

## Tory govt versus dockers

# The first big wages clash

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'That means at this moment that unless there is a new offer, it is the end of the road. We have decided to do it in a properly-organized fashion.'

'I don't care twopence whether Carr [the Tory Employment and Productivity Minister] intervenes. We're quite happy to take the employers on. We are satisfied that where we are is where we've been driven.'

The decision follows the dock employers' rejection of the T&GWU's demand for an increase in basic pay from £11 8s 6d to £20. Carr has thus hardly set his bottom on the Ministerial chair before facing a major clash.

As Aberdeen dockworker Ron Findlay told the Workers Press:

#### Challenge

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'This was set up under a Labour government. We want the £20 basic rate regardless of what government is in,' a Liverpool delegate said.

On Monday, 24,000 dockers at London, Liverpool and a number of other ports struck for the day.

They demanded the nationalization of all ports under workers' control, an end to the use of non-registered labour on container work and no further erosion of the national dock register.

The T&GWU is expected to call a further docks delegate conference in a fortnight's time to make final arrangements for action on July 14.

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BY A WORKERS PRESS CORRESPONDENT

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In particular, he will be seeing Home Secretary Reginald Maudling, who took over responsibility for propping up the totally discredited Tory-Unionist Stormont regime from Labour's James Callaghan at the end of last week.

They will undoubtedly discuss the tightening of security measures in preparation for the July 12 Orange Order marches, which are expected to lead to street fighting in a number of areas.

The British Army is now more firmly established than ever in the province.

The only 'reform' that Irish workers can expect is a further increase in the number of occupying troops.

#### 5-year plan

The grandiloquent new Ulster five-year plan, approved on Monday by the Stormont parliament, is also likely to be discussed.

This was designed by the Labour government and Chichester-Clark to consolidate the 'reform' programme (which itself remains largely on paper).

It was drawn up by three university consultants and provides for an expenditure of £74,350,000 on housing, jobs, tourism, industrial development, transport and agriculture.

While Chichester-Clark talks of 'reforms', 'development' and 'five-year plans',

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These two men were later arrested for allegedly running guns across the Ulster border.

This was announced after a five-hour meeting to discuss his resignation from the ruling Fianna Fail party 'in the interests of unity'.

Boland had resigned from the government last month in sympathy with the sacking of two other ministers.

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Drawing attention to British-Leyland's £18.2 million drop in pre-tax profits during the first half of the current financial year, recently-appointed labour relations director Pat Lowry claimed that STRIKES had been responsible for £8-£10 million of the fall.

He proposed the setting-up of a joint labour relations council covering all 135,000 of the company's hourly-paid workers and made up of management representatives, union officials and stewards.

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In other background lies last week's combine statement on JOBS.

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About the Polish government scabbing of the Eire cement strike.

Where do you stand?

Gollan and 'Star' editor Matthews declare where they stand on scabbing by Stalinist governments.

This is not a private affair between the Irish and Spanish workers and Gomulka, but an issue that concerns every trade unionist and socialist in Britain.

Once again we ask these exponents of diplomatic silence—speak up and denounce Gomulka's scabbing on the Irish working class, or admit that you support it.

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In London, however, Trades Union Congress chiefs Sir Sidney Greene and Victor Feather attended a 'getting-to-know-you' meeting yesterday afternoon with Tory Employment and Productivity Minister Robert Carr.

Tory industrial relations policy, which Carr will be responsible for implementing, not only challenges the unions, but threatens to take them back to 1906!

Of course it is not exactly the first time union leaders have met Carr.

The procession has included Feather, the Electricians' and Plumbers' Les Cannon, the Transport and General's Jack Jones, Clive Jenkins of the Scientific, Technical and Managerial Staffs and the Engineers' and Foundryworkers' Hugh Scanlon.

THE SOCIALIST LABOUR LEAGUE ANNOUNCES

## IMPORTANT PUBLIC MEETING

'The working class can defeat the Tory government'

Monday June 29, 8 p.m.

CAXTON HALL (nr. St James Park tube)

Speaker: G. HEALY SLL national secretary

Chairman: M. BANDA Editor Workers Press



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Addressing a press conference on the occasion of the publication of the CRC's report for 1969-1970, the ex-general secretary of the Transport and General Workers' Union stated that the effects of the Tory election victory on race relations was an open question.

'It is difficult to answer whether the government's attitude will be better or not,' he said.

It depended on how the Tories dealt with their 'intolerant group'.

As far as repatriation was concerned we would have to 'wait and see'.

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### 'Progress'

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### UNPRECEDENTED

A Midlands steward told the Workers Press that a labour-cut of this order—coming at a time when production is going up—was 'unprecedented', and claimed that 'language is being used to try and cover the company's real intentions'.

There is a widespread fear that the cuts are to be borne almost exclusively by dayworkers—normally known as 'indirect', not 'non-production manual workers'.

At Leyland's Oxford Austin-Morris complex, of course, it has been amongst dayworkers that the company has concentrated its drive to introduce the hated Measured-Day Work and job-evaluation systems; so far without success.

But a labour cut, combined with an increase in production

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Tory industrial relations policy, which Carr will be responsible for implementing, not only challenges the unions, but threatens to take them back to 1961.

Of course it is not exactly the first time union leaders have met Carr.

For over a year now, they have been meeting members of the Tories' Employment and Productivity committee for lunch at the House of Commons—just in case.

The procession has included Feather, the Electricians' and Plumbers' Les Cannon, the Transport and General's Jack Jones, Clive Jenkins of the Scientific, Technical and Managerial Staffs and the Engineers' and Foundryworkers' Hugh Scanlon.

## SPEAK UP GOLLAN & MATTHEWS

About the Polish government scabbing of the Eire cement strike.

POLISH cement is being imported into the Irish Republic to break the strike of 750 workers of Cement Ltd, which is now in its 21st week.

This follows the use of Polish coal by the fascist Franco regime to break the Asturias miners' strike in January 1970.

The 'Morning Star', daily paper of the British Communist Party, claims to support both these struggles.

### Where do you stand?

Yet on the vital question of scabbing by the Polish government of Gomulka, it remains completely silent.

More and more Communist Party members and 'Star' readers are demanding that Party secretary

Gollan and 'Star' editor Matthews declare where they stand on scabbing by Stalinist governments. This is not a private affair between the Irish and Spanish workers and Gomulka, but an issue that concerns every trade unionist and socialist in Britain.

## Tories warm up at No. 10

NO DECISION on whether there is to be an autumn Budget was announced following yesterday's 45-minute 'house-warming' meeting of the new Tory Cabinet.

Ministers—including Chancellor of the Exchequer Iain MacLeod—reported their initial reactions to what they found on taking over their new departments.

