

## If army or blacklegs move meat supplies

# WE WILL STRIKE

## -say Smithfield men

BY MARTIN ZARROP

### SOLIDARITY action with Britain's dock workers is to be taken by Transport and General Workers' Union members at London's Smithfield meat market.

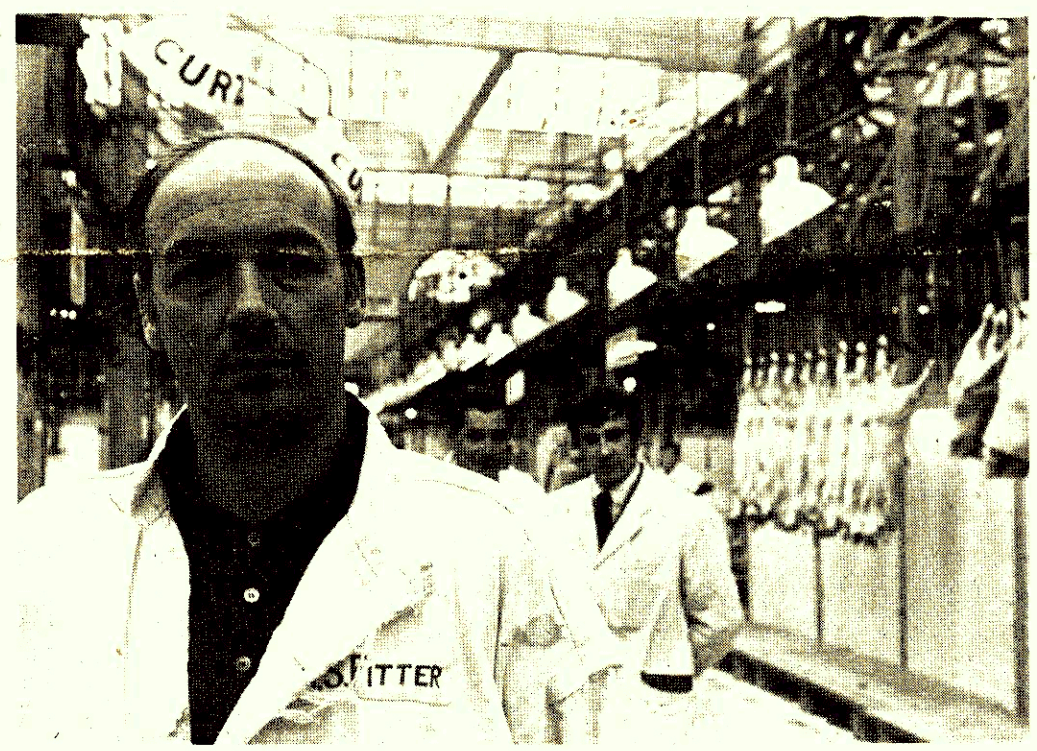
The union's district organizer Mr Len Smith, leader of Smithfield's 3,000 meat porters and delivery drivers, told Workers Press yesterday: 'We won't touch any meat handled by troops or any other blackleg labour. We've had a record of solidarity with the dockers over a number of years, he said.

### MARKETS SOLIDARITY

ALL WORKERS at London's fruit and vegetable markets - Covent Garden, Spitalfields, Brentford, Borough and Stratford - have been advised not to touch foodstuffs handled by troops.

A statement by the Central Markets Committee of shop stewards issued under the name of its chairman John Dorchester, a T&GWU district official, stated that: 'We shall recommend to all our men that in the event of imported produce arriving in any of the London fruit and vegetable markets that has not been handled by port workers - or has not been authorized by the strike committee - not to receive such produce.' Mr Dorchester told the Workers Press that the price rises were 'very perturbing'. 'The S African Board has put the stop on S African fruit', he said. 'On Friday some will be released on a quota system. This has been done before to keep the price down.

The price of 56 pounds of onions had risen by 26s since last week, apples by 16s. 'In many cases they're the same loads as last week', he said.



