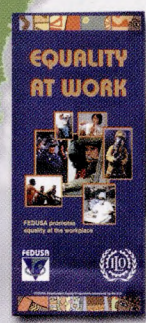
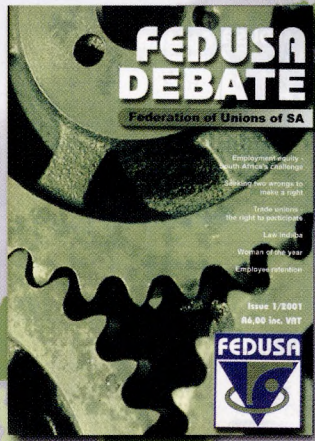
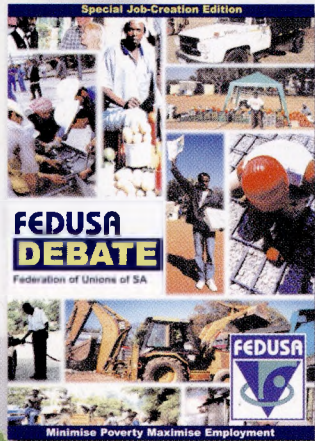
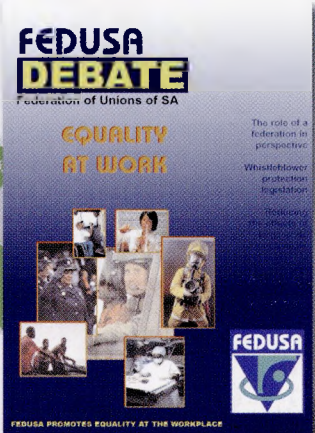
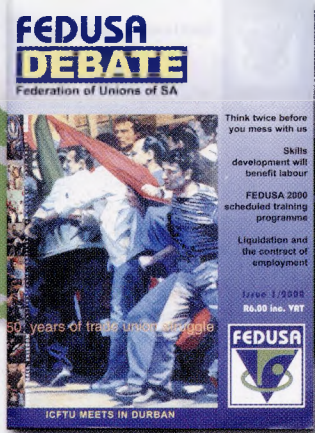


FEDUSA AFFILIATES

- Aerospace Trade Union of South Africa (ATUSA) (011) 894-7849
- Air Line Pilots' Association of South Africa (ALPA-SA) (011) 394-5310
- Ammunition and Allied Workers Union (AAWU) (012) 318-1045
- Drivers Operators and Allied Workers Association (DOAWA) (015) 812-0140
- Food and General Workers Union (F&G) (041) 374-1516
- Health and Other Service Personnel Trade Union of South Africa (HOSPERSA) (031) 764-7906
- Independent Municipal and Allied Trade Union (IMATU) (012) 466-2762
- Insurance and Banking Staff Association (IBSA) (011) 339-2858
- Jewellery and Goldsmiths' Union (J&GU) (021) 424-3375
- Kentron Workers Union (KWU) (012) 671-1365
- National General Workers Union (NAGEWU) (031) 306-3346
- National Union of Leather and Allied Workers (NULAW) (031) 307-6420
- Post and Telecom Association of South Africa (P&T) (011) 725-5454
- Public and Allied Workers Union of South Africa (PAWUSA) (021) 461-5950
- Public Servants Association (PSA) (012) 303-6500
- Public Servants Movement (PUSEMO) (031) 305-4786
- SALSTAFF (011) 725-5700
- South African Airways Flight Engineers Association (SAAFEA) (011) 970-1557
- South African Communications Union (SACU) (012) 323-7819
- South African Independent & Allied Workers Union (SAI&AWU) (013) 665-5626
- Suid-Afrikaanse Onderwysers Unie (SAOU) (012) 326-6892
- South African Parastatal and Tertiary Institutions Union (SAPTU) (012) 361-9699
- South African Typographical Union (SATU) (012) 323-6097
- Staff Association for the Motor and Related Industry (SAMRI) (031) 910-2355
- United Association of South Africa (UASA) (011) 472-3600
- United Employees Association (UEA) (021) 508-6639
- United National Public Servants Association of South Africa (UNIPSA) (015) 812-3455
- United Transport and Allied Trade Union (UTATU) (011) 339-2884