But 'checking the books' is likely to go on until the first statement of overall government policy in the Queen's Speech to the reassembled parliament on July 2.

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president Hugh Scanlon of an increase running into 'pounds' for the lowest paid adult worker.

This proposal was accepted at a mass meeting at which the strike committee had no alternative suggestions.

Many of the strikers feel that their claim has not been advanced by the stoppage which has ended just as support from other areas was beginning to come in.

### Deadline

A two-week deadline has been set for the further negotiations which are to start immediately.

Although any increase negotiated will be backdated, little agreement has so far been reached on the implementation of a new pay structure based on a completed job-evaluation exercise.

### CIGAR RISE

A PAY RISE of not less than 12 per cent for more than 200 workers at the Churchman's cigar factory, Ipswich was announced yesterday. The award will mean an extra £150 a year for men and £130 for women.

## Malaysian regime asks for Tory aid

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'Malaysia hopes that Mr Heath will keep his word and that a continued British presence in Malaysia and throughout the Far East [will

be Tory policy].'  
Already talks are under way for the Tories to supply the Vorster regime in S Africa with large-scale military equipment.

Ultra-right-wing dictatorship in the Far East are also due for the same favours—and all on reduced government spending.

Dr Muller, the S African Foreign Minister, has asked to pay a courtesy call on Foreign Secretary Sir Alec Douglas-Home.

The date is being arranged by the Foreign Office and S African Embassy.



FRIDAY THE 19TH—the day of the election results. On the M4 the lanes are thick with Rolls-Royces and Bentleys. The sun gleams on the polished coach work. The year is 1970.

This week I'm not doing a theatre column, but the mainstreet of Ascot suggests certain qualities associated with an Ivor Novello musical.

We are off to watch the upper classes at play in what has always been one of their major cultural preoccupations, horse racing.

They stagger, and strut and shuffle and stride along the sidewalks in grey toppers and grey frock coats, the women in floppy hats.

There are 'no parking' signs everywhere.

The police in shirtsleeves wave on the lower-class minis, but appear to pay no attention to the Rolls-Royces that park at will and release their aristocratic cargoes.

There is a baby elephant in the street and two religious fanatics who wave banners announcing that the end is at hand.

A procession of coach and fours clatter out of the Royal enclosure.

There may be the resignation of a Labour government, indeed Wilson has already conceded defeat, but such trivia are not allowed to interfere with the real business of the reigning monarch, an afternoon's entertainment on the turf.

Inside, past the 50s turnstiles (6s for the plebs on the other side of the course) we enter wonderland.

The dole queue is a long way away for the inmates, or the 7.30 shift, or the gas bill in arrears, or the production line. The only track here is springy and green.

This is the social and cultural high point of capitalism, the bourgeoisie squandering their ill-gotten gains on horseback.

**A private matter**

And it's exclusive too. The notice that reads 'Photography of all description Forbidden—except by cameramen with official badges' spells out in no uncertain terms that the capitalist class at play is a private matter and not for public consumption.

And the police are there to ensure this privacy.

The lawns stretch before us, trees, the paddock, the horses clip around, shooting sticks supporting hefty bums, a well-bred voice over the Tannoy announces the runners and prices, a vicar in a black top hat studies a form card, the marquises fizz and spill over with champagne, blue and white awnings flutter in the royal enclosure, 'Don't worry we'll get you your fare to Gib,' a shrill voice wafting in the air.

Surely they must all break into song from something out of 'My Fair Lady'. This is some film set I'm watching, directed by Asquith!

To the right of the electronic scoreboard, the election results are chalked up every 15 minutes. There is an air of jubilation.

'I just feel rather weak from relief,' says a strapping horse woman, a silk brim shading her face from the sun.

Some political groups on the

**Brian Moore at Ascot on the day of the election results**

**A day at the races**

left may not have been able to tell the difference between Labour and Tory, but there is no such confusion at Ascot.

From a marquee marked Whites mysteriously (shades of apartheid?)—not to worry not a black face in sight) a voice swilling champagne rasps 'We've really got a cause to celebrate'.

Over by the stands a military brass band strikes up 'Spread a little bit of happiness'.

The jockeys mount in the paddock.

'Like little gnomes some of them,' says a woman wistfully. And it's over to the course, they flock in herds to the stand.

Not being, I admit, a racing man, the ensuing ritual puzzled me somewhat. The bookies

shouted the last odds, like stock brokers of the turf, and from some point miles away that no one could see the horses were off.

There was a good deal of craning of necks, and the shouting got louder, a commentator informed us what was going on, but for the majority it seemed an experience more like an act of faith, till suddenly for a brief moment ten horses thundered by our view and it was all over.

In the Royal enclosure they left their seats and went to the bar or trudged their way yet again back to the paddock to view the next batch of racers.

The band struck up again. At one entrance to the royal enclosure there was a notice

which said, 'Members of the iron stand only'.

I took this to mean either some obscure aristocratic sect or else a reference to the sexual prowess of the inmates.

I looked at the old top-hatted dodderers with a new kind of amazement. It's marvellous what science will do these days for an ailing prostrate.

Privilege preserved, the old customs continue. Though not quite. Among the sagging faces of the buck-teeth brigade, there is coarser stock underneath some of the toppers. The hats are set slightly at an angle, and the shoulders are more thickly padded, and the gypsy curls spring out around the ears.

The heavy mob are here mingling with the elite, the

millionaires of scrap metal and the motor trade.

'Go on me son, go on me beauty,' he shouts, a voice from the back streets in top hat and tails.

All the operators are here, the jump-up merchants, the property wheelers and dealers, the con-men, the scrap merchants, the gangsters, as much part and parcel of the capitalist system as the bankers and the count.

It's villainy that unites them, graft, corruption, their hands in other people's pockets.

The charade proceeds through the warm June afternoon. More champagne, more losses, more wine. The heat and drink start to take their effect. The benches are littered with the snoring rich.

In the bars the barmaids run off their feet as getting irritable. A row breaks out between customer and 'servant' about mustard.

'You get it yourself,' she says.

'Who does he think you're talking to,' he says.

'I'm talking to you,' she says. 'You get it yourself.'

**Rage**

He stomps off defeated, but her rage hasn't subsided.

'Who does he think he is?' she says and then, with fervour and passion, 'Shitbags!'

My sentiments entirely. But I've had enough of their revels. They may have something to celebrate. Like the flutter on the stock exchange that morning the confidence may have flowed a little.

But these are has-beens, jokes, idiots, fossils, weak bewildered men, clutching on to the last vestiges of their privileges, nostalgic for the old days, and they'd love them back.

With the Tories in power maybe they are entertaining illusions.

