit to Covent Garden opera, where an outstanding performance of *Aida* was given, followed by an excellent dinner. A speech from Sid Greene greeting the guests was replied to by the Section President, Richard Freund, whilst an address from Sir Brian Robertson, Chairman of the British Transport Commission, on the problems facing the railways, and a reply by Philipp Seibert, a trade unionist and President of the governing body of the German Federal Railways, completed the formal side of our meeting.

Then we began our journey, by rail of course, for only this means of travel offers so much: a pleasant trip across country, freedom to move around, a view of the landscape, punctuality and safety. (Talking about punctuality, that's how I come to miss the train!). Our first stop was at York. Here we saw the great central signal-box, the first of its kind in Great Britain, which has had several imitators. There followed a visit to the railway museum, for we were now in the country of Stephenson, the inventor of the steam locomotive and consequently of the modern railway. In the museum there is a locomotive for use

Kendal, the jagged mountains, the blue lakes, the surrounding forests and meadows will remain in all our memories for a long time. What most surprised and pleased us was the fact that a foresighted policy of nature preservation has seen to it that no private building or weekend houses spoil the approaches to the lake shores and the beauties of the landscape generally. Here they are kept for the public.

Our last port of call was the holiday resort of Blackpool, that fresh and lively tourist centre on the Irish Sea. From there we returned to London, a long but pleasant railway journey in an extremely comfortable dining car. Here a farewell dinner awaited us, where we had the opportunity of thanking the members of the NUR Executive Committee for their hospitality. We had all enjoyed ourselves very much.

The memory of the journey made a deep impression on us and some of us were surprised by what we learned. Everywhere

we were met with an atmosphere of friendliness and helpfulness, particularly on the part of the railway staff, in the dining car and the hotels. Accommodation, food and drink were of outstanding quality. They demolished the unkind myth that at table on the continent one finds good food but in England only good manners. There were no complaints about our manners and we certainly had none about the service offered. The organization of the get-together went well to the last detail, and for this we can thank particularly Brother Gee and his wife Betty. There were few afterdinner or other speeches, and those that were unavoidable were short and humorous. Bros. Evans and Greene and Mrs. Greene were always available to give explanations and information. Such friendly meetings have no agenda; but their informality and freedom from the pressures of time, not only strengthen international friendship they also contribute to better knowledge and the

solution of our trade union problems

Equal forces

THE RIGHT TO DIRECT, where it involves wages, hours or working conditions, is a procedural right. It does not imply some right over and above Labor's right. It is a recognition of the fact that somebody must be boss; somebody has to run the plant. People can't be wandering around at loose ends, each deciding what to do next. Management decides what the employee is to do. However, this right to direct or initiate action does not imply a second-class role for the union. The union has a right to pursue its role of representing the interest of the employee with the same stature accorded it as is accorded management. To assure order, there is a clear procedural line drawn: the company directs and the union grieves when it objects. To make this desirable division of function workable, it is essential that arbitrators do not give greater weight to the directing force than the objecting force.

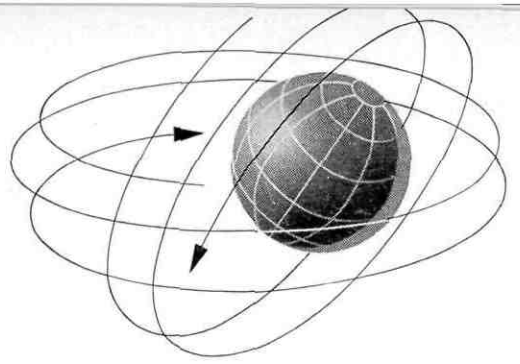
Keep the door closed

IN REALITY THE OPEN SHOP ONLY MEANS THE OPEN DOOR through which the union man goes out and the non-union man comes in to take his place. The open shop furnishes, and has always furnished, the best possible means of destroying the organization of the men. The closed shops are the only sure protection for the trade agreements and the defence of the individual.

To prevent trade unionism from being conquered in detail, to keep its members from being thrown out through the open door, to maintain the best conditions in shop and mill and factory and strive for others - better still, to save the workman from long hours of toil, all these need the effort of every union man; and without the right to protect themselves in a closed shop or refusing to work with those whose weakness or stupidity make them unfaithful to their class, trade unionism cannot hold that which it has won, still less go forward to greater victories.



First stop on the group's rail journey through Britain was at York, where they inspected the huge central control room of the York signalbox. This controls 33¼ miles of track in and around the city of York, one of the towns the party visited (Photograph by courtesy British Railways)



German railwaymen want shorter working hours

GERMAN RAILWAYMEN are at present campaigning vigorously for a staged introduction of the 40-hour week. Critics have not been slow to allege that these demands can only add to the economic difficulties of the German Federal Railways. In a recent reply to these criticisms the IFF-affiliated German Railwaymen's Union argue that their demands are perfectly consistent with a sound programme for putting the Federal Railways on their feet again. Quite apart from the fact that it is morally indefensible that the railway rehabilitation programme should be carried out at the railwaymen's expense so that they end up by paying the entire bill for improved amenities which benefit the community as a whole, it is clear that even the most perfect of all possible railways requires staff to run it and, in the last



German railwaymen, refuting statements that their claim for shorter working hours would add to the railways' economic difficulties, have pointed out that even the most perfectly-run industry requires staff but is unlikely to attract them if it offers longer hours and less pay than in other comparable industrial concerns

resort, how are the railways to attract the staff if all they can offer is less pay and longer hours than in other jobs?

Frogmen into Farmers

IN A PAPER PRESENTED TO THE BRITISH ASSOCIATION, Professor Sir Alister Hardy has predicted that the time is not far off when the seabed may be farmed by frogmen operating tractor trawls sent down from parent ships above. Refinements of this prospect of revolutionizing the fishing industry include: devices to be pulled over the seafloor which will eradicate creatures which take food from the more valuable fish – pest extermination in fact; nursery tanks for rearing young fish beyond the most vulnerable age; and 'transplantation' of these fish using ships with specially fitted tanks.

Assuming international co-operation on a project of this sort, Sir Alister estimated that this form of sea-farming could ensure a splendid harvest.

Help for Italian fishing industry

DESIGNED TO IMPROVE AND ASSIST THE DEVELOPMENT of the Italian fishing fleet, a series of laws have been promulgated under which the loans obtainable by Italian owners for the replacement of old boats have been increased enormously. The programme as envisaged takes effect from this winter fishing season and will continue to 1964-5.

Ten thousand million lire have been earmarked for this purpose and any company can apply for loans amounting to ten millions. The loans are available for owners ordering new ships for construction in Italian shipyards either for fishing boats or fish transport. To qualify, the boats concerned must have a steel hull, be at least of 400 tons gross and powered with a motor of at least 800 h.p.

Loans are also available for new equipment for existing boats. Similarly, the provision of new motors, nets, auxiliary motors or other gear can be obtained, as well as shore equipment such as the building of new cold stores or canning and distribution centres. Repayment is over 15 years.

There is also provision for loans for certain smaller vessels, but these are subject to a limit of forty per cent of the actual outlay incurred. In addition, further sums are set aside for loans up to thirty-five per cent of the total cost for the provision of quick freezing equipment on board existing vessels of over 400 tons gross.