T&GWU shop steward Mr John Brand told Workers Press yesterday: 'If troops are used to put meat in this market the men won't touch it. While the dockers are in dispute we won't have any blackleg labour used. The troops are not members of the Transport and General Workers' Union.'

## Rolls strikers call for ban on overtime

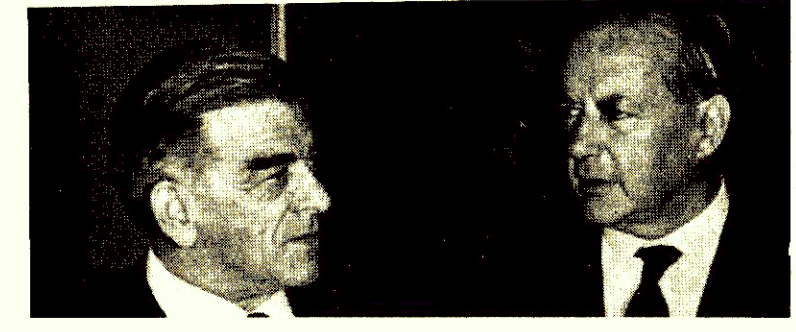
ALL Draughtsmen's and Allied Technicians' Association branches throughout the Rolls-Royce combine are being asked to ban overtime in support of the 900 DATA members on strike at the firm's Parkside plant in Coventry.

A call has also gone out for the 'blackleg' of any DATA members' work which the management might subcontract out.

### Claims

DATA members in the Bristol and Derby areas had not yet even put in their annual wage claims.

Coventry's Rolls-Royce DATA members, including draughtsmen, rate fixers, planners and technicians, based their £5 claim on parity with local Chrysler UK and Massey Ferguson plants. DATA is asking its members throughout Rolls-Royce to reject the 7 per cent offer.



At the opening of the inquiry yesterday, the chairman, Lord Pearson (right), and Mr Will Paynter (left), member of the Commission on Industrial Relations and ex-secretary of the National Union of Mineworkers.

## Jones and O'Leary back-pedal before Pearson

BY JOHN SPENCER

TRANSPORT union leader Jack Jones went out of his way to reassure the docks yesterday of his desire to see Phase Two of the Devlin speed-up scheme implemented on the docks.

He told the inquiry, chaired by Lord Pearson who headed the inquest into the 1966 seamen's strike, that 'the claim, is part of an attempt to modernize wages in the industry just as the industry itself has been modernized.'

He warned that the employers' refusal to grant the claim was 'risking a change in mood on the part of the dockers which, unless the present claim is dealt with sensibly, could bring a change of heart about some of the modernization negotiations that the employers are assuming too readily are in the bag.'

### WAY OPEN

'What we are saying is that the £20 guarantee offer made by the employers should be adapted to take into account standby time, overtime and holidays by being merged into the minimum daily wage,' he said—leaving the way open for the modernization scheme's consolidated basic rate.

### STRAIGHT GAME

'We try and play the game straight,' he added. 'Jones' evidence was followed by a plea from docks secretary Tim O'Leary who complained that his 'friends' the employers were making his job impossible.

### WASTED PLEAS

But O'Leary's pleas were wasted on employers' leader George Tonge who stressed their determination to resist basic rate increases.

### HULL CONTEMPT FOR INQUIRY AND PHASE 2

TWO HULL dockers tell our reporter their views on the strike so far. Tony Fee, Transport and General Workers' Union (T&GWU) steward:

'This strike is absolutely solid in Hull. We hardly need any pickets at this stage. I expect the Pearson commission to come forward with a compromise offer, but even if the docks delegate conference swings over and you get a majority for acceptance the strike will continue unofficially unless the employers concede the claim on the basic rate.

London and Liverpool will solidly reject anything else and Hull will follow them.

### US lines refuse British cargo

SEVERAL major US shipping lines yesterday announced that they will refuse cargoes for Britain because of the dock strike.

### Low £

THE pound dropped to its lowest level for nine months on the foreign exchange markets yesterday.

### BUILDING PROFITS UP

THE Taylor Woodrow building and civil engineering group reports half-term profits of £1,665,000 against £1,550,000 last year. Interim dividend is unchanged at 7½ per cent.

