

150 years ago when a farmer in South Africa wanted someone to work for him, he bought a slave. The slave became his property and he could do what he liked with him. As long as the farmer fed the slave he was allowed to make the slave work all day, from sunrise to sunset, and he was allowed to give the slave any kind of work to do.

Today, however, the farmer does not have the same privileges. He does not buy the worker, he only buys the worker's power to work, that is his labour power. The same, of course, applies to factory workers and mine workers.

For example, the boss will say "if you work for me for 46 hours a week and make dresses for me I will pay you £3 per week". It is not the worker that the boss is paying for, it is the 46 hours of work, that is the labour power of the worker.

Why does the boss buy this labour power of the worker? Because it brings in profit.

In every factory, raw material such as cloth or wool goes into production at one end and the products such as coats and dresses come out at the other end. The coats are worth much more than the pieces of cloth they are made from. This difference in value is due to the labour of the worker on the cloth.

In other words, the boss uses workers to make his cloth into coats and thereby increases the value of the cloth. When he sells the coats he will get far more money than he paid for the cloth - that is, he will make a profit.

Take the example of a shirt factory. A worker makes, say 60 shirts in a week. Let us say that the cost of the materials he uses, the cloth, the cotton, buttons is £4. Another £2 goes in paying for the wear and tear of the machinery. The worker is paid £2 per week. The shirts therefore cost the capitalist £4 plus £2 plus £2 = £8. He now sells them for 5/- each getting £15 for the 60 shirts. This means that when he has paid out the £8 the shirts cost him he has £7 left as a profit or a surplus value.

You will notice that it takes -

You will notice that it takes -

the price of 8 shirts (= £2) to pay the worker's wages

the price of 8 shirts (= £2) to pay for machine wear,

the price of 16 shirts (=£4) to pay the cost of materials.

The worker makes these 32 shirts in half the week. So that in $2\frac{1}{2}$ days the worker does enough work to cover his wages, the wear of the machine and the cost of the material. The second half of the week, ~~his~~ he is only working to make the boss's profit.

Thus we can see that in every factory the workers spends some of their time in producing goods which will pay for their wages etc. and the rest of their time is spent in producing goods which will give the boss his profit.

DO BOSSES DESERVE THEIR PROFITS?

We can ask the question, what is the boss doing all the time that the worker is working?

If the boss is working as a manager then he will pay himself a monthly wage, and he will also get the profits at the end of the year. But many bosses do not work at all. They earn their profits only because they ^{had} ~~have~~ enough money (or capital) to start the business in the beginning. These bosses do not get their profits from their own work but from the labour of the workers. Some people say that the boss deserves to get his profits because it was he who built the factory and bought the machines with his own money. But, we ask, where did he get his money from? Surely he got it by exploiting other workers,? And who built the factory and the machines? Surely, workers. So that at the bottom ~~y~~ we find that everything was made by workers and not by bosses. Therefore, the bosses' money is not really his own but is the profit made for him by workers. Thus we find that the boss does not deserve his profits.

But we also say that a boss is not necessary for a factory at all. Although we all know that every factory needs someone to be in charge of production, we neverthe-

less also know that most of the big bosses do not know anything about production. They merely employ a manager to be in charge of their factory. Therefore it is correct to say that what is needed is not a boss but a manager.

It is interesting to note where most bosses who start factories get their money from. We have said above that this money which buys the factories and the machines originally comes from the exploitation of other workers. Some bosses, however,

The Department of Labour has announced that in May, 1956 there were 4,474 unemployed workers in Cape Town. This is an increase of about 1,000 since the previous month. Every day we see large numbers of unemployed workers waiting for their unemployment pay outside the Department of Labour. Many other workers walk the streets looking for jobs. As we write these notes all the signs point to the beginnings of hard times for all workers.

Many older workers will remember the hardships of 1932, and they will wonder why we are cursed with these changes in our standard of living every few years.

