

Either betrayal or a fight to win Docks delegates face grave dangers

BY THE EDITOR

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This is hardly surprising. The dockers demanded a straight increase of the basic rate from £11 1s 8d to £20 in defiance of their officials who ignored the question of basic rates for fear of prejudicing the early implementation of Devlin Phase Two.

This scheme would mean an end to piece-work and the introduction of shift work which would cut down and abolish overtime on the docks.

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Or, as Ernie Rice, a Royal docks steward described it: 'the biggest retreat since Napoleon's march from Moscow'.

As usual the capitalist press were exultant about this latest somersault of Mr Jones.

The first glimmer of a possible settlement (!) came early yesterday when Mr Jones dropped his insistence that there should be some improvement on the basic rate.

He had proposed, instead, that the modernization bonus might be increased and consolidated to improve dockers' earnings. ('Daily Telegraph', July 14.)

This was only the first stage of the phased withdrawal from the £20 basic.



Jack Jones

£ up, £ down

BY A WORKERS PRESS CORRESPONDENT

THE POUND rose on the foreign exchanges with the news of the postponement of the dock strike. During yesterday morning it reached 2.39235 dollars.

The midday announcement that the June trade deficit had risen to £51 million brought sterling tumbling down below 2.39—the first time this had happened since October.

Although exports had gone up from £633 million to £672 million, imports shot up by £62 million.

The Board of Trade explained that the June import figure—£796 million—was 'erratically high'. These results brought the second quarter average deficit on visible trade to £31 million a month, compared with £11 million in the first quarter.

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BY DAVID MAUDE

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'It doesn't seem sort of "legal" for Jones to do this: if the strike's going to be called off, let 80 men do it. Not one.'

'This £1-a-week "modernization bonus"—if that's what it is—just isn't on. If they get it, the strike's going to be called off, let 80 men do it. Not one.'

'All this ducking and diving and running back and forth to the delegates hoping they'll call it off: the employers are laughing.'



'White' and 'Blue' dockers seen at yesterday's meetings on the Royal Docks, London.

'My relations with Moscow' -Sihanouk

PRINCE Norodom Sihanouk, exiled leader of the Cambodian National Union government, has attacked the Soviet Union for keeping its ambassador in Phnom Penh and failing to recognize the Cambodian government in exile.

Sihanouk was replying in Peking to a N Korean offer of volunteers to fight the Lon Nol military dictatorship in Cambodia.

He said the Cambodian Liberation movement did not at present want volunteers from outside Indo-China.

Turning to the question of the USSR's (clouded) relations with Sihanouk, or to its (diplomatic) relations with Lon Nol.

'I do not wish to interfere in the internal affairs of the USSR' (Sihanouk added, 'But it is possible that our interests and those of the Soviet Union do not coincide: this explains their non-recognition of our Royal government of National Union of Cambodia.'

The British Stalinist paper 'Morning Star' reported this important statement quite without comment.

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The new fares are planned to bring in an extra £20 million.

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He added that this was because the Labour government had failed to refer to the PIB 'massive' wage increases for transport workers.

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Soviet 'advisers' push through Czech purge

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In the words of Slovak Stalinist Josef Lenart: 'The process of the cleansing and consolidation of the organs and the apparatus of the Party goes on.'

Lenart's words to the Slovak Party Central Committee last week were echoed by leading Stalinist Alois Indra in a speech in N Moravia.

He boasted to an audience of Party activists that 'some 40 per cent of the

members and alternate members left the Central Committee of the Party, 26 per cent left regional committees on a state-wide scale and 32 per cent left district committees. There were changes in leading posts in almost all regions and districts.'

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dictated by the enormous opposition to the present Czech regime. The tone of the attacks on leaders like Duzek, no doubt carefully orchestrated from Moscow, continues to escalate, giving rise to fears that he may eventually be put on trial.

Government and party spokesmen deny that show trials are contemplated, but there can be no doubt that the purge has its own logic which leads inexorably in this direction.

Tory boost to top managements

Courtaulds sackings—the shape of things to come

BY A WORKERS PRESS REPORTER

ONE THOUSAND-three hundred Courtauld's workers in Wolverhampton yesterday learnt that the management has brought forward their sackings from October to the end of this month.

The company claims that the closure has been brought forward because it would be 'unprofitable' to do otherwise.

Yet the closure was only announced in May this year!

It is unlikely that the management has corrected any mistakes in its accounts since May and much more likely that the advent of a Tory government is the new factor in the management's calculations.

This move by Courtaulds is significant because it marks the beginning of a spate of sackings and cut-backs throughout the industry during the coming months as employers prepare to batten down the hatches before the deflationary storm which Heath has promised to unleash.

Also providing an indication of things to come yesterday was Wolverhampton NE's Labour MP Mrs Renee Short.

This gathering ruled out of order the Socialist Labour League's call for workers' action.

But the outcome of the campaign—which produced a total stoppage on Liverpool's docks and a massive May 1 demonstration through Merseyside—called for some token action to save the union leaders' reputations.

The dispatch of a top-level delegation was finally decided on.

Though the 'Morning Star' claims the delegation as a "first" for unions, it is far from clear what it is intended to achieve.

It is class action against the war that is needed, not mere 'fact-finding' junkets to Hanoi.

Union leaders involved are the Transport and General Workers' Bill Jones, member of the TUC General Council, to which the delegation will report back, Clive Jenkins, general secretary of ASTMS, Ken Gill of DATA, Alec Hunter of the T&GWU and Dan Duffy of the Scottish Motormen's union.

The Agricultural Workers' Union will elect the sixth delegate soon.

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'He had proposed, instead, that the modernization bonus might be increased and consolidated to improve dockers' earnings.' (Daily Telegraph, July 14.)

This was only the first stage of the phased withdrawal from the £20 basic.

Unlike Napoleon, Mr Jones did not even make a fighting retreat. The first capitulation led inexorably to the next, and more humiliating, surrender.

• PAGE FOUR COL. 1

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This £1-a-week "modernization bonus"—if that's what it is—just isn't on. If they get their Devlin Phase Two it'll probably disappear, anyway.

All this ducking and diving and running back and forth to the delegates hoping they'll call it off: the employers are laughing.

Demands that stewards insist on official backing were shouted out continually through the stormy 'White' union meeting which followed and a number of men crowded out to join the fringes of the



'White' and 'Blue' dockers seen at yesterday's meetings on the Royal Docks, London.

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Turning to the question of the Soviet position, Sihanouk said he thought 'friendship among states is only the coincidence of their interests'—an ambiguous remark which could apply equally to the USSR's (clouded) relations with Sihanouk, or to its (diplomatic) relations with Lon Nol.

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ALL TRADES UNIONS ALLIANCE National Docks conference

LIVERPOOL Saturday July 18, 2 p.m. Central Hall, Renshaw St. Scrap Devlin Phase Two! Fight the 'forties' for £20 basic wage and nationalization under workers' control. Credentials and further details can be obtained from L. Cavanagh, 5, Gamlin St, Birkenhead.

