

'Hard work won't kill you'—Kenyatta

PRESIDENT KENYATTA of Kenya believes that you cannot make a free country without hard work. 'Work hard with your hands, work every day', he told 800 youth from the MRA All-Africa demonstration. 'Hard work won't kill you. It will do you good and if you do this we will build a new Africa.' The youth had come to work on a hospital and road project in his constituency of Gatundu.

Before independence Kenyatta told the Kenya people, 'Progress will not fall to this country like manna from heaven.' On the second anniversary of Uhuru he said, 'There are those who cannot rise above envy and continue to speak as if Uhuru meant the abolition of work and the demolition

of other people's property. I am happy to say that already these negative minds are disappearing. These people are being by-passed by the national stream of progress and thought.'

A fleet of buses early one morning this December transported the youth from the MRA conference at Kenyatta College to the hospital and the Gaturumo road project. They came armed with 'jembes'—African hoes.

After their work the District Officer said, 'It is the biggest and best day we have ever had on the hospital.' On the road project the youth hacked out and levelled half a mile of road where before only a rough path had existed. 'Harambee, harambee, harambee'—African, Indian and European voices

resounded through the ravine. With shouts and great heaves they dislodged monster boulders and rolled them into position as support for a bridge over a waterfall.

At 10.30 it was down tools and a hundred-strong chorus rushed together. The President, escort and film unit had arrived at the hospital. As representatives of fourteen African nations sang 'Harambee', the President clapped in time to the music. Then they sang 'Which Way Africa'. 'We are demonstrating that work produces wealth,' said the MRA conference chairman Andrew Peppetta. 'That's good, that's good,' responded Kenyatta as he set off to inspect the site.

After the inspection the President

Conference delegates at work-time break run and surround President Jomo Kenyatta, singing 'Up, Up with People'



photo:
Kenya
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Services

sat surrounded by the students. Simon Motian, one of the Kenya students initiating the conference, outlined the training for future leadership on the continent going forward at Kenyatta College.

The Presidential film unit and Voice of Kenya television recorded Kenyatta as he spoke. He thanked the students for coming and strongly urged them to work with their hands every day in their own communities and countries. 'In many countries through wrong education young men and women grow up without wanting to dirty their hands. They don't like getting the dirt behind their fingernails. The soil is the mother of everything. Hard work won't kill you. If you do this we will build a new Africa.'

As the chorus sang the song, 'Up, Up, with People', the President said to the District Officer in a loud whisper picked up by the microphone, 'You see the idea is, when you point one finger there,' and he pointed with his first finger, 'there are others pointing at you—like this,' and he chuckled. As he left he turned back to Peppetta and said, 'I wish you success in what you are doing'.

'Harambee Africa'

NAIROBI'S finest auditorium—the City Hall—echoed with the 200 voices of an all-African musical, *Harambee Africa*.

The young Africans sang with passion, 'We say "Yes" to the youth of Africa. We need every man in Africa. We will send from the land of Africa—super modern man.' This production was the climax of the two-week MRA demonstration.

'I'd no idea. I'd no idea,' said a Kenya newsagency reporter as he dashed to file his story and as a Voice of Kenya TV cameraman rushed to the TV station. A member of the Government said, 'It's been a most wonderful evening. I only wish I had been able to come every day to the conference'. An old Kikuyu woman came out and murmured 'Mzuri kabisa kabisa kabisa—absolutely terrific!'

Andrew Peppetta, after the performance, said that more men need to arise like Kenyatta who 'speak up for what's right'. African nations needed men of moral courage and backbone, otherwise they will become the tools of the 'wrong men of East and West'. 'You cannot maintain compromise and keep freedom,' he said.

Basutoland PM sends message

BASUTOLAND'S Prime Minister, Chief Jonathan Leabua, cabled the Nairobi demonstration: 'We in Basutoland along with all right-thinking people all over the world attach most importance to this conference.'

'I am glad that two young men from my country have been able to attend this all-Africa conference.'