Maybe they think they can take on the British working class, because they'll have to survive. But that's a race where the favourites are on the other side of the stand.

Whether Ladbrokes are laying odds on that I wouldn't like to say.

'Some political groups on the left may not have been able to tell the difference between Labour & Tory,

but there is no such confusion at Ascot



Toppers and frock coats at Ascots.

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Fill in the form below and send to NATIONAL SECRETARY, SOCIALIST LABOUR LEAGUE, 186A CLAPHAM HIGH ST, LONDON, SW4.

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**TV**

**BBC 1**

10.45-11.00 a.m. Watch with mother. 12.25-12.55 p.m. Nai zindagi—naya jeevan. 1.00-1.25 Disc a dawn. 1.30 News and weather. 1.38 Wimbledon 1970. 4.40 Jackanory. 4.55 The magic puzzle. 5.20 Tom Tom. 5.44 Hector's house.

**5.50 NEWS and weather.**

**6.00 LONDON.**

**6.15 WIMBLEDON 1970.**

**7.35 THE DOCTORS.**

**8.00 MISSION IMPOSSIBLE. 'The Heir Apparent'.**

**8.50 NEWS and weather.**

**9.10 FROST OVER AMERICA.** David Frost talks to Richard Burton and Elizabeth Taylor about their work and their life together.

**10.00 HE WHO DARES. 'In The Midst of an Empty Sea'.** Story of people who survived against all odds.

**10.30 24 HOURS.**

**11.05 CHARLES DICKENS 1812-1870.** A celebration.

**11.30 WEATHER.**

**REGIONAL BBC**

All regions as BBC 1 except:

Midlands and East Anglia: 6.00-6.15 Midlands today, look East, weather. 11.32 News summary and weather. North of England: 6.00-6.15 Look North. 11.32 headlines and weather. Wales: 6.00-6.15 Wales today, weather. 7.35-8.00 Heddiw. 8.00-8.30 Clwbïon. 8.20-8.50 Mores a mor. Scotland: 6.00-6.15 Reporting Scotland.

8.00-8.50 Show jumping from the Royal Highland Show. 11.32 News headlines and weather.

Northern Ireland: 6.00-6.15 Scene around six, weather. 11.32 News headlines and weather.

South and West: 6.00-6.15 Points, South today, spotlight South-East, weather. 11.32 News headlines and weather.

**BBC 2**

11.00-11.20 a.m. Play school pets day. 4.30-6.20 p.m. Wimbledon 1970.

**7.05 SQUARE TWO.**

**7.30 NEWS and weather.**

**8.00 MAN ALIVE. 'Adopting a Problem'.** There are long queues of potential adopters in Britain.

**8.50 CANVAS. 'The Davies Collection'.**

**9.10 SHOW OF THE WEEK.** Mantovani and his concert orchestra.

**11.00 MATCH OF THE DAY.** The Lawn Tennis Championships.

**10.40 'CRY OF NUKUMANU'.** Documentary about a tiny island in the Pacific.

**11.20 NEWS and weather.**

**11.25 LINE-UP.**

**ITV**

2.10 p.m. In search of St. Paul. 2.35 The 1970 World Cup. 4.17 Tingha and Tucker club. 4.30 Crossroads. 4.55 Anything you can do. 5.20 Free-wheelers. 5.50 News.

**6.00 MONTY AND KENNETH.** Monty Modlyn and Kenneth Robinson.

**6.30 THE SAINT. 'The Man Who Liked Lions'.**

**7.30 CORONATION STREET.**

**8.00 IT TAKES A THIEF. 'The Steal-Driving Man'.**

**9.00 CALLAN. 'Amos Green Must Live'.**

**10.00 NEWS.**

**10.30 NEAREST AND DEAREST.**

**11.00 PROFESSIONAL WRESTLING** from the Fairfield Halls, Croydon. Maurice Le Rue v Judo Al Hayes and Tibor Szakacs v Black Angus.

**11.45 WHAT THE PAPERS SAY.**

**12.00 MIDNIGHT WORKSHOP FOR PEACE.** Leonard Parkin talks to Brigadier Michael Harbottle who was with the United Nations forces in Cyprus.

**REGIONAL ITV**

**CHANNEL:** 2.30-3.30 States of Jersey lottery. 4.02 Puffin's birthday greetings. 4.14 Zingalong. 4.25 Open house. 4.55 London. 6.00 Channel news and weather. 6.10 African patrol. 6.35 Crossroads. 7.00 Treasure hunt. 7.30 London. 8.00 The baron. 9.00 London. 11.40 Epilogue followed by weather.

**WESTWARD:** 4.00 Westward news headlines. 4.02 Gus Honeybun show. 4.14 Zingalong. 4.25 Open house. 4.55 London. 6.00 Westward diary. 6.35 Crossroads. 7.00 Treasure hunt. 7.30 London. 8.00 The baron. 9.00 London. 11.45 Faith for life. 11.52 Weather.

**SOUTHERN:** 4.00 Houseparty. 4.15 London. 6.00 Day by day and crime desk. 6.30 Doris Day show. 7.00 F Troop. 7.30 London. 8.00 The Avengers. 9.00 London. 11.45 Southern news extra. 11.55 Weather followed by Action 70.

**HARLECH:** 4.25 Women today. 4.40 Once upon a time. 4.55 London. 6.01 Report. 6.10 F troop. 6.35 Crossroads. 7.00 Jokers wild. 7.30 London. 8.00 Marcus Welby MD. 9.00 London. 11.45 Holiday in Switzerland. 12.30 Weather.

**HTV West colour channel 61 as above except:** 4.23-4.25 Scene west. 6.01-6.35 Scene west.

**HTV Wales colour channel 41 as above except:** 11.45 Y dydd. 12.15 Weather.

**HTV Cymru/Wales black and white service as above except:** 6.01 Y dydd. 6.30-6.35 Report Wales.

**ANGLIA:** 4.25 Anglia newsroom. 4.35 The romper room. 4.55 London. 6.01 About Anglia. 6.35 Crossroads. 7.00 The ghost and Mrs Muir. 7.30 London. 8.00 Marcus Welby MD. 9.00 London. 11.45 Reflection.

**MIDLANDS:** 4.02 Women today. 4.10 Peyton Place. 4.40 Tingha and Tucker club. 4.55 London. 6.00 ATV today including police five. 6.35 Crossroads. 7.00 Branded. 7.30 London. 8.00 The Avengers. 9.00 London. 11.45 Pulse followed by weather.

**ULSTER:** 4.30 Romper room. 4.50 Ulster news headlines. 4.55 London. 6.00 Ulster news. 6.05 Viewfinder. 6.35 Crossroads. 7.00 Jokers wild. 7.30 London. 8.00 Marcus Welby MD. 9.00 London. 10.30 From Glen to glen. 11.00 London.