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Hanoi mission a diversion

SIX British trade union chiefs are to visit Hanoi in September to get 'on-the-spot' information about the Vietnam war. The visit is part of an attempt by 'left' and Communist Party trade union leaders to head off moves for industrial action in Britain against the war.

The decision to send this delegation followed a conference at Congress House in March this year at which union chiefs and Stalinists were strongly challenged on their opposition to strike action against the war.

This gathering ruled out of order the Socialist Labour League's call for workers' action.

But the outcome of the campaign—which produced a total stoppage on Liverpool's docks and a massive May 1 demonstration through Merseyside—called for some token action to save the union leaders' reputations.

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Also providing an indication of things to come yesterday was a Wolverhampton NIB's Labour MP Mrs Renee Short.

• PAGE FOUR COL. 4

July £1000 Appeal Fund now at £82 1s 5d

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CINEMA By guest reviewer BRIGIT DAVISON

The way it was

THEY SHOOT HORSES DON'T THEY? starring JANE FONDA and MICHAEL SARRAZIN Directed by SYDNEY POLLACK Showing at the PRINCE CHARLES Cinema, London.

IN 1932, the year of 'They Shoot Horses, Don't They?', at least 13 million people were unemployed in the United States.

The membership of the American Federation of Labour had fallen from 4,079,000 in 1920 to 2,532,261 in 1932. The working class was paying a high price for the defeats of the 1920s.

The stream of people moving ceaselessly from town to town looking for work numbered millions. The lucky ones took any job they could get. Despair and bewilderment were everywhere.

The film follows the course of a dance marathon and is a brutal parable of this period of capitalist crisis and destruction.

The dance marathon—a hideous distortion of the crazed charlestons and jazz of the 1920s—was a relatively quick and easy way of making a buck out of other people's misery and hunger. People danced for months, even eating as they danced, with only periodic ten-minute breaks.

Seedy

The film begins in a seedy dance hall somewhere on the Californian coast with a squadron of nurses and doctors examining the aspiring contestants to make sure they are fit.

Bronchitis rules one man out, but a young, very pregnant girl is allowed through because the spectators will sympathize with her.

It's worse than a slaughter house, as one dancer points out, because at least the cattle don't know what's going to happen to them.

As the hours and days go by the dancers begin to look alike. The grey faces, the swollen and puffy eyes, the endlessly shuffling feet which must not stop moving for more

than 30 seconds or they're out, contrast sharply with the shrill cheers of the spectators, urging their chosen couples on.

Judges roller skate around the shiny dance floor and the compere never stops his spiel: 'Look at these courageous kids battling on. Give them a big hand folks. Isn't this the American way.'

The nurses and doctors stand by with smelling salts and stretchers, carrying off the almost lifeless bodies when they drop.

It's a horrible spectacle and the film is merciless.

Particularly harrowing are the 'Derbies'.

The first one is held after



SUSANNA YORK stars as Alice

25 days of dancing and lasts for 15 minutes; the second, held after 1,200 hours of dancing, lasts for three minutes.

The dancers race around the floor, hanging on to each other, grimacing and crying with the pain. The last three couples to cross the finish line are out.



The 'derby' sprint—Gloria (JANE FONDA) and her partner Robert (MICHAEL SARRAZIN) in centre.

'You don't have to be first, but you can't be last.'

They claw and elbow and hit out at each other in their desperation. People pack into the stands to see this show.

'It gives them something to believe in,' says the compere. They can forget their own troubles for a while.

This is capitalism in crisis with a divided and defeated working class.

The basic struggle just to get enough to eat becomes a degrading, humiliating freak show.

Pot of gold

Only the pennies the audience throw and the pot of gold at the end—\$1,500 to be shared by the winning couple, minus meals, doctor bills, phone calls, etc.—have any meaning.

Cut off from each other by their fight for survival—only one couple can 'win'—they sell themselves to make money for others and to perpetuate the illusions of those who come to watch.

But we should have no illusions. The 1970s are not the 1930s. The working class is strong and on the offensive. But this is what the capitalists would have for us: division, despair, hunger, defeat.

The makers of 'They Shoot Horses, Don't They?' do a great service to the revolutionary movement, whether consciously or not, by showing life as it really was for millions of people during the Great Depression.

'Just like Central Casting,' says one of the dancers who

weeks' respite from the grinding search for buyers of their bodies.

'They Shoot Horses, Don't They?' is the most recent in a series of films made in the United States—'Easy Rider', 'Midnight Cowboy', 'Bob and Carol and Ted and Alice', 'M*A*S*H'—which have, to varying degrees, and with varying success, tried to show things as they are.

Confounded

The success of many of these films has confounded the money men who are no longer sure what will bring them in their profits.

This development shows a change in consciousness of both movie-goers and movie-makers.

The sugar-coated garbage that poured out of Hollywood in the 1950s and 1960s is being seen for what it was: an attempt to strengthen the illusions about American life that the capitalists hold so dear and which they so desperately need to maintain power.

Suburbs

But the happy families living in clear suburbs and the glamorous playboys we've seen so much of are no longer a sure bet.

Like those who pay their two bits to cheer on the 'courageous kids' dragging around the dance floor, people will hang on to illusions about the quality of their own lives as long as they can.

This film is a sure sign that that is becoming increasingly difficult. Reality is forcing its way through.

Gloria (JANE FONDA) pleads with her exhausted 'derby' partner (MICHAEL SARRAZIN) to continue the sprint.



Workers Press notebook

Papal bull



The Pope

WHEN the Pope gave an audience of a few minutes to the leaders of three national movements in Portuguese Africa, it caused a great stir in some circles.

Amilcar Cabral, of the Portuguese Guinea Liberation Movement, Marcelino Dos Santos, of the Mozambique Liberation Front, and Agostino Neto, of the Popular Movement for the Liberation of Angola, went to the Vatican and saw Pope Paul on July 1.

The Portuguese Stalinists were also very excited.

Their Radio Free Portugal declared that the Pope's gesture would give 'fresh vigour to the struggle being waged by many Catholics against the Portuguese regime's colonial wars'.

Within a few days Lisbon had sent a protest to the Vatican and recalled their ambassador—the first time such a thing had happened in 500 years.

Soon, however, the whole thing was ironed out. The Vatican Secretary of State sent a note to Lisbon explaining that it wasn't an audience 'in the real sense of the word'.



Caetano

The Holy Father had met the Nationalists as one of 'innumerable groups'.

He had told them he didn't know much about their activities, but recalled the teaching of the Church: in seeking to realize what they considered to be the rights, they should always use peaceful means, or legitimate political methods, 'in accordance with the law of God and the brotherhood of all mankind'.

President Caetano of Portugal was able to say on Lisbon TV last week that he was entirely satisfied with the Vatican explanation.

So everything is OK. The Portuguese can go on with their brutal colonial wars.

His Holiness has polished up his recently manufactured 'Friend of the Oppressed' image. And the Stalinists? They will continue their work of looking for friends in the most reactionary places.



'Like I say, man, it's the revolution'

THE LATEST issue of 'Black Dwarf' reports a recent conference in Manchester of the self-styled 'underground' papers. Those represented included 'IT', 'OZ', 'Grass Eye', 'Time Out'—and 'Black Dwarf'.

