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LABOUR
LAW IS A
LEARNING

FEDUSA



FEDUSA IN PERSPECTIVE

The democratic South Africa was birthed through negotiation and dialogue, and a range of socio-economic policy matters continue to be determined on this basis. Social dialogue that focuses on policy, legislation and generally advancing the best interests of society takes place between organised labour, business and government on a regular basis in a range of statutory and non-statutory tripartite forums.

Only recognised trade union federations such as FEDUSA have representation at this level and therefore if a union wants to input and represent its members at this level, it must be affiliated to do so.

What is a trade union federation?

A trade union federation consists of a number of trade unions that share similar ideologies. However, not all federations are recognised or have representation on national statutory bodies. FEDUSA is the second largest of the three trade union federations in South Africa that enjoy recognition.

Why should a trade union affiliate to FEDUSA?

FEDUSA:

- is politically independent and non-aligned
- is a non-racist, gender sensitive federation
- has sound ideological principles and policies
- is a proactive federation with the sole aim of adding value to its affiliates
- has a very competitive and affordable affiliation fee

What does it cost to affiliate to FEDUSA?

68c per member per month, in addition to an annual administrative fee of R2750 per affiliate

What are the benefits of affiliation?

- Representation on important national statutory and non-statutory bodies
- Become part of a large grouping of more than half a million members with collective clout
- Access to information and documentation that is not readily available
- Training and Labour Education
- Access to Parliament and parliamentary processes
- Assistance with accessing funding
- Links with the international labour community.

ALL THE PRESIDENT'S MEN



Mary Malete
(President)



Koos Bezuidenhout
(Deputy President)



Clive Dunstan
(Vice President)



Leon Grobler
(Vice President)



Linda Tshabalala
(Vice President)



Chez Milani
(General Secretary)

NATIONAL CONGRESS

- ⌚ The Federation's highest decision making body
- ⌚ It meets once every three years
- ⌚ All affiliates are represented



NATIONAL EXECUTIVE COMMITTEE

- ⌚ Management of the Federation between National Congresses vests in this Committee.
- ⌚ It meets approximately once every two months.
- ⌚ All affiliates are represented.



MANAGEMENT COMMITTEE

- ⌚ Consists of ten persons namely: the elected National Office Bearers, the General Secretary and four persons appointed by the National Executive Committee.
- ⌚ This Committee oversees the day to day affairs of the federation and meets between NEC meetings.



REPRESENTATIVE COMMITTEE REPORTING TO THESE STRUCTURES INCLUDE:

⌚ EQUITY FORUM	⌚ FINANCE COMMITTEE
⌚ TRAINING AND EDUCATION COMMITTEE	⌚ AD HOC COMMITTEES (Set up when required)
	⌚ PROVINCIAL EXECUTIVE COMMITTEES (PECS)

FEDUSA SECRETARIAT

The FEDUSA Secretariat consists of the Federation's full time employees. Each member of the Secretariat reports to the General Secretary, who is also the Chief Executive Officer of the Federation. The Secretariat provides regular reports to the FEDUSA Structures and is required to be well informed of developments and activities taking place in relation to their respective portfolios.



GENERAL OVERVIEW

Since FEDUSA's formation on 1 April 1997, the federation has transformed and developed itself into a well respected and effective operation that is committed to serving and advancing the best interests of all its affiliates. The growth we have experienced is reflected in our membership numbers and affiliates that have joined. FEDUSA has also become the first trade union federation in the world to attain the prestigious "Investors in People" Standard.

Contrary to many federations that are reliant on donor funding to continue operating, FEDUSA's operation is financed through an affordable membership fee and as such is a self-sustained operation. I am pleased to advise that from the humble beginnings of a small office a few years ago, we have recently acquired our own office building. This move to a larger premises early in 2004 will enable us to further expand our present operation and service levels.

The two main challenges we are faced with as workers, relate to the present unacceptably high levels of unemployment and the rampant HIV/AIDS pandemic. FEDUSA has been at the forefront of tackling these two challenges and will continue to do so both formally, on the relevant statutory bodies where we serve, and informally through bilateral engagement with key stakeholders. Without losing focus as a federation, it is important that we also walk our talk and therefore FEDUSA is increasingly becoming more directly involved in concrete social upliftment projects on the ground.

FEDUSA is a value driven and ethical organization of passionate people that are out to make a difference. As a federation we are required to deal with an array of national and sector specific issues on a daily basis, as directed and mandated by the affiliates. Our commitment and value input in the past has been recognized and will form the foundation of our continued operation in the months and years to come.



