

are clever and try to trick him; sometimes he thinks he is special because he is one chosen from many. This is not so: he is one just like every one else. The workers have chosen him to speak for them, and he must always say what they wish him to.

The Council will discuss the problems of workers at all the factories. There is a danger that the representative will neglect his duty to inform the workers at his factory of what the other workers are thinking and doing. How can this build unity, where only one worker from each factory knows what is happening in all the other factories? How can the workers act effectively if they do not know what every other worker is doing?

That is why workers must ensure that their representative always remembers why he has been elected:

he is to carry the workers' thoughts to the representatives of the other factories. He is to carry the thoughts of all the other workers back to his own factory. If he does not do his job properly, the workers must immediately replace him with someone who will serve them better (But they do not hold grudges against their former representative - otherwise they risk disunity).

Thus, every worker must know what is happening in all the factories. Every worker must know that decisions are only decided by what he himself thinks. No-one must take decisions without he himself a part of it. This is what we call 'democracy'.

Only with democracy, will the representatives speak on behalf of all the workers. Only with democracy can all the workers speak with one voice, and be strong.

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## NEW MOVES BY BOSSES

*One of the bosses most important organisations, the Federated Chamber of Industries, has written to Mr. Marais Viljoen, the Minister of Labour. They have asked:-*

- (i) That the Minister note that Black workers are beginning to press for Trade Unions.*
- (ii) That Black trade unions are 'one of the requirements for future industrial peace.'*

*Workers will be please to know that the need for workers unity and organisation is today so strong that the bosses can not afford to ignore it.*

*But workers must also be aware of the fact that if the bosses are keen to see trade unions, then there must be a reason why, they want them. The reason is that they feel they will be able to set up organisations that they can fill with stooges and manipulate. Workers must be on their guard against this and make sure that their representatives always act in their interests. Representatives must express the workers, views at all times, or else the workers must recall them.*

*Organisation requires unity and vigilance.*

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## FUNNY TRICKS AT TRAWLER ENGINEERING

Sometime the employers think of very clever excuses to explain why they cannot raise the wages. But at Trawler Engineering the excuses have been weaker than usual.

The Trawler Engineering workers asked the employer a while ago for 10c extra per hour. The employer agreed to this 'in principle' - the first trick! But the workers were told to wait for the Government Gazette.

When the Government Gazette appeared, it raised the wages only 6c. The workers went to the employer,

who said that he couldn't raise the wages more than 6c, because 'that is what the government has laid down'. If the workers wanted the extra 4c, they must ask the WP Workers Advice Bureau for it!

In addition, the employer said that they were not getting more because they had insisted upon a works committee. At Irvin & Johnson, next door, the workers had been given a liaison committee, and because of this, they would get higher wages.

The Trawler Engineering workers came to the Advice Bureau training course, and explained their problems. Because these workers has had no training, they were unable to decide what to do next.

At the training course, it was

The success of the first meetings of the delegates to the Workers' Council has shown the enthusiasm of the workers of Cape Town for organizing to better their conditions. Every week, more workers come forward to join those who are already organized.

It is now time to put the organizing on a proper basis. The WP Workers' Advice Bureau cannot deal with all the work on its own - in any case, it is a thoroughly bad thing for Cape Town's workers to depend on an office to do their work for them! No, organizing is not to be left to the office, but must be carried out by every factory that has already learnt the benefits of organizing. This article shows you the practical steps that you can take to improve the organization of workres in Cape Town

### WIDENING ORGANIZATION

The Workers Council must be widened - that is, more and more factories must be brought in from all over the Peninsula. This is because the Workers' Council will be stronger for every new factory that joins it. Now how are all these new factories to be brought in ?

The office is doing its part to organize new factories. Every lunch hour and every weekend, the organizers go out and explain the Workers Council and the factory committee to workers. But what about you?

Here is what you can do:

A: firstly, you must get training. You must learn all the problems that go with a factory committee, what the law says, how to get recognition, and so on. You can get this training every Saturday afternoon in Athlone at the Besl Hall, Klipfontein Road. If this time is not suitable the office will arrange a special training course for you and your fellow-workers.