### Denied

In addition to this Miss Devlin is still denied the right to ask questions in parliament on behalf of her constituents as she has not been allowed to leave prison to be sworn in as an MP.

These measures make the nature of ruling-class justice absolutely plain. While 10,000 troops are drafted in to protect the freedom of the Orangemen to parade, Bernadette Devlin is denied elementary rights to represent those who voted for her.

This is not an Ulster issue, but an attack on the whole working class.

The campaign in the unions and the factories must continue until she is released and takes her rightful place in parliament.

## July £1000 Appeal Fund reaches £355 10s 8d

IT IS still tough going. Yesterday's post brought in £34, leaving us with £644 9s 4d to raise by the end of the month. We know that a substantial number of our readers are away on holidays, which of course places an additional burden on those of us at home.

### Mid-Ulster voters still not represented

LIMITATIONS on Miss Bernadette Devlin's political work from her prison in Armagh were announced yesterday by the N Ireland Ministry of Home Affairs.



LEN SMITH, T&GWU leader of the Market's 3,000 porters and drivers: 'If the dockers hadn't struck now, they would have one later on the implications of Devlin.'

## Birkenhead dockers are vigilant

BY A WORKERS PRESS CORRESPONDENT

UNEASE ABOUT the union leaders continued to grow underneath the apparently calm surface of the seven-day-old strike here yesterday.

Anxious rank-and-file questioning of shop stewards at a Birkenhead meeting yesterday morning revealed fears of a compromise formula being patched together in London which would give Merseyside dockers nothing.

But stewards would give no clear answer when asked if the port—already on a £16 basic wage—would 'go it alone'.

And warnings about the government-sponsored Pearson inquiry were again left in extremely vague terms.

'We all know what Lord Pearson did to the seamen in 1966,' shop stewards executive member Eddie Smith told the Workers Press.

'And now we've got Will Paynter as well. I've got my own views about Will Paynter. But I don't think we want to comment definitely on the inquiry at this stage.'

## Tyne dockers are firm

TYNESIDE dockers held two mass meetings yesterday morning at N Shields and Newcastle.

The 60 men in N Shields decided to shift a fish cargo from a trawler whose refrigeration system had broken down.

Dockers explained that they did not want the task of unloading the cargo at the end of the strike.

## Tyne dockers are firm

The dockers at both ports were particularly hostile to the distorted reports of their dispute in the local press and were determined that their strike should not be endangered by the use of troops to unload ships.

A further mass meeting is to be held tomorrow.

## Seamen lodge pay claim

THE NATIONAL Union of Seamen yesterday submitted a claim for a substantial pay increase for its 54,000 members.

Less than three weeks ago NUS members received a 20 per cent increase.

## TORIES PREPARE

Other dockers however were less inhibited in their views and applauded a National Amalgamated Stevedores and Dockers' member who told a separate meeting following that while the T&GWU's Jack Jones was giving evidence to Pearson the employers were preparing to smash the dockers.

'They tried it in 1967 and failed,' he said.

'This time they want Devlin Phase Two, unemployment and anti-union laws.

'But if we stand firm, reject the Pearson inquiry and get out to other workers for their support against "scabbing" and against the troops, we can win.'

## African students march against Tory arms deal

ZAMBIAN students and youth stormed into the British High Commission grounds in Lusaka yesterday morning after a demonstration against Monday's Tory statement on arms sales to S Africa.

It is plain enough that the British government considers the interests and security of the rest of Africa, and particularly those countries in Africa which are in the Commonwealth, as secondary to the interests of the white-minority governments in southern Africa.

### SPECIAL SUB

Workers Press

On eve of L.P. conference

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# CRISIS IN THE



# FACTORIES

BY  
BERNARD  
FRANKS

## Job evaluation, phasing, equal pay

10

### QUESTIONS & ANSWERS

#### What is the pool system?

AS FAR as the employers are concerned, the present set-up in many industries of fixed employment, of a worker being able to take a job for life, with pension rights, etc., is not the best system.

