

NEW IMPULSE FOR BRITISH INDUSTRY

NEEDED:

**a big enough aim, beyond
self-interest from any standpoint**

'Two hundred committed men working together at all levels of British industry could change the face of industry in weeks or months, not years', said Ron Howe, deputy convenor, Shell Chemicals (UK) near Manchester, and one of 600 people attending a National Conference for Men of Industry.

Active trades unionists and management representatives from Britain's heavy industries met in London's Westminster Theatre 28-29 October. On issues crucial to the national economy they spoke, not with the spirit of blame, but with hope. Their hope was realistic—based on what had already been accomplished in shipyards, factories and docks. Their purpose: to build an united and vigorous industrial nation which will bring cure to world problems. (see articles on pages 3 to 5)

Appeal from India

'IN EARLIER YEARS men like myself went to India to protect British interests. It's about time we went out to protect Indian interests. You ought to go.'

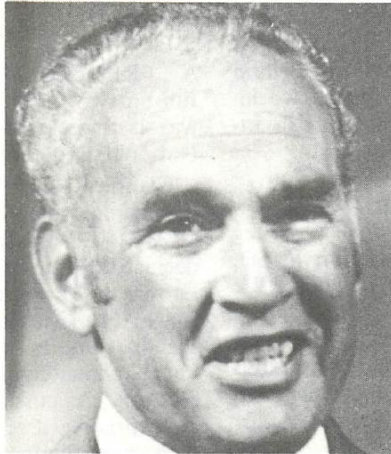
These were the last words of a father to his son. His son had just received a letter from Rajmohan Gandhi urgently requesting his help as a trades union leader in the current struggle to save India.

Gandhi had appealed for him and other trade union officials to come to India for three months to help India overcome 'the will to death' and 're-

place it with the will to change and surmount our problems'.

'On both sides in Indian industry there is selfishness and pessimism,' Gandhi wrote. 'Some people have called it the will to death. We need to replace it with the will to change and surmount our problems. It is my sincere belief that your meeting our workers, their leaders, industrialists and politicians would help our countrymen.'

'In many places law and order have broken down. People have forgotten



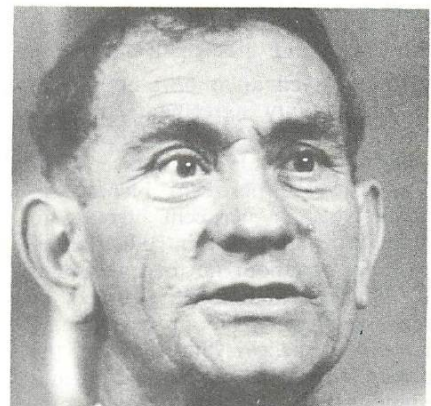
Left: Tom Ham, executive council, Stevedores' & Dockers'
Right: George Whyte, Aberdeen Transport and GWU



Left: Bert Allen, convenor, Reynolds Tubes, Birmingham
Right: John Craig, a Scottish steel director



Below: Jack Carroll, branch chairman, T & GWU, Bristol docks



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the country and the world and are interested in themselves and their immediate comforts. They need the unselfishness and faith that you can teach them.'

A few days later after his father's death the man said at the National Conference on Industry convened in the Westminster Theatre: 'We have got to be more positive in industry if we want the wherewithal for Britain to play its rightful role in the world. The time has come when British industry has got to sort itself out.'

Positive Approach

'It is pointless to apportion blame. This is negative. It gets nowhere. We need a positive approach to find a solution for our industry. Unless we learn to change men we are continually going to face these problems in Britain and across the world.'



Ron Howe, Shell Chemicals

The man's name is Ron Howe. He is deputy convenor of shop stewards at Shell Chemicals, near Manchester. He is a young man (32 years of age) with a wife and three small daughters.

Howe played an important part in the productivity agreement at Shell Chemicals in 1965. *The Financial Times* (30 Oct., 1965) reported that there was 150 per cent increase in productivity, 28 per cent increase in wages and despite the introduction of flexibility of labour no men were laid off. Howe is among the breed of men—whether of labour or management—who believe that beyond the current strife over modernization and redundancy British industry will pio-

'FALSE CONFLICTS ELIMINATED' French MRA man honoured for industrial work

A FRENCH Moral Re-Armament full-time worker, Maurice Nosley, was last week made a Knight of the National Order of Merit.

Claude Reynal, Director General of the Nantes daily newspaper, *Presse-Ocean*, who presented the decoration, declared, 'Maurice Nosley has become known in Nantes these last four years for his persistence in breaking down the barriers between men. Patiently but passionately he has proved that recovery is possible for a so-called underprivileged region once false conflicts are eliminated.'