It is well known that in every capitalist country there is always a fair number of unemployed. The boss class sees to this, so that they are able to threaten the workers with the sack and replace them with unemployed workers. In this way, the bosses keep the workers afraid of losing their jobs and thus discourage ~~prevent~~ them from fighting for higher wages. But in addition to these unemployed, every few years there is a depression and more workers are out of work. Why is this?

In the last lecture we saw that the bosses make their profit from the surplus value created by the workers in the factories. But the goods that are made by the workers have to be sold before the boss can actually reap his profits. He sells his goods to the shops, only to find that other manufacturers are doing the same thing. Each manufacturer wants to sell as many goods as possible. To do this, each manufacturer cuts the price of his goods so that the shops will prefer his goods to the others. This price cutting goes on until they reach a price which will bring just enough profit to satisfy each of the manufacturers selling this type of goods.

But no capitalists remain satisfied for long. Sooner or later one of them will find some scheme whereby he can lower the price of his goods and make a bigger profit. There are a number of ways of doing this:

1. By paying lower wages,
- 2.

Every machine in the factory and every square foot of floor space costs the boss money. And he pays for those things at night when no goods are being produced as well as by day. The worker who works overtime is not getting something extra out of the boss when he gets extra wages. He is in fact giving the boss more profit. This is how it works:

The boss pays for his machines and floor space per worker per day say ---- £2.

He pays wages at 1/- per hour for 8 hours each day --- 8/-
Therefore the cost of production is £2.8.-. Now if you produce an average of one article each hour each article costs the boss $\frac{1}{8}$ of £2.8.- that is, 6/-. But on the day you work overtime, look at the difference:

The boss pays for machines, floor space per worker each day
----- £2.0.0

He pays wages 8 hours at 1/- per hour ---- 8/-,

He pays overtime 4 hours at 1/4 per hour ---- 5/4.

Cost of production is £2.13. 4.

You have worked 12 hours, producing one article each hour -
at total of 12 articles. The cost of production is now £2.13.4
divided by 12, that is, $\frac{4}{5}$ per hour. So that when you work over-
time the boss makes an extra $\frac{1}{7}$ profit on each article you pro-
duce.

Even when you work Sunday and get double pay the boss is
doing well. Suppose you do a double shift until 6 o'clock the
next morning.

Machines and floor space are still£2.

Wages Daytime 8 hours still8/-

Overtime 6 hours at 1/4 per hour8/-

Double Time 6 hours at 2/- per hour ...12/-

Cost of Production -----£5.12. 6

But you have worked 20 hours and have produced 20 articles.
The costs to the boss of each article is now only 3/- - and he
makes an extra 3/- profit on each article.

This explains why the bosses are keen on working overtime
and where workers are not well organised they are often forced

In 1936, 86% of the total working people of South Africa were non-Europeans. That is, out of every 100 workers, 86 were non-Europeans. From this we can see that most of the work done in South Africa is done by non-Europeans. On the other hand, the non-European people as a whole are very poor as can be seen from the fact that they only receive $\frac{1}{4}$ of all the money earned by all the people in South Africa.

Who got the other $\frac{3}{4}$? The bosses, speculators and the white workers.

The above figures are given for 1936 and are the latest we have been able to get. But we can see by the steadily increasing profits of those companies who published their annual profits that things have been getting worse since then and not better.* THE RICH ARE GETTING RICHER AND THE POOR ARE GETTING POORER.

* For example, in 1952 the profits made by Anglo American Corporation were $2\frac{1}{2}$ million pounds and this profit doubled to 5 million pounds in 1955.

The rich are the bosses, and the poor are the workers, the one lives from the labour of the other, and cannot do without them. But on the other hand the workers can do without the bosses.

Let us turn to the next lectures to see how .

people becomes unbearable, and the people not only demand work from the bosses but they also take action against their governments to prevent the repetition of such hardships. Many a government has fallen because of its inability to do anything about the recurring crises of capitalism.

On the other hand, in countries where capitalism has been destroyed, there are no depressions; production is properly planned, and the workers are paid well enough to be able to buy all the goods produced. There is no unemployment nor insecurity.

THE WORKING CLASS IS GROWING.