Chez Milani
(General Secretary)

Chez Milani
with the IIP plaque
that was awarded
to FEDUSA.

Chez Milani with Guy Rider
of the ICFTU



Chez Milani with
Minister of Labor
at OHS Launch



FEDUSA TAKES THE LEAD IN PEOPLE DEVELOPMENT

Any nation that plans to grow its economy over a period of five to ten years at a rate of 5% per annum, has to invest in developing all its people. FEDUSA has identified “People Development” as a key challenge for our economy and the labour market. We have played a major role in the statutory forums that are tasked with People Development such as the South African Qualifications Authority (SAQA), the National Skills Authority (NSA), the National Board for Further Educations and Training (NBFET) and the Sector Education and Training Authorities (SETAs). FEDUSA supports focusing on tangible measured outcomes and results in relation to the National Skills Development Strategy. Our participation in the National Skills Development Strategy Conference was to ensure that progress is being made and to remove stumbling blocks and barriers that are obstacles to implementing the skills development strategy. A critical success factor in making this strategy a success, is the learnership program to which FEDUSA is committed.

In 2002, 152 technical colleges in South Africa were merged with other technical colleges, colleges of education and manpower training sites to form 50 new FET colleges. The NBFET which FEDUSA chairs, was involved in this process and regularly interfaced with the Minister of Education in this regard. FEDUSA is also involved with the Department of Education to develop their Strategic Plan for the next 10 years.

FEDUSA is actively involved in training shop stewards and members from the affiliates on a range of subject matter, including labour law, health and safety in the workplace and HIV/AIDS. In January 2004, 30 senior FEDUSA leaders will complete the CCMA Commissioner Training Course that runs for a period of six months. The course is accredited by SAQA and is listed on Level 6 on the National Qualification Framework.



Dennis George

National Training Officer

A handwritten signature in black ink, appearing to read "D. George".



FINANCE DEPARTMENT

Sound corporate financial principles are essential to the success of every organization.

The members of the FEDUSA Financial Committee recognise the importance of maintaining effective internal financial controls, sound management information systems, and timely consistent financial reporting.

- The Financial Committee meets quarterly to review the Federation's accounts, monitor the progress of the Federation's finances and to make recommendations to the Management and National Executive Committees.



Ruby Oliver
Financial
Administrator

Equity Forum Report

The FEDUSA Equity Forum has grown from strength to strength over the last few years and has successfully fulfilled its mandate on a number of fronts over this period. The Forum strives to eliminate discriminatory practices and ensure equality in the workplace while recognising the contribution of women in the workplace and educating employees on a wide range of gender related issues.

We are very proud of our active involvement in trying to eradicate child labour in our country and to this end FEDUSA has participated in various activities that have been organized by the Department of Labour including the formulation process and culmination of the White Paper on the Child Labour Action Program, which is currently before Cabinet.

Sexual harassment continues to be a problem in many workplaces and as a positive step towards the eradication of sexual harassment FEDUSA was able to have some of its members trained to become research assistants who then engaged in a research project on the prevalence of sexual harassment in the workplace that was undertaken by the Sexual Harassment Training Project.

FEDUSA believes that an HIV/AIDS Workplace Policy plays an essential part in alleviating discrimination and prejudice against HIV positive workers in the workplace. FEDUSA was the first trade union federation in South Africa to develop an HIV/AIDS Workplace Policy that would serve as a guideline for its affiliates for the establishment of such policies in the workplace. FEDUSA is committed to working towards decreasing the HIV infection rates and minimizing the impact of the pandemic on the workplace through the education of its members and capacity building within its affiliates with regards to dealing with HIV/AIDS related issues in the workplace.

The role of the federation does however not end with workplace related matters. FEDUSA is committed to uplifting and assisting the most vulnerable in our society through care and support initiatives and engagement with other labour federations, government and business leaders on a variety of forums. We are strong supporters of the 16 Days of Activism for No Violence Against Women and Children, which take place in late November each year, and this past year we distributed white ribbons to our affiliates and staff to mark our support for the initiative.

Equity Forum ...continued

The HIV/AIDS Care and Support Program that was launched in 2003 has gained momentum and will be expanded in coming months. Thanks to commitment and generosity of our membership FEDUSA has made several deliveries of food, blankets and other goods to our adopted AIDS Orphanage, the Sibahle Home in Orange Farm, during 2003. The weekly food assistance for the home that was mandated by the FEDUSA National Executive Committee has gone a long way towards providing food to these children who have lost their parents to the virus.

