

THE WORKER



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FIRST GUIDELINES SET BY WORKERS

WAGE negotiations at Fords, as we all know, have been watched by all sections of industry, workers and employers, with great interest as to their outcome; since it is the first essay of any consequence by the unions. It can affect the size of possible gains in the new period of so-called free collective bargaining. The vacillation now being displayed does service to no-one and denigrates that which has been achieved, small as it is.

The wages settlement gives an average of 12 per cent increases and to skilled workers almost 14 per cent, which knocks the Government guidelines and makes it possible for other workers elsewhere to secure even higher settlements. If the negotiators fail to give leadership, confusion will follow. Remember that there are sixteen unions involved in this, not one as the press would have us believe, and they speak for 57,000 workers, inclusive of all trades, not just those on the assembly line. Be they trade union officials, shop stewards or works committees: if they say to their workmates "we don't know what to do" they are abandoning duty and sowing dismay.

The "first" in this new situation to break through should encourage all victories and not sour

the victory. Nor should there be delay or pretence that a shorter working week has not been given. This was a propaganda point, not real, and jerked in to deceive all with seeming militancy.

In this situation Fords would not break new ground. The achievement of such a demand requires planning and a strategy that prepares for war, in order to succeed. It is worth a great struggle to be embarked upon, with provision for retreat if necessary: it is a worthy project and too important to be thrown in as makeweight in such a muddled and disorganised situation.

The real reluctance to accept or reject a settlement that ranges from £8.33 for Grade A to £11.33 for skilled men, Grade E, stems from the reluctance of the Transport & General Workers' Union who truly do see the slight improvement and correction in the differentials' issue and find it unpalatable. The differentials are Grade A 11 per cent increase to Grade E approximately 14 per cent.

They feel that if they dally long enough the demand may yet emerge from the mass that would break out something like "why should they get 14 per cent, why not reduce that amount and share it out?" That is not struggle but division. It is the old

slick strategem of the Transport & General 'leaders', "what about the lower paid?" Parity to them means everybody gets the least. It is egalitarianism and poverty of struggle, not leadership in the wages fight.

Inevitably there will not be a spontaneous struggle, a strike. There is no such thing as a spontaneous strike. The workers will vote by their boots, into work not out. A decision by default lessens any authority of stewards which might impress the employer.

THE WORKER WILL BE PUBLISHED WEEKLY FROM OCTOBER 29th

Govt. would 'guide' us into more wage cuts

'YOU ARE FREE to bargain collectively about a further decline in real wages'. This is the essence of the Government's 'non-statutory' pay policy. Outlined originally in the July 30 White Paper, the details of the policy have only just begun to emerge as workers have once again started to assert their right to seek improvement in wages and conditions.

Like all previous policies there is a carrot and a stick. The carrot, even at a first glance, is extremely thin - a mere 10 per cent. On closer reference to the White Paper it can be seen that this figure relates to the overall

increase in national earnings which the Government intends to allow.

Basic money increases are, in practice, to be limited to 5-6 per cent in the 12 months to 31.7.78. Within the 10 per cent figure are to be included all increased costs to the employer arising from improvements in pension schemes, reductions in hours, increased holidays, sick pay and other fringe benefits. In addition, where consolidation of supplements paid under the past two phases gives rise to increases in holiday pay and overtime and shift premia,

(continued on page 4)



Nurses and other workers from 30 London hospitals demonstrate outside Hammersmith Town Hall on October 12th, protesting against the decision of the Area Health Authority to close Hounslow Hospital. Picture by Martin W. Collins.

WORKERS all over Britain will have been horrified by recent events at Hounslow Hospital. The hospital was scheduled to be closed by the Area Health Authority on August 31st, but workers, patients and local residents began a work-in on March 28th (see THE WORKER 17).

On Thursday 6th October, the Area Health Authority sent a number of non-union contract workers to kidnap the patients and wreck the hospital. Old, frail and mentally disturbed patients were lif-

ted from their beds, bundled into cars and removed. Relatives seeking to visit patients were given no information as to where they had been taken. Not content with this, the Health Authority's gang returned to the hospital to smash beds and equipment. The telephone wires were cut to prevent the workers calling for assistance.