**YORKSHIRE:** 4.10 The enchanted house. 4.25 Matinee. 4.55 London. 6.00 Calendar and weather. 6.30 F troop. 7.00 Jokers wild. 7.30 London. 8.00 The Saint. 9.00 London. 11.45 Weather.

**BORDER:** 4.00 Border news headlines. 4.02 Houseparty. 4.15 Freud on food. 4.40 Tingha and Tucker club. 4.55 London. 6.00 Border news and look-around. 6.35 Crossroads. 7.00 Room 222. 7.30 London. 8.00 The Avengers. 9.00 London. 11.45 Border news summary and weather.

**SCOTTISH:** 1.15-1.45 Post graduate medicine. 4.25 Scotland early. 4.30 London. 6.00 Scotland now. 6.30 Raw deal. 7.00 Jokers wild. 7.30 London. 8.00 Man in a suitcase. 9.00 London. 11.00 Late call. 11.15 Two-shot golf.

**GRAMPIAN:** 4.25 A handful of songs. 4.55 London. 6.00 Gramplan news. 6.10 Gramplan week. 6.35 Crossroads. 7.00 Jokers wild. 7.30 London. 8.00 Randall and Hopkirk (Deceased). 8.35 Police news. 9.00 London. 11.00 London.



MEASURED-DAY WORK is a system of payment in which the worker must attain a fixed predetermined level of performance, defined by work-study, in order to qualify for a fixed rate of pay.

It is the fixed-rate system of payment most suited to production-line processes and the system which the employers want in place of piece-work.

Payment is usually a fixed amount over and above the basic rate.

For example, a worker earning £15-a-week basic pay may be put on a MDW scheme which gives a further £2 a week subject to his reaching certain target levels of work. These levels would be set according to time-and-motion methods.

DIVORCED

A fundamental difference between this system and piece-work is that, where workers in a successful PBR scheme are working at above-average levels of pay (and can attain payments in excess of 'standard'), under MDW they are always below 'standard' and constantly striving even to reach a normal payment.

With this system he would not get extra money even if he did go over the top.

As we can see, MDW is totally divorced from output. The actions and energy expended at standard performance may produce one item or a thousand, or, in conjunction with new machinery, they may produce 10,000 items. As far as the boss is concerned this has no connection with the worker, who simply gets paid according to an action-time formula.

MDW is now the most favoured system with the government and the employers. Revised piece-work and new work-studied types of incentive bonus scheme are seen merely as stages towards the eventual introduction of MDW.

ARGUMENTS

Trade union leaders are playing along with this by digging out all the old arguments against piece-work and bonus schemes, and by claiming that the introduction of Measured-Day Work is simply a reversion to superior 'time-rate' system.

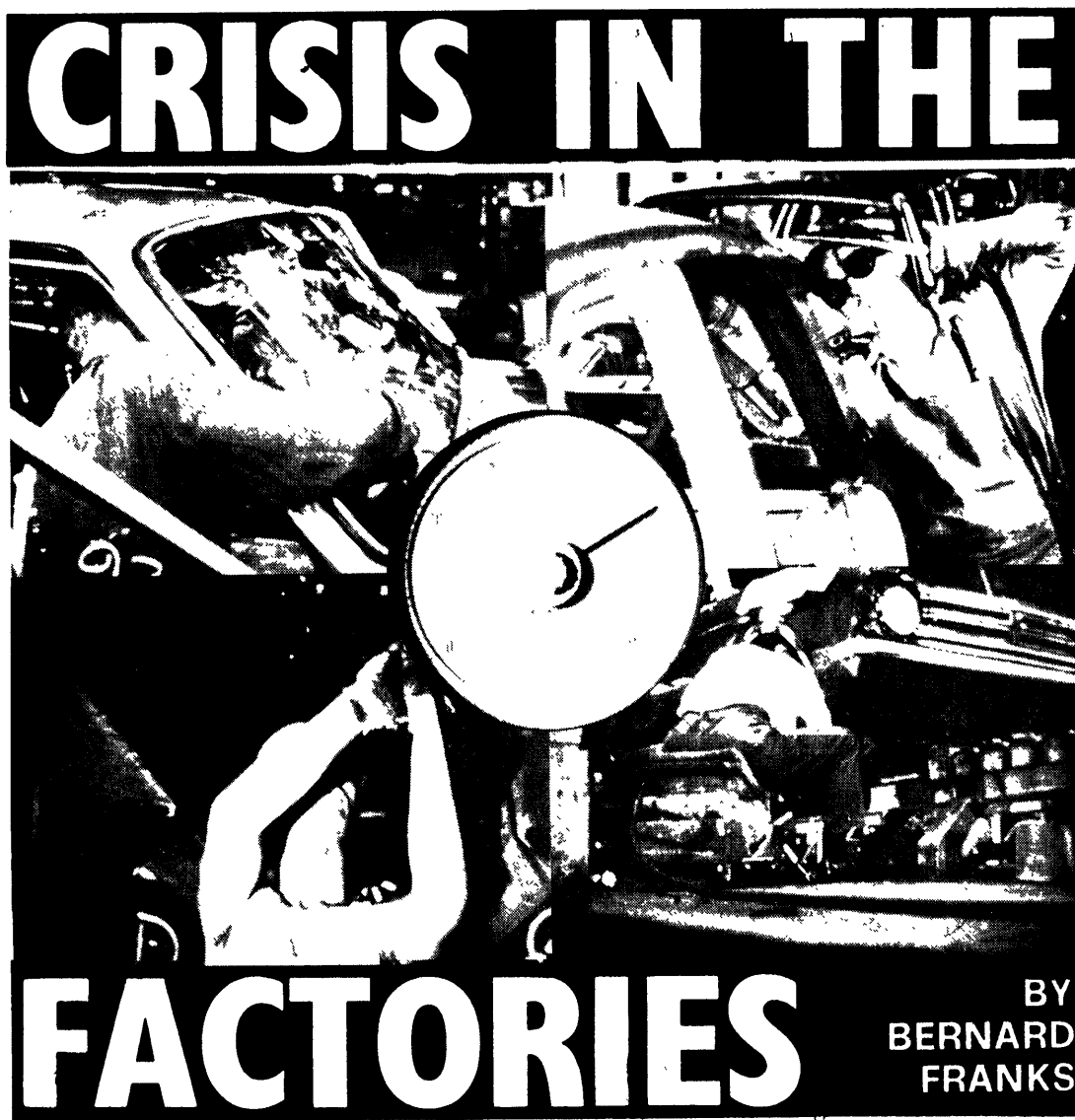
The advantages claimed for Measured-Day Work over conventional Payment-by-Results systems are given in the PIB report 65. Some examples are:

... an increased flexibility in the deployment of the labour force because the risk to individuals of a fall in earnings from changes in work assignments is reduced ...

