

AFRICAN NATIONAL CONGRESS (S.A)

ADULT EDUCATION, CADRE DEVELOPMENT AND THE
ROLE OF THE PRODUCTION UNITS IN
THESE.

Comrade Chair

Comrade Secretary of Education and other members of the National Executive Committee present, Comrade Director, Comrade Principal, Members of the Leadership of the Works Committee, Comrades and Friends.

It is an honour for me to be invited to this important Seminar which comes at a very crucial time of our struggle. It comes at a time when the contribution of each member of the Movement is in great demand if we are to meet the demands imposed upon us by both the external and internal tasks of the revolution. Our leadership in recognition of these demands streamlined our structures to make sure that both tasks are given the full attention they deserve.

The question of cadre development has become so important and urgent in our struggle at this point in time that the Organisation has felt the need to create a department of Manpower development which in essence is concerned with the development of cadres.

Closely related to cadre development is Adult Education and education in general. The upgrading of the educational and political standard of members of the Movement is cadre development.

The projects of the Movement afford another avenue of cadre development in that some of the cadres who have acquired some skills from technical, vocational and universities are given the chance to apply their skills practically and in the service of the Movement and therefore of the struggle.

The projects also act as places where some of our cadres acquire skills on the job and thus the projects in this manner act as institutions of cadre development and also as places where we can spot the technical inclinations of our cadres and therefore seek scholarships for them to develop further.

For members of the Organisation who are engaged in work in the projects to develop a sense of duty, a political approach toward labour, there is need for them to be organised into some units which will inculcate the spirit of collective responsibility to the tasks of the projects and the above qualities. Such a unit would be a production unit.

According to the education policy of the African National Congress one of the most important aims is to bridge the gap between mental and physical labour. This is achieved in the first place by making sure that those students who are in the academic institution are made also to acquire some skills so that they may be balanced in their approach towards labour.

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An important aspect toward bridging the gap between mental and physical labour is to remove an attitude of contempt from the productive worker for those who study academic subjects or are involved in intellectual pursuits. We need to remove a negative attitude towards theory by those engaged in practical work. This can be done by arranging academic classes for the workers. It is therefore crucial to have a serious and highly effective programme of Adult Education.

Since at the base of cadre development is the development of political attitude and political understanding, the ability of the cadre to follow political *discussions* and also to read political texts, political documents of the Movement, and political novels, the value of adult education, cannot be over-emphasised.

The Production Unit being composed of those workers who have to fulfil a common task and is also responsible for the effective and efficient fulfilment of this task will find it to its interest to encourage its members to develop politically, technically and academically. Therefore it will rest on the shoulders of the Production Unit to encourage members to interest themselves in political meetings and discussions and also to interest themselves in Adult Education classes.

In conclusion it would appear that cadre development in a situation where members of the Movement are engaged in work in projects of the Movement requires an effective adult education programme and a system of active and properly organised Production Units. Since the whole project is a common task of the entire work force it becomes crucial that the work of the Production Units be coordinated. This then makes the existence of a Works Committee crucial.

This committee will then be responsible for developing the Production Units and act as a liaison between the Production Units and other structures of the Movement and also between the Production Units and Management to see to proper relationship between workers and managements.

It is therefore clear that the Production Units and Works Committee are some of the means of manpower development.

The slogan of the effective and active Production Unit should be:-

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UNITED ACTION!
ACTION TO VICTORY!
WORKERS OF MAZIMBU UNITE
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MAATLA KE A RONA!
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