The capitalist newspapers in recent weeks have been falling over one another to congratulate the state on its pose as 'peace-

keeper' between National Front marches and the pseudo-'left'. The joke of one lone fascist marching down the streets of Manchester with a huge escort of policemen is an absurd one, for, at the same time, as the politicians of all capitalist parties are pronouncing their distaste for the racist rabble of the National Front (and banning all workers from marching at the same time) so they order the wrecking of Hounslow Hospital with tactics described by workers as like the Gestapo.

Albanian youth marches proudly forward

IT was very apt that the 7th Congress of the Albanian Labour Youth Union was held in a spectacularly converted part of the Elbasan Metallurgical Complex. This steel works is the key to industrial independence, a fantastic achievement considering the desolation of Albania after liberation. And youth have played a significant part in the building of the complex through volunteer labour. Also the vast majority of workers there are under 30.

The Congress was very interesting and stimulating. The delegates analysed honestly the present situation and showed

clearly the way forward. All were aware of the need to be on guard against revisionism, liberalism, and the return of bourgeois ideology. Not only did they talk of the internal problems and solutions but many reminded us of the importance to understand correctly the international situation. Foreign delegates who spoke against the revisionist three world line received much applause. Albania is definitely not alone and wishes to nurture and cement her fraternal relations with foreign Marxist-Leninist parties who have taken the correct path.

What a successful Congress it was! The visit and profound speech of Enver Hoxha finished the proceedings on the high level that had been maintained throughout. The enthusiasm was most inspiring. So strong and healthy are the Youth. So clear is their political awareness, their loyalty to the Party of Labour, their vigilance in the defence of their homeland.

This Congress has given them a tremendous impetus to continue the building of socialism, in creating the 'new socialist man', and upholding the principles of Marxism-Leninism.



Ramiz Alla, member of Political Bureau, greets CPB(ML) delegate.

Picture by ATA.

The sacrificial lamb refuses slaughter

THE problem that faces the imperialist powers and all reactionary forces in the Middle East is the refusal of the Palestinian people to wither away and die in spite of years of threats, bribery, oppression and murder. The joint Soviet - US statement on the Middle East is an attempt to get the Palestinians to a Geneva Conference where they may be dispensed with quietly and without much fuss.

In spite of numerous protestations to the contrary the Arab states are only too eager to accommodate these imperialist plans and to accept Israeli territorial ambitions in the hope of bringing peace to their troubled lands. Their insistence on Palestinian representation in Geneva stems from their knowledge that not even a semblance of peace may be brought about without the agreement of those in the refugee camps.

Israel, on the other hand, is wary lest such Palestinian presence ruins the would-be peace conference. What damage a recalcitrant lamb can do to the

slaughterhouse and the would-be judges, jury and hangman remains uncertain to them.

The Israeli refusal to recognise the Palestinians as a people with a national identity and rights guaranteed under the UN charter stems from their basic fear of undermining the racially exclusive state of Israel. Hence their determination to wipe out the national identity of the Palestinians. What ever happened to the Zionist propaganda spouted by imperialists and their agents that the Palestinians propose to throw the Jews into the sea?

The Arab regimes driven by fear of their own peoples intend to stab the Palestinians in the back at the first suitable opportunity. They are not immune from stabbing each other in the back in the process. Their apparent unity stems from their common fear of the wrath of the people in revolution. The fate of Nuri Al-Said of Iraq and other reactionary agents in the Arab world still haunts every Arab monarch and statesman.

Education - who are the real subversive agents?

THE STAUNCHLY anti-communist (and some say CIA-backed) Institute for the Study of Conflict has, amidst a publicity fanfare, brought forth a mouse, "The Attack on Higher Education (Marxist and Radical Penetration)". This mouse, though it denies it, is really the rat of McCarthyism. Fingers are pointed and names are named; where 'the Marxists' work and lists of colleagues who attend their meetings; conspiracy, the cabal, 'the subversion of liberal academic values', the educational system under attack: in the words of John Wayne or Monty Python, 'The End of Western Civilization as We Know It'.

The continuing capitalist crisis leaves no area untouched, least of all the education system. There, the crisis has caused a great deal of embarrassment. Proponents of capitalism, particularly in the social sciences, have seen their theory fall flat on its face when confronted with the reality of capitalist practice, i.e. crisis. Obviously, few students are impressed, and cynicism exists. Marxists, who have for many years explained that capitalism and crisis are blood-brothers, have presented the most coherent explanation.

We now come to the most ironic part of all. The apologists of ca-

pitalism have conveniently excluded from their report the attack on all education (not just higher education) launched by capitalism itself. The report talks of subversion of 'academic values' in teacher training colleges; not mentioned is the severe reduction in numbers of teachers being trained! Thousands of places have been cut back.