Fewer Greek seaman unemployed

THE REVIVAL OF THE INTERNATIONAL SHIPPING TRADE, coupled with the transfer of Greek-owned ships to the Greek flag, has meant a considerable increase in the number of Greek seamen employed. According to statistics issued by the Ministry of Merchant Marine, during June this year the number of Greek seamen employed was 19,116 as against 18,460 for the previous month and 9,650 for June last year, i.e. the numbers have almost doubled since last year. Parallel with this development, the number of unemployed Greek seamen in home ports, which in June 1959 was 10,859, had dropped to 5,637 by June this year, i.e. was approximately halved.

Safety at sea


THE NORWEGIAN MARITIME TRADE UNIONS and the country's ship-owners have together set up a committee whose function it will be to make seafarers more keenly aware of all the possibilities of accident there are on board ship and of what they themselves can do to avoid these accidents. Besides inserting regular notices in union journals and distributing specially prepared brochures, the committee is planning to make a film on the subject. It also intends to produce a handbook presenting all the most important regulations concerning safety at sea in an easily understood form.

Germany plans atomic ship

GERMANY IS THE LATEST IN THE FIELD with plans for an atom-powered ship. Plans are expected to be ready by summer next year and a test vessel would then be built to determine whether atom-powered merchant vessels


are an economic proposition. Some £693,000 will be spent on completing the plans, and more than £3m. on construction of the trial ship. Tests will cost a further £700,000.

Steady research required

 IN A PRESIDENTIAL ADDRESS DELIVERED to the Institution of Engineers and Shipbuilders, Mr. J. Brown examined the possibility of sensational future advances in shipbuilding in the light of the industry's history. He did not see that there was any likelihood of an entirely novel innovation in ocean transport in the immediate future – ships of the kind now being produced would continue to constitute the most important means of transport over the globe, he thought.


The idea incorporated in the hydrofoil craft of lifting the main hull clear of the water surface to reduce water resistance had been carried a stage further in the widely publicized new hovercraft. This invention was a radical breakthrough, but, the speaker stressed, there was need for very considerable further research and development work. He predicted that much interest would be focused on its successive stages of advancement, particularly as increase in size was attempted. He thought short sea ferry services might be regarded as an attainable goal, although ocean-going craft were a more distant objective.

Frozen char from the Arctic


 A YOUNG ARCTIC INDUSTRY only two years old, started as an experiment among Eskimos with no experience in commercial fishing, consigned 75,000 pounds of char to a Montreal fish-broker this summer. The catch is the produce of two Eskimo fishermen's co-operatives at George River and Port Burwell, Quebec, and fishermen at Frobisher Bay on Baffin Island. This latter group are intending to form a co-operative next year. The char season is short – about a month – and this means fast and furious work to get the catch landed, frozen, wrapped, boxed and sent southwards, destined to appear as a gourmet dish on tables all over North America.

It all started in 1958 when a small consignment of 1,500 pounds was shipped to Montreal to test the market. Within days a repeat order came in. There was no more – then. But the Industrial Division of Northern Affairs in Ottawa, sponsor of the project, had established that a market existed. Eskimos, to whom the idea of commercial fishing was wholly new, were interested; from then on it became a case of solving the many technical problems involved in setting up commercial fisheries in the Arctic. The present partnership between Eskimo fishermen and their advisers will continue until the fishermen gain the experience to operate entirely on their own.

College for airline pilots

 A NEW COLLEGE HAS RECENTLY BEEN OPENED IN BRITAIN to prepare school leavers and university graduates for pilots' careers with civil airlines. This College of Air Training at Hamble, Hampshire, is State-supported, being sponsored jointly by the Ministry of Aviation, BOAC and BEA, and supported by the independent airlines. It has so far accepted for training 42 students in two batches of 21, who are being taken on by BOAC. Subsequently BEA and BOAC are each expected to take about 50 cadets a year. Independent and Commonwealth operators are also likely to require cadets from the College.

No longer by hand

 MORE AND MORE MACHINES to do the work of fewer and fewer men is the 'sign' we live under today. It is in this context that the drive for the shorter working week assumes its fullest significance. Examples of the increasing introduction of machines to do the work formerly performed by workmen – mostly laboriously by hand – come to us from all quarters. Naturally some industries are more highly mechanized than others for the simple reason that some industries more readily lend themselves to mechanized processes. By the nature of things the transport industry is not among the most highly mechanized – it is, so to speak,




The mechanized handling of grain at this British milling company means that now one man does in less than an hour what it formerly took three men to do in twice the time. Manhandling is rare nowadays (Photo reproduced by courtesy of Messrs. A. and W. Evans, millers, Leicester)

already fairly advanced in that direction with lorry and train, towboat and crane, doing the hard work of pack-horse and human muscle.

Refinement on the overall mechanized picture however continue to be introduced on the transport scene. The latest to come our way is pictured here. As described in *Target*, the bulletin of the British Productivity Council, our photo shows a ten-ton bulk road carrier being filled with grain (the process taking five minutes). Railway trucks arrive fully loaded on the siding (right) and their contents are discharged at the rate of forty tons an hour. The conveyor in the centre of the railway track has two inlets to coincide with the discharge points of the waggons. It feeds into the hopper at the end of the track. From there the grain is taken by another conveyor to overhead bins from whence it is discharged by gravity feed into the bulk road carriers for transport to the mills.

This mechanized picture compares with the former procedure when the grain was received in bags by road and rail and unloaded manually. Under those conditions it took three men two hours to unload fifteen tons of grain. Now one man requires less than an hour.

The Argentine railwaymen's union reports

 THE ARGENTINE RAILWAYMEN'S UNION (Unión Ferroviaria), which is only waiting for its next Annual Conference to propose re-affiliation to the ITF, having been obliged to leave after military intervention in the union's affairs, presented to our Congress several reports through the agency of a delegate from its sister organization, 'La Fraternidad', Brother Antonio Di Santo.

Because of their importance and because we think that their publication is of interest to transport workers in general and to those in the railway industry in particular, we reproduce below the texts of two of the three reports which were submitted.

Hygiene and safety of work in Argentine railway undertakings

A serious, responsible and detailed investigation carried out by doctors, engineers and industrial chemists in our country, with the close collaboration of trade union advisers and workers, into the conditions of hygiene and safety in which railway employees work, has come to the conclusion that the jobs are performed in highly unhealthy and dangerous conditions. Working conditions in our country are much worse than those which existed at the end of the last and the beginning of this century – this at a time when science and technical knowledge have put at the service of the working man the most modern methods of protection and safety.

This conclusion is all the more unfortunate when one reflects that we are speaking of an industry which has been an employer of labour for 100 years, and which because of its important position ought to be a source of pride to the nation. This problem becomes even more serious if we take into account that the railway companies are at present controlled by the State, among whose indisputable duties towards the community is that of promoting and protecting the health of the population.

In this brief description of the position, we would stress the following points:

- 1) *Investigation of the general conditions in which railway employees work.*
- 2) *Social and historical background to the problem.*
- 3) *Action of our trade union organization in its struggle to safeguard the health of the workers.*

With regard to the first point, we would point out that anyone who is in contact with the workers on the shop floor will be able to appreciate the unsatisfactory health

conditions in which they work and the dangers of the different substances which they handle.

It is possible to find workplaces where structural deficiencies are the cause of bad conditions. They encourage stuffiness or air pollution, or expose the workers to the slightest climatic variations, some workshops being practically in the open air. Other instances are:

- Air pollution in the workshops, caused by gases, poisonous vapours and residues which are not disposed of in their place of origin, and lack of adequate means of protection against them;
- Sealed rooms, which have to be so because of the nature of the work being performed, but which do not have adequate ventilation systems;
- Employees working in rooms which alternate between very high temperatures – over 50° – and very cold winter temperatures;
- Various poisonous substances which the workers have to handle: lead, copper, bronze and even in some cases substances forbidden by international conventions ratified in Argentine legislation such as the use of white lead in the preparation of paints;
- Continual exposure in confined spaces to the harmful action of radiation, as happens in electric and other forms of soldering;
- The harmful effects of excessively noisy surroundings without adequate protection for workers.