'Blaming others,' went on Reynal, 'leads to sparks—not necessarily to light. Looking for who is right or wrong is sometimes useful but less useful than discovering what is right and enlisting the wills of men to a battle for a common aim.'

Newspapers and television reported

neer concepts for industry worldwide as potent as those given by the Industrial Revolution.

The National Conference at which Howe spoke, drew these men together.

They were trade unionists, managers or directors from the muscle power of British industry—steel, shipbuilding, docks, railways, aircraft manufacture and the electrical and chemical industries.

Among those attending—and there were 600 people present at the various sessions—were John S Craig, Director for Finance for the Scottish and North West Group, British Steel Corporation; Neville Cooper, Industrial Relations Manager of the British Oxygen Company; Jack Carroll, Bristol docker and a Transport and General Workers' Union branch chairman; Ron Howe, deputy convenor for the Shell Chemical plant near Manchester; Tom Ham, member, National Executive of the National Amalgamated Stevedores' and Dockers' Union; Jack Manning from the Royal Docks, London and David Mackie, Chairman of the Aberdeen Fish Market Porters' Committee.

the ceremony which took place in Nantes in the presence of the industrial, military and civic leaders of the area.

Impetus

The National Order of Merit was instituted in 1965 by General de Gaulle to recognise special services to the nation.

The newspaper head, who had worked with Nosley during the war, spoke of his 'brilliant' career in the army, the Resistance, and later with the political élite of Free France, and of his decoration with the Croix de Guerre with palm. 'But Nosley soon recognized that though there might be a long succession of cabinets and parliaments the essential recovery of the nation might not happen. So he joined the men who were to found the Moral Re-Armament centre at Caux which after the war offered to former enemies a unique meeting ground at the heart of a ruined Europe. In 1948 under the impetus of Dr Buchman, initiator of MRA, Nosley and his friends worked in Germany and laid the foundations of a new Europe.' Now he was assuming major responsibility for the work of MRA.

World at our door

In reply, Nosley said that a far larger task lay ahead. Six months ago the Indian statesman, Rajmohan Gandhi, asked the citizens of Nantes to send and support men who would work for Moral Re-Armament in other countries. Gandhi had since invited three Nantes trade unionists to go to India. 'Let us now be proud to make this possible,' said Nosley.

'Let us in the years to come have even greater outreach to the world which is at our doors.'

Presse-Ocean, with a five-column headline, joined in congratulating M Nosley, whom it described as 'a passionate, convinced and convincing advocate of Moral Re-Armament'.

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'White' and 'Blue' dock unionists call for honesty in industry

DOCKERS' LEADERS from the 'blue' and 'white' unions called for a new type of communication with management in the docking industry based on honesty.

'For this to happen,' Bristol docker Jack Carroll said, 'we've got to change management as well as labour.' Carroll himself was formerly an unofficial leader and recently has been elected chairman of his branch of the Transport and General Workers' Union. He said, 'We have achieved more in the past year for both the dockers and the city through MRA than in previous years of industrial punch-up.'

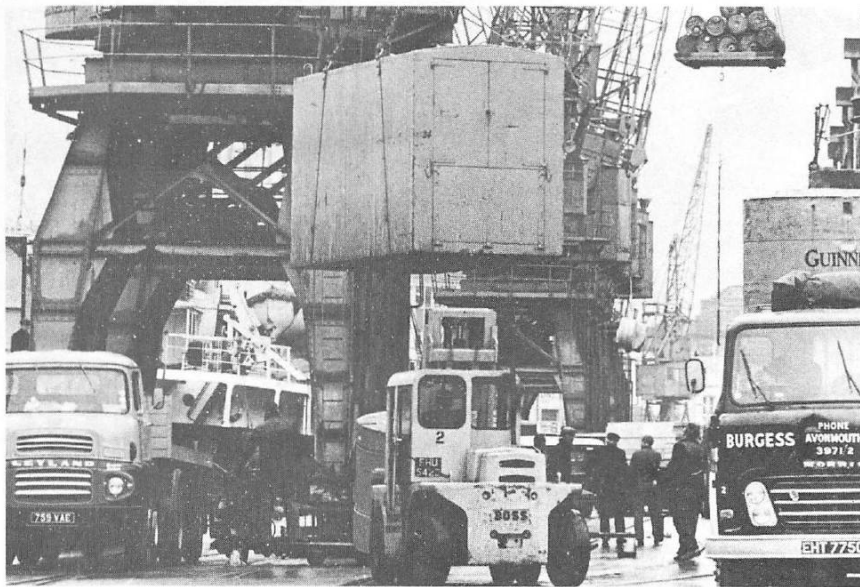
He appealed in the docks for 'honest men who can't be bullied, bribed or bought. If we don't have this we'll have trouble.'