The undergrounders think the way to revolution is by means of pop, sex, drugs and happiness.

In fact, they are as revolutionary as the Albert Memorial.

Since their 'revolution' begins and ends with their own personal ways of living, they are really no different from the rest of the middle class—except they wash less often.

What emerges clearly from the 'Dwarf' report is that the main concern of these 'revolutionaries' is how to get 'bread' (cash, to you).

The papers largely exist on the revenue they get from advertising.

'First the record companies, and now the film companies, have understood that a new product can be given an updated and avant-garde image if it is pushed through the underground press,' says the report.

Apparently, every 'under-

ground' paper in America was at one stage being heavily subsidized by the Columbia Broadcasting System.

It all came to an end as soon as CBS had built up sufficient interest in its 'rock' broadcasts.

'Somebody complained that one of the difficulties of producing an underground paper these days was that there wasn't much to write about. Perhaps they could get together to put on various activities to "sell" the underground to the public, and at the same time get something to describe in the papers?' reports 'Black Dwarf'.

The 'Dwarf' reporters grumble about the lack of political thought at the conference. Surprise, surprise.

More interesting is that 'Black Dwarf' was represented there, and very much part of the scene, as they say.

No one advertises pop records in 'Black Dwarf' yet, but, despite the difference in the jargon, its basic outlook is but a step away from the 'underground'.

Take away a few phrases of Marxism, and the 'Dwarf' is only another middle-class 'life-style' house organ.

SCRATCHED

CZECH racing men were a little surprised to see the name of the winner of the 2.30 at Prague on June 28.

The animal was called 'Censorship'.

Suspicion that someone was pulling someone else's leg was intensified when the owner was found to be the weekly paper 'Mlady Svet'.

The Stalinist daily 'Rude Pravo' complained about the name of the horse on June 30.

'Might this not be a little provocation?' asks some bureaucrat.

Presumably, he had put his shirt on 'Soviet Invasion'.

What is job evaluation ?

JOB EVALUATION is put forward by the employers as a method of listing jobs in order of importance within a factory, office or any other work place.

Its aim is to set up a grading system or to completely change an existing grading system so as to fit in with modern time-and-motion methods and with the associated systems of payment.

In the past a worker's position has usually been fixed through collective bargaining procedures. However, job evaluation is claimed to be a 'scientific' method of comparing jobs, which is superior to that.

In consequence, its findings cannot be contested and are not subjects for negotiation.

How is this method introduced and used ?

ONLY in a few cases do managements simply try to impose this scheme, whatever the workers think.

Usually the first step is to win the workers' confidence with talks, films, pamphlets, and booklets which are specially drawn up to show how much benefit the new scheme will bring to them.

The employers also expect, and usually get, official trade unions support for the new scheme. After this, one of the following methods may be introduced:

Job ranking :

This is the simplest form of job evaluation. It merely involves someone listing the jobs in a firm in order of their worth to the employer.

The listing is done by the management or by consultants or by a panel which may include some workers representatives, and it is done simply on the basis of the job titles.

The advantage of this system to the employer is that it is extremely cheap to operate.

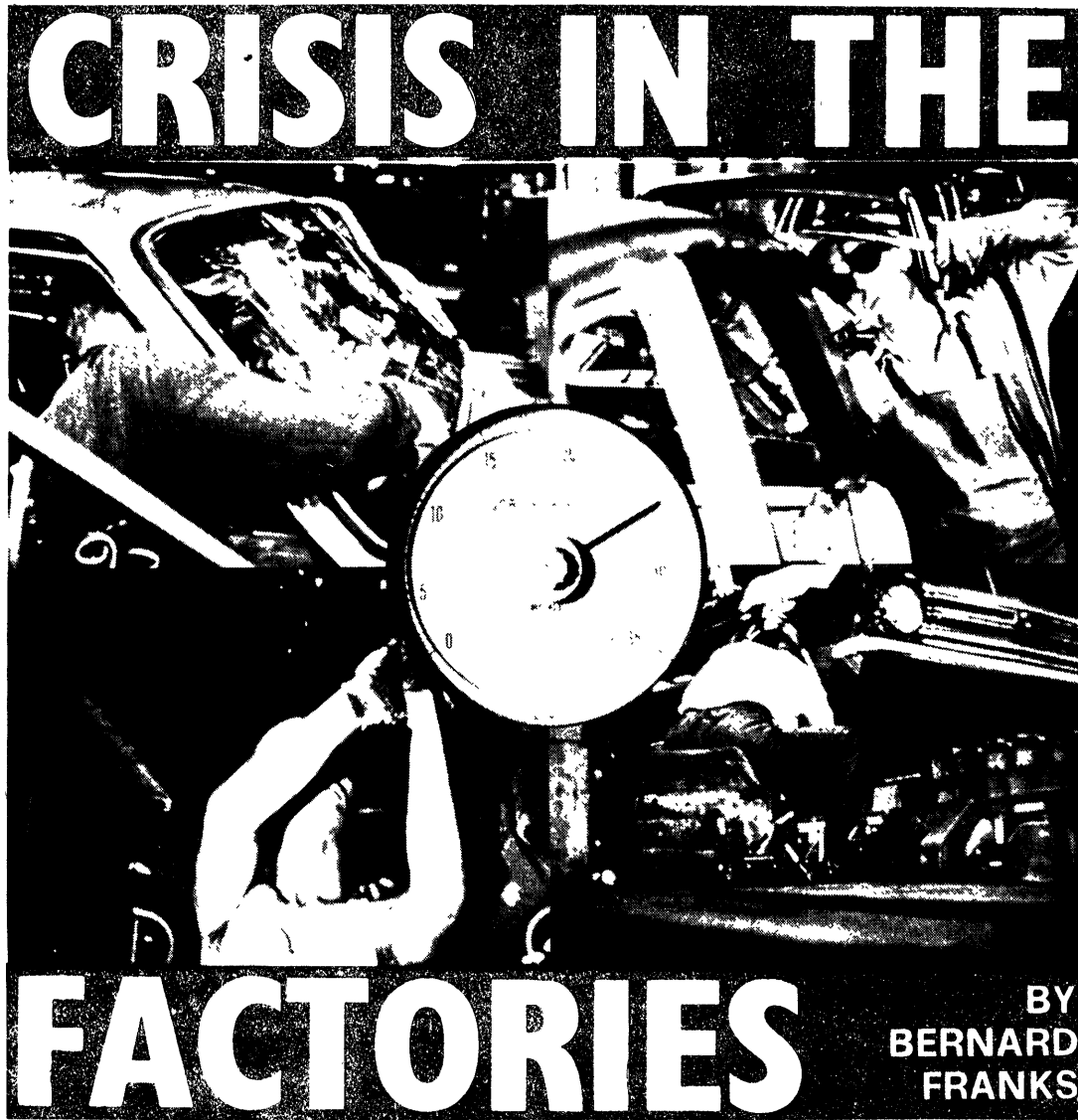
The disadvantage is that it is so obviously based on personal opinion that serious disputes break out when the final grades are announced.