One must also emphasize the degree of physical danger which is involved in working in places where men and machines are crowded into a reduced space without adequate protection against possible accidents; and different kinds of work distri-

buted to workshops indiscriminately with the consequent dangers.

There are large workshops in the country where the workers do not have at their disposal even the most basic hygiene facilities: e.g. cloakrooms or washing facilities (washing water having to be fetched when work is over) and workshops where there is only one bath, and that far away, and having lavatories with no flushing facilities.

In fact, not even the most basic means of protection for the workers are provided.

Socio-historical background

The process which brought us to the present situation developed during three main periods:

- a) *when the railway companies were in the hands of foreign capital;*
 - b) *after their take-over by the State until abolition of the recent dictatorship in 1955;*
 - c) *and from 1955 to the present day.*
- a) During the first period, two circumstances militated against hygiene and safety for workers: the first was the scarcity of scientific knowledge on the subject at the time when the companies were being set up in the country; the second the lust for money, a dominant factor in exploitation, resulting in serious resistance to the application of the standards of hygiene and safety which science was going to contribute to the health of the worker, because of the apparent expense which these entailed. Other factors, based on the possible taking over of the companies by the State made the renovation of workshops impossible.
- b) So we arrive at the second period which began when the railways were taken over by the State in 1947. This happened at a time when conditions of safety and hygiene were similar to those of 50 years before. The dictatorship, wishing to obtain popular support by appearing to provide immediate spectacular improvements, did not do anything which might mean really serious, responsible and long-term planning with the aim of giving real protection to the worker, who thus was unable to enjoy the advances which science

and modern techniques brought within his reach.

Added to these factors was the economic and financial break-up which characterized that period, which exhausted the national resources and thus made the possibility of modernizing the railways even more remote.

c) So we come to the third period, which after the provisional government of the revolution, started with the present constitutional period. This is characterized, unfortunately as regards the subject we are dealing with, by a lack of interest on the part of the authorities when it comes to the application of standards of hygiene and safety in working conditions, even in those cases where the competent official organizations have ordered the application of these standards.

In many cases the improvements have not materialized, more through lack of interest on the part of officials than for lack of funds.

Trade union action

Faced with this problem, the Unión Ferroviaria has not ceased its constant struggle for real and lasting social gains.

The Unión Ferroviaria, armed with a sense of purpose and technical knowledge, is struggling at the moment for the establishment of all the standards of hygiene and safety in working conditions which modern science brings within the workers' reach, knowing that in this way it is performing a public service. The union does not hesitate or falter in the task, which it is carrying out with the unanimous support of its membership.

The struggle is at times hard and bitter, but in overcoming obstacles the union gains the strength to carry on in the knowledge that the fruit of its efforts will benefit both this and future generations, and serve as an example to those who follow, just as the workers of today have drawn their inspiration from the fine example of the trade union fighters who preceded them.

The Unión Ferroviaria, in setting out these problems, agrees with the idea formulated by the great American sociologist Bernard when he said: 'Human capital is

the most precious of all, it is the source of all the others and to its value are linked and subordinated all sectors of the national economy; to safeguard the health of the workers is thus to safeguard the prosperity of the nation.'

Job security

The fundamental principle which should be upheld is the fixing of legal standards, with the aim of establishing the foundation on which the worker's job will be made secure.


That is the primary factor upon which the whole subject is based; therefore, because those legal provisions do not exist, this workers' organization intends to set out the arguments of the case, in order to make clear the absolute necessity of establishing regulatory standards. In this connection, it must be realized that the organized workers are the great transforming force which will establish a new form of society.

It is well known that mechanization in industry has facilitated advanced technical and economic development, but this can never mean the elimination of the human factor, on the contrary, it should ensure his security and better standard of living.

Industrial expansion must necessarily give to the working class the means to prevent the worker from having to suffer physical and mental exhaustion. This will be of direct benefit to the community, thus securing greater well-being and social security for the worker and his family as part of that community.


So if the labour codes are old, they must be brought up to date, incorporating as a fundamental the principle of job security, since the country cannot, without denying absolutely the principle of humanity, remain unmoved by the sacrifice of the workers' health and life which threatens the very existence of the country. It is not right that these laws should lag behind in the rapid march of social progress, since the organized workers, in their ceaseless advance, which at times has been hard and tragic, are the great driving force behind human progress.

Permanent Committee for air security

 THE FRENCH PRIME MINISTER has recently set up a permanent committee for air navigation security. The chairman of the committee will be the Prime Minister or his representative, and other members will be the Army Minister and the Minister of Works and Transport or their representatives.

The committee's terms of reference will be to follow the developments in the field of air navigation safety and to resolve all the problems in this field upon which agreement cannot be reached by the Army Minister and the Minister of Works and Transport alone. This function will apply particularly to problems arising from co-ordination of air navigation and circulation, and civil and military air requirements with particular reference to radar and telecommunications systems.

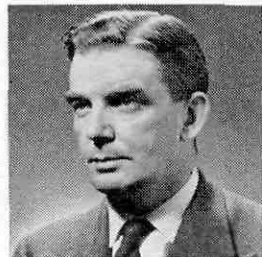
Health measures in Pakistan

 IN PAKISTAN the Minister for Health and Social Welfare announced recently that the Government proposed to introduce compulsory health insurance for workers, to which both employers and employees would contribute. The scheme is intended to be introduced on a trial basis in some industrial towns, and will be extended if it proves a success.

The Government also plans to open four or five tuberculosis centres each year; these will provide free X-ray and other diagnosing facilities to detect cases of tuberculosis in its early stages. Two tuberculosis centres are to be opened in West Pakistan this year, and altogether Rs. 16,600,000 are earmarked for health and social welfare during the Second Five-Year Plan in Quetta and Kalat. Measures of this kind would appear to indicate a willingness on the part of the present Pakistani government to promote social welfare schemes in favour of the country's increasing numbers of industrial workers. These stand to benefit considerably from any social legislation of this kind which a forward-looking government might introduce.

International co-operation in aircraft accident investigation

by T. R. NELSON, ICAO Operational Practices and Accident Investigation Section



+ SOME YEARS AGO a British airliner crash-landed in a remote part of French West Africa because of a navigation error. The crash was located, after an extensive search, by aircraft of the French Air Force which shortly afterwards dropped experts in desert survival together with medical aid and supplies by parachute onto the scene of the crash. Fortunately no fire and therefore no fatalities – only minor injuries – resulted from the crash, but the task of evacuating the stranded survivors from the desert and getting an investigation team to the scene proved to be a major undertaking and a good example of international co-operation. Unhappily the co-pilot of the crashed aircraft died of exhaustion, brought about by strain and heat while helping the passengers and was of necessity buried in the desert.

When the news was received that the aircraft had crashed 'somewhere in the Sahara', a team of investigators left London at short notice in a special aircraft. The location (in latitude and longitude) of the crashed aircraft was passed by radio to the special flight and a detour was made to fly over the scene of the accident before proceeding to the nearest suitable airfield, some 400 miles away. Despite the accurately reported position half an hour was spent on a square search before the crashed aircraft was sighted.