'In ... two cases cited ... the maintenance of performance records enabled the foreman to exert pressure on low performers, and there were provisions for the dismissal of workers who continuously performed below expectations.

REVIEW

Any pay negotiations under MDW are usually based on an annual review and tied to productivity clauses which rule out straight increases without 'strings'. The struggle on the shop floor now takes the form of a struggle, not for wages, but over how much each man should do and how many men should be on a job.



CRISIS IN THE FACTORIES BY BERNARD FRANKS

6 Measured-day work and other systems of 'Productivity' payment

However, it does not appear that Measured-Day Work necessarily relies only on supervision and the threat of the sack to maintain effort. Dismissal is generally regarded as a last resort; other sanctions that may be used are demotion within a grading structure, or reductions in pay ...

'A Measured-Day Work system may also be so designed that work-groups themselves put pressure on inferior performers.' Since MDW is a fixed-rate system it rules out the day-to-day negotiations over money which go on continuously under piece-work; this is its main purpose and why the employers like it so much.

This is a very difficult struggle because the number of workers needed on each job and the amount each operator is expected to do in a given time under MDW is worked out, not by negotiation and mutual agreement, but by predetermined-time values—drawn from a work-study 'bank' which cannot be argued with.

Under piece-work, of course, each man sets out to maximize his own effort because in doing so he maximizes his wages. He then turns his attention to the question of improving his timings for the job, his 'plus up' or other possible ways of improving his earnings.

Under MDW, this is no longer the case.

The employer has an immediate answer when workers try to create an easy job for themselves.

Once he has worked out by means of his predetermined times how much work everyone should do, he then makes sure they do it: by putting the necessary rules in the book or clauses in the MDW agreement itself, then increasing the number of supervisors and giving them the necessary powers.

In other words, he replaces the carrot with the stick.

Some of those who refuse to

fight against MDW use the following argument. They say: 'while MDW has its disadvantages, of course, in so far as it cuts out wage bargaining, providing we can maintain control over such things as the speed of the line and the labour loading we can at least make a steady job out of it.' This line of argument is a complete diversion.

Workers often find it difficult to see the point of a constantly recurring struggle over the question of simply doing less work. They know that in any case this is a hard struggle with very little at the end of it.

The struggle for more pay, on the other hand, is totally different. This is a real issue involving directly the livelihood of the worker and his family.

This has certainly proved to be the experience at most of the

big plants where MDW is operated.

The line of argument which says 'it's all right if we have a little bit of control' is most dangerous because it starts off sounding logical but ends in disaster. What happens in reality when MDW is introduced is that at the very point when the big struggle begins, militancy diminishes, the management are able effectively to attack the shop-floor movement and the power of the foremen is re-established.

MDW is the form of payment which has led Ford and Vauxhall to wage-packets £10 to £15 less than plants in the motor industry operating the piece-work system. It is the system which Lord Stokes has set out to introduce into British-Leyland, the only section of the motor industry still operating the piece-work system and the front-runner in wages.

Table with 8 columns: Job classification, LEVELS OF PERFORMANCE (1-7), and empty rows for A, B, C, D, E.

The latest motor plant to fall to MDW was the Chrysler GB plant at Ryton-on-Dunsmore, Coventry.

Here Chrysler had to pay fairly dear to get rid of piece-work. At the end of the plan a line-worker will get £39 per week — but Rootes make it very clear that, although they see the deal as a long-term investment, they are already getting considerable benefit from the scheme as a result of the application of work-study methods.

Vauxhall, of course, also paid dear in 1957 when they got rid of piece-work.

The offer they made at that time made Vauxhall one of the highest-paid plants in the industry. Now, after 13 years, they are among the lowest.

MACHINE

In fact, once the MDW system is operating the chips are really down. As a worker at Vauxhall's Ellesmere Port plant told the Workers Press recently:

'The standard-time system has got to a stage now where you are not even a machine; you're a wound-up nervous wreck. We couldn't go any faster.'

A 'stepped', 'graded' or 'graded' scheme of Measured-Day Work is one that sets a number of separate work-targets giving different rates of pay. An example of this system given by Prices and Incomes Board report No. 65 — 'Payment-by-Results Systems' (May 1968) — is the 'premium pay plan' (PPP) operated by a large electrical engineering group.

The most powerful indictment of the system yet made is to be found in the All Trades Unions Alliance pamphlet 'Your Wages In Danger'. This shows how the employers and the government fight to stem the fall in the rate of profit by using MDW and job-evaluation to directly attack 'wage drift', jobs and shop stewards organizations.

The report explains that this system '... does not rely on a financial incentive alone to ensure high performance but demands a high standard of supervision and a disciplined management'.

PPP classifies all tasks into one of five grades—ranging from 'A' up to 'E' — fixed by job-evaluation.

The grading decisions are made on the basis of 'skill, intelligence required, specialized knowledge, physical requirements, learning time and responsibility'. Moreover, in each of these grades there are seven performance levels (see diagram) each tied to a fixed wage.

The PIB report explains that: '... a worker can improve his pay in two ways — by achieving a higher level of performance in the present job or by moving where the opportunity arises to a job with a higher classification'. The lowest wage is for category A1.

and the highest for E7.' The report also explains that this system requires an exact system of work-study and that the firm in question was using a predetermined motion-time system.

Two more quotes from the PIB's report will show the major role given by this system to strict control of the work force:

'If a failure to meet the performance level is due to a fault of management, this places a strong pressure on management to organize the work-place efficiently. On the other hand, if the shortfall on performance is attributable to the worker, a graduated response will be forthcoming from management, ranging from a word from the immediate supervisor to dismissal if the worker fails to meet his contract over a long period.'

'Daily monitoring of each workers' performance ensures that any deviation from the contracted level is immediately apparent. The immediate responsibility for ensuring that contracted performance levels are maintained lies with shop-floor supervision.'

As we can see from these examples, there is nothing voluntary about MDW. A worker cannot do a bit less work and simply take home his basic rate.

Once these systems are established, any such action is classed as industrial misconduct and

threats of fines and dismissals are put into operation against him.

The example given here is particularly instructive as it shows the way the consultants link up job evaluation and PMTS-based Measured-Day Work with the question of management control over the labour force.