B: choose a factory nearby your own factory. Concentrate on organizing the workers of this factory. Speak to your friends at this factory - get your fellow-workers to do the same. Meet with them at lunch-hour, before work and after work. Explain to them all about the factory committee, the Advice Bureau, and the Workers Council. Tell them what

a factory committee.

Don't forget - this factory must be three-quarters in favour of a committee before it is elected - it is unwise to have the workers divided on this issue. If some workers are obstinate or dull, give them time to consider the matter. Persevere with your discussions, until those workers are left

in no doubt about the need to organize.

C: take a few of the workers in this neighbouring factory to the training course on Saturday afternoon, and introduce them to the meeting there.

D: Make sure they get copies of the 'Works Committee Handbook' which the office will supply you with, and also copies of 'Abasebenzi', the workers' newspaper.

Remember - every unorganized factory in Cape Town is a weak and vulnerable spot in the Workers Council. The bosses will use these unorganized workers against you if they can! Unorganized workers are dangerous to organized workers the success of your own factory committee depends on whether you can organize the workers in factories next door!

Many factory committees have waited until it was too late before they learned this lesson !

### DEEPENING ORGANISATION

Deepening organization means making organization stronger on the factory floor. In other words, it means strengthening the factory committee; unifying the workers; training the workers.

Unless the Workers Council is based on strong, organized factories, it will be like a house built on foundations of sand. Too many factories are only half-organized. They have a committee - but that is all. It is no good having a committee on paper - the test is whether that factory committee could ever lead the workers in a struggle to get higher wages.

In order to deepen the organization in the factories the factory committee must get trained; the workers must get trained; and together the factory must prepare for unified action. There is a job for everyone in these tasks:



1) Many factory committees were elected two years ago, and have not yet had re-elections. This is one good way of reviving a factory committee. The deadwood can retire, and new, reliable leaders can be elected to the committee. An election is a good time to take stock of the progress made so far, and lay plans for the future. We urge every factory committee to hold elections in the near future.

Note - if your factory committee has proved useless (as some have), then we have no hesitation in recommending that you demand that they hold elections immediately. This is surely a request they cannot refuse. In terms of the law works committees must anyway hold elections before two years have passed. The factory committee's task is too important to be left to those who show no interest or enthusiasm. A factory that does not elect its committee once a year is not a well organized factory.

2) Hold general meetings of all the workers in your factory. Discuss together the question of training, of preparing demands, of the Workers Council.

The factory committee should report to the workers at least once a month. At this meeting, announcements can be made about the Workers' Council, the Advice Bureau, and training courses. A factory that is not meeting together once a month

3) Get training! without training, mistakes are made, opportunities are lost. Where would a rugby team be if it ran onto the field without having done any training? They would fumble the ball, forget the rules, and the other side would run circles around them.

Training courses are held every Saturday afternoon. One week is training for the Workers' Council - every second week is general training. Each factory should send representatives to these training courses.

In addition, a factory committee can get special training. This is the best way of training, because you are not held back by workers who have not yet organized. You can choose your own times and day of the week. Get in touch with the

if your factory committee wants its own training course.

A trained factory committee is a strong factory committee !

4) Give the workers training ! Once you are getting training, don't conceal your new wisdom from the rest of your workers. Train them as you have been trained.

Form small groups, and teach them all the things about production, history of the workers' movements, and so forth, that you have learnt. Give lectures at lunch hour. Arrange small meetings in the barracks. But however you do it, make sure it is done ! A trained factory is a strong factory !