The special aircraft then continued its journey to Dakar, where contact was made with the French investigators. The combined team left Dakar almost immediately in a smaller aircraft, capable of landing on a desert airstrip at the French military outpost of Atar – the headquarters of the rescue operations. The crash site was 80 air miles from Atar, but on the ground a detour involving three times that distance was necessary to avoid barren rocky moun-

tains which lay on the direct route. The French authorities organized two military convoys, each made up of three or four special six-wheel drive motor vehicles specially equipped for desert operations and radio contact was maintained between the two convoys and headquarters. No roads existed and the trucks were driven over almost impassable terrain, which varied from steep, boulder-strewn, dried-up water-courses to soft rolling sand-dunes. In spite of the special wide-tread desert tyres the trucks often sank axle-deep in the sand-dunes and on such occasions progress was made at a snail's pace by placing steel tracks on the sand to enable the vehicles to advance their own length. The tracks had then to be moved forward before another vehicle-length advance could be made. Even the hardened desert soldiers wilted under the heat of the June sun and the back-breaking labour.

When a vehicle broke an axle on a boulder-strewn slope, its supplies were

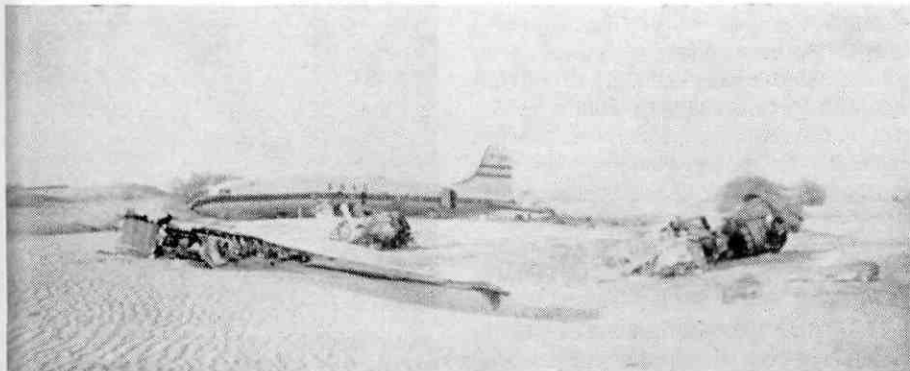
The author of this article, Mr. T. R. Nelson, is a member of the Operational Practices and Accident Investigation Section of ICAO. He describes the case of an aircraft which crashed in a remote part of Africa and the international help which was brought into operation to help the survivors and investigate the causes of ICAO) (Photo Supplied by courtesy of ICAO)

loaded on the other vehicles and it was temporarily abandoned until mechanics and spares could be air dropped. Three days and nights were spent on this nightmare journey until, finally, an oasis about twenty miles from the crashed aircraft was reached. Because of extensive areas of soft sand between the oasis and the crash the motorized convoys could not proceed further, and camels, belonging to the nomadic natives of the region, were pressed into service. On this primitive, but efficient, form of transport the rescue and investigating teams moved on to the crash and the survivors were moved out to the oasis.

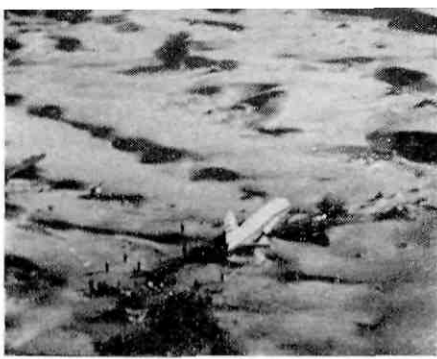
During the journey it was realized that it would be virtually impossible to evacuate the survivors over the arduous route taken by the motorized convoys and the assistance of the United States Air Force was enlisted. A helicopter of the USAF was transported by air some 2,000 miles from Tripoli to Atar and assembled there to assist in the rescue operations. In the meantime, a small airstrip was cleared in the desert near the oasis and from this the survivors, and later the investigators, were evacuated. A small, privately-owned French-registered Miles Aerovan played no small part in the evacuation, as it was the only aircraft in the area, prior to the arrival of the helicopter, which could uplift a load from the hastily-prepared airstrip.

The investigating team arrived on the ground at the scene of the accident five days after flying overhead; parachutes would undoubtedly have provided a quicker and easier means of transport.

After the investigation on the scene of the accident had been completed, the wreckage of the aircraft, although in some respects relatively undamaged, was abandoned as an uneconomic salvage proposi-



The wrecked aircraft becomes insignificant against the huge pathless desert. It was located first by French Air Force aircraft, and shortly afterwards experts in desert survival, together with medical aid, were dropped to help the survivors (Photo Supplied by courtesy of ICAO)



A British aircraft crashes 'somewhere in the Sahara'. At once investigation and rescue teams make for the scene of the accident. Services were provided by British, French and American authorities - land and air transport, radio contact, etc. (Photo by courtesy of ICAO)

Vehicles provided by a French military outpost, which acted as operational headquarters, had to cross many miles of trackless, almost impassable terrain like this, in scorching desert heat - a nightmare journey lasting three days and nights (Photo Supplied by courtesy of ICAO)

tion. It is said that a small cinema in a remote part of Africa was shortly afterwards equipped with comfortable aircraft-type seats.

This story of international co-operation in assisting an aircraft in distress and the investigation of an accident exemplifies the way in which Articles 25 and 26 of the Convention on International Civil Aviation are being implemented.

Subsequent to the signing of the Convention in December 1944 accident investigation experts from the Contracting States of ICAO attended meetings of the AIG Division held in Montreal in 1946 and 1947 and their recommendations formed the basis of the International Standards and Recommended Practices for Aircraft Accident Inquiry (Annex 13) which became effective in 1951. Although the investigation of an accident involving more than one State touches upon the delicate questions of sovereignty and the different legal processes of individual states, Annex 13 has served its purpose without amendments during the past eight years. This, in itself, is a remarkable tribute to international co-operation. On occasions, over the years, civil aircraft, pursuing their peaceful flights over the earth's surface, have met with disaster. In many cases such disasters have occurred on foreign soil. The states in which such accidents occurred have, as in the case recorded above, responded magnificently in the work of location, rescue and succour as far as possible of the victims of such accidents. And when the immediate aftermath had been dealt with, these States have spared neither efforts nor expense to ascertain, in co-operation with the State of Registry, the cause of the accident. All have been drawn together by the bond of human tragedy in a common effort to improve the safety of future international air transport operations.

The international experts attending the

AIG Division Meeting in 1947 recognized the need for the pooling of all available sources of information on accident investigation techniques to enable States to introduce specialized training for investigators. The Division, therefore, recommended that a study be made of all existing manuals and handbooks as the preliminary step to the preparation of an ICAO Manual of Aircraft Accident Investigation. In consequence, the ICAO Secretariat prepared and published in 1949 the first edition of the Manual of Aircraft Accident Investigation. This was widely accepted as a standard training and reference manual and a second edition, containing minor revisions, was published in 1951.

A complete review of the Manual was undertaken in 1958 by the Secretariat, making use of material and suggestions contributed by Contracting States. This resulted in a recently published third edition, which devotes more space to structural failure accidents, with particular reference to metal fatigue. Many new illustrations, with an improved quality of reproduction, have been added which depict various types of fractures of structural materials and methods of wreckage analysis. In co-operation with the International Criminal Police Organization a chapter has been added which gives advice on the Identification and Care of Aircraft Accident Victims and the remaining chapters, including those dealing with Medical Evidence and Human Factors, have been thoroughly overhauled and brought up to date.