Job classification :

Under this system existing jobs are first divided up among a few groups—labouring, office work, production work—then listed in a supposed order of importance within the groups. Each group is then associated with a fixed rate of pay.

Factor comparison :

This method is regarded as 'completely scientific' by the experts. A few jobs referred to as 'benchmarks' are picked out as the basis of the new grading system. These jobs are chosen as 'needing special qualities', such as mental skill, physical strength, technical aptitude, etc.



CRISIS IN THE FACTORIES BY BERNARD FRANKS

Job evaluation, phasing, equal pay

QUESTIONS & ANSWERS

The rest of the jobs are then grouped in order of qualities required as compared with the benchmarks. A rate of pay is then fixed for each group.

The points system :

In this system each job is given points for certain qualities needed in carrying it out. After this, a list is drawn up; the job given the most points is put at the top and the job with the least points at the bottom.

The whole list is then divided into groups or grades, each with a fixed rate of pay attached. Points are given for such things as skill needed, physical or mental effort required, responsibility, etc. Giving a maximum of ten points for each quality, part

of a list may look like diagram 1. The grades are then fixed by management on the basis of this final list.

Variations on these systems can often be found. For example, an employer may classify qualities as high, average or low instead of using points.

With some systems, especially variations of the points rating system special 'weighting' factors are added to jobs considered to be of greater importance, for example in our list the title 'electrician' might be marked out of 15 instead of 10 to give it more 'weight'.

But how are the number of points for each job worked out and how are the grades fixed ?

THESE schemes are applied by a team of consultants, either brought in from outside, or actually trained within the firm.

Whichever method of job evaluation they use, it all boils down to individual decisions being taken by these 'experts' as to how many points each class of work is worth. Science does not come into it.

Also, these decisions are not 'independent', but are reached on the basis of the requirements put forward by the firm which has hired the consultants. As an example of this, take the following quotation from the Ford sewing machinists' dispute, which was over grades fixed by these methods.

'The consultants said that in devising any grade structure, the number of grades had to be chosen with a view to maximizing mobility between jobs allowing for technical changes in jobs without too much regrading, and producing a system acceptable in the industrial relations situation in the company concerned.'

In this instance, they had concluded that the company were right to put forward a five-grade structure as a basis for negotiation.'

In other words, the job-evaluation examination has been entirely planned out on the basis of the new measures that the employer wants to introduce, and any of the old measures—like low pay for women workers? — that he wants to retain.

The immense problem for the employers is that however 'scientific' they try and make job evaluation, they can never get away from the fact that it all boils down to someone's personal opinion.

Usually they attempt to hide this by surrounding the process in a mumbo jumbo of figures and formulae which they feed into a computer as a final touch.

Apparently workers will be more impressed if the final list appears in the form of punched tape.

What exactly is grading all about and what are employers aiming to do ?

THE Prices and Incomes Board in a number of its early reports, commented on the need to simplify the job-grading systems as seen in diagrams 2 and 3.

Following on this, managements in a number of industries, such as building, car factories and railways, began to talk of the need to reduce the number of grades from 60 or 70 down to four or five.

In fact, the jobs were rarely, if ever, simply in a system of 'grades', but nearly always one of 'trades'.

A worker was always classed as to his or her trade, be it electrician, carpenter, shunter, patternmaker or seamstress. Within a trade a worker would then be in a

as far as payment is concerned. Workers will be required to work in higher or lower grades for a time.

Now let us take an example of the sort of new measures that may be required.

These are just some of the points recommended by the South of Scotland Electricity Board for the Braehead Power Station:

'Fitters, in particular shift fitters, should be trained to do their own oxy-acetylene burning and small welding such as coal shute patching.'

'That fitters should ask for mate assistance only when the size of the job physically demands this, and that they should do their own lagging removal, joint face cleaning, rigging, etc., wherever possible. They should also remove all maintenance debris from the site of repair on completion.'

'Acceptance of mobility between Braehead and other stations into Braehead from other stations if the Board thinks this is desirable for intensive maintenance or other reasons.'

'To accept operation staffs as mates when these are available.'

'That any demarcation between electrical craftsmen and instrument mechanics should be dropped and they should both carry out work they are competent to do.'

'That craftsmen carry out semi-skilled jobs as required to do so.'

'Boilers Nos. 1 & 2, boilers Nos. 3 & 4, boilers Nos. 5 & 6; panels will be put side by side, so that one operator can work two boilers.'

'That craftsmen's mates during certain periods when required to do so they carry out station cleaning, boiler cleaning, rough painting of tanks, boilers, etc.'

'That all operational staff not required for "normal" duties should carry out any station cleaning duty as

ends parity 'bidding up'.

(2) It cuts out all extra payments (condition money ability money etc.).

(3) It ends all traditional wage bargaining (piece rates, conventional bonus schemes, etc.) and replaces them with a fixed rate which when fully associated with time study becomes Measured-Day Work.

(4) It ends all protective practices (called restrictive practices by the employer) by which the workers protect themselves from being used as sweated labour.

(5) It eliminates demarcation lines so allowing overlapping of work and a consequent exclusion of many jobs and workers.

(6) It splits up shop organization by allowing transfer of workers from job to job, grade to grade and so from one work place to another.

(7) It gives at all times control to management over how many workers should be doing a particular job.

(8) Coupled with full operation of time-and-motion methods it prepares for a programme of mass sacking and continuous run down of the number of available jobs in the industry.

What relation has job evaluation to work study ?

THE TWO systems may be said to run side by side.

The one attacking job methods, motions and times, the other breaking down the internal structures of the jobs, their relation to each

himself. For example, whereas under job evaluation a few jobs may be listed as key jobs, in this case key workers will be chosen and the rest compared with these.

Similarly, whereas under job evaluation jobs may be listed on a points system as to skill required, etc., under merit rating points will be given for the worker's personal qualities, i.e. good time-keeping, amount of work produced, willingness to co-operate with the management, quality of work, and so on.

A merit sheet for a group of workers might look like diagram 4.

Employers say they use this system because it can be applied where bonus systems cannot work properly.

For example, with supervisors, managers, research workers and with many types of non-repetitive manual labour. In general, it is supposed to measure the worth of an employee to his employers.

I have heard that the introduction of some productivity schemes is to be 'phased'. What does this mean ?

THIS COMES from the government and employers being worried that if they try to push a scheme through all in one go, the workers concerned will immediately see all it involves and react by throwing it out entirely.

So the method used is to introduce the scheme in two or three parts or phases'.

The first phase in particular is usually tied up with a lot of double-talk and 'flannel' and some money is paid out to prove how good the scheme is going to be.

The idea is to get the scheme in and to face the fight over it at a later stage. A phased introduction to a productivity deal for an industry might look something like the following:

Phase 1

Agreement signed between unions and management on a productivity deal. Friendly attitude shown by management towards men and stewards, with explanations of how large sums can be earned under the scheme. Timing of jobs carried out by consultants, some rearrangement of jobs and introduction of flexibility, interchangeability and mobility.