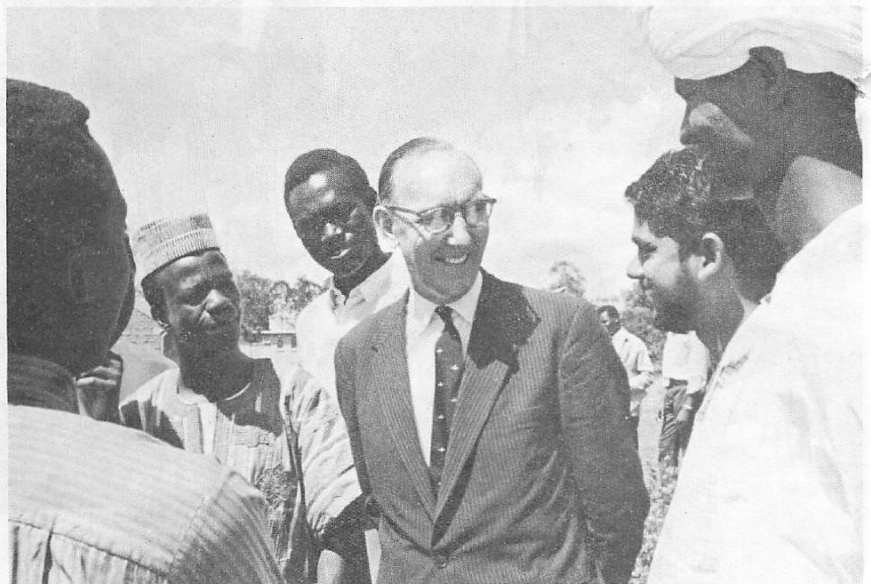
'The world today is not a peaceful place. Thirty years ago the then President of the Swiss Confederation said: "What is needed is the changing of lives through new spiritual power so

strong that it reconciles dangerous conflicting forces and produces brotherhood and solidarity." If the changing of lives was needed thirty years ago it is needed even more today.'

'I greet you as the Prime Minister of a new state—I could almost say a state in the making. The changing of lives is as necessary in my country as anywhere else and I should like to express the hope that some day in the not too distant future a conference similar to this one may be held in Basutoland.'



'The Strollers', one of Kenya's best known young TV singing groups, in 'Harambee Africa'.



photos: Channer
Air Vice-Marshal Nigel Blair-Oliphant answers questions put to him by students from the Sudan, Nigeria and East Africa following his talk, 'Growing up in the nuclear age'.



Ron Howe

Less headaches for George Brown

by Gordon Wise

HOW TO MATCH PRODUCTION increases with wage increases is the headache of George Brown, Minister of Economic Affairs. Seldom does he find relief. He would if he took a trip to Shell Chemicals of Carrington near Manchester. They make basic materials for hard and soft plastics.

This firm has announced a wage increase of 28%. But at the same time productivity, the firm says, will be going up by 150% by fully using the factory's human and technical capacity.

Thirty-two year old Ron Howe of Ashton-on-Mersey told me the story. He is an engineer at the plant.

Ten years ahead

Howe is Deputy Convenor of Shop Stewards in the Shell plant, which employs 2,500 men. He and his colleagues went to management with proposals which drew the comment, 'Labour is thinking ten years ahead of us'.

Basically the idea was to ask management for job security—say for five years—in return for which the workers would tackle the various 'restrictive practices' on the shop floor. These restrictive practices meant one type of craftsman was not allowed to do another man's work.

In British industry stoppages of the 'who does what' type have become a notorious commonplace. Originally unions and the medieval 'guilds' organised men into separate, rather watertight, compartments for each skill and craft. But in these days of 'rationalisation' and assembly lines, structural changes are overdue. Workers in some industries can be laid off at two hours' notice. Naturally they cling to these exclusive rights to perform their particular craft. It is a form of bargaining power, but it impedes productivity and makes wage raises difficult.

'Craft prejudice can be as bad as colour prejudice,' says Howe. In Shell Chemicals, if a pump had to be repaired, the fitter might have to await the assistance of 1: a process man to

stop the process, 2: an electrician to break any electrical contacts, 3: a 'lagger' to remove the lagging or insulation wrapped around pipes, 4: a pipe fitter to disconnect the pipes and 5: a 'rigger' to lift the pump on to the workshop bench.

Then, after these men had gone through their paces the fitter could proceed with the actual repair in the workshop. When his job was finished he would have to wait for the same series of men in reverse order before the pump could be in operation.

'When we asked for job security and agreed to consider ending restrictive practices the Shell management was "progressive",' said Howe. 'They offered job security not just for five years but for all their workers to stay with them until retiring age.' This was more than labour had dared expect.

The Works Committee was prepared to negotiate and consider axing restrictive practices. Five officials of the shop stewards' organisation and five members of management formed a working party. Their first attempt to work it out in detail was a flop. Each side produced their own draft agreement hardly recognisable as dealing with the same plant. Some stewards wanted to scrap the lot. Howe persisted. Frank talks resulted in the working party producing a document acceptable to all, including the men themselves for whom some seventy explanation meetings were arranged—in the firm's time.

Now craftsmen and operators will be interchangeable, provided they have the time, tools and ability to do any particular job. This agreement affects the thirteen unions involved. This means, for example, if a pump has to be repaired a general fitter now may do the entire job himself. It is

the first agreement of its kind in the British chemical industry.

The monotony of a modern industrial plant will be broken in this new set-up because craftsmen and operators will be able to carry a job through to its completion without frustrating delays caused by waiting for a whole series of craftsmen in turn.