FEDUSA HEAD OFFICE:  
PO Box 2096  
Northcliff  
2115  
Republic of South Africa  
  
Tel: 011 – 476 5188/9  
Fax: 011 – 476 5131  
E-mail: [fedusa@fedusa.org.za](mailto:fedusa@fedusa.org.za)  
Web: [www.fedusa.co.za](http://www.fedusa.co.za)

FEDUSA PARLIAMENTARY OFFICE:  
PO Box 1554  
Cape Town  
8000  
  
Tel: 021 – 422 1610  
Fax: 021 – 422 1092  
E-mail: [fedleg@iafrica.com](mailto:fedleg@iafrica.com)



working for the nation

Design by Multi Communications  
Tel: (012) 803-8503



### **FEDUSA PARLIAMENTARY OFFICE:**

101 Saint Georges Street, Cape Town  
P.O. Box 1554 Cape Town 8000  
Tel: (021) 422 1610  
Fax: (021) 422 1092  
E-mail: [fedleg@iafrica.com](mailto:fedleg@iafrica.com)

### **FEDUSA HEAD OFFICE:**

P.O. Box 2096 Northcliff 2115  
Tel: (011) 476 5188/9  
Fax: (011) 476 5131  
E-mail: [fedusa@fedusa.org.za](mailto:fedusa@fedusa.org.za)  
Website: <http://www.fedusa.org.za>

### **FEDUSA EXECUTIVE:**

President:	Ms. Mary Malete
Vice Presidents:	Mr. Martin Deysel Mr. Leon Grobler Mr. Koos Bezuidenhout
Treasurer:	Mrs. Annetjie Senekal

### **FEDUSA SECRETARIAT:**

General Secretary:	Mr. Chez Milani
Assistant General Secretary:	Mr. Dennis Goerge
Parliamentary Officer:	Mrs. Gretchen Humphries

### **FEDUSA AFFILIATES:**

1. Aerospace Trade Union of S.A. (ATUSA)
2. Airline Pilots Association of S.A. (ALPA - SA)
3. Drivers, Operators and Allied Workers Association (DOAWA)
4. Food and General Workers Union (FGWU)
5. Hairdressers and Cosmetologists Trade Union (HACTU)
6. Hospital Personnel Trade Union of S.A. (HOSPERSA)
7. Independent Municipal and Allied Trade Union (IMATU)
8. Insurance and Banking Staff Association (IBSA)
9. National General Workers Union (NAGEWU)
10. National Union of Leather Workers (NULAW)
11. National Union of Prosecutors of S.A. (NUPSA)
12. Post and Telkom Association of S.A. (P & T)
13. Public and Allied Workers Union of S.A. (PAWUSA)
14. Public Servants Association of S.A. (PSA)
15. South African Airways Flight Engineers Association (SAAFEA)
16. S.A. Communications Union (SACU)
17. S. A. Diamond Workers Union (SADWU)
18. S.A. Footplate Staff Association (SAFSA)
19. South African Independent and Allied Workers Union (SAI & AWU)
20. SALSTAFF (SALSTAFF)
21. S.A. Parastatal and Tertiary Institutions Union (SAPTU)
22. S. A. Typographical Union (SATU)
23. Staff Association for the Motor and Related Industries (SAMRI)
24. Suid - Afrikaanse Onderwysers Unie (SAOU)
25. Suid Afrikaanse Werkersunie (SAWU)
26. Technical Workers Union (TWU)
27. United Association of S.A. (UASA)
28. United National Public Servants Association of S.A. (UNIPSA)



## **FEDUSA and the Parliamentary Process**



# FEDUSA

## (FEDERATION OF UNIONS OF SOUTH AFRICA)

### PROFILE:

FEDUSA is a progressive, politically independent, non-aligned labour federation that was formed on 1 April 1997. It boasts a membership of 28 affiliated trade unions, with a membership base of 550 000 workers from various sectors.