Modernization with some new machinery, tools and techniques brought in with a new payment system proposed, but nothing definite, and a grading system put forward with rates of pay higher than the present rates. Some redundancy hinted at. Some extra wages paid, perhaps as bonus or lieu bonus.

Sometimes this may involve quite large amounts.

Some workers are made redundant, but given a large cash 'hand-shake' to prove that redundancy is not such a bad thing.

Voluntary retirement is treated in the same way; workers' complaints about the scheme given every consideration by management and in many cases considered 'just'.

Phase 2

Management's attitude now much tougher. Now friendly with a chosen few high-output men.

Work-study times introduced and applied to every job and action. Flexibility, etc., now applied wholesale and workers told that shift-working is required. All queries on work study time disallowed on the basis that they have been fixed by a scientific method and cannot be wrong.

A system of payment installed which is found to result in a large reduction in the take-home pay. This is tied to the grading system.

The beginning of mass sackings, many stemming from 'rationalizations' of the industry in the form of 'mergers' and closures.

Continued on page four



RAILWAYS: One industry where job evaluation has been introduced.

particular grade; craftsman, mate, unskilled, apprentice, foreman, etc.

The employers now aim to do away with the trade job titles and simply class each worker by his grade.

This is not a question of reduction of grades. The employers are deliberately spreading this misconception. It is a complete turning inside-out of the system.

All demarcation lines between jobs are to be broken down and a worker will be expected to do any work in his grade.

This comes under the flexibility, interchangeability, mobility proposals which also demand that a worker accept work in another part of the plant in the area, or in another part of the country as required.

Neither are their rigid lines drawn between grades, except

required and assist maintenance staff when necessary.

'The principle of whether a shift position should be covered or not is the sole responsibility of the shift charge engineer.'

'The possibility of remote operations of the CW pump-house will be investigated, so that this may be unmanned.'

This sort of list of measures can be found in any industry where grading is being introduced or arranged. Remember, the employers only see this as a first step, a shake-up before time-and-motion and Measured-Day Work schemes are introduced.

What are the main advantages of job evaluation to the employer ?

(1) It does away with differential wage rates tied to each craft, and

other as well as their associated pay scales. The two systems eventually meet up with the introduction of MDW

when new graded payments are related to stopwatch times and performance figures, and with the introduction of all the new methods of working and discipline.

One method which actually links work study and job evaluation from the start is called 'comparative estimating'. This system claims to compare all aspects of jobs with a number of benchmarks, including the times of operation — the final basic times being approximately those of the nearest benchmark equivalent.

What is merit rating ?

THIS system is similar to job evaluation.

But instead of the job being examined, it is now the worker

1

Job	Quality				Total
	Responsibility	Skill	Physical Effort	Mental Aptitude	
Electrician	8	8	5	6	27
Production Worker	6	6	6	6	24
Clerk	6	6	3	7	22
Stoker	3	3	9	3	18

3

Grade	Quality					
	Responsibility	Skill	Physical Effort	Mental Aptitude	Total	
I	Electrical Work, Toolmaking, Inspecting, etc.	8	8	5	6	27
II	Production Work, Stores, Material Handling, etc.	6	6	6	6	24
III	Conveyor Attending, Welding, Maintenance Work, etc.	6	6	3	7	22
IV	Labouring, Warehousing, Portering, etc.	3	3	9	3	18
V	Cleaning,	3	3	9	3	18

Demarcation on pay only

No demarcation. All work in each grade to be carried out as required.

2

Job	TRADE			Total
	Electrical	Plumbing	Production Work	
Electrician	8	8	5	21
Production Worker	6	6	6	18
Clerk	6	6	3	15
Stoker	3	3	9	15

Strict demarcation on pay and grade, enforced on shop floor strength / union card basis.

4

Name	Quality of Work	Quantity of Work	Time-keeping	Loyalty to Firm	Attendance	Total
James	8	5	8	9	8	38
Edwards	7	4	6	5	9	31
Jones	6	6	4	5	9	30
Smith	4	3	8	0	8	23

Strict demarcation between trades. No overlapping. Shop floor/union card control.

(Points range from 10=Excellent to 0=Very Poor)

TV

BBC 1

12.25-12.50 p.m. Apna hi ghar samajhiye. 1.00-1.25 Llangollen '70. 1.30 Watch with mother. 1.45-1.53 News and weather. 4.20 Play school. 4.40 Jackanory. 4.55 Happy age. 5.15 Tom Tom. 5.44 Abbott and Costello. 5.50 News and weather.

6.00 LONDON.

6.20 MUSIC ON COMMAND. A tribute to America from Plymouth.

6.45 THE DOCTORS

7.10 BRITISH COMMONWEALTH GAMES FROM EDINBURGH.

7.30 COMEDY PLAYHOUSE. 'The Old Contemptible'. The story of a First World War veteran whose relatives try to pack him off to the Chelsea Pensioners' Home.

8.00 MISSION IMPOSSIBLE.

8.50 NEWS and weather.

9.10 FROST OVER AMERICA. David Frost talks to Tennessee Williams.

10.00 HE WHO DARES. 'Doing a Perish'.

10.30 24 HOURS.

11.05 THE FIFTIES. Recollections of March 1950. 11.20 Weather.

BBC 2

11.00-11.20 a.m. PLAY SCHOOL.

7.30 p.m. NEWS and weather.

8.00 MAN ALIVE. 'The Release'.

8.55 CANVAS. 'A Feeling For Scotland'.

9.10 SHOW OF THE WEEK. Moresamba and Wise.

10.00 'IN THE NAME OF ALLAH'. Life in the heart of a Muslim community.

11.10 NEWS and weather. 11.15 LINE-UP.

ITV

2.00-4.10 p.m. Great Yorkshire Show. Featuring the Midland Bank Great Yorkshire Championship and the Bronnley Cup BSJA Ladies' National Championship. 4.17 Tingha and Tucker club. 4.30 Crossroads. 4.55 Anything you can do. 5.20 Freewheelers. 5.50 News.

6.02 I DREAM OF JEANNINE. 6.30 BENNY HILL SHOW.

7.30 CORONATION STREET.

8.00 IT TAKES A THIEF. 'Situation Red'.

9.00 TALES OF EDGAR WALLACE. 'Partners in Crime'. 10.00 NEWS.

10.30 NEAREST AND DEAREST.

11.00 PROFESSIONAL WRESTLING.

11.45 WHAT THE PAPERS SAY.

12 midnight NOT SO ENCLOSED.

REGIONAL BBC

All regions as BBC 1 except:

Midlands and E Anglia: 6.00-6.20 Midlands today. Look East, weather. 11.22 News, weather.

North of England: 6.00-6.20 Look North, weather. 11.22 News, weather.

Wales: 12 noon-12.25 Cricket. Glamorgan v Essex. 6.00-6.20 Wales today. 6.45-7.10 Heddlu. 8.00-8.20 Clwbline.

8.20-8.50 Ble carach chi fynd? 10.00-10.30 Bric a brac.

Scotland: 6.00-6.20 Reporting Scotland. 11.22 News, weather.

N Ireland: 6.00-6.20 Scene around six. 11.22 News, weather.