Since the industrial development of South Africa, there has been a very rapid growth in the number of workers employed in the factories, mines and on the Railways. For example,

In 1925 there were 80,000 Africans working in industry,

In 1955 there were 450,000 Africans working in industry.

This is an increase of 5 times over.

Also, in 1911 there were 290,000 African working on the mines

In 1955 there were 450,000 Africans working on the mines.

The same applies to Coloured workers;

The number of Coloured workers in industry has increased three times over from 1925 till today and there are now more than 80,000 workers in industry.

Altogether taking all races and all industries including manufacturing mining and the railways there are over 1½ million workers in South Africa.

This section of the South African people are the producers of the wealth of the country. It is upon these workers that we all rely for our needs. In fact, we do not exaggerate if we say that they are the most important section of the people.

Yet, let us see how these workers are treated. Let us see how much these creators of our riches earn for themselves. Unfortunately the Government does not give us all the information but we can get a good idea of what is happening from the following figures:-

We have seen in the last lecture that the main aim of every capitalist is to produce more and cheaper goods than his competitors. The individual capitalist may use a number of ways to achieve this, and the result of this competition between the capitalists is that more and more goods are produced in a shorter and shorter time.

Although it is the workers who actually make these goods, their wages do not improve at the same rate as the increased production of goods. The result is that although more goods are being produced, the people, of whom the workers are the largest section are unable to buy all the goods produced. Even if the prices of the goods are reduced a bit, the people still do not have enough money to buy them. We then find that the goods continue to pile up in the shops, the bazaars start holding sales, but still they are unable to clear their stocks.

As the shops are full up with the goods they are unable to sell, they stop placing orders with the factories. This means that production comes to a standstill and workers are sacked.

The increase in the number of unemployed workers makes matters worse, as they have even less money now to buy the goods in the shops. Thus more and more workers are sacked and a depression sets in.

The shops continue to try to sell their goods and they lower their prices and have frequent sales, while at the same time they do not order new stocks from the factories. In this way they slowly clear their stocks and start ordering new goods once again. The factories start working again, and again take workers on. Once again the workers have money and the shops start selling goods again.

These depressions usually occur every number of years and have occurred since the beginnings of capitalism. In fact, we can safely say that as long as there is capitalism in any country, that country will experience depressions. With each depression a number of firms go bankrupt, and a greater number of people are thrown out of employment. The hardship of the

See previous page

MECHANISATION AND AUTOMATION.

The invention of machines has led to the production of more goods in a shorter time and with fewer workers on the job. In many workshops the work that was done by a number of workers now be done by fewer workers controlling a machine. Thus the machines come as a mixed blessing to the workers. On the one hand the machine makes the work easier and less tiring, but on the other hand the machines often take the place of workers, and thus create unemployment.

This problem is becoming very serious in capitalist countries. Scientists and engineers are designing machines which allow one highly trained operator to replace a number of skilled and ^{semi-}skilled workers. This is called automation.

For instance, in England's Austin car factory, out of 12,000 workers 4,000 were dismissed as redundant in July, 1956. This was a result of the introduction of automated machines. The dismissal caused a storm in trade union circles and the trade unions were considering a national strike to stop these wholesale dismissals. In this case automation caused a great deal of hardship to the workers.

Does this mean that we are against new machines being installed in the factories? No, this would be foolish, because these machines make work easier and produce goods more quickly thus satisfying the needs of the people in a shorter working time. But we must demand that the increased production obtained should result in shorter working hours and higher wages. ~~Things under capitalism, the working class will have to demand and obtain through their own highly organized~~

and higher wages
Shorter working hours will mean that the workers will have more rest and leisure, and also more money to buy the goods that they themselves have made. The increased buying power of the people will then create the need for far more goods, and thus ~~for~~ more work for people in the factories. Everyone could benefit from the knowledge of our engineers who would thus be encouraged to produce even better machines.

However, we know that under capitalism, the bosses do not have the welfare of the workers at heart, and are only interested

in bigger profits. We cannot expect them to allow a shorter working day ~~unless they are forced to do so by the trade unions~~; nor can we expect them to give higher wages to the workers because of the increased production, except in particular cases where they are forced to do so by strong trade unions.