### FEDUSA IS COMMITTED TO:

- Remaining relevant in a changing environment;
- Adding value to its affiliates;
- Building capacity amongst affiliates;
- Defending and promoting the rights of its workers;
- Being a major role player both nationally and internationally;
- Promoting co-operation and co-ordination between affiliates;
- Setting and maintaining high ethical standards;
- Maintaining political independence at all times;
- Speaking with an independent voice;
- Promoting gender equality;
- Attracting new recruits from among the unaffiliated unions.

### FEDUSA SUPPORTS THE FOLLOWING PRINCIPLES:

- Equal opportunity and treatment for all male and female workers, irrespective of race, colour or creed;
- Freedom of association and the right to organise;
- The development of all people;
- Trade union democracy;
- Solidarity, social justice and peace.

### REPRESENTATION

FEDUSA is represented on various statutory and non-statutory bodies, where policy and legislation is formulated. Bodies such as:

- President Mbeki's Labour Working Group
- NEDLAC (National Economic Development and Labour Council)
- Millennium Labour Council (MLC)
- National Skills Authority (NSA)
- South African Qualifications Authority (SAQA)
- South African National Aids Council (SANAC)
- CCMA Governing Body
- Occupational Health and Safety Advisory Council

- Compensation Board
- Unemployment Insurance Fund Board
- The Defence Force Liaison Council
- The National Productivity Institute

### INTERNATIONAL AFFILIATION

FEDUSA is affiliated to the 120 million strong International Confederation of Free Trade Unions (ICFTU), thereby representing and promoting the interests of affiliates at international level.



### FEDUSA OFFERS AFFILIATES THE FOLLOWING BENEFITS

- Access to important national statutory and non-statutory bodies, with the opportunity of influencing policy and legislation;
- Access to information and documentation not readily available;
- Allows affiliates to be part of a larger collective grouping;
- Access to the international labour community;
- Affiliation to an independent and pro-active federation with sound ideological principles.

### FEDUSA'S ECONOMIC IDEOLOGY

FEDUSA believes that every person has the right to basic necessities, good health and safety, social interaction, respect and self actualisation and that the above-mentioned rights can only be achieved through responsible citizenship (i.e. paying for services rendered and respect for public property).

FEDUSA furthermore believes that neither a socialist centralised economy nor an unfettered free market economy address these rights, nor positively contribute to the welfare of society. The unfettered free market economy is inefficient as it leads to the concentration of wealth and massive disparities in society, resultant in inherent instability. A socialist centralised economy in turn is equally ineffective, in that it is unable to meet the problems of

demand and distribution in addition to depriving society of its right to freedom and self-actualisation.

FEDUSA is of the viewpoint that these rights can only be attained in a balanced economy where:

- Government is committed to ensuring the acquisition and provision of basic necessities for all;
- Labour is not merely a factor of production, but an integral part of profit driven entrepreneurial initiative and capital outlay. Labour should partake in profit sharing in addition to remuneration received;
- Government, Business and Labour all have a social responsibility;
- Labour is organised and politically independent;
- The Government assisted by business, provides for and maintains the country's infrastructure (hospitals, schools, roads etc.);
- Economic growth can best be achieved by a mixed market economy within an environment created by government;
- Such an economy should not be created at the expense of labour, but in partnership with labour.

### THE FEDUSA POLICY ON EMPLOYMENT EQUITY

FEDUSA recognises that the legacy of apartheid continues in our workplace and thus strives to eradicate the decades of inequality that are the result of both apartheid policies and societal prejudices.

FEDUSA endorses the prohibition of discrimination as well as the entrenchment of equality in the workplace.