Who are the real subversives of education? Public expenditure-cuts have seriously affected everything from availability of text-books to school milk. Parents, teachers and children have opposed this attack on education. Marxists have been in the forefront because education is vital for numeracy, literacy, knowledge and understanding - all essential to the working class, which fought for education, against capitalism.

Capitalism in ascendancy made use of educated workers, and now in decline it has less need of them. Marxists challenge the capitalist rationale as being an anti-people one.

'Academic values', which the report uses as a platform for rebalancing, are being undermined by capitalist philistinism. Why won't the Institute for the Study of Conflict investigate this fundamental challenge to education as we know it?

Is oil-rich Antarctica also to be ravished?

FOR some centuries now, man has known of Antarctica. Claims have been made and flags planted, but they have come to little, since there were no native people who could turn the inhospitable lands to use.

Since World War Two, much scientific research has been carried out. Scientists of all nationalities have cooperated in the tasks of discovery. Important work in the field of geology and climatology has been made.

It had been suspected for a while that there were minerals in the earth beneath the ice. But it was not economically viable to extract them. Now, with the discovery there of oil and gas and the decrease in easily extractable sources of metal elsewhere, the question of mineral exploitation is being seriously raised.

It is no surprise that, now economic gains can be made with ease, political interest is increasing and contradictions between countries are sharpening. In this atmosphere the biennial Antarctic Treaty Conference, comprised of 12 countries, is being held in London.

On the agenda are mineral extraction, food resources, scientific and environmental questions, and tourism. One area of research where valuable information is obtained is how the world is affected by effluent disgorged into the sea in the course of 'industrial activity', that is, the effect of pollution which contaminates our planet in the course of capitalism's mad search for quick profit. Now presumably this hitherto unviolated

continent will be ravished.

The possibility of Antarctic food, in the form of Krill - a small high protein, shrimp-like creature - is being discussed.

Estimates have been made that protein from this source can match that of all the fish at present caught in the whole world. Already Japan and Chile are using Krill for human food. West Germany uses it for cattle fodder. But without properly planned conservation the Krill will go the way of the whale, in which the southern seas once abounded.

As for the claims over territory, the Conference will not discuss them. Many countries, including the US, do not recognise the right of any country to make a territorial claim, although the US belongs to the Conference and as a senior partner feels secure without having to blow its own horn in such a crude way.

The Treaty claims to be authoritative, but many countries do not recognise its control. They say the Continent's future should be decided internationally. One suggestion is to put Antarctica under the control of the United Nations Food and Agriculture Organisation.

There is talk too of an equitable share for all, but that is unlikely as long as capitalism exists with its dog-eat-dog morality.

Antarctica will only benefit mankind in a Socialist world. Then, as now, workers from many nations will cooperate in scientific and technical work, but the difference will be that such labour will be of benefit to all mankind.

LETTER : THAMESIDE

Dear Editor, THE current ban on political and trade-union gatherings in Thameside confirms THE WORKER'S view of the need to defend hard-won freedoms. There is nothing progressive about the state's action to outlaw public meetings and demonstrations - it is an attack on our class and a further step towards a corporate state in Britain in which organisations capable of serving the interests of workers are illegal. Thameside is not a victory, it is a defeat.

It is the duty now of every thinking member of the working class to repudiate the government's recourse to this 1936 Public Order Act. We cannot afford to fall into the trap of growing used to seeing its effects and hearing about its use. We cannot countenance these restrictions on our freedom in any way - to do so is to embark on the road that leads to fascism.

Those who gave the state its chance to attack our right to organise are a guilty as those who stand to benefit by it - the capitalist class. Our aim is not to ban the National Front (although if racist thugs threaten to intimidate our class brothers we shall use trade union discipline as our means of dealing with them). Our aim is to get rid of the very conditions that encourage racism - unemployment, bad housing, bad working conditions and so on. That means getting rid of capitalism, and not giving credence to its attempts to stop us doing so. From a Bristol worker.

NUJ and Darlington

FOR the past 4 months the NUJ have been on strike at the Darlington offices of the Westminster Press. They are supported by the NGA who are co-operating to ensure 100 per cent NUJ membership.

Complete unionism is vital not only for journalists, but also for all workers in the printing industry in the light of the employers' plans for the introduction of new composing equipment in both news and general jobbing offices.