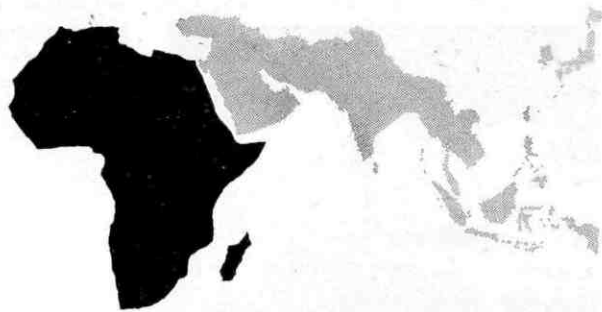
The suggested classification of aircraft accidents, whilst retaining its original framework, has been developed in the light of practical experience. The classification has been arranged in such a way that it may be applied by the smaller Contracting States which may prefer to use only the main items, with the omission of

the subitems, in order to simplify the system of analysis; within the same framework, however, more detailed analyses can be developed to suit the requirements of larger States. Universal adoption of such a system would permit States to compare accident records and a worldwide record could be compiled from data prepared on a common basis.


Accident investigation is now recognized as one of the fundamental elements of any sound programme for the improvement of air safety leading to the prevention of accidents, and it is hoped that the revised Manual will serve the interests and improve the standard of accident investigation in the domestic field of civil aviation as well as in the international field. The high quality of accident investigation necessary to make a success of such a programme can only be satisfactorily achieved by specifically appointed accident investigators who are specially trained to perform the task.




Camels had to be used over the last part of the rescue teams' journey to the scene of the crash, and a USAF helicopter was used to help take off the survivors. This operation could never have been carried out were it not for the splendid international cooperation which was shown




More modern fleet for Pakistan?

 REPRESENTATIVES OF THE PRINCIPAL PAKISTANI SHIPPING COMPANIES recently conferred in Karachi to consider recommendations to the Government concerning the modernisation of the Pakistani merchant fleet. One of the recommendations was that all ships of 25 years of age and over should be scrapped and the Government should authorise the purchase of second-hand ships built since 1950.

New Trade Union College for Africa?


 AS THEIR SPECIAL CONTRIBUTION to the development of the less-advanced countries, young workers belonging to the German Federation of Labour are collecting money in order to enable a trade union school to be built in the French-speaking part of Africa. Together with the two ICFTU colleges in Calcutta and Kampala it would be the third college at which trade unionists from the emerging nations can receive the necessary knowledge and training for their difficult task of building a strong and unified trade union movement.

Transport plans for Asia

 THE NEEDS OF THE WORKERS IN TRANSPORT DEVELOPMENTS PLANS for Asia were underlined by Bro. V. M. N. Menon, representative of the ICFTU,

speaking before the United Nations Economic Commission for Asia and the Far East. In an address to the working party on Economic Development and Planning, whose meetings ended on 8 October in Bangkok, he warned of the dangers of introducing diesel locomotives in areas which had coal surpluses, a factor which lessened demand for coal and pushed up unemployment among miners. He said that workers should have participation in the management of transport undertakings to improve their efficiency, especially on the railways. Intensive mechanization in construction work in Asia, particularly in countries where there was large-scale unemployment, was not the way to obtain better labour productivity, he added. Governments should rather intensify the use of local labour which could be trained on the spot and thus achieve higher employment.

Conditions on the Singapore waterfront

 A LARGE PROPORTION OF THE MEN WHO WORK IN SINGAPORE HARBOUR, particularly those in unskilled or semi-skilled occupations, including lightermen, ship's watchmen, sailing ship crews, harbour craft personnel and others, depend for their livelihood upon the goodwill of contractors and other middlemen. Although in some cases there is the semblance of joint consultation between employer and employee, such bodies as have been set up for this purpose appear to be largely for show, and it is very difficult to estimate how much real support they can command either from employers or employees.

In the lighterage industry, for instance, although there exists nominally a framework of employers' associations and trade unions which cater for Indian and Chinese workers respectively, the method of recruitment of lightermen is still through the 'headman' (taikong) rather than through government labour exchanges. The lighter owner notifies his taikong to fill vacancies when they arise, and the taikong finds suitable recruits among his friends or in the lodging houses. The taikongs themselves are appointed directly by the owners, the retiring

man often recommending his own successor.

Indian lightermen employed by Indian and European companies are generally paid a regular monthly wage, but Chinese lightermen working for Chinese firms are mostly paid on a freight-sharing basis. A fixed percentage has been agreed between members of the Singapore Lighter Owners' Association and the Singapore Transport Vessel Workers' Association, and a retainer, amounting only to 'food money' is paid when the lighter is idle.

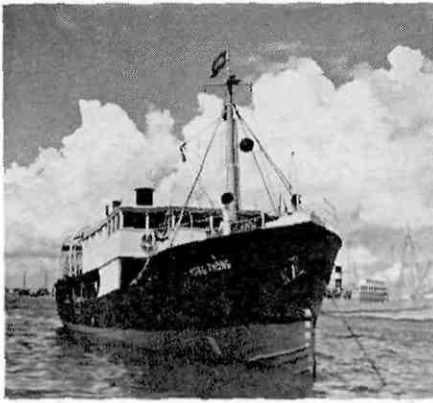
The owner pays the crew's wages to the taikong, who is thus in a position of power over them, a situation which can quickly lead to corruption. They have no redress against non-payment of wages, since in many cases the owners deny all liability on the grounds that their contract is with the taikong, and the latter keeps no proper accounts.

Ship's watchmen, apart from those who are kept on an owner's payroll, are hired through contractors, and since there is generally more than enough unemployed casual labour to fill the few vacancies their conditions are very poor. It is difficult to discover from the contractors what terms are offered to watchmen, but it is fairly certain that they work very long hours at low rates of pay, and rarely get any extra payment for overtime, night or holiday work. Again the possibility of getting a job depends on keeping in with the middleman, as government employment agencies are by-passed and contractors are able to operate a blacklist.

Crews of Chinese sailing ships plying between Singapore and Sumatra or Borneo are engaged in much the same way as lightermen, i.e. through the taikong, and the great majority of them work on a freight or profit-sharing basis. Freight sharing operates on the basis of a percentage agreed between taikong and owner; profit-sharing operates only when freight earnings are low, so that the seaman does not get the full benefit of good trade since earnings from a profit-sharing scheme are relatively higher than those from freight-sharing. Profit-sharing, though it may appear equitable, operates to the owner's



Speaking before the ECAFE, Bro. Menon, representing the ICFTU, said that Asian workers should have participation in the management of transport undertakings to improve their efficiency, particularly on the countries railway systems



Vessels at anchor in the inner roads at the Port of Singapore. The accompanying article deals with the conditions under which workers of several different races are employed on the Singapore waterfront and how to improve them

advantage, as it is an incentive to load the vessel to its maximum capacity and ensures that the voyage is completed in the shortest possible time, regardless of safety.


Of the men working on board craft plying within the harbour limits, some are employed by firms affiliated to the Singapore Maritime Employers' Federation and are covered by a collective agreement regulating wages and working conditions between the Federation and the Malay Seamen's Union of Singapore; the others are employed on a casual basis, without a proper contract of service. They mostly work long hours and receive no additional payment.

Unfortunately, none of these workers are covered by the Labour Ordinance and therefore do not enjoy such measures of protection as are offered to shore workers under this act. In addition, hardly any of them appear to belong to the Central Provident Fund, since most of the owners for whom they work disclaim responsibility for them. The only statutory benefit which they enjoy is the Workmen's Compensation Act which enables them to claim compensation from the owners for any injury resulting from accidents arising from their work.