Only a people's government would see that no unemployment results from automation, and that everyone would benefit from the inventions of science.

THE WORKERS MUST ORGANISE.

We have seen that the bosses are always trying to keep wages down. If the workers want their wages to improve, they must organise.

As far as the bosses are concerned there is little difference between a worker and a machine. Both are replaced when old, both are moved around to give the maximum production, and the bosses will spend as little as possible on the workers as long as they keep working. Bosses are not prepared to recognise that workers have families, wives, and home life. If a worker is not working well, he is sacked and replaced without a turn of a hair.

The answer to this contempt for the worker, has been found by workers all over the world - organisation and unity. Without organisation the workers are deprived of all dignity and are reduced to the lowest possible wage.

WHAT DECIDES THE WORKERS WAGE ?

For workers who are unorganised, there are two things that decide what their wages should be.

1. A worker is only useful if he is fit and healthy enough to do his work. Thus we find that the bosses are forced to pay the workers enough money to keep healthy enough to turn up to work regularly and to be able to do the job. After all a sick and hungry worker is of little value to the boss. Also, the capitalist class have to be sure that they do not kill the goose that lays the golden egg, and so they see to it that the pay packet includes a bit for the workers wife and children. In this way, the capitalist class is sure that when one generation gets too old for work, there will be a new generation of workers to take their place.

Of course in countries where there is a big reserve of labour, like in the colonies, the bosses do not pay a subsistence wage, i.e. a ~~kingdom~~ living wage, as if one worker gets sick or dies, he can be replaced by another. In such countries the bosses do not ~~worry~~ worry about the wives and children of the workers either, as there is no shortage of workers.

2. The second thing that decides what the wages of the workers should be is whether there are a lot of workers employed or not. When there is full employment, and workers are scarce, the bosses are forced to raise their wages in order to attract workers away from other bosses. In times of unemployment the bosses try to lower the wages by sacking higher paid workers and taking on lower paid workers, or else by cutting the wages of the workers. Here again, where there are a large number of "spare" workers, the bosses do not bother to pay a living wage, and replace sick or starved workers with others.

On the otherhand, if the workers are well organised and militant, their wages can be defended and raised by trade union action. The everyday experience of trade unionists is enough to convince most of them that without a union, most workers are at the mercy of the ups and downs of each boss. A trade union ensures the workers of a certain amount of security of wages.

HOW TRADE UNIONS FIGHT FOR A BETTER LIFE FOR THE WORKERS.

The militant trade unions in South Africa have played an important part in improving and defending the living standards of the working class. Without these unions our standard of living would be much lower than it is at present. Yet we must recognise that despite these unions, the wages of the workers have not been increasing as fast as the cost of living has risen in the last few years. In other words the workers have been unable to buy as much with their wages today as they could a few years ago. Although their money wages may have increased during this time, the real wages has fallen in many industries. By "real wages" we mean the actual value of the wages in terms of goods that it will buy.

During the last war, the Governement published a cost of living index which was supposed to indicate how the cost of ~~ixix~~ goods varied. This index does not ~~xxx~~ really correspond to the the actual/^{rise in the}cost of living at present which means that the cost of living allowance that workers receive is not as much as it should be. In this way the Governemtn is assisting the bosses to cut wages indirectly. For a number of years the trade union movement has been fighting to increase the cost of living allowance, and in this fight they have come up against the Governemetn, which has refused to raise the index,...

TRADE UNIONS AND THE GOVERNEMNT.

Trade unions are often forced into conflict with the Governemtn in many ways. For instance, all factory rules and basic working conditions are based on Government legislation. Also the right to strike is controlled by certain laws, people are prevented from holding meetings ~~xxx~~ under such laws as the Suppression of Communism Act and the Riotous Assemblies Act.

And so in every action that we take, we are faced not only by the bosses, but also by the laws of this country,. We are forced to realise that the police, the Labour Department, Parliament, in fact everything to do with the Government is used to maintain the position and security of the bosses. The State, and all its deprtments is the Executive Committee of the capitalist class.