The newspaper owners have the intention of imitating the

American example of the introduction of new composing equipment by taking the composing from the well-organised compositors and giving the job to editorial staff in the form of direct input on keyboards.

In Britain the highly organised production staff have long been a thorn in the side of the newspaper owners who see the new composing equipment as a gift from heaven with which to smash the workers' fighting strength, which makes the struggle to organise one section of publishing the struggle of all.

EDITORIAL

COCK-A-HOOP over the hot money pouring into Britain to bolster up the reserves and the enormous profits being made by banks, oil companies and City firms to inflate the share index, Callaghan says belligerently to his critics in the Labour constituencies and the trade unions: "Back us or sack us".

There is no upturn as far as we workers are concerned. Two million of us are still out of work and with industrial production continuing to fall there is no prospect of improvement. The rise in profits Callaghan is so bucked about depends on an under-the-counter incomes policy still keeping wages well below the enormously high cost of living. It depends on continued slashing of public expenditure which is closing hospitals, cutting back education and wiping out public sector housing. While Callaghan is dislocating his arm patting himself on the back, real misery, hardship and suffering are creeping back into this country on a scale unprecedented since the great depression of the thirties.

There is no upturn as far as Britain is concerned either. The industrial base which represents the investment of skills and energy of the working class over many generations and on which their livelihood depends is being rapidly eroded. And meanwhile the Labour Government, drunk on its North Sea oil spree acts as if there were no tomorrow. But the oil is being used up not to run Britain's industries, not to make cheaper light, heat and energy for Britain's people; but to buy time for capitalism and to keep the Labour Party in Whitehall.

To Callaghan's challenge, back us or sack us, we have to answer: "We'll sack you, you and every other capitalist government which puts profits before people, companies before country and fiddles while the wealth of Britain is burnt up by capitalism".

Labour government and EEC defend apartheid

THE NEW code of conduct for capitalists investing in South Africa agreed by the EEC Foreign Ministers is a signal to all employers involved there to reinforce their corporate state.

This code urges companies to provide higher wages and better conditions, a clear confession that previous urges have fallen on stony ground. It also urges that black workers be allowed union representation, but not, of course, that their own illegal unions be recognised.

So workers will be offered only such 'unions' as the companies choose. This extension of corporatism is due to the greater possibility of cooperation offered by the EEC.

The code is voluntary: the capitalists are to police themselves, and may, but only if they wish, report to themselves on progress made in policing the workers.

The Danish and Dutch Ministers, presumably because their countries have little prospect of

investment in South Africa, wished to add to the code measures to restrict (not stop) new investment there.

But our other Ministers gallantly stood up for the freedom to rack yet more profit out of black workers; after all, British companies account for 50 per cent of total foreign investment there, other EEC-based companies 14 and the US 20 per cent.

The Labour Government is backing apartheid. Voting for, or working for, the Labour Party means giving strength to a party whose Ministers strengthen capitalism against black workers, a party whose policies strengthen the companies which exploit those workers.

The most effective way we can help those workers is to develop the revolutionary force in our own country, to abolish that private property whose institutions and agents drag Britain's name in the mud by their support for apartheid's barbarities.

Fight school closures! Reduce class size!

IF the logic of the latest ILEA report on the future of London schools in a situation of falling rolls is accepted, then many London secondary schools face closure.

The report promises "well designed and equipped premises" for London schools. At long last they are going to improve any sub-standard buildings, you might be forgiven for thinking. But no! Progress is to be achieved not by bringing such schools up to standard but by closing them down.

The staff and pupils are to be transferred en masse to keep the numbers up in other schools. Already in preparation for closures many teachers have been threatened with transfer. Last year in the ILEA 210 teachers were actually transferred. Thus instead of falling rolls being used to increase educational opportunity through reducing class size it's being used to shut schools.

Earlier this month, the head of the National Association of Head Teachers rightly commented that in a situation of falling rolls councillors were, "throwing away the best opportunity we have ever had to make the greatest single educational advance in our history."

A rapidly-declining school population combined with high unemployment amongst trained teachers offers a real chance to improve pupil teacher ratios and to allow far more children to receive individual attention from teachers.

Undoubtedly, falling rolls do raise severe problems for schools: below what size is a comprehensive school incapable of offering an adequate curriculum? For that matter, when is a comprehensive school too large?

There may be particular circumstances where it would be necessary for a school to close down. However, rather than adopt an overall policy of closure, a policy of positive advance in education standards should be adopted.