In addition, initiatives such as the First lady Ms Zanele Mbeki's "Women in Dialogue" Conferences and the National AIDS Day event have received support from, and been attended by FEDUSA. We have also made submissions to Parliament and the National Health Department's Task Team on a variety of issues including the Sexual Offences Bill and the national Treatment Plan for people living with HIV/AIDS.

The Equity Forum looks forward to a challenging and pro-active period in the future as we undertake a number of ventures including education and emphasis on the importance of knowing one's HIV status and training on Voluntary Counseling and Testing for our members.



Dawn Le Roux

National Gender
& HIV/AIDS
Coordinator

RLRoux



Muscle power will create jobs that meet our needs

communications report

FEDUSA has always understood the importance of communicating information in a consistent manner to its affiliates, their members and our nation as a whole and has enjoyed good media coverage and released well researched discussion documents, such as the FEDUSA Debate on a regular basis over the years.

The establishment of a Communications Department within FEDUSA in early 2002 saw information sharing through publications and the media taken up several notches and has resulted in some significant highlights over the past two years.

The FEDUSA media contact network has been greatly expanded in recent years and the relationships that have been created in the various print and electronic media have borne substantial fruit, as can be seen by the impressive coverage that has been received on a wide range of topics in a broad spectrum of media.

The FEDUSA Congress, which was held in May 2002 and was attended by President Mbeki and two Ministers, received extensive print and television coverage and resulted in a number of spin-off articles in numerous publications. The national print and electronic media have also covered FEDUSA's activities around the National Budget, Worker's Day and the Growth and Development Summit.

Communication has also expanded in other spheres and enormous strides have been taken in recent months with regards to publications and educational materials produced by FEDUSA. The decision to move away from the quarterly FEDUSA Debate to the more general information targeted publication FEDUSA Synergy was motivated by the need to inform worker leaders at "grass roots" level of the activities of the federation on a regular basis. Synergy is a 12 page bi-monthly newsletter that speaks to the workers without the use of any mystifying jargon. In fact, Synergy is focused on demystifying the role of the federation in trade unionism.

IS Muscle power will create jobs that meet our needs FEDUSA plays its job less into growth cycle **COMMUNICATIONS ... Continued**

A new look revamped FEDUSA website is yet another window to the operations of the federation and gives visitors an opportunity to understand the workings of the federation and the value that it adds to its affiliates and their members.

As with all other aspects of FEDUSA, communication is aimed at adding value to affiliates and is not reserved primarily for information sharing. In line with this, several "limited edition" items such as the FEDUSA Labour Law Reference Guide, the FEDUSA Video and the FEDUSA diaries and year-planners have been produced to assist affiliates in their day-to-day operations.

Looking to the future...

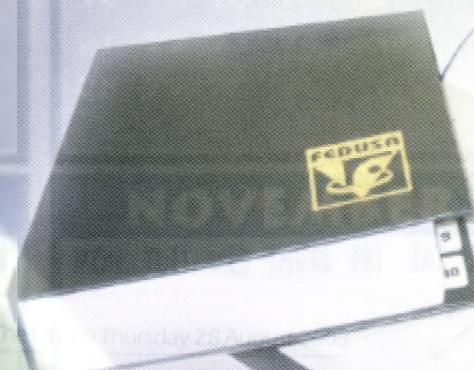
The FEDUSA Communications Department will continue to expand and improve the internal and external communication of the federation by using innovative methods and building on our successes to date.



Kim Mapley
Communications
Officer

A handwritten signature in black ink, appearing to read "KIM MAPLEY".

THE FEDUSA LABOUR LAW
REFERENCE GUIDE



Transnet slammed

PARLIAMENTARY OFFICE

The FEDUSA Parliamentary Office's focus for 2004 is on empowering our affiliates' to actively participate in all legislative and parliamentary processes. Early detection of policy changes is the key to our function and role.

During 2003, FEDUSA participated in a number of extremely diverse and sometimes controversial hearings on proposed legislation.

FEDUSA participated in the 2003 Hearings on the Revenue Laws Amendment Bill before the Portfolio Committee on Finance. We highlighted our commitment to job creation and to being an active partner in social upliftment. Since the 2000 Budget, FEDUSA in its comments on the Budget, consistently stressed the importance of job creation via higher investments by government, the private sector and via foreign direct investment. FEDUSA also urged government to play a more active role in the economy, given the seriousness of the unemployment problem, and was therefore pleased at the large focus that was placed on job creation and government investment in the 2003 Medium Term Budget Policy Statement.

The Parliamentary Office participated in a Social Health Insurance Policy Development Hearing into Social Security Aspects of South African Health System, and key aspects relating to our input have been addressed in legislation.

