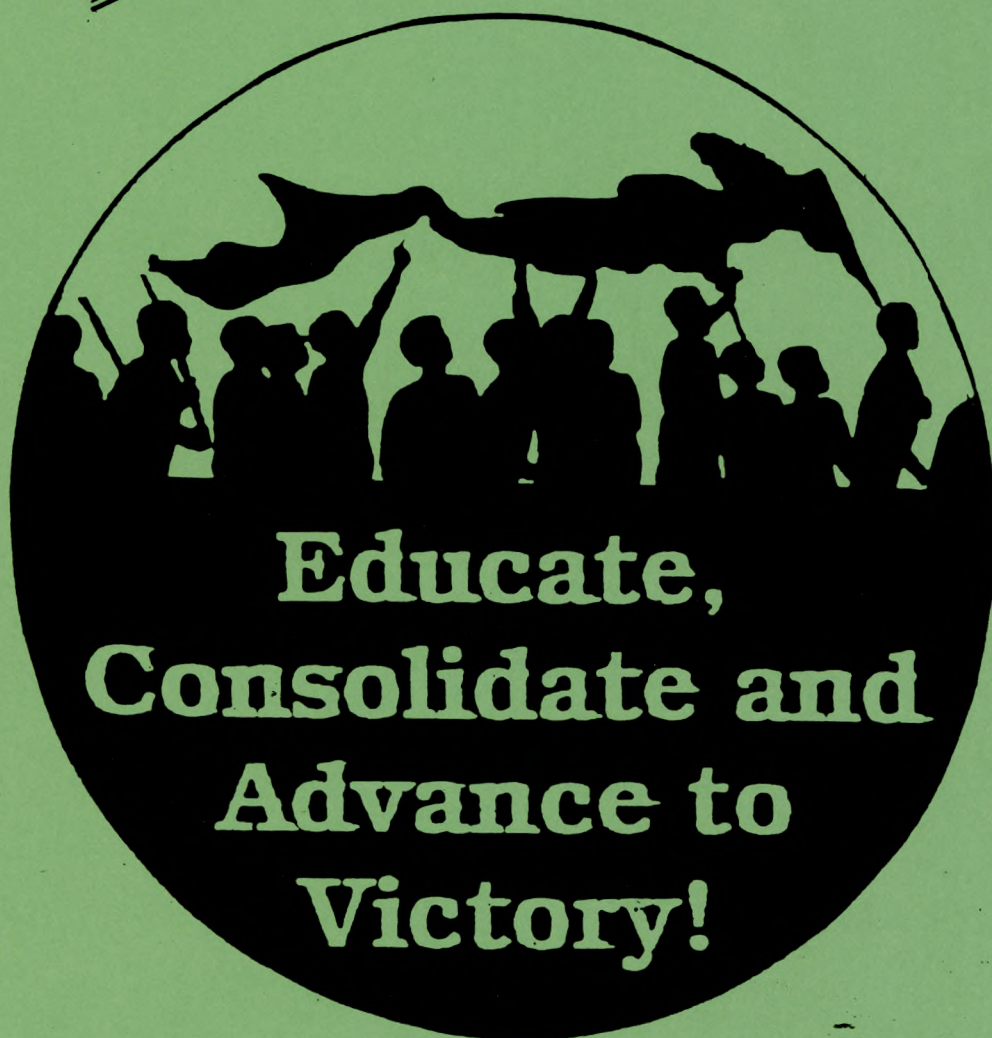




Natal Region

COSATU REGIONAL EDUCATION
PROGRAMME FOR 1990



COSATU REGIONAL EDUCATION **PROGRAMME FOR 1990**

INTRODUCTION

This document should be used by all of us involved in Education as a basis for discussion on organising education in the Federation. We have pulled together all the relevant information and recommendations which we hope will assist Ledcomm, Educators and our constitutional structures in understanding what our tasks are in the locals and in affiliates.

The Redcomm agreed that an Education Programme must go beyond being just a number of workshops and seminars. It must be a dynamic process which must contribute to the strengthening of our structures, improving the quality of our debates and promoting leadership of the working class in our struggle for democracy.

A SUMMARY OF THE RECOMMENDATIONS OF THE 2ND EDUCATION CONFERENCE 'COMMISSION ON STRUCTURES'

Observations

- Lack of participation by all affiliates in Education structures.
- Few properly functioning locals - difficult for Education structures to function.
- Most shop stewards do not understand the role of locals.