FEDUSA supports the following principles of affirmative action in its attempt to advance those persons who were previously disadvantaged:

- That affirmative action is rooted in justice and equality;
- That it has a beginning and an end;
- That it aims to give skills to those previously disadvantaged;
- That it does not lead to standards being compromised;
- That there is full stakeholder involvement throughout the affirmative action process;
- That it is not based on a quota system;
- That it does not lead to job loss of those formally advantaged.





**T**he FEDUSA Parliamentary Office based in Cape Town represents FEDUSA and our members in Parliament via our system of monitoring of the parliamentary process. Parliament is the legislative arm of our democracy. The monitoring of the National Parliament is extensive and is conducted by the Parliamentary Office. The FEDUSA Parliamentary office also monitors the functioning of the nine provincial legislatures in the nine provinces

### THE FEDUSA PARLIAMENTARY OFFICE

The FEDUSA Parliamentary Office provides legislative support to the affiliate members in the form of outputs ranging from publishing National Executive Reports, preparing and presenting oral and written submissions to the parliamentary portfolio committees in National Parliament as well as the publishing of a parliamentary affiliate newsletter on newsworthy issues being discussed in Parliament. A Bill Profile which serves as a reference document includes profiles of all legislation tabled in National Parliament, as well as monitoring and tracking progress through Parliament. The Bill Profile is an interactive service available through electronic media to all affiliate members.

### THE MAIN OBJECTIVES OF THE FEDUSA PARLIAMENTARY OFFICE ARE:

- ▼ To Ensure FEDUSA's presence at National Parliament
- ▼ To Ensure FEDUSA's participation in the nine provincial Legislatures
- ▼ To Ensure that the interests of workers are defended and promoted in Parliament
- ▼ To Input into parliamentary processes through oral and written submissions to the Parliamentary Portfolio Committees
- ▼ Monitoring and following all formal procedures in Parliament
- ▼ To Ensure that the FEDUSA affiliated unions are constantly kept informed of parliamentary issues / events in sectors that they organise
- ▼ To Provide strategic support and advisory input to affiliates
- ▼ To Facilitate interaction amongst affiliates to examine and deliberate policy issues and other matters which are of mutual concern to define desirable industry - sectoral stances
- ▼ To Advance the key activities of the Federation being the representation of the formalised policy positions of it's affiliated membership to various organs of South Africa's national and provincial governments

### THE PROCESS OF INTRODUCING LEGISLATION IN PARLIAMENT

- ▼ A Minister of the Cabinet (who is in charge of a Government Department) decides that a new draft law (called a "bill") is necessary.
- ▼ The Minister submits the proposed Bill to Cabinet. If Cabinet agrees to the Bill, the Minister formally introduces it to Parliament. It is then referred to a Committee in the National Assembly or National Council of Provinces (NCOP) for consideration.
- ▼ A Portfolio Committee consists of members of all the political parties in the National Assembly. The Committee meets to study and discuss the Bill in detail. It can make changes to the Bill if the majority of the committee agrees.
- ▼ FEDUSA participates and engage in discussions/ consultations with the relevant Portfolio Committees during the meetings of the Portfolio Committees or during public hearings scheduled or on an individual basis with members of Parliament. As a watchdog of the policy formulation process FEDUSA and our members have the right to attend meetings of Parliamentary Committees and all sittings of the National Assembly and the NCOP.
- ▼ After the Portfolio Committee has finished its work, the Bill goes to the National Assembly to be debated by all political parties.
- ▼ All members then vote on the Bill and, if it is passed, it is sent to the NCOP.
- ▼ If the Bill directly affects the nine provinces, it will also go to the Provincial Legislatures that will mandate their members in the NCOP to support or oppose the Bill in Parliament.
- ▼ As soon as the National Assembly and the NCOP agree on the Bill, it is passed and goes to the President for signing.
- ▼ A Bill becomes a law when the President signs it and it is promulgated (declared official) in the Government Gazette. It is now called an Act of Parliament.



