

**Federation
of
South African
Trade Unions**



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**POLICY MOTION
ON
INDUSTRIAL COUNCILS**

P83/386 CONDITIONS OF EMPLOYMENT

POLICY NO. 2 1982

POLICY MOTION ON INDUSTRIAL COUNCILS

(As adopted at the Central Committee Meeting of 31st
October - 1st November 1981)

FOSATU BELIEVES

1. Industrial Councils were established and have been developed to serve the interests of employers and a minority of workers.
2. That most Industrial Councils are presently unrepresentative of the majority of workers and therefore undemocratic.
3. That the Constitution and structure of most Industrial Councils reflects this unrepresentativeness and authoritarian base and it would be difficult for any small and democratic union to have an effect on Industrial Councils as they presently exist.
4. That some Industrial Councils, because they are dominated by employers, misdirect workers' money collected either in the form of a levy or in benefit funds.

5. That some Industrial Councils have blocked speedy solution to industrial problems by placing cumbersome procedures and bureaucratic structures in the way of direct negotiation between employers and workers.

FOSATU FURTHER BELIEVES

That most unions sitting on Industrial Councils, where they are unrepresentative of workers,

1. have allowed themselves to be seduced into bargaining through their negotiating and debating skills and the goodwill of management, rather than on the power of the organised workers they represent. They have not looked for mandates from their members, nor sought to use negotiations to establish and strengthen their unions;
2. have negotiated bad agreements where conditions are good for a minority of workers at the expense of the majority;
3. have negotiated benefit schemes which in the end benefit management by putting at their disposal large amounts of workers' money.

Accordingly FOSATU believes:

1. that the Industrial Council system in its present form is unacceptable;
2. that its affiliate unions should not enter into such Councils on terms which are disadvantageous to them;
3. that FOSATU affiliates should jointly begin to negotiate a system of plant based and industry wide negotiations within the framework of FOSATU's principles of negotiation.

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