- Rely too heavily on seminars. Should try to use other events (e.g. General Meetings) to develop attractive education programmes.

RECOMMENDATIONS

- Building strong locals will facilitate the setting up of Ledcomms.
- Affiliates must build strong locals and set up their own Ledcomms - Union staff must help.
- Chairperson of COSATU Ledcomm must attend Local Office Bearers' Meetings - to increase co-operation and consultation.
- By promoting democratic practices in meetings, workers will develop confidence to participate in discussions and debates.
- Seminars for the REC's and Redcomms should be organised to focus on the important link between the education and constitutional structures.
- It is compulsory for Redcomm Chairpersons to attend Nedcomm meetings.
- Redcomm Office Bearers should at all times ensure that evaluation of progress - or lack of it - takes place. Problems must be raised in meetings.

- Office Bearers of Local and Regional Education and constitutional structures must work hand-in-hand at all times.
- Affiliates and Ledcomms must ensure that they have permanent reps to the Ledcomms and Redcomms.
- Affiliates which are experiencing difficulties in organising education, should discuss and consult with the Cosatu Regional Education Officer with a view to finding solutions.
- Education Forums should be set up. They should be made up of Educators from different affiliates. This Forum should :-
 - later be broadened to include worker Educators.
 - meet when mandated by the Redcomm.
 - be a sub-committee of, and accountable to, the Redcomm.
 - not be a decision-making structure.

Terms of Reference

- it is a forum where information and experience can be shared.
- it must strive towards building greater co-operation amongst affiliates and COSATU.

TASKS ARISING FROM THE ABOVE

It is clear that the above recommendations have, as their basis, focussed on the need for building and maintaining solid structures of the federation. If implemented, we would see a genuine improvement in our education.

TASKS FOR COSATU LEDCOMMS AND LOCALS

- Regular joint meetings (at least once a week) must be held between Ledcomms and Local Office Bearers.
- Ledcomm Report should be a fixed item on each Local agenda.
- Ledcomms should be mandated by the Local to look, where possible, at the problems of attendance. They should also research why participation is not as it should be and what steps could be taken to solve these problems. This could take the form of a "special project" adopted by the Ledcomm. A time limit could be set by the Local for the Ledcomm to finish its work. In this way, Ledcomms can play an important educating role in building Cosatu locals.
- Ledcomms **must** discuss the above recommendations and raise them in their locals for discussion.

TASKS FOR ORGANISERS BASED IN LOCALS

- Organisers should play an active organising role in Locals.
- Their collective experience can be used in building education structures.
- Organisers should consider having regular meetings to discuss issues of interest e.g. Law, Socialism, Current Affairs.
- Organisers and activists have a clear political task in the Trade Union Movement i.e. to build political consciousness.

ness of the membership. Unions should discuss how political education can take place in the factories, e.g. by forming choirs; reading speeches by our leaders; books; magazines etc. Newspapers should reach workers in an organised way.

The tasks highlighted above may seem impossible to achieve. This is not so. Educators are made - not born. It starts with a personal commitment by comrades who are interested in educating fellow-comrades. This commitment can be transformed into collective effort (i.e. through structures.) Organising education can be difficult and problems will be encountered. But it is a struggle which we will have to wage. The benefits will only be realised tomorrow.

THE PROGRAMME

The 5th February Redcomm had, after discussing the report of the "Structures Commission", decided that the education programme should do four things;

- It should help build and strengthen education and constitutional structures in Unions and in COSATU and develop Educators at the Local level.
- It must be relevant to struggles in the workplace and in the country as a whole.

- It must take into account our shortcomings and not be too ambitious;
- It should not only concentrate on seminars.

With this in mind, it was decided that a "monthly education focus" be organised for each topic decided by the COSATU 2nd Education Conference.

The focus is as shown in Table 1 (Page 4)

TASKS FOR THE REGIONAL EDUCATION COMMITTEE (REDCOMM)

- The Redcomm Office Bearers were given a mandate to draft an Education-Events Schedule for the year. Where possible, workshops for Local Office-Bearers, Ledcomms and REC's can be organised for each topic.
- Redcomms should play an important role in evaluating the programme regularly and ensuring participation.
- Redcomm must work out a budget and submit it to the Nedcomm on 28 April.
- The Redcomm should give guidance and assistance to Ledcomm affiliates in their work around education.