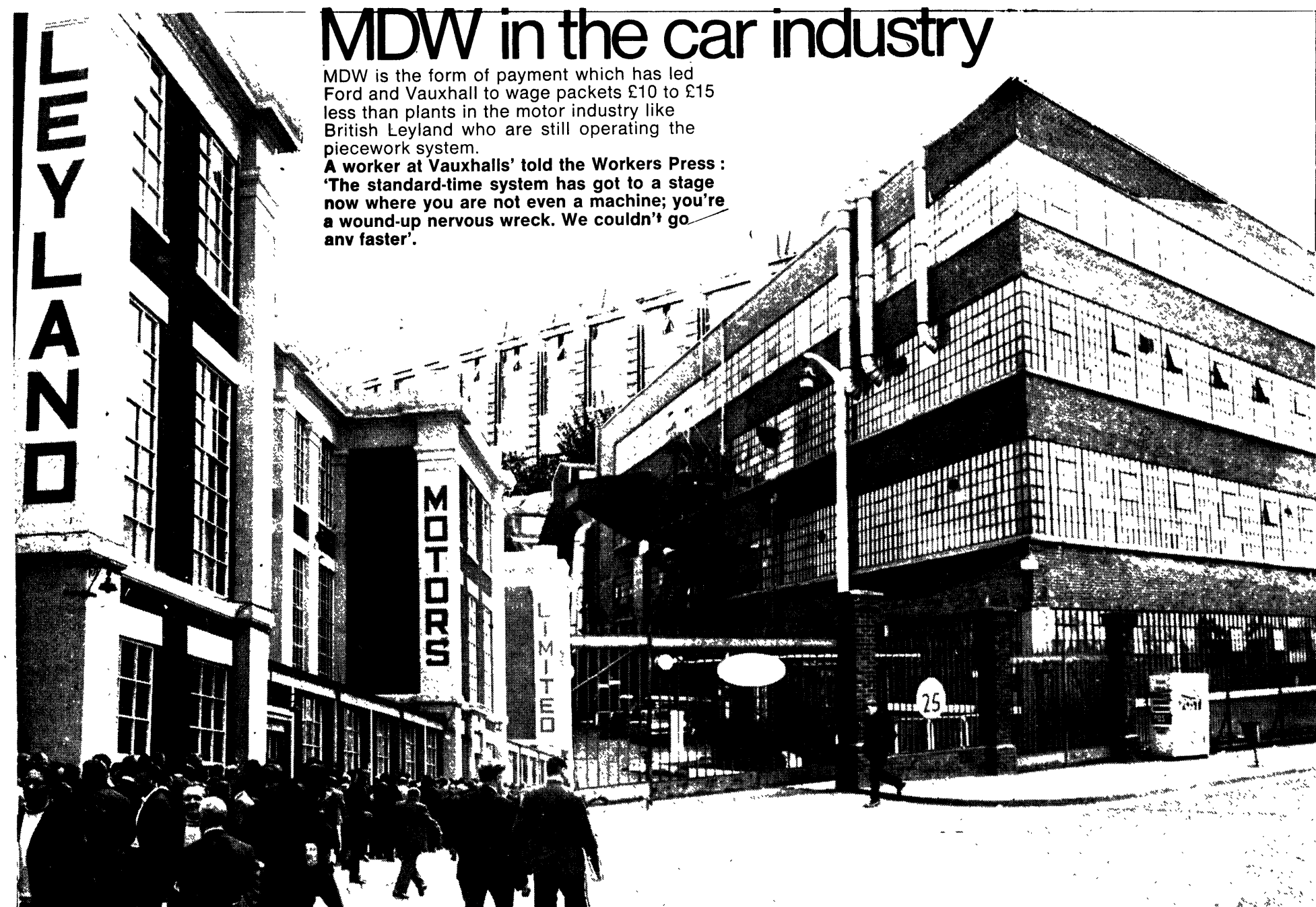
One other point to note about MDW based on an MTM system is that, even according to the experts, MTM values are tighter than those of other methods. An MTM Association supplement explains this as follows:

'Since MTM times were prepared in the United States, and the accepted United States day rates provides for an incentive potential of approximately 20 per cent for the average operator, whereas in the United Kingdom this potential has been taken as 33 1/2 per cent, the MTM times may be taken to be at 67 performance index on the 60-80 rating scale or 84 performance index on the BSI rating scale. Bearing this in mind, MTM values can be said to be 11-per-cent tight compared with the United Kingdom concept of daywork performance.'

We are not pointing this out in order to prove that one system is better than another, but merely to show how these methods are conditioned solely by the requirements of the employers as to what level of payments are to be made, etc.

Advertisement for 'MARXISM and the TRADE UNIONS' by Leon Trotsky. Includes text: 'Two articles by LEON TROTSKY', 'Trade unions in the epoch of imperialist decay - Communism and syndicalism', 'AVAILABLE FROM: NEW PARK PUBLICATIONS, 186A CLAPHAM HIGH STREET, LONDON, S.W.4.' Price: 3s. 6d.

Workers Press notebook advertisement. Includes title 'Workers Press notebook', 'What 'Tribune' would have done', 'GOING CHEAP', and 'British road to where?'. Text discusses political and economic issues.



MDW in the car industry

MDW is the form of payment which has led Ford and Vauxhall to wage packets £10 to £15 less than plants in the motor industry like British Leyland who are still operating the piecework system. A worker at Vauxhalls' told the Workers Press: 'The standard-time system has got to a stage now where you are not even a machine; you're a wound-up nervous wreck. We couldn't go any faster.'



Co-op strikers to picket head office

BY A WORKERS PRESS CORRESPONDENT A MASS picket of Co-operative Insurance Society (CIS) agents, who are on strike for a £3-a-week travel allowance, is planned for today outside the Society's Manchester head office.

The CIS Board of Directors will be meeting as hundreds of the 7,500 agents involved throughout the country are expected to take part in the demonstration.

The agents' union — the Union of Shop, Distributive and Allied Workers — has rejected the CIS management claim that the dispute could go to arbitration.

The CIS, the union says, is only prepared to go to arbitration on its own terms of reference.

Yugoslav students support miners

STUDENTS at Belgrade University began a hunger strike on Monday in support of Bosnian coal miners. 1,000 miners at the Kakanj pit had stopped work when they found their wages had been cut by 20 per cent.

When they tried to send a delegation of 60 to the Bosnian capital, Sarajevo, police made them get off the train.

On hearing this news, the students decided they would go on hunger strike, demanding that the Yugoslav Federal government make sure that miners' families are given at least enough to be able to eat meat once a week.

They also declared that they would continue their hunger strike until the public is told about the situation in the coal mines. The Bosnian strike followed a strike earlier this month in Croatia. There, miners were demanding a 50-per-cent

Talks in Washington & Tripoli U.S.-Soviet pressure for Mid-East deal

WHILE SOVIET and Israeli representatives are engaged in talks in Washington with the State Department this week, the rulers of seven Arab states are holding a 'summit' in Tripoli.

