



Let's get organised!!

Today women are on strike, demanding an end to exploitation, violence and discrimination. But tomorrow many of us will be back in our isolating workplaces, facing sexism and harassment, without the solidarity we feel now. How do we recreate today's confidence in our own workplaces? By getting organised with our fellow workers. When we fight collectively, we combat the shame associated with gendered oppression and, importantly, we're more likely to win our struggles.

IWW is a union that encourages every member to become an organiser by providing training and practical solidarity. This is a basic guide to some of the effective organising techniques we use. You can learn more at one of our regular Organiser 101 trainings.

Question Authority

An effective organiser encourages their fellow workers to think for themselves. Encourage people to ask, "Who is making the decisions, who is being forced to live with the decisions, and why should that be so?" People should not accept a rule or an answer simply because it comes from the authorities, whether that authority be the government, the boss, the union - or you.

Talk One-to-One

The most important thing about organising is personal one-to-one discussion. Frequently, when you have simply listened to one of your fellow workers and heard what is on their mind, you have won them over because you are the only one who will listen. When you talk to Linda at the next desk and overcome her fears, answer her questions, lift her morale, invite her to the meeting or take her to the rally – that is what organising is all about.

Find the Natural Organisers

Every workplace has its social groupings of colleagues and friends. Each group has its opinion makers, its natural organisers, its instigators. They are not always the loudest or most talkative, but they are the ones the others listen to and respect. You will have gone a long way if you win over these natural organisers.

Get People Involved in Activity

Life is not a school room and people do not learn simply by going to meetings or reading leaflets. Most people learn, change, and grow in the process of action. If you want to develop new organisers, get your colleagues involved in the organising.

We Are the Union!

The point of organising is not only to get individuals involved, but to join them together in a solidarity conscious group. We want to create a group which sees itself as a whole: Will you come to the meeting? Can we get the whole department to visit the boss together? Can we count on all of you on the picket line?

Activities Should Escalate Over Time

Ask people to become involved in activities of increasing commitment and difficulty. Are you willing to wear a union badge? Will you vote for a strike? Are you prepared to stand on a picket line?

Confront Management

Organising is about changing power relationships, the balance of forces between management and workers. Confrontation with the employer has to be built into the escalating activities. If people are not willing to risk upsetting the boss, they won't win.

Win Small Victories

Most movements, from a small group in one workplace to massive social protests grow on the basis of small victories. They win us new supporters who now realise that “you can beat the boss”. With each victory the group becomes more confident and therefore, more capable of winning larger victories.

Be Prepared For Setbacks

Nothing runs smoothly in life, and organising is no exception. If it doesn't succeed at first, be patient. Perhaps in a few months time your fellow workers will be more interested than they are at present. Sooner or later your employer will do something which will help that process.

Don't Forget The Outside World

Conflicts between workers and their employers have a large influence on the confidence of other workers to stand up for themselves. It is in our interests to build links and networks of support with workers employed in other companies and industries, for through standing together we will greatly increase our ability to win more control over our lives.

Produce Your Own Publicity

This is the best way of getting your message across, but don't forget to let your fellow workers get involved in its production.

Have A Sense of Humour

Don't be deadly serious in everything that you do: organising can and should be fun. Use cartoons, songs, jokes and stories. Try and relate your publicity not just to the harshness of reality but also to your aspirations and desires.

Organising is Everything

Organisation need not be overly formal or structurally top heavy, but it must be there. A telephone tree and a mailing list may be all the organisation that you need, but if those are what you need then you must have them.

Don't Organise Alone

Contact the IWW and join up with other working people who will be more than willing to help you. The IWW can also provide a large number of resources which will be of vital importance in any organising drive, no matter how small. Together we can do the things that we cannot do alone.

**LET'S USE THE SOLIDARITY WE EXPERIENCE ON TODAY'S
WOMEN'S STRIKE TO GIVE US THE CONFIDENCE WE
NEED TO ORGANISE IN OUR WORKPLACES.
AN INJURY TO ONE IS AN INJURY TO ALL!**

Join us to discuss your workplace issues and to get involved with new and ongoing campaigns. We also offer regular Organiser 101 and Rep trainings.

**If you need support or more advice contact
organising@iww.org.uk
where we can put you in contact with your nearest branch!**