They would prefer the cheaper 'hire-and-fire' system. That is, they would prefer to take on at all times exactly the number of workers needed to cover the work and to be able to sack immediately any workers surplus to their needs.

They have not been able to operate this system for three main reasons.

- (1) Relatively full employment over the past period, in many cases, with the shortage of skilled labour, has meant that an employer has been concerned to hang on to all his labour force, even during a slack period.
- (2) With many specialized processes it has proved cheaper to retain workers who know the work rather than have to constantly re-train.
- (3) The enormous shop-floor strength developed during this period, enabling the working class to resist sackings and to fight for the right to work.

This has stopped the employers operating the system they would like.

However, government experts continue to examine this method and present developments in dock work and with the electrical contracting industry Joint Industry Board suggests efforts by the employers to introduce some form of 'stand by' system are still being prepared.

Under this, workers who could not be kept occupied even with the operation of the flexibility and mobility proposals, would get a retaining wage (retained by the industry, not necessarily by the firm).

Although during the early part of setting up this pool system the government may make the employers pay a contribution towards cost of getting it started, and although a relatively high stand-by wage may be paid, once the scheme is well entrenched and thousands of workers are on the pool, the government and employers would adopt a completely arrogant attitude.

The stand-by would be cut to near dole-level and the money for it taken from the worker's direct contribution deducted from wages.

Also, in all probability, this pool system would apply to skilled workers which the employers wished to keep available. The rest would simply be on the dole.

#### What about redundancy payments? Don't they see you over until you get another job?

THAT IS what you are supposed to think. The redundancy payments scheme has been set up by the government to give the impression that it is all right to get the sack, because you get a lump sum to carry you over until you get the next job.

This also fits in with proposals for 're-deployment' and with various re-training schemes. While a few workers may be lucky enough to get a payment which is useful, the vast majority will get no benefit at all.

For example, workers who leave or are sacked for refusing to work the new methods or speeds, or refusing to move on to other plants or jobs, or workers who are simply forced out by the low rates of pay, high cost of travelling to work, etc., get nothing.

Only where an employer declares that he is sacking you because the job is being wound up, or eliminated, will payment be made; (also for some short-time working or lay-offs).

The employers, if allowed to get away with it, will use all sorts of methods to make a job unbearable, in the hope of forcing workers to leave of their own accord, hiding behind their no sacking 'guarantees' to avoid redundancy payment.

The danger for the working

class is that some union leaders and militants are playing along with the government scheme, and instead of waging an all-out struggle for the right to work and against all closures and sackings, are trying to divert the struggle into one for better redundancy payments. This is a complete fraud.

Even if an increase of a few extra pounds is achieved, of what use is this when the prospect is one of permanent unemployment?

Although at some stage it is correct to fight for proper payment for workers when leav-

THE QUESTION is not whether a few workers may be benefiting at the moment from the scheme, but what is its over-all aim?

The passing of the Industrial Training Act by the Labour government followed by the setting up of industrial training centres, has been given a good deal of publicity in the press and on the radio and TV and in trade union journals.

As just stated, a part of this may be to encourage workers to feel that getting the sack is not too much to worry about. This system is also expected

were unable to do engineering work.

Only when the miners have been trained in this new trade can they be used as a big stick with which to beat the engineers into accepting a lower standard of living, speed-up, etc.

But in general, they would be no more than a threat.

They would not get the jobs because the engineering employers would give preference to a worker who has been in the trade for some years rather than employ one with only a few months training. So the ex-miner would still

As we said above, these schemes are simply a plan to extend unemployment.

Redundancy payments and re-training programmes are not concessions or measures put forward to aid the working class. They are entirely a part of the overall attack on the right to work.

Inasmuch as they appear to have favoured aspects, they are that much more dangerous.

We know that women have always been badly paid and have been put low down on the grading scales, but won't the government's Equal Pay Bill put this right?

WHAT THE Equal Pay Bill involves is a speed-up system and a cut-back in working conditions specifically aimed at women workers.

Socialists believe that in a higher phase of Communist society each person would give to society what they are able in the way of work and production and should receive what his or her needs require.