Trade unionists must never forget this, and never turn away from the political struggle against the unjust laws passed by the Government to protect the boss class.

LECTURE NO 10.

TRADE UNIONS AND POLITICS.

We have shown in the last lecture how the trade unions have to fight not only the bosses, but also the unjust laws that the Government aims at the working class.

The need for political action becomes greater in times of unemployment and depression. It is then that the trade unions must change their methods of work and the direction of their struggle. Not only must the trade unions lead the workers in the struggle to maintain their standard of living, but they must also lead the unemployed.

For example, in Ireland the unemployed have been organised in great demonstrations against Government policy and they have demanded work. In South Africa too, the unions must demand that the unemployed should be given work. It is the Government's duty to see that all citizens ~~are~~ have work and security.

But more important still, we find that when there is unemployment and the workers are facing starvation, the antagonism between the working class and the boss class becomes greater. The insecurity which the workers have felt all the previous years is now replaced by absolute poverty and destitution. Under these conditions the class struggle becomes intensified, and the workers demand ~~these~~ changes which will not only improve their conditions, but which will prevent the repetition of these crises in the future. It is then that the workers examine critically the structure of the system of exploitation under which they are living, ~~and~~ and begin their struggles to bring about those changes which will bring a ~~the~~ better life for all.

Reactionary leaders.

In South Africa there are a number of unions which are in the hands of reactionary leaders. These leaders prevent their members from talking politics at the union meetings, especially if it is progressive politics. In fact the tradition of avoiding politics has been very deeply ingrained in the procedure of some unions. The result is that whenever the Government passes some law which affects the rights of the workers, these unions do not fight against the laws on the ground that it is politics. The slogan of "no politics in the trade union" is therefore a very bad one, and it has served to weaken the trade union movement a great deal.

These leaders who are against politics in the unions are holding back the advance of the trade union movement. If the movement as whole ~~must~~ is to make big advances, they will have to be replaced by ~~up~~ people who are prepared to face up to the fact that the fight for a better life is one involving not only economic ~~action~~ but also political action.

~~It is our aim to see that these leaders are in fact pushed aside~~
SACTU,
TRADE UNION MASS ACTION AND THE CONGRESSES.

The workers value unity above all else. In the factory, the workers learn that ~~unity~~ without unity they cannot win higher wages nor any other improvements. When there is a strike, it is the united action of the workers that gets results. This united action is the best weapon of the workers.

In South Africa the difficulties of the workers are due to their oppression by the unholy alliance of the unscrupulous bosses and a Fascist Governemtn. Everywhere the workers are ~~begin~~ being hampered/ from organising to improve their lives. ~~The~~ This can be seen in the way that

(1) the Suppression of Communism Act has been used to ban trade union leaders. Most of the best, most militant and experienced leaders have been removed from the unions by this Act.

(2) in all the ~~major~~ cities of the Union, the City Councils have clamped down on the holding of meetings in the streets and at factory gates.

~~3~~ (3) in Port Elizabeth, the City Council asked the Governemtn to ban all meetings of over 10 people in 1956. This too was intended to prevent the organisation of the workers into trade unions.

(4) it ~~is~~ ^{was} intended to use the Native Settlements of Disputes Act in order to keep the African workers unorganised and poor.

(5) the I.C.ACT is intended to completely split up and divide the working class thus weakening it completely.

All the above examples of state interference with the rights of the workers to organise indicate the extent to which the Governemtn is serving the interests of the capitalist class. Their main aim is to prevent the workers from uniting and using their combined strength in mass action not only against the Governemtn but against the capitalist class as well.

In 1955 the South African Congress of Trade Unions was formed. It is the first/ ^{national} trade union federation which has complete equality in its ranks and African workers in the leadership. S.A.C.T.U. has clearly stated that the fight for higher wages cannot be separated from politics and that without political action, the workers will never better their position nor win freedom from exploitation. What is more, we have now realised that it

it is not the ordinary Parliamentary party politics that will help us, but that the workers will have to take mass action outside of parliament if we want to have a happy life for all our people. Parliamentary parties have shown that they cannot be relied on to ~~put~~ stand for the needs of the workers, because most workers are Non Europeans and have no votes, so that these parties do not speak for them.