EACH ONE TEACH ONE

**EDUCATE, CONSOLIDATE AND ADVANCE
TO VICTORY**

Table 1: Education Focus Topics

MARCH	• Policies of the ANC and SACP. • Constitutional guidelines and Workers' Charter. • Sharpeville Day.
APRIL	• Political Economy. • The Struggle for Socialism. • Eastern Europe
MAY	• Educators' Training. • May Day Celebrations.
JUNE	• The International Working Class Movement. • June 16 - The Struggle for Peoples' Education.
JULY	• Women
AUGUST	• Health and Safety
SEPTEMBER	• Sports and Culture
OCTOBER	• Media

LEDCOMMS

- Ledcomms must have discussions on the Education Programme with their locals and decide how they would like to implement the Education Programme in their Locals. (e.g. local mass meetings, crossnight seminars, workshops, pamphlets etc.)
- These discussion should be completed by mid-march.
- Ledcomms should then report on their Education plans to the Education Officer who will then table them at Redcomm.

- Ledcomms should identify Local comrades who could assist with organising their Education Programmes e.g. Organisers and shop stewards.

AFFILIATES

- Affiliates should do the same as outlined for the Ledcomms.
- Affiliates Education Coordinators or Secretaries should raise this document in their constitutional structures and should discuss how they will focus on each topic in their affiliates.
- Affiliates must note the dates in the Education Programme and ensure that that they are properly represented. Affiliates should take full advantage of education organised by the Redcomm because they stand to benefit.
- Affiliates must ensure that their Educators attend Education Forum Meetings.

THE EDUCATORS' FORUM

- The Educators' Forum can play a very useful planning role for the Education Programme.
- Ideas and resources could be shared.
- Educators can also assist in the events themselves. In this way we can give

meaning and direction to COSATU's Education Conference Resolution on Co-operation and assistance in the federation.

YEAR SCHEDULE OF DATES

1. *Redcomm Meetings for 1990:-*

- 3 March
- 5 May
- 2 June
- 7 July
- 4 August
- 1 September
- 6 October
- 3 November

2. *Educators' Forum*

- All Meetings of this forum will take place at Eaton Road and will start at 9 a.m. One Tuesday per month has been set aside.
- 13 March
- 17 April
- 15 May
- 12 June
- 17 July
- 14 August
- 11 September
- 16 October
- 13 November

It is hoped that setting meeting dates in advance would contribute to increasing Ledcomm participation at meetings. Last

year, the difficulty faced with Educators' Forum Meetings was agreeing on a date suitable to everyone. Advance notice should solve the problem.

MEDIA

Copy of Resolution on Media adopted at the 3rd National Congress (Page 8).

- Ledcomms should discuss this resolution and elect comrades who can form a Media Unit in their locals.
- Ledcomms can also consider how Media (e.g. pamphlets; posters etc. can play a role in attracting workers to local meetings.
- We should work towards each Ledcomm having its own Media Unit with a view to forming a Regional Media Committee within the next six months.
- Ledcomms should request notice boards to be located in the Locals and this could be used to display Media which can be used to educate workers. e.g. Newspaper articles etc.
- An informal Media group made up of comrades from CWIU; NUMSA; SACTWU; SACCAWU AND COSATU PRINTING UNIT has been meeting regularly. Discussions around Media Training have taken place. A Computer Literacy Course is being organised. This group has agreed to assist the Regional Media Committee once it has been formed.
- It is within our mandate to publish a Regional Newspaper. The Redcomm should discuss how we should go about this.

EDUCATION TIME-TABLE

MONTH	DATE	ACTIVITY	LEVEL
MARCH	9 - 11	Seminar :	National
	17 - 18	Workshop:	Regional
	11	Workshop: Workshop:	National
APRIL	23 - 24	Workshop:	Regional
MAY	26 - 27	Workshop: Rallies :	Regional
JUNE	22 - 24	Rallies :	Regional
		Workshop:	National
			Regional
JULY	21 - 22	Workshop:	
AUGUST		Residential Workshop:	Regional
SEPTEMBER	8		
OCTOBER			
NOVEMBER AND DECEMBER			

WOMEN

- We have not gone far in Building Womens' Forums in each of our locals. The Clairwood Local Womens' Forum is the only existing one.
- Ledcomms must take the responsibility of building strong Womens' Forums in their Locals. Most affiliates have a significant Women membership. Ledcomms can start the ball rolling by calling a meeting of women. Planning for such a meeting should be done in consultation with the Local and affiliates. The initial meeting should focus on the Cosatu Resolution on Women and on building strong Womens' organisations