2003 saw the dawn of the pre-election Parliamentary Session. It is characterised by Government and Members of Parliament aiming to satisfy the needs and requests from relevant constituencies. FEDUSA's legislative focus for 2004 have identified key areas of involvement and we would focus on building partnerships with the various stakeholders while maintaining our party political independence (at all times).

During January 2003, FEDUSA participated in the Child Labour Action Program of the Department of Labour. February 2003 was a month of monitoring and information sharing during the Ministerial Media Briefing Sessions, the State of the Nation Address by President Mbeki and the Minister of Finance's Budget Speech. The FEDUSA Parliamentary Office participated jointly with the Treatment Action Campaign (TAC) in a national march organised for HIV / Aids Treatment, to the opening of Parliament in Cape Town. A memorandum was also delivered to the US Consulate. The purpose of the march was to inform the South African Government that all stakeholders should work together to implement a national treatment plan. FEDUSA Western Cape participated in the march with the support of our affiliates PSA, Hospera, Imatu and Nulaw.

During March 2003, The Parliamentary Office participated in Budget Hearings and on 6 of March 2003, FEDUSA presented an oral submission on the state of finances in the country. The focus was on job creation and savings to workers. March 2003 also saw Labour Budget Hearings and Budget Votes on Health, Trade and Industry, Public Service and Administration and Education. FEDUSA made several recommendations concerning job creation during the 2003 Labour Budget Review Hearings. The problem of poor implementation of legislation was repeatedly raised and subsequently addressed in the MTBPS in October 2003. FEDUSA called for a one stop skills service centre to be set up in provinces, as well as conditions for the creation of jobs to be facilitated by establishing a more conducive environment for Small, Medium and Micro Enterprises (SMME's).

FEDUSA PARLIAMENTARY OFFICE...continued

During 2003, the FEDUSA Parliamentary Office attended various Briefing Sessions by the Portfolio Committees. The Parliamentary Office gave oral input on 13 and 14th May 2003 on the employment equity hearings as well as on the 19th and 20th of May 2003 on the Property Rates Bill. This input will continue with our active participation in 2004 on the mentioned legislation.

The Parliamentary Office also participated in community activities such as the Community Chest meetings, the launch of the FEDUSA provincial "Warm A Friend" blanket campaign and the 2003 Christmas toy collection campaign for children affected by the HIV/AIDS pandemic.

FEDUSA as a stakeholder in the Western Cape Provincial Stakeholders Forum on Occupational Health and Safety Issues, participates as well as monitors the activities of the Provincial Development Council (PDC) on integrated development in the Province. The FEDUSA participation during the recent Provincial Growth and Development Summit proved to be crucial to taking the process forward within the province.

During 2004, FEDUSA will deal with the Medium Term Budget Framework, changes to Local Government Legislation, comments on economic empowerment legislation and the processing of the National Health Bill and the finalisation of the Property Rates Bill early in 2004.

The FEDUSA Parliamentary Office is entering a new "technology driven" communication drive to alert affiliates of changes in legislation and policy, amendments by electronic media and electronic access to all minutes of committees as well as electronic copies of Bills, Acts, Gazettes and Government Notices will also be available. Existing partnerships with key stakeholders to access information for the sake of our affiliates have been entered into.

This report is a brief overview of the diverse and challenging decisions that FEDUSA makes on a daily basis, which will stimulate growth and opportunities within the federation and Country.



Gretchen Humphries
Parliamentary
Officer

A handwritten signature in black ink that reads "Gretchen Humphries". The signature is fluid and cursive, with a large, stylized "G" at the beginning.

ADDING VALUE TO OUR AFFILIATES

FEDUSA IS REPRESENTED ON THE FOLLOWING STATUTORY AND NON-STATUTORY BODIES:

President Mbeki's Joint Working Group

This is a non-statutory body. It comprises the leadership from various stakeholder groups, including labour.

The meetings are chaired by the President and different cabinet ministers are provided with the opportunity to engage with the stakeholders, depending on the issue being discussed. These meetings enable dialogue to take place on issues of national importance, with due cognisance of the often differing constituency perspectives.

President Mbeki's Labour Working Group

This is a non-statutory body that is made up of labour leaders and cabinet ministers.

The meetings are chaired by President Mbeki. Discussions largely focus on matters having a direct impact on the labour constituency.

NEDLAC (National Economic and Development Labour Council)

With representation from organised e.g. labour, business, government and civil society, NEDLAC plays an important role in dialogue and consultation amongst the various stakeholders. Government is legally obliged to send certain legislation and policy matters to NEDLAC for negotiation and consultation in terms of the NEDLAC Act.