It seems clear then that the first step necessary is to enlarge the scope of the Labour Ordinance to enable harbour workers to enjoy the same benefits as are afforded to workers ashore. In addition regulations should be framed so that they should have proper contracts of employment with their respective employers, specifying rates of wages and working conditions. Employers should also be made to contribute to the Central Provident Fund.

Those sailing ship crews whose job takes them outside the harbour limits should be covered by the Merchant Shipping Ordinance and have contracts providing safeguards for: payment of wages, medical attention in foreign ports, compensation following sinking or wreckage, termination of employment and repatriation.


Indian seamen lose jobs

 THE GOVERNMENT OF INDIA has taken up the case of some 8,500 seamen who have lost their jobs on board foreign ships. The Minister of Transport and Communications said that the general depression in the shipping trade was responsible for the present plight of Indian seamen, 90 per cent of whom were employed on foreign ships. The foreign shipowners had given no assurances that they would maintain the existing volume of employment at Indian ports, but were 'quite sympathetic'. The Indian government is now awaiting the results of its intervention.

RRWU admits Africans


 THE RHODESIA RAILWAY WORKERS' UNION has now among its members twenty-two African road service drivers. Although the union is predominantly made up of Europeans, there is nothing in the rules of the union which lays down any bar on racial grounds, and in fact there have been Asian members for many years. The lack of African members in the past has been due to the fact that the union can, by law, only represent employees engaged in jobs and grades for which the National Industrial Council for the Rhodesian railways is registered. As no Africans have previously been employed in any of these grades the question of African membership has not arisen. Since a new agreement providing for African advancement into jobs which have previously been reserved for Asians of Europeans has come into force, Africans have become eligible for membership of the RRWU and have been integrated with the rest of the membership. (A proposal from an artisan branch of the union that a separate African branch should be formed was turned down by the RRWU executive).

A transport survey in Pakistan

 AT THE REQUEST of the Pakistan government a major survey of transport facilities in East Pakistan is being undertaken by a United States mission. The survey is expected to take about a year

and will comprise a comprehensive study of existing transport facilities on which the Pakistan government intends to base a master plan for the future improvement of land, waterway and air transport.

East African Railway unions put their case

 THE COMMISSION OF INQUIRY, which was recently set up to look into industrial relations within the East African Railways & Harbours Administration, has been hearing evidence presented jointly by the African railwaymen's unions of Tanganyika, Kenya and Uganda. The unions claim that as far as the African employees are concerned, relations are very bad and suggest that one way to improve the situation would be to establish adequate joint trade union/employer grievance and negotiating machinery. In a detailed 16-page memorandum to the Commission the unions demand the setting up of two-level joint industrial councils, one for each of the three territories of the East African High Commission and, for the area as a whole, an interterritorial council of six representatives from the unions and six from the EAR & H Administration.



Tanganyika railwaymen at a mass meeting listen intently as a report is given on their recent conflict. East African railway unions have just submitted recommendations to a Commission of Inquiry, aimed at improving labour/management relations in the industry. They propose the creation of joint industrial councils for all three territories, together with an interterritorial council

The ageing railwayman



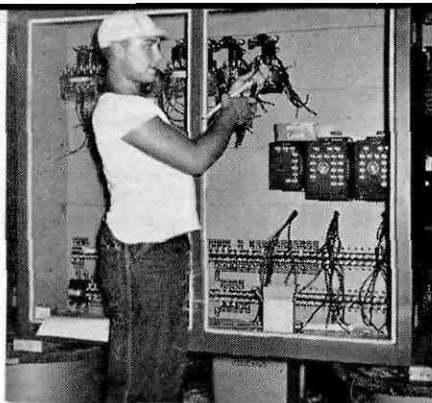
RAILWAYMEN ARE GETTING OLDER as well as fewer, at least in Western Europe, North America and Australia, where competing methods of transport have taken away a large part of the railways' traditional traffic and where structural reforms have tended to reduce even further the staff required to handle the diminished volume of traffic. In Sweden the ageing of the labour force which has been remarked in recent years can be seen as the inevitable consequence of an enlightened management's attempt to come to terms with its diminishing manpower requirements and at the same time to do justice to the workers it has found employment for in the past. The policy on Swedish Railways has been to allow the number of its employees to dwindle without replacing them by new recruits to the industry. This has the merit of avoiding the hardships inseparable from dismissing workers who might find it difficult to secure or adapt themselves to other employment, but it has the great disadvantage of upsetting the balance between the industry's two greatest assets: between the maturity of judgment and the accumulated skills and experience of the older railway workers on the one hand, and, on the other, the greater flexibility, enthusiasm and energy which are more characteristic of its younger workers.

We can see how this works out in practice by looking at the changes there have been in the age distribution patterns of Swedish railwaymen during the last ten years. In 1952 the number of employees on Swedish

Railways was 73,500. By 1959 it had fallen to 64,400, a drop of over twelve per cent. It is worth remarking that this considerable reduction has been made almost entirely through the normal retirement of a large

It may not always be easy for different age groups to work together, particularly when the young are in a minority. But work together they must, and not only on the railways, if the industrialized nations with their swelling higher age groups are to maintain their present standards of living or, as should be the case, improve them

group of old railwaymen who have been in the service since the period of heavy recruitment during the First World War; that, but for this 'bulge', it would have been impossible to reduce the working force to anything like this extent without resorting to wholesale dismissals; and that this automatic built-in 'rejuvenating' tendency in the distribution of age groups between Swedish railwaymen has now gone into reverse: normal retirement during the next few years will enable the railways to shed a relatively small proportion of its older workers, since the older age groups are now thinly peopled by the meagre



The younger railwayman has an obvious advantage in his greater energy and his greater powers of adjustment to modern conditions. But we do not know whether more automation will increase the younger railwaymen's advantages even further. It might well turn out to be the other way round

intake from the years of the depression.

If we can assume that there will be no need to reduce staff drastically in the next few years, the sparse population of the higher age-groups need not in itself give rise to any serious problems. What is more disturbing, however, is the 'ageing' of the younger groups of railwaymen, a tendency which could only be halted by bringing into the industry a much larger number of young recruits than present requirements seem to warrant. Thus, most of Sweden's railwaymen are now in the age group 35 to 45, whereas eight years ago the majority were under 35. This particular group of railwaymen, a new 'bulge' in fact, represents the greatly increased recruitment figures for the period 1939 to 1945 when restrictions on private motoring and on road transport in general brought the railways an unprecedented increase in traffic. At present, these railwaymen would seem to be just about the right age. In fifteen years from now, however, the 'bulge' will have moved up into the 50 to 65 age bracket and the place which these men at present occupy will by then have been taken by the meagre number of recruits from the later 'fifties. A clear sign of the tendency may be seen in the fact that eight years ago one Swedish railwayman in three was under thirty years of age. Today it is only one man in six.

If recruitment stays at its present rate we can assume then that in 1975 the bulk of Swedish railwaymen will be between the ages of 50 and 65. Looking even further ahead, to the time when these men will retire, it is clear that, unless recruitment has been stepped up in the meantime, the number of Swedish railwaymen will again contract dramatically in much the same way as it has done in the 'fifties. Whether this automatic reduction in the number of men employed will necessarily mean Swedish Railways actually finding itself short of men is a matter on which it is difficult to make prophecies; we have to consider that by that time the availability

of automatic techniques will probably put the railways in a position to accept a greatly reduced working force as a permanent condition of their future operations. For this reason, and also because we do not know what role the railways will play twenty years from now in the economic life of a country which is already technologically and economically advanced, the issues raised by a sudden contraction in the number of its railwaymen can be no more than academic.