For these reasons, S.A.C.T.U. has joined hands with the national liberation ~~movement~~ organisations, i.e. the African National Congress, the S.A. Indian Congress, the S.A. Coloured Peoples Organisation, and the Congress of Democrats. Together, these organisations are fighting for freedom for all South Africans.

In this alliance, S.A.C.T.U. has found good comrades. Whether it is in the fight against bus apartheid, or passes for women, or population registration or the Group Areas Act, all of us are affected by the oppressive laws of this Government. The Congress movement is the means by which we will be able to stop this oppression and bring a new life to our people.

THE FREEDOM CHARTER.

These five Congresses have adopted the Freedom Charter as their program. The charter was drawn up from the demands of thousands of people and adopted by 3,000 ~~representatives~~ representatives at the gigantic Congress of the People on June 26, 1955.

The Charter is the light that makes our struggles clear. If we understand it well and fight for its aims, the workers, together with all the oppressed peoples of South Africa will win freedom for all.

Of the five Congresses four are national organisations. That is they represent the demands of the various national groups in South Africa for freedom and equality. But the national organisations are not class organisations. In the African National Congress for instance, you will find middle class business men, teachers, lawyers, peasants and ~~we~~ also workers. In other words it is an organisation of the African people, and not of the African workers alone.

THE WORKING CLASS AND LIBERATION.

The working class seeks the alliance of all sections of the S.A. people which desire an end of Fascism. ~~This alliance helps the working class to achieve its aim of ending the exploitation of capitalists the workers by the capitalist class.~~ In this struggle, there are many sections of the people who are not workers, e.g. Non European business men, intellectuals, teachers

and others, mainly of the middle class, who are prepared to fight side by side by the workers so long as they are able to keep their own position in society. In fact the colour bar oppression of the Non white people as a whole has created a great united force (which of course includes workers) which has as its aim the breaking of ~~the~~ Fascism. This alliance is of great value to the working class, as the smashing of the colour bar, and the creation of a democratic state is a precondition for the ending of the exploitation of the workers.

But the abovementioned alliance has its internal stresses as well. At times the middle class elements become afraid of the struggle and tend to retreat, and at other times they fear that the working class will go too far for them. Therefore the middle ~~class~~ class elements change their attitude from time to time and can let the workers down at critical times.

The working class also seeks the alliance of their brothers ~~in exploitation,~~ the agricultural workers, ~~who are exploited~~ and peasants who are demanding ~~their~~ land and a better life. Because of the poverty and hardships that ~~is~~ ^{is} suffered by the agricultural workers, they can be a reliable and powerful ally to the working class.

However, compared to these other classes, we find that the working class is the best organised, ~~and the most steeled in~~ ^{the most steeled in} struggle, and therefore the strongest force in the alliance. Because of the inhuman exploitation under which they live, they are forced to fight with great determination in order to exist. In the struggle for freedom they have nothing to lose but the chains of their oppression, and being ^{the} most experienced in struggle, they will be foremost in the struggle for liberation.

LEADERS.

In the fight for a free and better life, brave leaders arise. We have seen how good shop stewards and union leaders come forward at the time of strikes, and how these leaders grow and develop with every struggle that the union undertakes. But we have also seen how good leaders come forward in the course of the anti pass campaign ~~for~~ by African women, or in the bus boycott.

Thus in many different ways, leaders of the people arise. There is a growing number of such brave, wise, and devoted men and women springing up in every struggle. Many of these leaders are deported or banned, but ~~many~~ others spring up in their place.

The majority of these leaders come from the working class. While it is true that there are many good leaders who come from the African teachers

or from the Indian businessmen, or from the Coloured and European middle class, nevertheless it is the working class that is the best organised class, the strongest class and the most disciplined. Therefore it is the working class that produces the majority of good leaders.

