

#### 4. Business, Financial, Technical and Other Advisers

We have had offers of assistance from sympathetic Chartered Accountants, Insurance Brokers, Technicians and Industrial Production Managers. Several Managing Directors are available for consultation as well as other professional advisers. Liaison with Trade Unions has been carried out and will be continued.

#### 5. Ownership and Profits

It is intended that the money obtained from the appeal should eventually be handed over by the Trustees to the factory personnel in terms of the constitution which is being drawn up, based on the "Purpose" explained previously. Thereafter this capital will be administered co-operatively by the factory personnel within the limits of the constitution. An advisory body, which also has the powers of veto if the principles of the Constitution were broken, has been appointed and consists of nine persons drawn from the organisations involved in the working group.

The profits from the factory, as will be written into the constitution, will be used for ploughing back into the factory, for underdeveloped countries and for organisations working for peace.

#### 4. PRESENT ACTIVITIES

##### 1. Appeal and Trustees

From this appeal we hope to raise £10,000, which will enable us to buy the necessary capital equipment, pay salaries and get us off on a sound business footing.

We are prepared, however, to buy some of the necessary plant and to start working part-time before the complete sum is received. Trustees have been appointed for this appeal and are as follows:—

Rev. Colin Day, M.A.  
William C. Wolfe, J.P., C.A.  
Keith S. Bovey, B.L.  
Allan Anderson, A.C.W.A.

##### 2. Working Group

The Working Group drawing up the factory constitution, appeal and making other arrangements, is drawn from the factory personnel (all Trade Union members), the Iona Community Industrial Committee, Glasgow Council for Nuclear Disarmament, Committee of 100, and other business and technical advisers.

The Convener of this group is Mr. Tom McAlpine, and the Treasurer is the Rev. James Sim, Warden of Iona Community House, 214 Clyde Street, Glasgow, C.1.

All correspondence should be sent to this address.

# FACTORY FOR PEACE

## 1. INTRODUCTION

We are launching a new industrial and social experiment, related to peace and assistance for underdeveloped countries. There are many problems involved, but with the help of you and our many well-wishers, we are willing to take the risk. We are starting a factory, the purpose of which is outlined below.

## 2. PURPOSE

### 1. Industrial Relations

Many people in industry are appalled at the deterioration in human relations, the materialistic pressures, the lack of concern for the individual and the denial of man's creative powers. Individuals are overwhelmed by the speed of the "rat race". Our society seems to be unaware that man's work must be a natural part of the richer, fuller life which is essential for a stable, happy world. Bearing this in mind, our factory will be an attempt to find a new creative working pattern with particular emphasis on human dignity. To this end, we intend to experiment in co-operative responsibility and ownership. This is, of course, only one of many such experimental projects that must now proceed.

### 2. Peace

Most of us are actively engaged in trying to bring peace to the world. Those who are unilateralists have been campaigning vigorously—and yet many people still regard such activities as negative. This factory will make no goods which will be used directly for war purposes. This will be recognised by all as a positive step forward.

In addition, whether we disarm by unilateralist or multilateralist means, we must gear our industry to peaceful purposes. Our factory may encourage others to adopt a similar approach.

Finally, we intend to use part of the profits we will make to further peace.

### 3. Underdeveloped Countries

We in the West are slowly beginning to realise that we live in luxury compared with many of the underdeveloped

countries where hunger and misery are ever present. Do we realise, however, that the amount of money we have been giving to such countries has been more than taken up by the fall in value of raw materials from these nations? The gap is in fact widening and our help is ever more urgently required.

Part of the profits from our factory will be used immediately for such positive movements as "War on Want". Eventually, we intend to use more of our profits for this purpose, perhaps in goods manufactured by the factory which can be sent out to such countries directly.

As we grow in size, we can train men who may go out to such underdeveloped countries and set up similar factories there.

#### 4. Local Society

We hope that our factory can be integrated with the society surrounding it, with the workers taking an active part in local social affairs.

We may also be able to provide apprentice training as we grow for many lads who are at present cast out by society, e.g., Borstal boys, etc.

### 3. PRACTICE

While the above may sound grand in theory, we believe it is also a practical proposition.

#### 1. Products, Markets and Supplies

(a) **Sheet Metal and Engineering**—The factory will be engaged at first in custom-ordered special sheet metal and general engineering work, including stove enamelling. We can make the special boxes required for the instrument and electronic engineering industries, brackets and parts for many other engineering and production industries.

There is always a market for batch production goods which is not catered for by the mass-production companies and a possible market of £20,000 for sheet metal boxes in Scotland alone was quoted by a very responsible source. We have already been offered contracts and our supplies of raw materials have been guaranteed by a sympathetic metal stockist.

(b) **Electric Furnaces**—We also have the design knowledge and will have the machinery required to construct a new design of electric furnace. In addition there is the possibility of an immediate order.

(c) **Reinforced Plastics**—A large chemical/plastic manufacturing company has offered to train a member of our staff and supply us with materials to manufacture reinforced plastic products. This is a growing industry which is complementary to the sheet metal product above. This product would, of course, be introduced in a phased programme.

Finally, let us say that there are several industrial designers sympathetic to our project and any new products which may be considered suitable will certainly be explored.

#### 2. Staff

We will require five of a staff to begin with and those who have volunteered to take part are willing to sacrifice the security of their present jobs. These are detailed below together with their experience, that you may see that this is a responsible idea. All of these are involved in the ongoing plans.

(a) **Manager/Salesman, etc.**—Tom McAlpine, age 32, B.Sc. (Engineering) Grad. I.E.E., member of the Iona Community, Burgh Councillor, married with one child. Has had 10 years experience in industry, including 5 years managerial experience. Range of experience includes sales, engineering, development and production work. Until recently, Chief Development Engineer (Instruments) with an industrial concern in the West of Scotland.

(b) **Draughtsman/Production Engineer** — Charles Erskine, age 26, single. Has had 10 years industrial experience including 5 years as a senior draughtsman. Has had practical shop floor experience in general sheet metal work, welding, brazing, turning, fitting, etc., in addition to drawing office experience in sheet metal work. At present a senior development draughtsman with a factory in the West of Scotland.

(c) **Sheet Metal Worker**—John Morris, age 20, single. Holds certificates from Stow College for sheet metal work. He is interested in youth work and is Glasgow Area Secretary of the Scottish Boys Club. Has had 5½ years experience and is now in the fifth and final year of his apprenticeship. Has experience of brazing, welding, ventilation work and spray painting. At present he works with a shipyard in the West of Scotland.

(d) **Sheet Metal Worker**—Approaches being made at present.

(e) **Apprentice Sheet Metal Worker**—Ian Ferguson, age 19, single. Has had 4 years industrial experience, including a year at a technical college, but is willing to serve as apprentice sheet metal worker. He has already had some general experience in light and heavy engineering and at present is employed in a West of Scotland factory.

We have had many other volunteers for the factory but we are insisting on the necessary skills for at least the first five. Expansion is readily possible, however, as far as staff is concerned and many people have volunteered to work for us in their spare time.

#### 3. Accommodation

We already have an option on premises in the Glasgow area.