Teachers must fight to maintain the present level of staffing in their schools thereby reducing class size. Form entry in secondary schools should be 25 not 30. If 14 in a class is right for the lush pastures of Eton, 25 in a class is a mere beginning in an inner-city area.

The policy of widespread closures means that teachers will be faced with a cut-throat battle between schools where only the reputedly 'good' schools will survive: school will contend with school for parent approval; even division with division. This year Wandsworth (Division 10) has taken 420 11-year-olds from Lambeth (Division 9). Will only the schools which concentrate on projecting a good image survive?

Combined teacher and parent action last year repleved London's Lavender Hill School. We must not let this great educational opportunity pass by. We must improve education now!

Reduce class size! Fight school closures!

Maternity cuts

THE WEIR Hospital in Balham is once again destined for closure, despite the campaign led by NUPE and COHSE at the hospital and in the area to save it: but they are determined to carry on fighting. Meanwhile, in East London, workers at the Plaistow Maternity Hospital have been working-in since the Area Health Authority decided to close it down in July.

Said a COHSE member of the Action Committee: "Plaistow has only been built 12 years, and

a lot of money has been spent on buying expensive equipment. We've just heard that plans to build a new hospital have been delayed yet again, so why close the facilities that we have got?"

Why indeed, unless maternity services have now been judged as one of those "unimportant" areas which can be sacrificed in the name of reducing public expenditure and so "saving our economy"; workers don't need to be very healthy to stand in the dole queue.

Exminster gains

THE walk-out on 14 September staged by nurses on the worst suffering wards at Exminster Hospital, Exeter, reported in the last issue of THE WORKER has won a partial victory in their claim for increased staffing levels.

An eight-point peace plan proposed by health officials including the immediate employment of 12 extra staff, and the setting-up of a joint union-management working party to examine possible abolition of the 12-hour shift system, was accepted by the nurses, but with the provision of reviewing the situation on December 1st if it hasn't improved. Original demands were for 20-30 extra staff.

That the strike was a big step forward can be gauged by the nurses' determination to defend their skills and improve standards. Meanwhile... the district administrator's concern was that the proposed action wouldn't hazard the care of the patients!

Dentists get the drill

DENTISTS have recently joined the long and determined line of health service workers fighting to save the NHS and to protect the pay and working conditions of NHS employees. One dentist put it quite clearly: "Widespread disquiet within the profession convinces us that the present NHS system is no longer operating in the best interest of the patients."

Dentists have therefore decided to take action in support of demands to change the complex payments system which breeds bankruptcies, encourages low standards and has caused them to lose at least 20 per cent of their real income over 2 years.

The dentists' fight must be seen as part of the struggle to save the NHS. In many ways it resembles the early days of the courageous struggle of the hospital doctors, from which the dentists may learn valuable lessons.

At the beginning of that fight, a number of 'militant' groups sprang up, despising the real union organisation - the BMA - and potentially dividing their strength and diverting their efforts. However, the BMA eventually emerged as a strong union organisation, more ready to be used in defence of doctors and the NHS, while the alternative groups declined into their inevitable role of compromise, collaboration and confusion.

The dentists now are also having to face the question of the right organisational tactics for their struggle, and similar groups - alternatives to the dentists' union, the British Dental Association - are being formed.

A strong union organisation is the first necessity in any working class struggle and in this the dentists must learn from the doctors' experience. Equally important, the whole working class must learn from health service workers, that the fight to save the NHS is a fight for the whole class, those who work in the NHS and those who need it.

When is a boom not a boom?

CRACKS are already appearing in the picture carefully painted by Callaghan recently of Britain's rosy future. A midst all the euphoria surrounding the Labour Party conference there was a jarring note of dissent, when Barbara Castle correctly pointed out that the promised economic recovery would be a superficial, financial one rather than an industrial 'boom'.

This view has now been reinforced by the director general of NEDDY (the National Economic Development Council), who has warned that a shortage of skilled engineers and craftsmen could seriously impair the forecast upturn, by cutting the potential growth of output.

Of course this should surprise no-one, least of all the bourgeoisie, whose policies have resulted in this 'Catch 22' situation. Years of wage restraint and the erosion of differentials, coupled with the closure and merger of companies have led to a massive contraction of the skilled workforce, which forms the heart of manufacturing. Similarly, the destruction of apprenticeships and proper craft training for youth graphically demonstrate that no long term recovery is planned for Britain.