This is certainly not the way capitalism operates.

The employers compare everyone's output with that of the fastest 'heavyweight' workers and pay out accordingly.

If the 'top' workers just about get a living wage from the wages struggle, then women will get less than a living wage, disabled workers get still less, while trainees and apprentices get a pittance. The basis of the Equal Pay Bill is as follows:

Men and women in a concern will be rated by job evaluation, in most cases the women will be 'proved' to be at a lesser rating than the men.

In order, then, to receive the same pay as men they will have to increase output (speed, intensity of labour) by a set amount defined by the job-evaluation consultants.

At the same time, women will be expected to give up all protective practices, restrictions on excessive hours, and shift work—in the name of 'equal work'.

Clause One of the Equal Pay Bill states:

(5) A woman is to be regarded as employed on work rated as equivalent to that of any man if, but only if, her work and their work have been given an equal value, in terms of the demand made on the worker in effort, skill, decision and other factors, on a study undertaken with a view to evaluating in those terms the jobs to be done by all or any of the employees in an undertaking or group of undertakings, or would have been given an equal value but for the evaluation being made on a system setting different values on the same factor for men and women.'

Page one of the Bill makes it quite clear that the rating decision must be made '... as a result of a job-evaluation exercise'.

Another statement, this time in the White Paper 'Productivity, Prices and Incomes Policy after 1969' also shows the relevance of equal pay as follows:

'As with low-paid workers, generally women workers are, in many cases, used less efficiently than they might be. Indeed, low rates of pay have in the past reduced the incentive to use women's labour more productively. Surveys in many industries have revealed the opportunities for re-organizing women's work so as to raise their productivity.'

'And if these opportunities are taken this in itself will cover at least part of the cost of introducing equal pay.'

Already the 'experts' are preparing to cash in on equal pay.

For example, a group called Women in Management has recently held a course aimed at securing '... better utilization of the country's woman power'. The classes were held at the offices of PA Management Consultants Ltd.

We can say that the Equal Pay Bill—if it ever comes about under a Tory government—aims at a political attack on the working class by:

- (1) allowing employers opportunities to intensify the labour of women workers,
- (2) putting a system of work study, namely, job evaluation on the statutes i.e. to make its introduction compulsory in law,
- (3) encouraging the relaxation of protective conditions of working, particularly those on shift work, overtime, night work, hours of work and Sunday working laid down in Clauses 39 to 48 of the Factories Act 1961.

What are all these joint works councils? Surely these ensure that employers don't get away with anything?

JOINT consultation schemes are set up to deceive the worker into thinking he has some rights of appeal or discussion over the measures being taken by a company.

In fact, the entire power in any firm rests 100 per cent with the employer. Joint committees are simply talking shops which can do no more than 'recommend'.

Also, any project agreed or even discussed by such a committee can be claimed by the employer to have the seal of the workers' representatives upon it.

In many cases their terms of reference are limited to helping with the introduction of greater productivity schemes and efficiency, or to 'promoting a spirit of co-operation'.

In most cases, matters which

are the subject of an agreement between the union and the employers may not be discussed in the joint consultation works committees.

What is a joint industry board?

THIS IS an organization set up by joint agreement between employers and union leaders to control, record, direct and discipline the labour force of a particular industry.

Workers in the industry would have to hold a board membership card to get a job. Their record of previous jobs, sickness, lateness, grade, willingness to accept flexibility and mobility, attendance and level of militancy, would be kept filed, probably in a computer for reference.

The Equal Pay Bill involves a further speed-up and cut-back in the already atrocious conditions suffered by most women workers. Below: a scene from the same textile factory in Belfast.



TV

## The legal

MORE THAN 28 leaders of the Black Panther movement have been killed by the American police in the past couple of years.

Several hundred other front-rank members are in jail, many not found guilty nor even tried, but kept there by judges setting bail so high that defendants cannot meet it.

In April two Negroes were released after spending two years in jail awaiting trial on murder and robbery charges. They were released because the prosecution 'discovered' that two other men committed the crimes.