- Advertising vacancies only in publications that circulate among designated groups because you are looking for candidates from those groups.
- Requiring that candidates for a position of a medical doctor must have graduated from an accredited medical school.
- Dismissing an employee who has full-blown Aids and can no longer fulfil his/her job requirements. (Dismissed because medically unfit - not because of Aids.)
- Requiring that job candidates for a position as a legal advisor have the ability to communicate in German because most of the company's clients are German, even if only non-designated (inherited requirement of the job) are able to demonstrate such competency.
- Reserving the number of seats available within a university faculty for members of the designated groups so as to increase the number of designated persons with tertiary qualifications.

### What about harassment in the workplace?

Harassment is a form of unfair discrimination, and therefore illegal. Sexual harassment includes persistent and unwelcome flirting, telephone calls, notes, or e-mails of a sexual nature.

Other forms of harassment include\*: using terms like, "boy", "kaffir", "coolie", "poofteh", "hotnot", "boer", "malawu" or "dyke". Whether or not these examples are harassment depends on the context, and if the use is frequent, or just by accident and whether intended to be derogatory.

*"We are not...asking for hand outs nor are we saying that just as a white skin was a passport to privilege in the past, so a black skin should be the basis of privilege in the future. Nor... is it our aim to do away with qualifications. What we are against is not the upholding of standards as such but the sustaining of barriers the attainment of standards."*

President Nelson Mandela, opening statement to the ANC Conference on affirmative action, Port Elizabeth, Oktober 1991.

### Your Remedies:

#### What happens if you are unfairly discriminated against in the workplace?

You should first use the internal grievance processes set down in your company's grievance procedure. You can seek the assistance of your union or fellow employees. If the discrimination is still unresolved, declare a dispute with the company and refer the matter to CCMA or Bargaining Council.

The CCMA will try to resolve the dispute on your behalf through conciliation. If conciliation fails, and if both you and your employer agree, you may ask that your matter be arbitrated by the CCMA.

#### What can the CCMA do?

The CCMA will set your case down for a further date for arbitration. If your employer does not want your matter to be arbitrated, then you can take the matter to the Labour Court, where a judge will hear your case and give judgement.

#### What can the judge do?

Depending on the case, the judge could award a compensation payment, or a payment for damages. A judge could also order the employer to take steps to make sure that the discrimination will not happen again.

#### For more information

[www.fedusa.org](http://www.fedusa.org)

[www.ccma.co.za](http://www.ccma.co.za)

[www.ilo.org](http://www.ilo.org)

FEDUSA HEAD OFFICE

P.O.BOX 2096

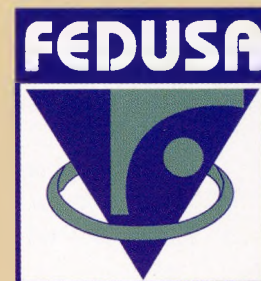
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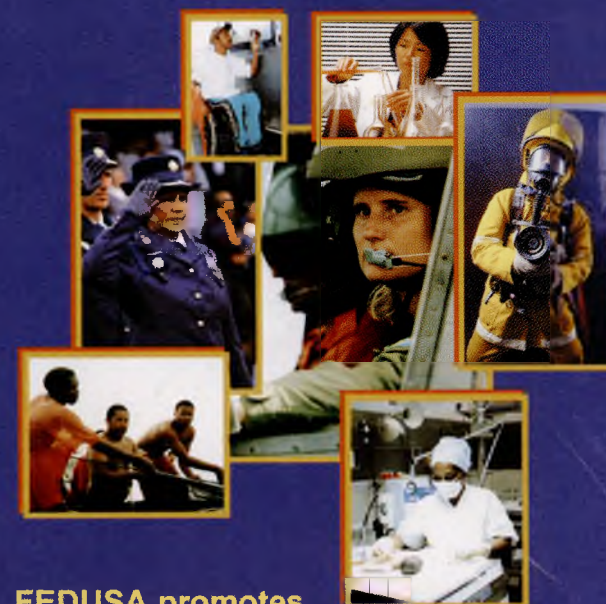
TEL: 011 - 476 518819/ 4763054