The effects of an ageing labour force are, on the other hand, already beginning to make themselves felt, and ought therefore to engage our immediate attention. Unfortunately, this seems to be a matter about which we can say surprisingly little. As yet we have no reliable way of making a quantitative assessment of the effect which an ageing staff has on the running of an industry; and, even leaving out of account the complicating factor that we cannot possibly predict whether the introduction of automation will, in the long run, reduce or increase the advantages which the young have over the old, we are still left to confess our ignorance of what an ageing work force means in the hypothetical circumstances of a technologically static society. In the present state of our knowledge points of view are bound to be more or less entirely subjective: some will argue that the older men are more reliable, more courteous, perhaps; and we would agree that reliability and courtesy are not to be undervalued in a public service; others will point out that not only are the younger people more energetic and adaptable, but that they are naturally in a better position to meet the demands of a modern world in which they have grown up and in which they are at home; and we would agree that it would be an evil day for the railways if criticism were to be levelled not only against antiquated techniques but against alleged conservatism among railwaymen.

Nor should we be too quick to assume

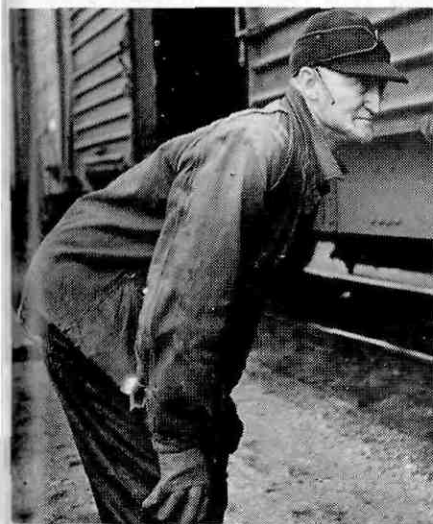
that these differences of opinion cannot express themselves in the form of actual conflicts among the railwaymen themselves. Assuming that the railways will, in spite of every attempt to adapt them to the changing conditions of our society, continue to lag behind the more spectacular sectors of the economy, it seems reasonable to suppose that the feeling of being tied to a 'decaying' industry will be more widespread and more irksome among the younger railwaymen than among the old, with relatively fewer workmates in his own age group and 'a lot of old men' around. The younger railwaymen may feel that this is not really the place for a young man, and he will probably find every incitement to make a change while there is time in the comparisons which is friends, more gainfully employed elsewhere, will hardly resist the temptation of forcing on his attention. In general it is to be assumed that young railwaymen will have more in common with their contemporaries employed in outside industry than with their older colleagues, to whose philosophy of life they will probably remain indifferent at best. At worse, they may actually come to blame the old men for 'the state' the railways are in.

Whilst a succession of cases of antagonism between individual railwaymen of different age groups would not in itself be likely to lead to any generalized conflict, it would still add to the sum of tension and discontent among a group of workers whose morale might, in certain circumstances, already have been seriously undermined by attacks from other sources. In any case, we cannot tell how far efficiency and morale are impaired by the kind of grievance which is never openly aired because it is in itself too minor or because the machinery which could deal with it is lacking. In the case of Sweden, we would, as it happens, be wrong in supposing that there already exists a widespread measure of discontent, sporadically boiling over in intense meaningless strikes whose real causes pass unobserved in the confusing mass of pretexts advanced. In Sweden, employers and workers tend to be level-

headed, to co-operate and, above all, to think ahead. But the capacity to think ahead entails not only considering the situation as it is but taking into account the factors that make for tension in any group of workers, no matter how well organized and responsible they may be as a group and as individuals; and keeping an eye on any trends that may one day threaten to upset an industrial peace whose present-day air of enduring stability might after all prove to have been illusory.

We know that the long tradition of far-sightedness and co-operation between labour and management in Sweden will be respected and continued in the face of this problem, and that both sides will be anxious to find a socially just solution to a problem which seems to be completely without precedent and which therefore calls for hard thinking and proposals which might appear revolutionary.

One thing is already clear: although the circumstances which have brought it about are peculiar to the industry and to the country, the ageing of Sweden's railway-



In North America, in Europe, there are fewer railwaymen than there used to be, and they are getting older. In some cases, though not in all, Mr. Average Railwayman's wrinkles testify to the fact that his firm has been 'rationalized' or 'modernized'. Whatever they call it, it means they are taking on less younger staff


men is, in fact, part of a general trend which is to be observed in all sectors of industry in all heavily industrialized nations. Because of increases in the expectation of life in these countries, the average age of their working populations is going up steadily. At least during the next few years, more and more retired people will have to be maintained by fewer and fewer who are still at work. Whilst increases in productivity will most probably enable this depleted working population to maintain a high standard of living for all, it is obvious that the country which makes the greatest advances will be the one which makes the best use of *all* its available manpower, and, in present circumstances, this means that no nation can afford to dispense with the services of its older workers.

Another factor that has to be taken into account is the increasing emphasis on education and the general tendency to spend more time at school which obviously means that people start on their working careers later in life than was formerly the case. As a result, the trend throughout industry will be towards a situation where the older groups of employees will no longer look quite so old when their ages are compared with those of workers just beginning in the industry. And, whilst competition between different industries is bound to be keenest in the attempt to recruit the young, it is in the nature of things that all industries will be obliged to value the services of their older workers more and more. Thus, it has been estimated that the median age of the Swedish population, which was 24 at the turn of the century, will, by 1970, have advanced to 36. According to another calculation over a much shorter period, the percentage of the Swedish male working population over the age of 40 will have risen from 43 per cent in 1940 to 54 per cent within the next couple of years.

One may see, then, in the problem of the ageing Swedish railwayman, a particular instance of a general trend towards an older working population; and, with the increasing demands which the country is bound in the future to make on its older

workers and the correspondingly higher assessment that will be made of their contribution to the common good, it seems reasonable to conclude that the solutions to the problems raised in this particular instance are inherent in the general trend, that those who are planning for the future will not be required to perform miracles, but only to see to it that the average ageing but indispensable railwayman adapts himself to his new average age with the least possible strain and stress.

An unstable element

 WHILE A SYSTEM OF RECRUITING UNSKILLED, inexperienced workers in rural areas, transporting them to the employment area, providing them with bachelor housing, food and a small cash wage and, after a stated period, returning them where they came from, might have suited both the needs of employers and the circumstances of the workers concerned at a given moment in the economic development of Africa and may still be justified in particular circumstances, it has never had within it the elements of a viable, progressive economic and social policy. In the same way policies which, while not involving recruitment or the formal return of labour after a stated period of work, make instability of labour inevitable, are also inherently unsound. If the only accommodation offered or available is bachelor accommodation; if the African worker is denied the right to own or occupy a piece of land in an urban area, or to build a house there or to bring his wife and family there; if he has to live under the restrictions, irritations and frustrations of the Pass Laws or similar controls; if he is denied access by law or by powerfully enforced custom to all but unskilled jobs; if his opportunities to acquire education or training are minimal; if any form of security against sickness, unemployment or old age is denied him – he is bound to be an unstable element in the industrial society which, while needing his services, is not prepared to remunerate them on terms which can possibly be permanently acceptable to him.



Redundancy

THE EMERGING MODERNISATION OF THE PUBLIC TRANSPORT SYSTEM brings to the fore the problem of how to deal with men displaced. In contracting the railway system and in finding new methods to save human labour there arises the question of what to do with the men no longer required - the redundant. It is an unpleasant word for an unpleasant situation.