New Way

Tom Ham, executive council member of the 'blue' union, the National Amalgamated Stevedores' and Dockers' Union, said, 'I have come to see that things which have in the past been achieved by strikes can still be achieved by an inward and outward flow of moral responsibility.'

Ham played an important part in bringing together in London the traditionally opposed NASD and the Transport and General Workers' Union. He said that a spirit of MRA can 'solve the difficulties we face in the trade unions and industrial world today.'

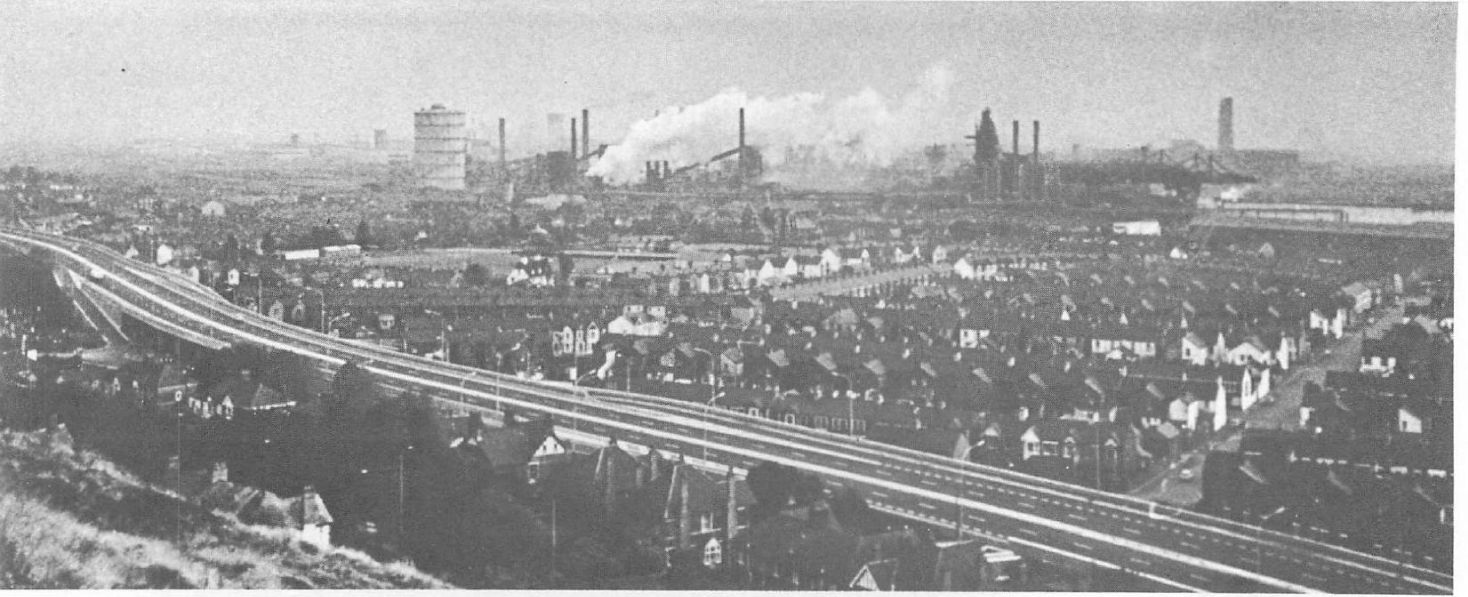
Ham's and Carroll's convictions were supported by Jack Manning, a member of the T and GWU and a docker in London's Royal Docks.



Above: Port of Bristol. Below: Aberdeen fish docks



David Mackie, Chairman of the Aberdeen Fish Market Porters' Committee, said the gains in wages and the increases in the tonnage of fish handled by his men had been achieved 'through honesty and trust in everything'. About the wage increase he said, 'We didn't use the power we had of our unique position in the fishing industry, between selling, buying and distribution. photos: Strong



'Go beyond expertise' says steel director

'BREAK OUT of the limitation of expertise and experience' was Scottish steel director John S Craig's message to Britain's managers, planning for the seventies and beyond.

Managers or directors were often boxed in by their own sense of success and therefore were not ready for new ideas.