FAX: 011 - 476 5131/ 4765355

EMAIL: [fedusa@fedusa.org.za](mailto:fedusa@fedusa.org.za)



# EQUALITY AT WORK



**FEDUSA promotes equality at the workplace**



FEDUSA Employment Equity Programme sponsored by the ILO



**FEDUSA**, as a progressive trade union federation, supports the Employment Equity Act and the ratification of Convention 111 of the International Labour Organisation by Parliament. The main objectives of employment equity are:

- to eliminate unfair discrimination in employment;
- to ensure the implementation of employment equity to redress the effects of discrimination;
- to achieve a diverse workforce representative of all South Africans;
- to give effect to South Africa's obligations as a member of the International Labour Organisation; and
- to eliminate unfair labour practices.

**FEDUSA** participated in the Employment Equity Act negotiations and made many recommendations to the Portfolio Committee on Labour before the Act was adopted by Parliament.

**FEDUSA** supports the view that the reliance on labour market voluntarism to redress disparities and discrimination in the workplace would have limited impact, and therefore it was necessary to have legislation to compel employers to address employment discrimination practices and representivity in the workplace.

**FEDUSA** believes it is important to implement the Employment Equity Act correctly and that the implementation should be free of nepotism, tokenism and reverse discrimination under the guise of employment equity.

*"What will guide us in everything we do will be the challenge to build a caring society. This society must guarantee the dignity of every citizen on the basis of a good quality of life for every woman, man and child, without regard to race, colour or disability. It must be sustained by a growing economy capable of extending sustainable and equitable benefits to all our people"*

President Thabo Mbeki, 7 June 25th, 1999



### What is unfair discrimination in terms of the Employment Equity Act?

- Laws, which discriminate against women, fathers and foreign teachers, have all been challenged in the Constitutional Court.
- Benefit funds that indirectly discriminate against designated employees have been found to constitute unfair discrimination in the Labour Court.
- Compelling a mother with a newborn child to work night shift when there is no compelling business reasons to do so was found by an arbitrator to be unfair.

### Examples of possible unfair discrimination (remember what might be unfair in one case may be fair in another case)

- Refusing to employ a woman because she is unmarried and has two children.
- A policy requiring all employees to be in possession of a matric certificate, irrespective of the job they perform.
- Not appointing a black person as a sales representative because customers are used to deal with a white person.
- A policy that provides benefits only to legitimate children (those born in wedlock).
- Failing to install a wheelchair ramp when it would be reasonable for the employer to do so.

- Rules prohibiting ethnic symbols (such as the dot on the forehead worn by married Hindu women) and ethnic dress where the employer cannot justify the prohibition.
- Employing African women only in clerical or administrative positions and refusing to consider them for other positions.
- Failing to promote an employee after she was heard on a radio programme promoting gay rights.

### What is fair discrimination in terms of the Employment Equity Act?

- Taking affirmative action measures consistent with the purpose of the Employment Equity Act.
- Making distinctions, excluding or preferring any person on the basis of the inherent requirements of a job.

### Examples of fair discrimination (remember what might be fair in one case may be unfair in another case)

- A training program designed to advance or protect members of designated groups.
- Hiring a suitably qualified quadriplegic who is in a wheelchair over a better-qualified person who has no disability.