It is one thing to make calculations to show that a given task by mechanisation or re-organisation, or by incentive payments, can be done with a smaller labour force and that so many labour units can be saved. To the working man it raises the dreaded spectre of unemployment, the loss of all his little extra comforts, the reversion to a bare standard of living on the dole. The alternative prospect of moving his home, disturbing the education of his children and upsetting the social life of his wife and family is also repellent.

Inevitably the workman resents the onset of new methods if their effect is to make him one of the unemployed, or to change his way of life substantially, and there is no easy way to restore his equanimity. In this matter there is a tendency sometimes to regard the trade unions as unnecessarily difficult. It has been suggested that they are concerned about the totality of their membership and the funds that flow therefrom - fewer members mean fewer subscriptions and so on. There should be no doubt in our minds that when the trade unions express disquiet about redundancy they are speaking for the workers to whom unemployment is the greatest dread, transcending the fears of war, changes in the social system, H bombs and all the other bogies.

There are only two ways of countering this dread; first to convince those involved that the changes are sensible, practicable, and the right thing to do in the general interests. This demands a scheme soundly based, adequately worked out, presented for consultation and, if necessary, modified at the right time.

Secondly, the best possible must be done

to ease the material and social consequences of redundancy to the individual. This calls for even greater care to deal properly with the man and consequently with those who depend on him.

From The Journal of the Institute of Transport

The Heineman philosophy

THE HEINEMAN PHILOSOPHY holds that it is the function of railroad management to shrink the industry to include only those operations that can be performed at the greatest margin of profit and to scrap and sell for junk all parts of the railroad plant that are not needed for the performance of this limited function. The rail unions, in opposing this spreading philosophy in the industry, are serving not only their own members but the public interest . . . and the public's interest must be overriding. This industry does not belong to the fluctuating group that is called 'owners' nor to the bureaucracy that is called 'management'. Although the employees we represent have the greatest investment in the industry, we claim no prerogatives; we only deny that any other groups have them. It is our firm conviction that the railroad industry can and should be a progressive part of the whole industrial fabric that produces a higher standard of living for our people, that gives us greater leadership throughout the world and that gives us increasing security against anti-democratic forces. Only the smallest of minds, unfamiliar with the strength of democratic processes, can conceive of such objectives being furthered by restricting the area of collective bargaining.

From George E. Leighty, Chairman of the ITF affiliated US Railway Labor Executives' Association

An intelligent industry would . . .

ORGANIZED LABOR has long held that a worker has an equity in his skill in the craft in which he works; it is his property because he has developed it through training and education and by putting the knowledge gained therefrom to work on his job. That skill has been his means of earning a living for himself and for his family.

When technological advance robs the worker of an opportunity to utilize the skill which he has developed he should be compensated for that loss. When the new machinery, which has deprived him of his earnings opportunities, affords an opportunity for an industry, such as railroads, to provide a greater service, that industry should arrange to provide that workers who are skilled in railroading will retain preference of employment. An intelligent industry would provide for a pool of trained employees to which they could turn when service requirements so demand. An intelligent industry would have an employment program so stabilized that it would miss no opportunity for service. An intelligent industry would utilize the monies accrued from advanced technology to reach these goals. An intelligent industry would realize that a well-rounded employment program would be conducive to high employee morale.

Conductor and Brakeman

The ideological approach?

IT IS POSSIBLE THAT MR. SMIRNOV has been incensed by recent West German reports about the nature of Communist propaganda in and towards Africa. One such report, for instance, claims that the East German Republic has spent 1.8 million marks exclusively on the 'cultivation' of African politicians and students. The average expenditure per head on Africans visiting Eastern Germany has worked out at around 16,000 marks (£1,400).

At present around seventy Africans from 10 countries are being 'entertained' at the Free Trade Union Institute for foreign studies in Leipzig. East German trade unions are in charge of arrangements for the payment of 'scholarships' and the visits of African delegations of every kind. One part of these arrangements is the presentation of suitable gifts, such as typewriters, clocks, cine cameras and even motor-cars. Aid for under-developed African countries is largely concentrated on building up, by bribery, cadres of Communist sympathisers.

From The Manchester Guardian

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

The aims of the ITF are

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

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

to seek universal recognition and enforcement of the right of trade union organization;

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

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

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

Affiliated unions in

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

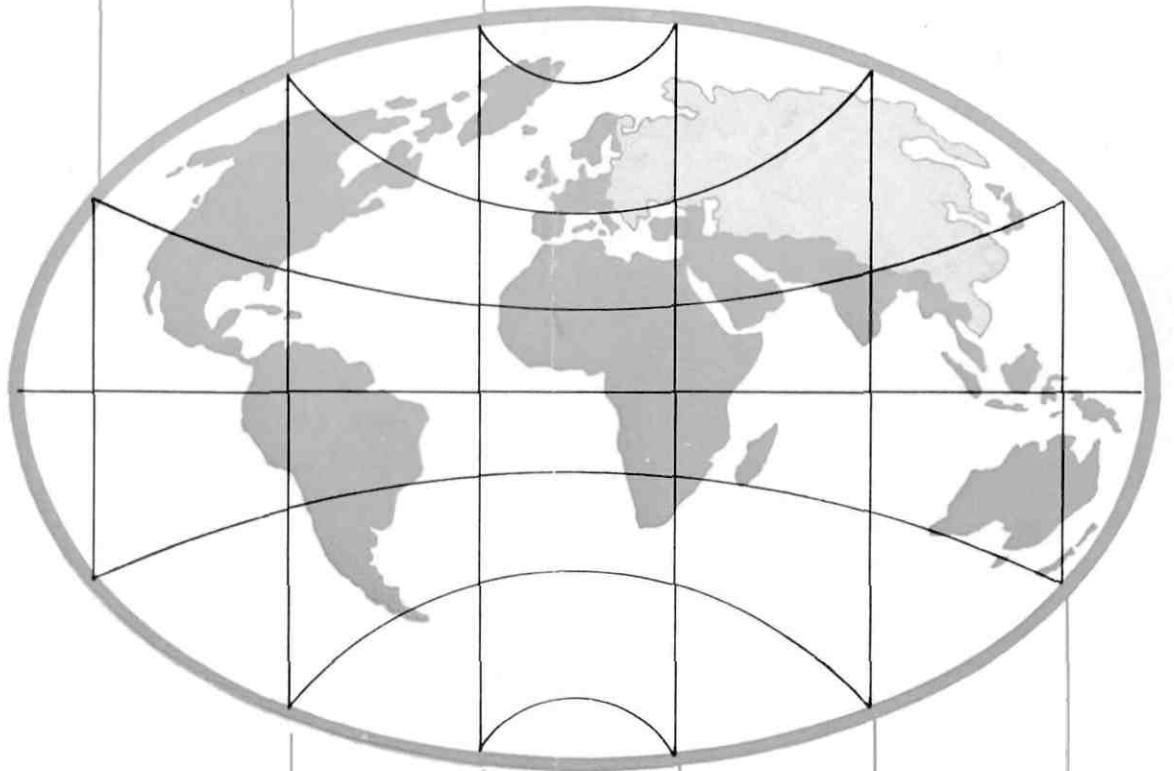
Publications for the world's transport workers

International Transport Workers' Journal

Internationale Transportarbeiter-Zeitung

ITF Journal (Tokyo)

Editions of Journal



Editions of Press Report

Pressebericht

Pressmeddelanden

Communications de Presse

Transporte (Mexico City)

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