Pickets on duty outside Rolls Royce, Willesden, in North London. The strike for a 17.6 per cent wage rise and a new bonus scheme and improved holiday and sick pay is now in its sixth week.

Leyland - Feeble demands make for a feeble strategy Ban defied by police

LEYLAND employers have always claimed that all their problems, that is 'industrial strife', stem from having a conglomeration of separate settlements which arose through time as mergers took place.

Earlier it was also claimed that the conflict always came from piece work, especially as on introduction of new models. By mutual agreement, that is between workers and employers, piece work prices on a new model could not be imposed but had to be mutually agreed. Some long time ago on a wage settlement, workers sold this right and settled for work study.

This was a mistake.

Once again a new chapter of errors appears. Claiming 'parity' has led to the demand from employers for group or corporate bargaining as in Fords, that is, a single bloc wage negotiation and settlement across the board for all, corporate style. This is the inevitable reply to parity and has the pretensions of logic, just as parity seemingly carries the logic of justice. In this context parity means for example a single rate for a toolmaker be he employed in Glasgow or London - that workers doing like work, whether they be employed in

Oxford, the Midlands, Wales or Scotland should receive the same.

This supports the lie and legend that the wages system is just, fair and carries equality; not as it truly is, a constant jungle-war fight where gains received arise solely from the power exerted and objective favourable factors.

The parity demand is saying "because that group of workers has secured X plus we want it," presumably only because it has been wrested from the employer by those foremost in the wages fight. Parity must mean that we want the highest amount gained to accrue to all, irrespective of

struggle or lack of it. If it does not mean this it must mean that the highest paid should have a standstill in wages or suffer reductions to produce parity.

The wages fight must be fought on the conviction that we want higher wages, not that someone else has them. There is no equality in wage slavery. We must, in this society, fight these battles where and how we can, exploiting every advantage. It is an opportunist game. There is no principle in money, nor bourgeois morality, only class morality - them or us! We must, of course, use the leap frogging technique - taking a small step or a large one forward when we have the strength and circumstances are right. Otherwise we become sterile; no new ground can be broken at the most favourable opportunity. Abandon moralistic pretensions to wage claims. Prosy phrases of parity, equality and justice are for the politicians who deal in lies and half-truths. We must be honest. The demand is crude "It ain't enough we want some more." That is order in the prevailing disorder.

IN AN open violation of the ban on marches and demonstrations they themselves imposed, the police organised a massive march through the streets of Manchester on 8th October. On the puny excuse of securing the freedom of speech of the individual, the individual being a leader of the National Front, the people of Britain were treated to a show of strength unknown in Britain before, by a civilian force, at the cost to the ratepayer of £1.

To the Special Patrol Group and the riot shields has been added the hovering helicopter fully equipped with a colour TV camera and transmitting equipment. The armoury of the state has thus been enhanced in readiness to deal with industrial or other civil disorders.

The intimidating sight of masses of uniformed police filling the streets of our major cities is rapidly becoming a familiar sight, itself a major aim of these costly exercises.



British Leyland vote to stand by their demand

Picture by Peter Harrap (Report)

Directors make a killing: Funeral workers act

IF YOU think just living is expensive, then don't think dying is going to be a cheap way out. Dying is expensive, too!

The recent strike called by the London Branch of the National Union of Funeral Service Operatives illuminates the high cost of dying. According to recent statistics for the period 1975-76, the large funeral companies

raised profits by 32 per cent, the medium firms by 24 per cent.

Meanwhile the Price Commission admits the Funeral Directors are making what seem to them to be unacceptable profits. However the Funeral Operatives in London who recently went on strike over their wage claim received a miserly 5 per cent award under Phase Two, granted by the employers under duress, and a 55p a week meal allowance which was settled this week.

The national organiser of the NUFSO said last week that the members of his union take home £35 per week. Originally the union had put a claim in for £10 extra, of which £600 would be a productivity bonus to cover a 9 per cent reduction in manpower in the past two years. It appears that the employees have received very little of the increase in their employers' profits.

The funeral industry in Britain is big business. There are over 650,000 funerals per year; 60 per cent of them are now cremations because the land is too dear to buy for burials. There are over 3700 funeral directors of whom 2150, handling 80 per cent of all funerals, are members of the National Association of Funeral Directors.

Not only the employees are being exploited by the funeral directors to substantiate their massive profits during this period of wage freeze. The bereaved too, are being exploited mercilessly.