The aims of all these discussions are the same: to find a way to impose a settlement on the Middle East which will halt the advance of the Arab revolution.

U Thant, UN secretary-general, told reporters that he learned in Moscow last week of 'new elements that could narrow the differences on the Middle East' between the US and Soviet governments.

In the last few days Israeli papers have reported US pressure on Mrs Golda Meir to say she is willing to negotiate with the Arab states, on the basis of an Israeli withdrawal from the territories occupied in 1967.

Nasser has declared he is prepared for a cease-fire on such terms.

The delayed decision by the US State Department about the sale of fighters to Israel is one means of pressing the Israelis to negotiate.

US Secretary of State William Rogers is expected to make a statement on this question later this week, but only after the US-Israeli and US-Soviet talks have made some progress.

On their part, the Soviet leaders use the military aid they give Nasser as a lever to control Egyptian policy.

Reports indicate that the number of sorties flown by

BY JOHN CRAWFORD

Workers' Alliance first annual congress

ON THE WEEKEND of June 20-21 the Workers' Alliance, which is closely connected with the French section of the International Committee of the Fourth International, held its first annual conference in Paris.

A total of 452 delegates and 58 visitors were in attendance. These delegates were all elected on the basis of one for every ten members of their respective organizations. A breakdown of these are as follows: CGT, 37 per cent; FO, 10 per cent; CFDT, 2 per cent; FEN, 39 per cent; UNEF, 6 per cent; not in unions, 6 per cent (these were lawyers and similar professional people). A fuller report will appear in Workers Press as soon as the resolutions adopted by the conference are published.



PREMIER CONGRES DE L'ALIANCE OUVRIERE 20-21 JUIN CONGRES OUVRIER SURESNES SALLE DES FETES



'Zorba' FROM PAGE ONE from Rome, after he declined to take a medical examination. Told he would be deported if he refused, he agreed. A Home Office official said later: 'Mr Theodorakis has been allowed in as a visitor.' Theodorakis, held in a Greek prison for two and a half years as an alleged danger to public security, was released over two months ago, and has made his home in Paris, where he was joined by his wife and children. When released, he was suffering from tuberculosis, and has since had an operation for appendicitis.

Homes drop ACCORDING to the Ministry of Housing and Local Government the number of new permanent dwellings completed in Great Britain during May 1970 was 29,257 compared with 30,231 in May 1969. The figure for the first five months of 1970 was 136,264 as against 142,966 for the same period last year.

Guerrillas advance in Thailand Lon Nol's family flees Phnom Penh

THE PRO-US regime in Thailand is now endangered by growing guerrilla activity, according to its Prime Minister Thanom Kittikachorn.

After his meeting with government and military leaders in Saigon last Friday, Kittikachorn stated on Monday that he would continue to give military assistance to the besieged Lon Nol regime in Phnom Penh.

He said that 'should anything happen to Cambodia' Thailand would be in greater trouble than any other SE Asian country. Liberation forces were already massing near the Cambodian frontier and had been sighted advancing on the border town of Pailin.

The big threat to the Kittikachorn regime is the Cambodian liberation movement — the 'Red Khmers' — linking up with communist-led Thai guerrilla units, who have recently intensified their activities in NE Thailand.

Tottering The whole imperialist structure in Indo-China is now visibly tottering. The Pentagon has admitted Cambodian land and river supply routes are being bombed beyond the western territorial limits drawn by Nixon on the first day of his Cambodian invasion. Asked if this was not a danger to civilians living in the bombed areas, Pentagon spokesman Jerry Friedheim replied that it was 'less than the danger of being overwhelmed by the Vietcong'. (According to Saigon reports, US bombers have been in action over Kompong Thom, 100 miles from the S Vietnam frontier.)

Pessimistic Nixon's Cambodian puppet Lon Nol obviously shares this pessimistic outlook, for his family have just arrived in Singapore from Phnom Penh, which is now surrounded on all sides by liberation forces. The guerrilla net tightened yesterday with the capture of Prek Tameak, only 11 miles North East of Phnom Penh on the Mekong River. Lon Nol may well be reunited with his family very soon — in Singapore.

More Lucas lay-offs

A FURTHER 500 Joseph Lucas car components workers were laid off yesterday because of the continuing strike at the firm's plastics and die-casting factories in Birmingham. More than 5,000 workers are now affected at two other Lucas plants in the city. The dispute involves 650 men who walked out when talks on their claim for an extra £9-a-week broke down.

Pound back to pre-election level

THE POUND slipped back to pre-election level in foreign exchange markets as the key rate against the dollar touched 2.3961 dollars in first dealings yesterday. Later it recovered slightly to 2.3963, eight points below the previous day's close, writes a city correspondent. Dealers, puzzled by the fall because of a shortage of pounds over the last day or so, could only surmise that there was an even greater shortage of dollars and that this was depressing sterling.

Advertisement for SLL AND YOUNG SOCIALISTS SUMMER CAMP, July 25-August 8, Situated in pleasant surroundings on the Essex coast. At the camp, there will be lectures and discussion on philosophy, history and other subjects which have featured in Workers Press. If you are interested and would like to attend the Summer Camp, please complete form below: Complete form and send to: Summer Camp, 186a Clapham High St, SW4. Please send me details of Summer Camp. Name: Address:



Al Fatah chairman Yasser Arafat

Soviet MiG 21 pilots in the Suez Canal zone have dropped sharply in the past week, since the latest round of moves towards a deal began.

The force driving the imperialists, the Arab rulers and the Soviet bureaucrats is the rising tide of mass struggle expressed in the growth of activity of the Arab guerrilla groups. In the fight against Zionism is reflected the mass movement of Arab workers and peasants against imperialist domination of their countries.

Fear The conflicts between the guerrillas and the Jordanian and Lebanese armies in the past few weeks have arisen from the fear of the Arab ruling classes of the massive support received by the guerrilla groups. However, the nationalist politics of the leaders of these groups makes them incapable of breaking with the Arab rulers.

Yasser Arafat, chairman of Al-Fatah, the largest of the guerrilla organizations, sent a message at the weekend to the Arab rulers assembled in Tripoli for the Libyan independence celebrations.

'We have frequently reiterated that we will not interfere in the domestic affairs of the Arab states. We have no ambition to assume power. Our constant slogan is that all guns should be directed at the enemy. We have observed this slogan. Everyone must observe it.'

He added a warning that the fighting which rocked Amman last week could flare up again very quickly. He did not say that this would threaten the throne of King Hussein of Jordan, and that Hussein was only saved in the recent clashes by the efforts of Arafat himself.