T. U. Movement in England. E.T. 32

We begin this series of lectures with some notes on the T. U. movement in England. We know of England because it is the first that we find the oldest T. U. movement and because it was there that the movement started.

200 years ago England was a very important country. The rich people there had many ships which were sent out to India, ~~to~~ ~~the~~ ~~East~~ ~~Indies~~ for trade. ~~with~~ The trade proved to be very profitable for the British as they were able to mislead and bluff the people of these countries fairly easily. With the wealth from these ~~trades~~ ^{trade} the rich in England were able to build factories and machines which they would not have been able to do otherwise. The factories ~~growing~~ were manufactured goods much more cheaply and quickly than the individual craftsmen were able to and soon most of the craftsmen who used to be independent, were forced to go to work in the factories for a wage.

The factories expanded very rapidly and in a short time were employing thousands of men, women and children. These workers were forced to work as much as 14 hours a day and were paid miserable wages. They were forced to fight back and thus T. U. were formed among the working class.

~~So~~ The rapid growth of industries and factories in England thus built ~~the~~ created a working class that was forced to

But fighting back was not so easy. ^{12.}
Before the bosses could be forced to recognise ^{9.}
the Trade Unions, many a worker was shot
and hundreds ^{were} imprisoned. In the course
of this fight the British working class
developed Trade Unions as we know them
today.

The I. C. Act.

Trade Unionism was brought to S.A. by British workers who came to work on the mines. The first union in S.A. was the A.E.U. which is still today has connection with the A.E.U. in England. These workers organized unions in many trades before the first World War.

During the war T. Unionism grew very rapidly as the bosses were prepared to grant improvements to the workers in order to get their cooperation in the boom in business brought by the war.

However after the war the bosses became tough again and were beginning to give African workers better jobs at the expense of the organized white workers.

As a result of this policy of improvement for Africans and of worse conditions for the white workers, the white workers organized came out on strike in 1922 and shook the whole of S.A. The strike was crushed by Janie Smuts with the aid of thousands of police and army reinforcements.

However, the Government & bosses had learnt their lesson

because the white workers would not do it again. The non-organized workers would not do it again.

And so the I. C. Act was passed to allow registration for any trade union in S.A. In this way the working class was split in two - having separate work class

121

The Act also gives certain rights to
reg. T.U. like collective bargaining & in
the form of Ind. Councils & C. B's to the
Reg T.U. but withholds these from Africans.
But, and this is most important,
~~the~~ strikes were made illegal except under
certain special circumstances ~~which~~ few

Effect on T. U. ^{reg. union} Movement.

The registration of the unions of
Euro. Col & Ind. workers had the effect of
splitting them away from the Afr Workers.
This has resulted in the existence of thousands
of unorganised ~~in~~ African workers who after
work side by side with organised Col. & Indus
workers. In the Cape there is the ~~the~~ Furniture
Workers, the sweetmaker and others. In the
Transvaal this act has resulted in the
~~organisation~~ existence of organised European
& Coloured unions, but in thousands of unorganised
workers Africans who often form the majority
in an industry. Thus the split in the
working class has been an enormous ~~loss~~ ^{loss}
to the ~~base~~ ^{class} in S. A., and a great weakening
to the working class.

Ind. Councils.

Any If both parties are agreeable
any registered trade Union can form an
industrial council with an employees
organisation. This means that they meet
regularly, say, monthly, and discuss the problems

in the industry. The council usually employs a secretary and an agent who to see that any agreements made on the council are carried out.

The T.U.'s and employers are represented by equal nos. of delegates, and all decisions are voted on.

The existence of an Industrial Council means that there is "collective bargaining" in that industry. That is that a number of factories organised in a union can together discuss wages with the bosses representatives. In this way a wage can be laid down for any class of work in an industry.

It also means that the workers & bosses can settle their differences without the interference of the Lab Dept.