## FEDUSA HEAD OFFICE:

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P O Box 2096 Northcliff 2115  
Republic of South Africa  
Tel: (011) 476-5188/9  
Fax: (011) 476-5131

## FEDUSA PARLIAMENTARY OFFICE:

---

P O Box 51409 Waterfront 8002  
Tel: (021) 418-0160  
Fax: (021) 418-0161

## FEDUSA EXECUTIVE:

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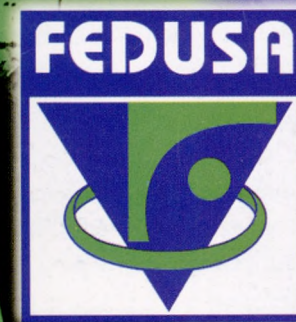
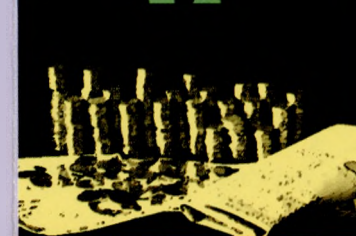
President:	Ms. Mary Maleté
Vice Presidents:	Mr. Andre Venter Mr. Martin Deyssel
General Secretary:	Mr. Chez Milani
Assistant General Secretary:	Ms. Gretchen Humphries Mr. Dennis George

## FEDUSA AFFILIATES:

---

1. Administrative, Technical and Electrical Association of SA (ATEASA) Tel: (011) 339 1078, Fax: (011) 403 2449
2. Air Line Pilots' Association of SA (ALPA-SA) Tel: (011) 394 5310, Fax: (011) 970 1357
3. Eskom Employees Association (EEA) Tel: (011) 907 1801, Fax: (011) 907 8369
4. Hospital Personnel Trade Union of SA (HOSPERSA) Tel: (012) 333 6252, Fax: (011) 333 9248
5. Insurance & Banking Staff Association (IBSA) Tel: (011) 339 2858, Fax: (011) 339 6446
6. Independent Municipal and Allied Trade Union (IMATU) Tel: (012) 46 6276, Fax: (011) 346 1157
7. Independent Performing Arts Trade Union (IPATU) Tel: (012) 330 0455, Fax: (012) 330 0455
8. Motor Industry Staff Association (MISA) Tel: (011) 476 3920, Fax: (011) 678 4537

9. Officials Association of SA (OASA) Tel: (011) 472 3600, Fax: (011) 674 4847
10. Public and Allied Workers Union of SA (PAWUSA) Tel: (021) 461 5950, Fax: (021) 461 8216
11. Post and Telkom Association of SA (P & T) Tel: (011) 725 5454, Fax: (011) 725 6540
12. Professional Health Organisation of SA (PHOSA) Tel: (011) 646 1838, Fax: (011) 646 0474
13. Public Servants Association of SA (PSA) Tel: (012) 323 4481, Fax: (012) 325 7434
14. South African Airways Flight Engineers Association (SAAFEA) Tel: (011) 970 1557, Fax: (011) 970 1552
15. S A Blindworkers Organisation Tel: (011) 839 1793, Fax: (011) 839 1217
16. S A Footplate Staff Association (SAFSA) Tel: (011) 339 2884, Fax: (011) 339 2888
17. South African Independent & Allied Workers Union (SAI & AWU) Tel: (013) 665 5626, Fax: (013) 665 1940
18. S A Onderwysers Unie (SAOU) Tel: (012) 326 6892, Fax: (012) 326 6894
19. SALSTAFF Tel: (011) 725 5700, Fax: (011) 725 5752
20. Staff Association for the Motor and Related Industries (SAMRI) Tel: (031) 910 2355, Fax: (031) 902 9606
21. S A Parastatal and Tertiary Institutions Union (SAPTU) Tel: (012) 348 1180, Fax: (012) 348 1180
22. South African Telecommunications Association (SATA) Tel: (012) 323 7819, Fax: (012) 326 8100
23. South African Typographical Union (SATU) Tel: (012) 323 6097, Fax: (012) 326 4159
24. Sweet Workers Union (SWU) Tel: (0431) 2 8643, Fax: (0431) 43 1622
25. Technical Workers Union (TWU) Tel: (011) 403 3356, Fax: (011) 339 7391
26. United National Public Servants Association of SA (UNIPSA) Tel: (0152) 293 2344, Fax: (0152) 293 0539
27. Werknemers Unie van Suid-Afrika (WUSA) Tel: (011) 403 3530, Fax: (011) 430 2073





## WHAT IS FEDUSA?

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FEDUSA is a federation consisting of 27 affiliated trade unions representing in excess of 500 000 workers in the following industries: Electrification, Farming, Finance, Local Government, Mining, Motor, Postal and Telecommunication, Health, Entertainment, Transport, Manufacturing, Public Service, Steel and Petrochemical, Tertiary and other Parastatals.