Ulster

FROM PAGE ONE the bulk of his own Ulster Unionist Party has moved firmly behind the Rev Ian Paisley, who regards the reform programme as a betrayal of Ulster.

Sections of the working class at the same time are groping towards revolutionary solutions to the problems of unemployment, bad housing and low wages. Like Chichester-Clark himself, the five-year plan is doomed from the start.

Smokescreen It provides a convenient smokescreen behind which the Tories and the Unionist government can consolidate their iron military grip on the province, already occupied by 8,000 British troops. A Tory government in Westminster can only mean yet another lurch towards open military dictatorship in the six counties.

WEATHER London area, SE England, Midlands: Rather cloudy, occasional rain. Some bright periods. SW winds, fresh. Warm. Max. 21C (70F). Central southern, SW, NW and central northern England, Channel Islands: Rather cloudy, occasional rain or drizzle. Fog on hills and near coasts. Winds SW, strong. Normal. Max. 18C (64F). Edinburgh: Rather cloudy, occasional rain. Some bright periods. Winds SW, fresh. Normal. Max. 17C (63F). Glasgow area, N Ireland: Rather cloudy, occasional rain or showers. Hill fog. Brighter later. Winds SW, fresh. Normal. Max. 15C (59F). Outlook for Thursday, Friday: Sunny intervals, showers. Some general rain reaching western districts from the West late Friday.

Massacre in Spanish Sahara

BY A WORKERS PRESS FOREIGN CORRESPONDENT

HASSAN II, reactionary king of Morocco, is pressing his claim to the Spanish Sahara following the massacre of demonstrators there last week.

Spanish troops fired on a crowd in the colony's main town, El Ajun, killing more than ten people. The demonstrators were demanding an end to Spanish occupation.

Morocco has pressed the long-standing claim in earnest since the recent discovery of valuable phosphate deposits in the interior of the country, which lies on the Atlantic coast immediately South of Mauritania, a French-dominated territory.

The interests of the people of Spanish Sahara require more than liberation from Spanish imperialism and unity with Morocco.

The regime of Hassan II is itself one of the most reactionary in N Africa. The Communist Party is forbidden; last week Ali Yata, leader of the Moroccan Party of Liberation and Socialism finished a ten-month jail sentence imposed for trying to reconstruct a Communist Party.

And earlier this year, before the dispute over Spanish Sahara became acrimonious, Hassan's police took delivery of three Moroccan communists arrested in Spain and handed over, without any legal appeal being allowed, to the embassy in Madrid. The three faced sentences of death imposed by Moroccan courts in their absence.

Rakosi faces murder accusation

THE WIDOW of Laszlo Rajk, once head of the Hungarian Communist Party, and executed in 1949 after a frame-up trial, has put down a legal charge of murder against Rakosi, who ruled Hungary until the revolution of 1956.

COUSINS PRESENTS REPORT

FROM PAGE ONE exist—which is doubtful—this will probably come under 'further environmental difficulties' in a later report.

Naturally there are some real problems—such as how to persuade immigrants to join the police force.

'To many coloured people, the policeman is the symbol of white authority and allegations that there is a bias in the force is often made.' (para. 108.)

'Misunderstanding'

However, the CRC had helped to 'break down misunderstanding on both sides.' Said Cousins: 'The police have accepted that they need more coloured recruits while the immigrants are realizing that if we are part of the country, then we have to join the establishment.' Mr Cousins should know.

Rakosi, aged 78, was recently given permission by the Hungarian government to return to Budapest from the Soviet Union, where he has been in exile since 1956.

The move represented an attempt to rehabilitate the most reactionary policies of Stalin and his henchmen and a calculated insult to the victims of the Stalin era and the 1956 revolution.

According to a contemporary Stalinist source, Laszlo Rajk was 'the man who had started as a police spy for the Hungarian fascist government, and who had now graduated via the German Gestapo to become an American intelligence agent', being at the same time a 'Titoite' and 'Trotskyite'. (Derek Kartun; 'Tito's Plot against Europe', 1949.)

Another victim of Rakosi, and friend of Rajk's widow, the writer Kalman Santa, has also put down a murder charge.

According to Hungarian law both charges must be investigated. The Hungarian government is now in a cleft stick, since it is above all determined to avoid any investigation of the crimes of its own past.

It is possible that the charges may prevent Rakosi's return.

warning could 'not be more timely. One further implication of Lowry's 'entirely friendly and constructive' Isle of Man discussion with the Confederation of British Industry (CBI) may well be pulling out of the Engineering Employers' Federation if it can get off the ground with its latest proposals.

The principal advantage for the combine here is that leaving it with a springboard for re-negotiating its present payment-by-results agreements with the unions.

For an analysis of the reasons why employers like British-Leyland want to replace payment-by-results (piecework) with Measured Day Work, see Bernard Franks' 'Crisis in the Factories' article on page two.

Car jobs

FROM PAGE ONE tion and topped off with a new hard line against wage claims, could provide the company with a new propaganda lever for the advantages of these Ford-style schemes.

NEW SYSTEMS Hence Lowry's Isle of Man statement that the company was not prepared to consider claims for improved conditions unless workers were prepared to discuss new productivity and efficiency schemes.

It is precisely at this point that the danger of the company's new industrial relations proposals is concentrated. While the proposed new council would not, initially at

labour relations' problems, Leyland hopes to draw its workers into a web of social responsibility for its financial problems.

As the Workers Press warned on March 11, 'acceptance of the "examination" proposals represents a retreat in front of the car bosses' onslaught against strikes, procedures and, above all, piecework. This retreat must be halted.

'British-Leyland workers must not be made responsible for the crisis created by the capitalist management of the combine.

'Stewards must fight in every plan for the opening of the books and the nationalization of the car industry under workers' control.' With the union leaders calling yet another meeting with the combine stewards in seven days' time to discuss Lowry's proposal, re-affirmation of this

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LATE NEWS T.U.C. AT DEP (See page one) 'IF WAR is to be declared it wasn't declared up there this afternoon', said Trades Union Congress General Council member Sir Sidney Greene as he left yesterday's Department of Employment and Productivity talks with Tory minister Robert Carr. 'There were no commitments asked for and no commitments offered on either side', commented TUC general secretary Victor Feather, claiming that there had been a 'fair deal of common ground on the desirability of voluntary agreement rather than statutory procedures'. The talks, he said, had been 'very interesting... there was no blood either way; we had a cup of tea'. More detailed discussions

ULSTER: MORE TROOPS MORE troops are to be sent to N Ireland to keep order during the July Orange Order processions, the Cabinet decided today.

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