The outcome of the famous Chicago Seven trial was that the accused were found innocent of most charges, but all ended up in prison for long terms, along with their defence lawyers, for so-called contempt of court.

The judge who was so carefully selected to conduct this trial but whose blatant racialism, reaction and partiality caused deep worry in bourgeois legal and governmental circles, was 74-year-old Julius Hoffmann.

★

He was the same judge who ordered Panther Bobby Seale bound and gagged during his trial, an action supported by Supreme Court justice Hugo Black later.

In the New York trial of 13 Panthers the judge had to adjourn the proceedings until the defendants promised to behave in court, keeping them, of course, all in prison until such assurance was given.

Meanwhile, in this land of real justice much admired by Judge Hoffmann, Mr Justice Melford Stevenson who lives in a house called 'Truncheons' has handed out some vicious sentences and some accusatory words to the students arrested after the Cambridge demonstration against the Greek junta. And we can expect more of the same.

Clearly all is not going at all smoothly for the beleaguered international bourgeoisie.

Their myths are being revealed daily by the reality of their actions and they lash out more as their backs get closer to the wall.

Against this background, and it's much more disgusting and ferocious in detail than this sketch conveys, it's perhaps not



Lauren R. Watson, the defendant

The City versus Lauren R. Watson (BBC-2 July 18-21 inclusive) is a new attempt to reassure; an old need but a new form.

BY FRANK C.

surprising that suddenly film cameras have been allowed into an American courtroom and a trial of a Black Panther should be shown on television for all to see.

'The City versus Lauren R. Watson (BBC-2 July 18-21 inclusive) is a new attempt to reassure; an old need but a new form.'

★

And the fact that it has become necessary to make the attempt in this way is indeed revealing of the desperate plight of the legal system and the class whose property and interests it is formed to protect.

We are shown an authentic record of a faithfully abridged length of a four-day trial in Denver, Colorado. It was shot in March 1969, before the present wave of repression reached its much publicized high point, and was produced by the closest thing the United States has to a public broadcasting service, National Educational Television.

## I would like information about THE SOCIALIST LABOUR LEAGUE

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

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If the pool system of employment were in operation, this would also be operated by the board.

This type of organization would be of immense advantage to the employers inasmuch as

- (1) it would completely enslave the worker to the needs of production; (2) would control all wages at a level fixed by the Board; (3) it would single out all militants for 'black-listing'; (4) it would weaken the trade unions further as defence organizations of the working class by tying them to the needs of business;

(5) it would prepare the way for state control of the unions as such Boards would inevitably come under government supervision, perhaps through such bodies as the Prices and Incomes Board or the Department of Employment and Productivity.

Developments in these directions are now taking place in the electrical contracting industry where the aim is to replace shop stewards with 'board representatives' whose main function will be to see that the directives of the board are carried out.

You show that employers are working to an overall government policy, but does this apply to everything? For example, some firms are demanding an end to overtime while other firms are demanding that overtime be worked. Can't they make up their minds?

THE POLICY put forward through various Prices and Incomes Board reports, is that overtime should be 'eliminated' and instead, the amount of work now done in eight hours plus overtime be done in eight hours only, and that double- and three-shift working is more profitable than fewer hours paid at overtime rates.

BBC 1 TV schedule listing programs like 'The Happy Agri', 'The British Commonwealth Games and Cricket', 'The Doctors', 'Labour Party Political Broadcast', etc.

REGIONAL BBC schedule listing regional news and programs for areas like Midlands and E Anglia, North of England, Wales, etc.

BBC 2 TV schedule listing programs like 'Play school', 'News and weather', 'Louis Malle's India', etc.

ITV TV schedule listing programs like 'The Saint', 'Coronation Street', 'Labour Party Broadcast', etc.

REGIONAL ITV schedule listing regional news and programs for various channels.

REFIGHTING old battles is a speciality of the Rev Ian Paisley's 'Protestant Telegraph'. The current issue, rushed out in time for the Twelfth in patriotic blue ink, is this year not only concerned with the Battle of the Boyne (1690).