A typical charge for a funeral is £166 for a cremation and £177 for a burial. There are numerous hidden costs which are not included in this estimate and probably unsuspected by the grieving relative.

According to Price Commission figures the last four years have been boom years for the funeral directors.

When it comes down to sheer greed and profit, capitalism has no scruples about the lives or deaths of human beings!

Govt. 'guides' (con't from page 1)

this too will be offset against the mythical 10 per cent.

Then there is the stick. The policy, which is more restrictive and comprehensive than previous phases, is not enshrined in any Act of Parliament; yet it is to be enforced by a series of sanctions, which, though they appear to be for use against defaulting employers are much more likely to be used as propaganda weapons against the trade union movement. Supposedly these measures would be applied through the Government purchasing policy, through the denial of certain forms of Government assistance or through the price control powers.

However, whatever the Government may say about wage restraint being the shared responsibility of both employers and workers, the sanctions will not be used to harm the employers' interests. Rather they will be used as a pretext on which to discipline workers via the age-old weapons of redundancy and unemployment.

If any-one thinks that employers find themselves reluctant partners in the next onslaught on workers' living standards then they are sadly mistaken. Say the CBI on the question of enforcing the policy, "It will not be easy given the pressures which have built up over the last two years, but providing employers can stand together, it can be done".

As predicted, the 12-month limit proposed by the Government does not apply to 'self-financing' productivity schemes (translated: sharing out your sacked workmates' wages).

Nevertheless, in view of the effect these will have on already compressed differentials, the employers are blowing hot and cold about even this avenue for increasing earnings. In fact both the EEF and the CBI are instructing members to submit such schemes for approval to see if they are 'genuinely self-financing'.

Employers' organisations are also united in the view that the 12-month interval between settlement must extend beyond the anniversary of stage two settlements. The CBI also say on holidays and hours, there can be "... no justification for a reduction of the working week or for increases in holidays at the present time". On consolidation of £6 and £2.50 supplements paid under phases one and two, the EEF say "Consideration should be given to carrying it out in such a way that gross earnings remain unaltered. The basic rate would require to be increased by less than the full amount of the supplement so as to allow for the effect of bonus and/or premium payments". Work that one out!

Clearly the underlying aim of the 'guidelines' is to tie workers up in knots, to enforce further reductions in real wages, to promote unemployment, to sack, to squeeze and to destroy. Our guidelines must be the exact opposite; namely to tie the employers and their 'Labour' Government up in knots, to take the initiative in combatting unemployment and decline, and to sack them.

Public Meetings

- LONDON** At Bellman Bookshop, 155 Fortress Road, N.W.5, 7.30 pm.
 Fri October 21 Britain in the World, 1977
 Fri October 28 What is Trade Union Sovereignty?
 Fri November 4 Housing in London: for people or profit?
 Fri November 11 The erosion of civil liberties.
 Fri November 18 NATO, capitalism's policeman.
 Fri November 25 Albania, an example to the world (organised by New Albania Society).
- LIVERPOOL** At AUEW office, Mount Pleasant, Liverpool, 8 pm.
 Tue November 8 Meeting to celebrate 60th anniversary of the October Revolution.
- BRIGHTON** At Brighton Workers' Bookshop, 37 Gloucester Rd., 8pm
 Thur October 13 The Labour Party Road to the Corporate State.
 Thur October 27 The fight for wages - right or wrong?
 Thur November 10 Skilled youth the key to the future.
 Thur November 24 Socialism - people not profit.
- LEEDS** At City of Leeds School, Woodhouse Lane (opposite Merrion Centre):
 Fri October 28 Revolution not Devolution.
 At Northern Star Bookshop, 18a Leighton St., off Great George St Leeds 1, 7.30 pm:
 Mon November 7 60th Anniversary of the Bolshevik Revolution.
- BRISTOL** At Main Trend Books, 17 Midland Road, Old Market, 7.30pm.
 Fri October 28 No guidelines but our own.
 Fri November 25 One world divided by class.
 Wed December 14 For an independent Britain: No to devolution, No to the EEC.
- MANCHESTER** At Millstone Pub off Oldham Street, 7.30 pm.
 Thur November 10 Smash the Labour Party.
- GRAVESEND** At the Terminus, Stewart Road, 7.30 pm.
 Wed October 26 Socialism, Not the Labour Party.
 Wed November 30 Britain One Nation.

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