## HISTORY

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FEDUSA was established on 1 April 1997 by the merging of two federations, namely FEDSAL (Federation of South African Labour Unions) and FORCE (Federation of Organizations Representing Civil Employees).

FEDSAL was formed in the early 1960's as the Federation of Salaried Staff Associations of South Africa. It was re-established in 1984 and in 1992 changed its name to the Federation of South African Labour Unions. The merger between these two reputable federations firmly established FEDUSA as a force to be reckoned with.

## CONSTITUTIONAL MATTERS

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▼ *Is FEDUSA associated with any political party?*

NO - FEDUSA is a politically independent non-aligned federation.

▼ *Does FEDUSA interfere with the internal affairs of its affiliates?*

NO - unless an invitation from the union/association concerned is received.

▼ *Is FEDUSA a non-racist, gender-sensitive federation?*

YES - the Federation does not unfairly discriminate on the grounds of race, sex, religion, disability or sexual orientation. FEDUSA also encourages active participation by women within its structures (such as the National Executive Committee, Provincial Executive Committees, Women's Forum etc).

## FEDUSA AIMS TO:

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- ▼ Be a major role-player both nationally and internationally
- ▼ Build capacity amongst affiliates
- ▼ Defend and protect the rights of its affiliates
- ▼ Promote co-operation and co-ordination between affiliates
- ▼ Speak with an independent voice

## FEDUSA supports the following principles:

---

- ▼ Equal opportunity and treatment for all male and female workers
- ▼ Freedom of association and the right to organise
- ▼ The development of all people
- ▼ Trade union democracy
- ▼ Solidarity, social justice and peace

## REPRESENTATION

---

FEDUSA is represented on various national and provincial bodies, including the following:

- ▼ The National Economic Development and Labour Council (NEDLAC)
- ▼ The National Training Board (NTB)
- ▼ Occupational Health and Safety Advisory Council
- ▼ South African National Consumer Union
- ▼ Unemployment Insurance Fund Board
- ▼ The Defence Force Liaison Council
- ▼ The National Productivity Institute

## STRATEGIC AREAS OF PRIORITIZATION FOR FEDUSA in 1998 and 1999:

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- ▼ Monitoring and influencing Parliament/Provincial Legislatures
- ▼ Developing and strengthening the various FEDUSA Sector Sub Structures

▼ Developing and strengthening FEDUSA's Provincial Structures

▼ Increased participation in and co-ordination of NEDLAC activities

▼ Further develop training courses/programmes

▼ Assisting affiliates to further develop legal capacity

## FEDUSA OFFERS AFFILIATES:

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▼ A National/Provincial /International Platform

▼ Interactive opportunities (brings the "like minded" together)

▼ The opportunity to influence policy and legislation

▼ Co-ordination of activities (unity)

▼ An independent and active federation, with sound ideological principles

▼ A source of information

▼ A very competitive affiliation fee

## FEDUSA AND THE FUTURE

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FEDUSA shall continue interacting and co-operating with other confederations, federations and unions on matters of mutual interest. FEDUSA also believes that its continued contribution to the democratic South Africa, lies in its innovative and responsible approach in co-ordinating and dealing with matters affecting employment and the wider socio-political spectrum.

FEDUSA is accordingly optimistic that it will continue to draw unaffiliated unions wishing to strengthen their standing by seeking affiliation with a strong independent federation, with sound ideological principles.

FEDUSA intends increasing its pro-active role in South Africa thereby becoming the only viable trade union federation.