Workers Press notebook



Powell and Paisley

PROTESTANT BLESSING FOR POWELL

Loyal Protestant readers who turn to the centre pages will find another battle under way. This time it is 'The Battle of Britain -1970', as presented by the Right Honourable Enoch Powell MP. The 'Telegraph' devotes its entire centre spread to a complete and unabridged transcript of Enoch Powell's controversial speech delivered in Birmingham on June 13, 1970.

DES WILSON, described in 'The Times' as a 'dynamic' 'whizz-kid revolutionary' has resigned as director of Shelter, the national campaign for the homeless. His appointment as the director of the Consumer Council is expected in the near future.

Blessed are the 'rebels'

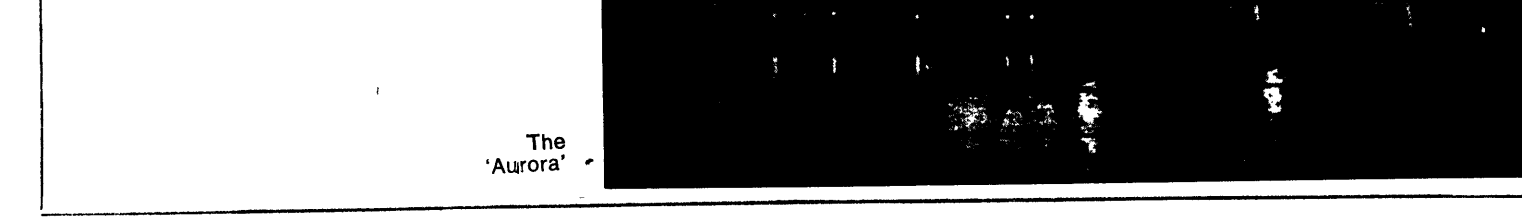


Foot

... for they shall inherit the earth. ANOTHER prominent personality who has taken rather longer to gain recognition for his talents, is Mr Michael Foot MP. Mr Foot has been elected to Labour's Shadow Cabinet, receiving 124 votes (compared with that other erstwhile stalwart of 'Tribune', Mrs Barbara Castle, who got 98).

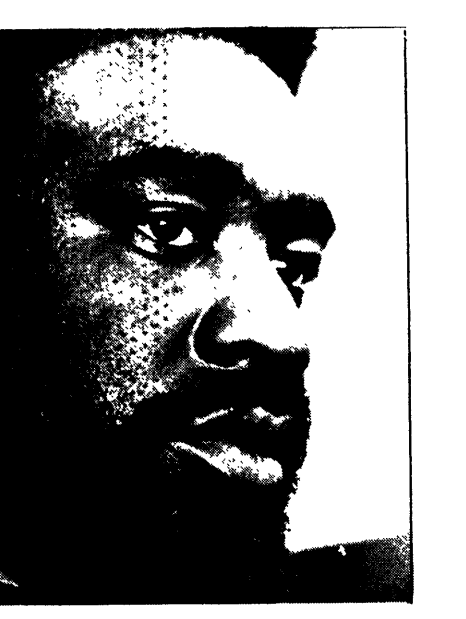
LENINGRAD'S Tauride Palace, headquarters of the Petrograd Soviet in 1917, was the scene last week of a different type of gathering. Here assembled the mayors of towns all over the world, at the conference of the World Federation of Twinned Towns. Among the 2,000 delegates were mayors from Spain and Israel. Representatives of the Vatican and the United Nations were also there.

Where Lenin once stood



The 'Aurora'

TV column gal light-fantastic



Lauren R. Watson (BBC 2 July 18-21 inclusive)

FRANK CARIWRIGHT

Clearly everyone's intentions are of the best. NET will have gone into it with the most liberal motives; the judge who gave permission for filming was equally keen to show the real face of justice in America.

As I write the outcome has not been made clear, but the verdict is not of great interest. Much more central is the fact that such a programme should be made at all and then be shown. For under the guise of real conflict and a show-trial, the defence lawyer is bright and very skilled in his use of court routines in his client's interest. The prosecuting attorney is not especially punitive and in no way even boorish.