On the current difficulties in industrial relations he said, 'We all know the answers—the only thing is that nothing seems to work! It is a problem of communications and of

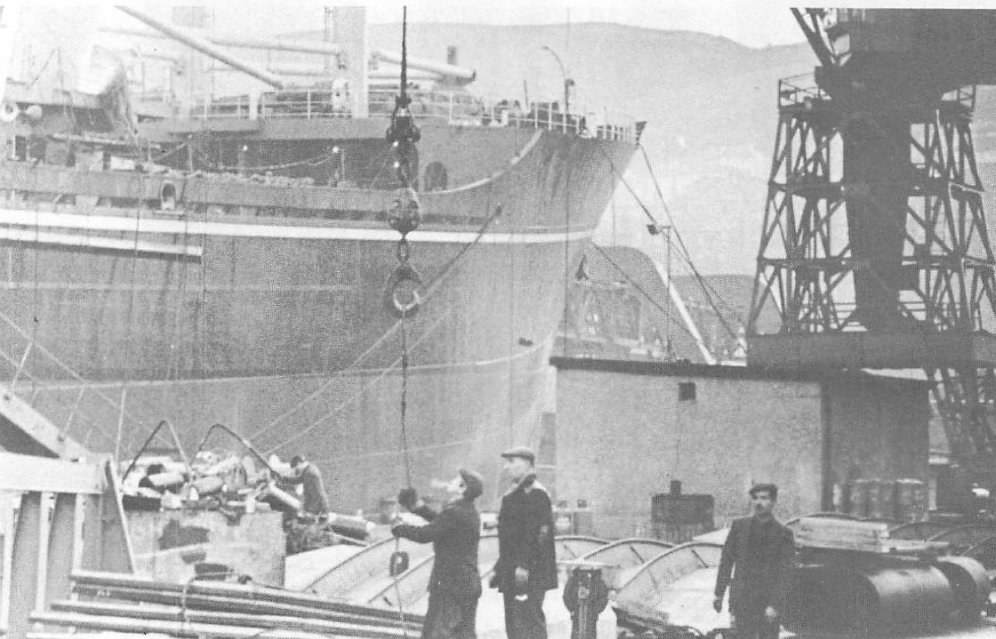
change.' Illustrating this, John Craig, Group Director Finance, Scottish and North West Group of the British Steel Corporation, said that the British steel industry in the next few years will have to, for efficiency's sake, operate with 100,000 less personnel. Management know-how could not by itself plan adequately for the future of the communities that will be so deeply affected.

'The real problem is that we just do not know but we are not humble enough to admit it,' he said.

He appealed for the help of all citizens and particularly businessmen. The steel director said, 'Work will not be provided unless someone cares enough to find what a community can do to serve the nation when it ends its present job.'

'Until management are humble enough to find God's wisdom there will be no solutions,' he said. 'When a man changes and accepts God's direction he finds the answers.'

Other speakers at the National Conference gave evidence of this, he said.



The 'missing factor' in Clydeside modernization schemes was the 'modernization of the men who are running the shipyards'. John Mackenzie (right), Boilermakers' branch secretary at Lithgow's shipyard, said, 'I don't care what you plan, if you haven't got the men with the will and vital spirit behind you it

won't work. The visits of the MRA shows, 'India Arise' and 'It's our country, Jack!—which were seen by both management and men—have gone a long way to changing attitudes in the shipyards. Flexibility of labour is working on the Lower Reaches of the Clyde.'

photo: Strong



'Staff need to feel that management cares,' said Joan Tapsfield, a manager in charge of 3,000 office workers. 'They can only feel this if we do care.' Without this communications studied academically by management was lifeless, she said



Nancy Greenfield, Health Service administrative officer, said that management is not the controlling of people but 'laying down your skill, training and experience for other people so they can do their job for the country'

Courage Needed For Re-organisation

PEOPLE NEEDED FAITH and courage during times of re-organization in industry and the nation's social services, said Miss Nancy Greenfield, a senior administrative officer in the Health Service. She and Miss Joan Tapsfield, a manager in charge of 3,000 office workers, spoke on middle management's part in implementing such changes.

There had been a cut-back in staff and services by one third in Miss Greenfield's area. She said she tackled the situation with three targets in mind—to see everybody found the right job; to find the new role the service was meant to play in the future; and to increase understanding with other departments.

Miss Tapsfield said that by going out of her way to answer questions at staff protest meetings during a period of re-organization changes went ahead 'not without difficulty but without mistrust'.



William Jaeger, an authority on trades union affairs internationally, said, 'Men, whether from the trades unions, management or government, must learn to change other men or they are inadequate for their job. Without this when men disagree they split, fire other men and things break down.

'We need in Britain a big enough aim beyond self-interest from any standpoint.'