One shop steward gave a recent practical example of the superiority of the new system. When on night shift he found a machine that needed repairs. He completed the job in fifteen minutes. Production continued throughout the shift. Before the 'flexibility agreement' this repair would have had to await the morning when other craftsmen came on duty. Then the whole night shift's production would have been lost.

These eminently sensible methods will enable 200 men to be retrained. They will then man the new extensions for the plant which are planned. This is the way that productivity can be stepped up. The generous pay increases will come out of this increase.

Job security

Howe is modest about his own part. Four years ago he had an unsigned application card for membership of the Communist Party in his pocket when he met MRA people. He never signed the card.

Change in men and management is a better way than class war for getting the results militant workers seek, said the young shop steward. It meant discarding old attitudes of suspicion and restriction by workers. For management it meant giving job security and being ready to consult men rather than handing down decisions from on high. Howe has arranged for hundreds of his fellow workers, including nearly a third of the shop stewards, to see MRA plays and films.

'But for my own experience of change', Howe declares, 'I would never have been one of the working party which produced this agreement, and would certainly not have had the same constructive approach.'

Pat Boone for 'Sing-Out'

Pat Boone will be in the Technicolor film of the MRA musical *Sing-Out '65* according to a report in *Variety*, the American film and stage paper.



Austrian Foreign Minister Bruno Kreisky will be addressing the conference delegates



John Craig, Secretary of Colvilles, Glasgow, calls for a 'new type of industrial man'



Robert Carmichael says French textile agreement benefits the European economy

850 youth open Caux conference

EIGHT HUNDRED AND FIFTY youth from thirty-two countries are now attending a two-week MRA conference — 'Race for Tomorrow' — at Caux, Switzerland. They include 200 British, 200 Germans, 150 French, 150 Scandinavians and 150 Swiss. There are five army officers sent by the Congolese President, General Mobutu.

The conference chairman Pierre Spoerri from Zürich, opening the conference this week, said that Europe had to find an aim that went beyond its frontiers, its internal divisions, its minor preoccupations, even its own prosperity.

He expected from the conference a group of young Europeans to commit themselves for the next twenty years

to change the thinking and living of the continent. They would help the press, radio and television become instruments for the modernising of man and his motives. The young actors, musicians, poets and writers would start a new fashion—a new type of man—more contagious than the Beatles or pop art.

'At Caux,' said Spoerri, 'leaders of tomorrow and leaders of today learn from each other.'

Today's leaders who will address the conference include African ambassadors; Bruno Kreisky, the Austrian Foreign Minister; Robert Carmichael, President of the European Jute Industry; John Craig, Secretary of Colvilles Ltd, Glasgow; and General Raffaele

Cadorna, military head of the resistance in Italy in World War II.

The professional casts of Peter Howard's plays, *Mr Brown Comes Down the Hill* and *Through the Garden Wall* will come from Germany and France to give performances at the conference.

Tran Viet Dzung, a medical student, introduced a group of thirteen Vietnamese students sent by the Consul General in Paris who had paid their fares.

'For more than twenty years,' Dzung said, 'our people have suffered. Each day hundreds are shot. Thousands are without homes. We can count on you for the security of our country.'

Germans speak out on freedom

WESTERN GERMANY is searching. And not only for participation in nuclear defence.

Shortly before Chancellor Erhard left for Washington, fifty-five senior men and women of industry, labour, science, press, defence and the universities publicly urged him to take up 'an ideology of freedom'.

They said America was changing and was recognising more and more the necessity for an ideology of freedom. The Germans urged Erhard to tell the US people of their gratitude for the American fight for freedom in Vietnam—'also our freedom'.

They published this in an open letter to the press. They took a full page in the nationally-read *Die Welt*. Many

other German papers commented. The *Rhein-Zeitung* ran the headline: 'The best weapon: ideology of freedom—MRA gives Erhard thought for his journey'. The *Bonner Generalanzeiger*, daily paper of the capital, reprinted the full text on its editorial page.

Liberalisation?

'At a time when in the Communist world serious doubts are growing about the rightness of their own ideas,' said the message to the German Chancellor, 'it is too cheap and dangerous to hope for and build on a liberalisation of Communism. Instead we must passionately stand up for a better idea—the formation of a world society which includes all races and classes

... That is why the moral re-arming of the world must become the declared aim of our national policy.'

'The whole of the German people rightfully want reunification. But as long as the reunification of Germany is declared to be the supreme goal of the Federal Republic, we can never, never achieve it in freedom. As a goal it is too limited and self-centred. Many of our neighbours are not interested in it, some are even afraid of it.

'The question of reunification and of the Oder-Neisse line will only find a genuine solution if we use all our strength in unison with America and our neighbours for the achievement of a free world order, founded on universally accepted moral values.'