South and West: 6.00-6.20 Points West. South today. Spotlight South-West. 11.22 News, weather.

REGIONAL ITV

CHANNEL: 4.27 Puffin's birthday greetings. 4.40 Harry town. 4.55 London. 6.00 News, weather. 6.10 African patrol. 6.35 Crossroads. 7.00 Nanny and the professor. 7.30 London. 8.00 Baron. 9.00 Music hall. 10.00 London. 11.40 Epilogue, weather.

SOUTHERN: 2.20-3.30 London. 4.00 Houseparty. 4.15 Sara and Hoppy. 4.30 London. 6.00 Day by day. Crime desk. 6.30 Doris Day show. 7.00 Jokers wild. 7.30 London. 8.00 Avengers. 9.00 Music hall. 10.00 London. 11.45 News. 11.55 Weather. Action 70.

HARLECH: 3.00-4.23 London. 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 Avengers. 9.00 Department S. 10.00 London. 11.45 Weather.

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

HTV Wales colour channel 41 as above except: 11.55 dydd. 12.15 Weather.

HTV Cymru/Wales black and white service as above except: 6.01 Y dydd. 6.30-6.45 Report Wales.

ANGLIA: 2.00 London. 4.25 Newsroom. 4.35 Romper room. 4.55 London. 6.00 Tingha and Tucker. 6.35 Crossroads. 7.00 Ghost and Mrs Muir. 7.30 London. 8.00 Marcus Welby. 9.00 Music hall. 10.00 London. 11.45 Reflection.

ATV MIDLANDS: 2.00 London. 4.02 Women today. 4.10 Peyton Place. 4.40 Tingha and Tucker. 4.55 London. 6.00 ATV today. 6.35 Crossroads. 7.00 Brandel. 7.30 London. 8.00 Avengers. 9.00 Music hall. 10.00 London. 11.45 Pulse, weather.

ULSTER: 4.30 Romper room. 4.50 News. 4.55 London. 6.00 News. 6.05 Viewfinder. 6.35 Crossroads. 7.00 Jokers wild. 7.30 London. 8.00 Marcus Welby. 9.00 Music hall. 10.00 London. 10.30 From glen to glen. 11.00 London.

YORKSHIRE: 2.00 London. 4.10 Enchanted house. 4.25 Matinee. 4.55 London. 6.00 Calendar, weather. 6.30 F troop. 7.00 Jokers wild. 7.30 London. 8.00 Saint. 9.00 Music hall. 10.00 London. 11.45 Weather.

GRANADA: 1.30 Encore university challenge. 2.00 London. 4.10 News. Short story. 4.40 Tingha and Tucker. 4.55 London. 6.00 Newsview. 6.10 Octopus. 6.35 Big valley. 7.30 London. 8.00 Baron. 9.00 Music Hall. 10.00 London.

TYNE TEES: 12.55-1.30 Post-graduate medicine. 2.00 London. 4.10 Newsroom. 4.15 My three sons. 4.40 Stories of Tuktu. 4.55 London. 6.00 Today at six. 6.30 Survival. 7.00 Jokers wild. 7.30 London. 8.00 Court martial. 9.00 Music hall. 10.00 London. 11.45 News. 12 midnight It may be that.

BORDER: 4.13 News. 4.15 Freud on food. 4.40 Tingha and Tucker. 4.55 London. 6.00 News. Lookaround. 6.35 Crossroads. 7.00 Jokers wild. 7.30 London. 8.00 Baron. 9.00 Music hall. 10.00 London. 11.45 News, weather.

SCOTTISH: 1.15-1.45 Post-graduate medicine. 2.00 London. 4.15 Tingha and Tucker. 4.25 Handful of songs. 4.55 London. 6.00 News, weather. 6.10 Mad movies. 6.35 Crossroads. 7.00 Jokers wild. 7.30 London. 8.00 Hawaii five-o. 8.55 Police news. 9.00 Music hall. 10.00 London.

GRAMPIAN: 1.15-1.45 Post-graduate medicine. 2.00 London. 4.15 Tingha and Tucker. 4.25 Handful of songs. 4.55 London. 6.00 News, weather. 6.10 Mad movies. 6.35 Crossroads. 7.00 Jokers wild. 7.30 London. 8.00 Hawaii five-o. 8.55 Police news. 9.00 Music hall. 10.00 London.

Docks delegates

FROM PAGE ONE

'But they [the employers] remained firm that there should be no increase in the basic rate of £11 1s 8d and refused to accept a union demand that the modernization bonus should be consolidated into the basic rate for the calculation of piece-work, overtime and other extra payments.' (Daily Telegraph, July 14.)

All that the unions have secured from 36 hours of 'bargaining' is a weekly increase of £3 in the fall-back pay (£4 in the provinces) and a £1-a-week increase in the modernization bonus. And Mr Feather calls this a 'courageous decision'.

The 'Financial Times' editorial, 'Two Provisions in Cheers', tempered its optimism with a note of caution and in doing so clearly revealed the source of Mr Jones's equivocal attitude in these negotiations and the real issue for the employers.

It ought not to be assumed that no dock strike will now take place.

The fundamental issue at stake in this whole affair has been the future of port modernization.

Mr Carr (Employment and Productivity Minister) and the employers were firm last night that the settlement offered would not jeopardize modernization; the refusal of the employers to consider an increase in the basic rate, on the other hand, has been due to their conviction that this would bring about an escalation of piece-rates that would make the men reluctant to accept the second stage of the Devlin programme.

'No doubt it has suited the leaders of T&GWU, who have no very firm control over their members in the docks and are subject to the competition of a smaller rival union—to walk carefully and fudge the point really involved in their pay claim.' (Financial Times, July 14.)

They hope that somehow the strike will be called off so the scheme can go through—so do the union leaders, the employers and the Tory government.

Mr Carr was quite explicit when he expressed the opinion that agreement on wages would allow 'modernization' to go forward 'with a new determination'.

This then is what the dockers are fighting.

There is only one thing the dockers can do with the employers' offer: reject it completely and prepare to build a new leadership against Jones, O'Leary and the officialdom of the Transport and General Workers' Union.

The strike (if it comes) as we pointed out, will cause hardship all round and the Tories will strive desperately to drive a wedge into the unity of the working class and isolate the dockers by blaming unemployment on them.

The only way to unite the whole trade union movement is to fight the Tories all down the line by posing the socialist alternative: the nationalization of all industry, banking and land without compensation and under workers' control, and fighting to bring down the Tory government and its replacement by a socialist government.

There is no other way to win this strike.

In conclusion we make a special appeal to Communist Party members on the docks to demand of their leaders to end their scandalous silence on the role of Jack Jones in this dispute and unequivocally support the dockers in the struggle against Phase Two of Devlin and the Tory government.

- Smash Devlin
- Force the Tories to resign

Chrysler Ryton workers face more speed-up

BY A WORKERS PRESS CORRESPONDENT

TRACK SPEEDS on Chrysler UK's Avenger model at the Ryton, Coventry, plant will be raised following the end of the two-week-old strike by 3,500 manual workers.