OTHER KEY ACTIVITIES OF THE EDUCATION PROGRAMME

1. Literacy

- At a joint COSATU/ Durban Literacy Co-op workshop held on the 28th January 1990, an International Literacy Year (ILY) co-ordinating committee was elected. It was mandated to draw up a programme of action around Literacy. This campaign will be to develop a group of skilled literacy trainers across the locals in the region.
- Ledcomms should discuss what can be done at a local level to popularize the Campaign against illiteracy.
- A draft proposal on Literacy Rights in the workplace is to be drawn up, and circulated to unions.

2. NECC (National Education Co-ordinating Committee)

Ledcomms should link up with NECC structures in the sub-regions. At this stage it is being done in Clairwood, Pinetown, Pietermaritzburg, Ladysmith and Empangeni locals. The NECC in Natal is divided into five sub-regions, namely Durban; Northern Natal; North Coast; South Coast and Midlands. Resolutions adopted at the National Conference in December 1989 have been widely circulated.

3. Centre For Development Studies

The Redcomm nominated the following comrades to serve on the various Regional Study Commissions.

Land	A. Mbatha (NUMSA)
	A. Diko (FAWU)
Education	Malibinguse (SARHWU)
Labour & Employment	N. Mbhelele (SADWU)
	H. van Wyk (NUMSA)
Economy	M. Sithole (POTWA)
Women	A. Diko (FAWU))
Media & Culture	B. Nxasana (Media Unit)
	M. Hlatswayo (Culture Unit)
Health	P. Nyandeni (CWIU)
Environment	CWIU to elect rep.

The Nedcomm mandated the Regional Education Officer to serve on the Education and Economic Study Commissions.

The above reps will constitute a CDS sub-committee of Redcomm. The Education Officer will act as convenor of this sub-committee.

4. Workers Charter Campaign (see CEC/Nedcomm)

5. Resource Centres

Since late last year, the Education office in Eaton Road has been used as a

Resource Centre. There is a wealth of information on law, politics, economy, our history etc. We need to work out a systematic method of getting this information down to all the locals where it can be used by all.

A budget has been allocated to regions for the establishment of Resource Centre. Ledcomms should discuss what kind of Resource Centres they would like to see in locals and how Resource Centres could assist in local organisation.

PPWAWU Resolution on Media

COSATU Congress

1. This Congress noting that:

- 1.1 Without timely, adequate and accurate information, COSATU's principles of worker democracy and control can never be realised as worker control and democracy can only be built on the basis of the fullest information possible.
- 1.2 In every structure of COSATU, from the local to the national level, there are complaints about the serious lack of information on vital issues facing the working class.
- 1.3 A major function of COSATU is to keep our membership and the world properly informed about the working class struggle.
- 1.4 Information readily available to workers — newspapers, radio and TV — is almost completely dominated by the state and big business.

2. Further Noting that:

- 2.1 The main content of the Emergency regulations is massive restrictions on our right to know, to speak and to publish.
- 2.2 The progressive media is small and under constant attack through bannings, repression, restrictions, seizures and general repression.
- 2.3 That COSATU Media in particular has been under sustained attack through especially the seizure of our media.

3. Therefore resolves:

- 3.1 Use our organised strength to mobilise to defend any progressive media or media worker that is attacked by the bosses or the state.
- 3.2 Do all in our power to fight all forms of repression/censorship and for a free, independent and progressive media in our country.
- 3.3 Use our organisation and resources to seriously build a workers press by having:
 - • A regular workers newspaper aimed at the mass of workers
 - • A regular shop-steward journal aimed at shop stewards and leadership (similar to the current COSATU News)
 - Regular information digests, monthly reports and information packages for all COSATU and affiliate structures
 - Establish regional and local media committees to be responsible for collecting and distributing information, as well as to address the media needs in their own areas
 - Systematic training of media workers in COSATU and affiliates
 - An organised national distribution network for all progressive media.
- 3.4 Establish a worker-controlled media committee, as a sub-committee of the CEC, to act as the editorial board for all COSATU media.
- 3.5 Sell all our media (except pamphlets, posters and stickers) at cost as part of our policy to strive towards self-sufficiency in the federation.
- 3.6 Organise, mobilise and conscientise our membership about using media as a weapon of agitation, education and organisation.