'It could be that today we have the wrong dividing lines in the world, that the real division is not between Communism and anti-Communism but between those who want to destroy and those who want to rebuild, between those who do not care and those who are responsible.'

photos: Strong

INDUSTRIAL CONFERENCES

Dutch Miners' Visit 25-26 November

The President, Vice-President and Publicity Officer of the Catholic Miners' Union of Holland will meet British Miners and speak at a Moral Re-Armament Assembly in the Westminster Theatre, London at 11 am on Sunday, 26 November.

National Rally for Men of Industry 2-3 December

Westminster Theatre London

Five language musical opens in Paris

A MUSICAL in five European languages as well as Latin opened in the Paris Théâtre des Arts this Wednesday. From a café on the Champs Elysées to a Neapolitan village, from a dispute on a British building site to the technology of Scandinavia, with historic tableaux and modern choreography, the two-hour revue presents Europe past and present.

'Europe has sought through the ages to wrestle with the problems of humanity. Too often she has allowed herself to be led astray by false values and selfish motives. Will she today offer a stone to a world that is in need of bread?'

This is the challenging theme of *Il est permis de se pencher au dehors* (Persons are permitted to lean out of the window). The show aims to get Europe looking beyond its borders, and to gearing its living to the immense needs of the world. Though serious in theme, the play is full of humour and life, with the musical

accompaniment of a six-nation orchestra. Brian Easdale, the British composer who wrote the music for the popular musical film *The Red Shoes*, has composed the musical score for scenes depicting the progress of Europe from the serfdom of the Middle Ages to the creativity of the Renaissance to the injustices of the industrial revolution to the horrors of modern warfare, computerised living, and the empty searching of the 'hippies' and 'flower children'.

The cast of the show, aged from 14 to 70, are united in their conviction that despite differences in outlook, background and temperament, Europeans can work together for other continents. 'If our powers of creativity are absorbed by our desires for drugs, sex, money or position—the things we want for ourselves—we miss our destiny.'

'The Christian heritage on which modern Europe is founded need not be interpreted as sentimental or out

of date. It should be a spur to sacrifice for a world that can be without the famine, apathy, war and greed which have predominated during our life-times.'

A preview of the show in the Swiss Jura drew a like response from both separatists and anti-separatists. The Jura is torn by a dispute between the French-speaking minority and the German-speaking majority which is perplexing the Swiss Government and the people. At a civic reception given to the cast in Tramelan, the centre of anti-separatist activities, the Mayor said: 'I thank you for the part you are playing in the Jura. We need men and women who will be responsible for finding a path of understanding. Your coming is so relevant.'

The show is in Paris on the first stage of an European tour.

Wellington dockers at 'Wake up Matilda'

MARXIST WORKERS and men in shipping management have seen *Wake Up, Matilda* in Wellington, New Zealand's capital, this week.

The Port of Wellington is in a state of unrest. Lack of work due to a national decline in exports keep half the dock labour force unemployed. One member of the audience said after the show, 'I got the point. If there's going to be a change in the world I have got to start with myself.' A review of the show in the Wellington *Evening Post* commented that the message was 'always forceful without being forced'.

GIVE A DOG A BONE

the Christmas Pantomime by Peter Howard, opens in the Westminster Theatre on 14 December and runs till 27 January.

ANNIE

the musical, currently running at the Westminster, closes on 9 December and re-opens on 1 February.

Actress wants new wave of drama

MISS PHYLLIS KONSTAM, the distinguished actress, said 'a new-wave of dramatists' would arise in the British theatre when playwrights stood up to the small but vocal minority that was dictating what was accepted in London theatre.

'You are "with it" if you go along with the perverted, kinky trend. You are called a square or a fuddy-duddy, or even a Fascist if you do not,' she said.

This situation also affected the drama writers in the press. A journalist had said to her, 'I have the highest regard for what the Westminster Theatre is doing, but I dare not say so.' When asked 'why not' the journalist had replied, 'Because my colleagues would laugh at me. What would Kenneth Tynan think?'

She appealed for dramatists who 'dare to reverse the nihilistic trend and who will inspire men to live their best instead of their worst.'

A new dimension of drama was needed 'where hate is curable, passion redirected, and the passage of the Lord's Prayer, prayed so glibly by so many, "Thy Kingdom come, Thy will be done on earth as it is in Heaven", is not just a pious hope, but a living reality.'

The 'new-wave dramatists' would be men with the vision to inspire, with their pens, this and future generations. Miss Konstam was speaking to a ladies' lunch in 45 Berkeley Square attended by 120 people.

The party afterwards attended the musical *Annie*, by Alan Thornhill, at the Westminster Theatre, London.