The strikers voted last Friday to accept a 1s 6d-an-hour pay increase after earlier rejecting the management's offer of 1s 3d an hour more for production workers and 1s 5d for indirect workers.

The Chrysler men's original claim was for a 2s 5d increase to bring the production workers' hourly rate up to £1 an hour.

Having spent colossal sums in new plant for the introduction of Measured-Day Work last year, having lost £7 million in the first half of this year, and having had to pay initial wage increases last year averaging 1s 3d an hour, Chryslers are now desperate.

This underlying determination is based on the cost of living and comparison with the BMC factory earnings in the Coventry area.

The Chrysler firm's letter sent during the stoppage to each employee virtually begged the worker to see that in spite of Chrysler's £7 million loss, the 1s 5d increase offered at that stage was most generous and has taken fully into account the increase in cost of living since the last agreement of 12 months ago.

But Ryton workers are asking if it takes into account the increased cost of living over the next 12 months?

One shop steward commented: 'The workers are more determined on this issue than ever before. We know we made a mistake in signing the Measured-Day Productivity Agreement last year. The cost of living has shot up and workers know that if Britain enters the Common Market it can leap overnight.'

OVANDO GOES RIGHT

BOLIVIAN President Ovando, himself brought to power by a military coup, has removed General Torres, who was a main mover in the nationalization of foreign oil interests in the country.

The 'progressive' Ovando regime has promised many steps of 'social progress', but still holds a number of political prisoners, including Regis Debray, in jail in jungle camp.

In moving against the radical section of the army officers, it is laying the ground for a move to the right.

Guerrillas criticise Hussein agreement

LEADERS OF two Arab guerrilla organizations have criticized the agreement negotiated between the Palestine Liberation Organization and the Jordan government.

The agreement had been drawn up by the four-national committee representing the Sudan, Algeria, Libya and Egypt, set up at the Arab summit talks in Tripoli last month.

It provides that the guerrillas will not do anything to encroach on Jordanian sovereignty, and that all guerrilla groups will abide by decisions of the PLO Central Committee.

It is now reported from Amman that Hawatme's Democratic Popular Front for the Liberation of Palestine (DPFLP) has raised objections to parts of the agreement.

In particular, the DPFLP has demanded the dissolution of the special detachments of the Jordanian Army involved in clashes with the guerrillas in Amman last month.

Another group, the Syrian inspired Saigah has criticized the vagueness of the provision about not endangering 'the unity of the nation'.

Relations

The issue of the relations between the guerrilla groups and the Arab governments, now becomes one of major importance.

Attempts by the US and Moscow to impose a settlement which will guarantee the borders of Israel can only be implemented if the guerrillas, pledged to liberate Palestine from Zionism, can be kept under control.

A further report from Amman brings this question out very clearly.

As reported in Workers Press last week, Haddad, chief of staff of the Palestine Liberation Army, was sacked 'for reasons of health'.

Now, Abu Moussa, leader of Saigah, has declared that the sacking arose from a demand for a regular budget to be allocated to the Army and put under its control.

When this was refused, Haddad said that an attempt was being made to weaken the Liberation Army.

'The Palestinian Army', he declared, 'is sworn to oppose whoever tries to liquidate it to prepare the ground for a peaceful solution rejected by the Arab and Palestine masses.'

Settlement

While the US State Department prepares to send Israel some of the Phantom jets they have demanded, the moves towards a settlement are stepped up.

Israeli Foreign Minister Eban's offer of direct talks with Egypt will be the subject of great pressure on Nasser by the Soviet leaders engaged in the continuing talks with him in Moscow.

The political character of the Arab guerrilla leadership will then be tested out in front of the Arab masses.

The inadequacy of nationalism, even when flavoured with 'Marxist-Leninism', can be rapidly revealed.

Courtaulds

'I intend', she is reported to have said, 'if debate is granted to ask the Tory government to intervene and stop this shocking example of private enterprise.'

'After all Courtaulds are big friends of the Tory Party and I would have thought their government would have some influence.'

The best way to cheat the hangman is to beg mercy from his assistant!

It is no use Mrs Short quoting the profits of this company.

Closure and sackings are an inescapable part of the employers' drive to boost dwindling profit rates.

We have been warned. The Labourites will produce just this kind of empty rhetoric and little else in opposition to the Tory government's offensive against the working class.

By a Middle East correspondent

Dockers defy 'no strike' plea

FROM PAGE ONE

many others attending today's conference would be arguing against the general secretary's action and would oppose the employers' new offer if it was in the terms that had been reported.

A decision to continue with strike action was carried by a

clear show-of-hands majority at TILBURY after T&GWU divisional chairman Harry Battie told a mass meeting that only today's delegate con-

ference has powers to call it off.

But a further mass meeting of the 1,800 dockers there has been called for this morning.

And on MERSEYSIDE, where most of the port's 11,000 dockers simply failed to report for work yesterday morning, a 15-minute Pier Head meeting accepted a recommendation from shop stewards to return this morning pending a decision from the delegates.

Comments from dockers about the role of Jones and Trades Union Congress general secretary Victor Feather were sharp and caustic.

REPORTS-BACK

Reports-back from the delegate conference will be taken together with discussion on the Liverpool employers' Devlin Phase Two proposal, which have been unanimously rejected by the port's stewards, at a 10 a.m. meeting in the city on Saturday.

Dockers in GLASGOW are remaining out until delegates report back from the London conference.

The 2,500 men went on strike on the strength of a recommendation from their local branch of the Scottish T&GWU and many were extremely bitter about Jones's appeal for deferment.

DUNDEE was also at a standstill.

All cargo-handling was halted in SOUTHAMPTON yesterday after a mass meeting which voted to continue with strike action for 24 hours until a further meeting at 8 a.m. today.

By mid-afternoon, most HULL dockers had stopped work.

Workers Press reporters encountered considerable hostility to the attempts to call off the strike.

WEATHER

London area, SE England, central southern England, Channel Islands, SW England: Sunny periods and scattered showers. Moderate, NW wind. Rather cool. Max. 17C (63F).

Edinburgh: Sunny periods and showers dying out inland later. Moderate NW wind. Cool. Max. 15C (59F).

E and W Midlands, NW England, central northern England, Glasgow area, N Ireland: Sunny periods and showers. Moderate or fresh NW wind. Cool. Max. 16C (61F).

Outlook for Thursday and Friday: Sunny periods and showers. Rather cool. Showers dying out in the West later and becoming a little warmer.

CRISIS IN THE FACTORIES

From page three

Phase 3

Completely arrogant attitude to all workers by management. Foremen and supervisors, held in the background during the early part of the scheme, now put maximum pressure on for more output.

Constant re-timing and tightening-up of times and methods results in all extra payments disappearing.

Full mobility in the form of a small force of workers rushing from job to job, plant to plant, etc., seven days a week, 24 hours a day, working to be covered by a rotating system of three shift demanded.

Workers must be prepared to move to other parts of the country.

A pool system created and workers returned to the pool when no work is available.

Strict discipline upheld by a joint management and union agreement. Shop stewards told that their function is now covered by foreman-union action.

Wholesale sackings.