#### *P.E. Edition*

#### **WHY ARE THE WORKERS OF FORT ELIZABETH CALLED TO ORGANIZE ?**

*A message especially for the advanced workers :*

*Why is it that the workers are called upon to organize ? What does this word organize mean ?*

*Every day in the factory, the workers are experiencing the reasons why they have to organize, because every day in the factory they are being badly paid, mistreated, sometimes cheated, sometimes even assaulted. Every day in the factory, the message is coming out loud and clear: Workers! Organize so that you will no longer be poverty-stricken! So that you will no longer be used like a machine! So that your voice will*

*There are those among you who believe that organizing will bring nothing but trouble. There are those, too, who are so backward they think all is well.*

*All the people need to be educated, because they are holding you back. They must be shown nothing can be won without a struggle; they must be reminded of the lessons that the past teaches the workers; and they must be shown how every day in the factory they are exploited. Until you have won these workers over, your task is doubly difficult - it is bad enough having the boss against you, but the workers as well, that is too much!*

*The first task, then, is education. We state that as the task that takes top place on the list. Every muscle must be strained, every opportunity used, every resource em-*

treachery in the workers' movement. Make sure that all agree on what must be done. Then go out to the workers and EDUCATE THEM !

The slogan for the advanced workers in Port Elizabeth is:

**STRAIN EVERY MUSCLE TO BRING ENLIGHTENMENT TO YOUR FELLOW WORKERS !**

Some information for the humblest workers in Port Elizabeth.

Today, workers, you must work every day for the boss, and return home each night on crowded buses to your crowded house. Your pay is so low that milk has become a luxury for your children, who must go barefoot to save their shoes. In the location there is neither grass nor trees, the schools are few and far between, and what opportunities are there for entertainment and relaxation ?

In the factory, you are treated with less respect than the machines; you must work ! Wikkell ! wikkell ! all day, suffer the abuse of your foreman, and for your troubles earn R20 a week if you are lucky. And if you dare be late ten minutes one day, you lose some of your 'bonus'.

explained to the Trawler Engineering workers that the boss was using clever tricks to conceal his real actions. Firstly, he tried to blame the small wage increase on the Government. But it was not the government that set the 6c increase - it was all the employers in the engineering industry together !

Secondly, 6c is the minimum increase that the boss has to pay - but there is nothing to stop him paying more. There is no law stopping him paying more. There is no law stopping him from paying the full 10c he promised to the workers earlier on.

Thirdly, he is attempting to drive a wedge between the workers and the Advice Bureau. He blames the Advice Bureau for the low increases! Of course it requires no great intelligence to understand this trick: it is not the Advice Bureau that takes the profits from the workers, and pays low wages in return. Only the employer does that!

Fourthly, he is trying to destroy the full-elected work committee by saying that a liaison committee would get better wages. He points to the Irvin & Johnson workers, who were

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built South Africa and every other country in the world ! Who would have built the freeways the skyscrapers, the cars, the houses, if you had not ? Who would have ploughed the fields, removed the rubbish, made the clothes ? Who indeed! There is not a single thing you can see around you, that you can touch, that is not the product of your labour ! (*except the sky, and man was not made with wings !*)

South Africa is a rich country - Is it not time that you won improvements in your condition ?

There is no time to be lost. You, workers, who made this country, must work for your own rights now, not slave for your boss's comfort !

How is this to be done ? It is not a battle to be fought and won in a single day. Begin by organizing in your factory - do not act until you have every workers with you.

Then draw up a list of demands - the wages you want, the improvements in your working conditions. If your boss refuses, tell him to try and bring up a family on R20,00 a week !

given a liaison committee. These factories have the same boss. Because the Trawler Engineering workers were too smart just to accept a stooge liaison committee, the employer is trying to punish them. He feeds crumbs to the Irvin & Johnson liaison committee to keep them happy, and shows how they get better wages for their workers. Of course, this is just a trick to destroy the full-elected works committee. It is a sad thing that the workers of Irvin & Johnson should allow themselves to be used by the employer in this cunning trick.

At the training course, the representatives of Trawler Engineering were advised what to do to win their battle. But do any of our readers think of ways that these workers can solve their problems? If so, write in to Abasebenzi, C/o WP Workers Advice Bureau, 9 Benbow Building, Beverly Street, Athlone.

This problem show how the employer is using the unorganized workers at one factory Irvin & Johnson to defeta the organized workers at another factory (Trawler Engineering)