If the leadership of a union is honest & progressive it can be a powerful help in the workers' struggles, but if the leadership is dishonest then the Industrial Council acts as a snare for the workers. For example, in some instances of the bosses we see the union a closed shop & stop order system in order to corrupt the union leaders. In such cases the leaders are true working class comrades, the large sums of money that come in through the stop order gives the leaders security in their positions and good wages.

Thus, often the workers are not informed of what is happening in the Industrial Council & this leads to a loss of interest in the union.

X

text 4

The Ind Council system produces T. Unionists who lose their mass outlook & who become "little lawyers" and bureaucrats.

Conciliation Boards

Any ^{group} body of workers who are not officers, may apply for a C.B. if there is a dispute with their bosses. The workers do not need to belong to a registered union to have a C.B.

At the C.B. the chairman is a Labour Dept official & the workers & bosses are represented by ^{an} equal no of representatives.

The discussions then take place over the demands of the workers, and an attempt is made to "bargain" until agreement is reached or there is a deadlock.

Conciliation boards are very useful in cases where the bosses do not want to speak to the workers' representatives, because the boss is forced to sit round the table at the C.B.

The discussions at the Conciliation Boards usually result in an industrial agreement ~~to~~ which we ^{describe next.}

Industrial Agreements.
An agreement is drawn up between an employer ~~and~~ organization and a trade union or an Industrial Council or a C.B. It can become law by being gazetted by the Government, or it can be in the form of a gentlemen's agreement which is enforced by action in the courts.

The agreement sets down the ~~clear~~ definitions of the various jobs, ~~as~~ the grades of the jobs and the wages paid to the workers. It also states the pay for overtime, sick pay, holiday pay, the number of paid holidays a year, and all other details about the working conditions in that particular industry.

The agreement is valid for a limited period say a year, or two years or more, when a new agreement must be drawn up.

In industries where the unskilled workers are unorganized, and where the artisans ~~skilled~~ workers have ~~erect~~ their own unions, you often find that there ~~are~~ ^{is} a very big gap between the skilled & unskilled workers wages. ^{scarcity of} The only answer ~~for~~ to this is that the unskilled should ~~organise~~ ^{organise} themselves and fight for higher wages. ~~We cannot rely on the artisans to fight other people's battles.~~

(X) This big gap corresponds to the discrimination between Europeans & Non Europeans in S.A. The Europeans are given ~~high~~ ^{high} for better conditions than the Non-E. ~~is~~ ^{is} by the capitalist class, so that the Europeans will help the bosses to exploit the Non Europeans. That is why a white miner gets about £60 pm but an African ~~miner~~ ^{miner} gets only £4. pm. Similarly a welder gets £12. pm week but a labourer gets only £2.11.9 p.w. In other words, the boss wants the artisan to be a boss boy, a policeman in his factory.

Collection Number: AD1812

RECORDS RELATING TO THE 'TREASON TRIAL' (REGINA vs F. ADAMS AND OTHERS ON CHARGE OF HIGH TREASON, ETC.), 1956 1961

TREASON TRIAL, 1956 1961

PUBLISHER:

Publisher:- Historical Papers, University of the Witwatersrand

Location:- Johannesburg

©2012

LEGAL NOTICES:

Copyright Notice: All materials on the Historical Papers website are protected by South African copyright law and may not be reproduced, distributed, transmitted, displayed, or otherwise published in any format, without the prior written permission of the copyright owner.

Disclaimer and Terms of Use: Provided that you maintain all copyright and other notices contained therein, you may download material (one machine readable copy and one print copy per page) for your personal and/or educational non-commercial use only.

People using these records relating to the archives of Historical Papers, The Library, University of the Witwatersrand, Johannesburg, are reminded that such records sometimes contain material which is uncorroborated, inaccurate, distorted or untrue. While these digital records are true facsimiles of the collection records and the information contained herein is obtained from sources believed to be accurate and reliable, Historical Papers, University of the Witwatersrand has not independently verified their content. Consequently, the University is not responsible for any errors or omissions and excludes any and all liability for any errors in or omissions from the information on the website or any related information on third party websites accessible from this website.

This document is part of a private collection deposited with Historical Papers at The University of the Witwatersrand.