Later on, around Phase

Stalinist Congress postponed to 1971

THE 24TH CONGRESS of the Communist Party of the Soviet Union, due to have been held this autumn, has been postponed until 1971, according to Tass the official Soviet news agency.

ARGENTINE ARRESTS

POLICE in ARGENTINA have arrested a large number of people for their alleged connection with the kidnapping over a month ago of ex-President Aramburu.

REPRESSION

At home, the leadership is turning more and more to political repression in order to hold down the working class.

The courts are far more frequently used to enforce 'social and economic discipline' and the campaign to rehabilitate Stalin has taken giant strides.

But the Soviet leadership remains vacillating and uncertain, unwilling to take on the working class in decisive conflict.

It is feared of such a struggle that has caused the bureaucracy to moderate its anti-Chinese campaign.

The Sino-Soviet frontier navigation commission has reopened negotiations on the border waterways—a meeting interpreted as a conciliatory gesture from the USSR.

In addition, Soviet forces appear to have been withdrawn from the immediate frontier area.

The indecision at the top of the Soviet bureaucracy is a clear index of the depth of the crisis within Stalinism internationally and the potential for constructing revolutionary parties in the countries under Stalinist rule.

COLLISION

The Soviet bureaucracy knows that despite its efforts to stimulate chauvinistic anti-Chinese sentiments inside the USSR, it cannot take on a serious conflict with China without entering a collision course with the working class at home.

The indecision at the top of the Soviet bureaucracy is a clear index of the depth of the crisis within Stalinism internationally and the potential for constructing revolutionary parties in the countries under Stalinist rule.

Key to victory

Last Wednesday's mass meeting felt the key to victory was to settle the question of blocking.

The victory of this strike would be as crucial for the South-West as the victorious 21-week Centrax strike.

South-West bosses have to be beaten back and by doing so Ottery workers will be dealing a vital blow at the Tory government.

COLOMBIAN KIDNAP

In COLOMBIA the guerrilla organization ELN has kidnapped Fernando Londono, previously Minister of the Interior, and offered to exchange him for two of their members who have been captured.

The ex-Minister was seized last week from his coffee plantation in Caldas province.

A rich landowner, Gonzales, has also been kidnapped.

The Colombian President, Lleras Restrepo, has called a meeting of armed forces chiefs to discuss the possibility of imposing a state of siege on Caldas.

'Pravda' slams Soviet novel

BY A FOREIGN CORRESPONDENT

SUNDAY'S 'Pravda' criticized an anti-Semitic Russian novel which attacked Trotsky as a 'Zionist'—but without referring to its anti-Semitism.

As reported in Workers Press in March and April, the novel 'In the Name of the Father and the Son' by Ivan Shevtsov, published in Moscow earlier this year, describes American imperialism as 'the economic and military base of Zionism'.

The novel's hero says: 'Trotsky was a Zionist, and his so-called party was only an offshoot of Zionism'.

After the publication of this piece of Stalinist filth, the youth paper 'Komsomolskaya Pravda' printed a mild attack on the book, but softened the blow by praising the author for 'dealing in one way or another with some questions of an idealist character and with the struggle against bourgeois influence'.

Shortly after this review appeared, it was attacked in the magazine 'Sovetskaya Rossiya'. Shevtsov was said to have performed a valuable task in 'exposing Zionism'.

Now 'Pravda' joins this fake dispute. L. Popatov describes Shevtsov's novel, and another one called 'Love and Hatred', as 'ideologically weak' and 'flimsy from a literary point of view'.

But, although in Shevtsov's books the villains are always Jews and their victims Russians, Popatov does not refer to Shevtsov's notorious anti-Semitism.

The thin disguise of this old weapon of the bureaucracy as 'the fight against Zionism' is particularly revolting at this moment, when the bureaucrats are themselves preparing for a deal with Israel.

Bulgarians return Maoist to Colonels' jails

A GREEK Maoist who had been refused political asylum in Bulgaria was sentenced to 13 years and three months imprisonment by a special military tribunal in Athens last week.

He is Theologos Psaradelis, a 27-year-old textile worker tried on charges of sedition, stealing explosives and jail-breaking.

Psaradelis escaped earlier this year from a Greek prison where he was held on charges of stealing explosives, commandeered a boat and sailed from the Island of Lesbos to Turkey.

The Turkish government refused him political asylum, and he went on to Bulgaria, but the Bulgarian authorities handed him back to the colonels' police.

Every genuine socialist and opponent of the Greek colonels will be tickled by this action of the Bulgarian government.

It follows a spate of trading agreements between the Greek junta and the E European countries.

Clearly, the Bulgarian Stalinists are collaborating with the colonels to police the Balkans and hound militants and socialists in their jails.

Where does the British Communist Party, which claims to oppose the Greek regime, will support the Bulgarian government, stand on this latest counter-revolutionary action?

Two, you will be told that shift-work and weekend working must be accepted if orders are to be won, and if factories, docks, yards, etc. are not to close.

The Phase Three story is that only three-shift working, full mobility, mass sackings, strict discipline and an acceptance of a wage-cut can save the industry and enable a competitive stand against the Japanese (Swedes, Americans, etc.).

Of course, firms do face crisis as a result of the economic situation, but this has nothing to do with the workers.

It is just another proof that capitalism in no way operates for the well-being of society, but solely for the insatiable greed for profit of a comparatively small section of society.

Collapse and bankruptcy is an added proof that industry can only operate when the workers have forcibly expropriated the capitalists and eliminated the profit motive for ever.

THIS IS a line put across early in the proceedings, usually when the schemes are first being explained.

Later on, around Phase

Continued next Wednesday.

Decision

The 'Financial Times' knows that in a few days' time the final decision to implement Devlin Phase Two will have to be taken.

ALL TRADES UNIONS ALLIANCE MEETINGS

CROYDON: Thursday July 16, 8 p.m. Ruskin House, Coombe Rd. Fight back now! Force the Tories to resign!

LEICESTER: Tuesday July 21, 8 p.m. Queens Hotel, Rutland St. The working class can defeat the Tories!

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LATE NEWS

HEATH-WILSON CLASH ON RHODESIA

The Prime Minister and Mr Wilson were involved in another bitter clash over Southern Africa in the House of Commons yesterday.

Mr Heath denied that he had asked S African premier Dr Vorster to act to a go-between in any negotiations with Rhodesia.

He said he could give no indication as to when any talks aimed at a settlement with Rhodesia would start.

Mr Wilson asked the Prime Minister to answer 'yes' or 'no' on whether he had made any propositions to Commonwealth governments about resuming arms sales to S Africa.

Mr Heath replied that Sir Alec Douglas-Home, the Foreign Secretary, had already stated that Britain was in consultation with Commonwealth governments and a full statement had been promised for next week.

G&MWU BRANCH TO SPLIT

Leaders of the General and Municipal Workers' Union announced yesterday that they were splitting up their massive St Helens No. 91 branch.

In a bid to erode support in the town's six Pilkington glass factories for the break-away Glassworkers' Union formed in the aftermath of the recent strike there, the G&MWU is to set up a separate branch for each factory.

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