NEDLAC consists of the following structures: the Annual Summit, the Executive Council, Management Committee and four chambers (Labour Market, Public Finance and Monetary Policy, Development, Trade and Industry). FEDUSA has representation on each of these structures and on certain sub-committees that are formed under the auspices of each of these chambers.

NSA (National Skills Authority)

Established by the Skills Development Act, this body has an important role to play in developing and refining the National Skills Development Strategy.

NBFET (National Board for Further Education and Training)

The National Board for Further Education and Training (NBFET) advises the Minister of Education on building a responsive, flexible quality system that enhances the life-chances of all South Africans

ADDING VALUE ...continued

SAQA (South African Qualifications Authority)

This statutory body is required to oversee the development and implementation of the NQF (National Qualifications Framework), while ensuring that the relevant registration and accreditation of unit standards takes place.

CCMA (Commission for Conciliation, Mediation and Arbitration) Governing Body

The CCMA Governing Body was established in terms of Section 116 of the Labour Relations Act and is the supreme policy-making body of the CCMA.



The Unemployment Insurance Board

The UIF Board is responsible for unemployment insurance policy as well as ensuring that the UIF is functioning effectively and in accordance with legislation. It is furthermore empowered to make recommendations on changes to legislation governing unemployment insurance and has actively been involved in the review of the Fund over the past two years.

The Occupational Health and Safety Advisory Council.

This council advises the Minister of Labour on policy matters related to the Occupational Health and Safety Act. This includes conducting relevant research, investigations, formulation and publication of standards, training on health and safety and the dissemination of information.



Compensation Board

The Compensation Board deals with policy issues relating to compensation for occupational diseases and injuries, increased benefits, the appointment of assessors and proposed amendments to the Occupational Injuries and Diseases Act. FEDUSA has also used this forum to ensure that member claims are processed timeously.

The Millennium Labour Council (MLC)

A non-statutory body, the MLC consists of labour and business leaders and aims to contribute towards the creation of an environment that will promote economic growth in South Africa thereby raising the standard of living for all.

ADDING VALUE ...continued

SANAC (South African National AIDS Council)

SANAC is the highest body in South Africa dealing with HIV/AIDS and related matters. It consists of a number of Cabinet Ministers and leadership from civil society and is chaired by the Deputy President.

NPI (National Productivity Institute)

FEDUSA is represented on the council of the NPI. The NPI aims to encourage and improve productivity in South Africa.

DITSELA (Development Institute for Training, Support and Education for Labour)

Ditsela is a Section 21 Company aimed at strengthening the trade union movement by helping to build education and organisational capacity. Ditsela is primarily financed by the Department of Labour with additional support from the international trade union movement.

National Defence Force Liaison Council

This Council is a civilian support body of the Reserve Force and National Defence Force.

NFA (National Framework Agreement) Six-A-Side

Consisting of various Cabinet Ministers and labour leaders the NFA Six-A-Side supervises the restructuring and sale of State owned assets falling within the ambit of the NFA Agreement.

FEDUSA AFFILIATES

(as at 31 January 2004)

Airline Pilots Association of South Africa	ALPA-SA
Care Centre, Catering, Retail & Allied Workers Union	CCRAWUSA
Drivers, Operators & Allied Workers Association	DOAWA
Health & Other Services Personnel Trade Union of South Africa	HOSPERSA
Independent Municipal & Allied Trade Union	IMATU
Institute Staff Association	ISA
Insurance & Banking Staff Association	IBSA
Jewelers & Goldsmiths Union	J&GU
Millenium Workers Union	MWU
National Union of Hotel, Restaurant, Catering, Commercial, Health and Allied Workers	NUHRCCHAW
National Union of Leather Workers	NULAW
Professional Transport Workers Union	PTWU
Public Servants Association of South Africa	PSA
Real Workers Union	RWU
Simunye Workers Union	SWU
South African Communications Union	SACU
South African Parastatal & Tertiary Institutions Union	SAPTU
South African Typographical Union	SATU
Suid-Afrikaanse Onderwysers Unie	SAOU
United Association of South Africa	UASA
United National Public Servants Association of South Africa	UNIPSA
United Transport & Allied Trade Union	UTATU

Moving Forward

Investor in People

In 2003, FEDUSA became the first trade union federation in the world, to receive the internationally recognised Investor In People (IIP) award. Meeting the IIP standard, which focuses on the levels of participation and development of staff within an organisation, was a challenge that was embraced by both the management and the employees of FEDUSA. Having achieved this goal, FEDUSA and its staff are committed towards maintaining and exceeding the standard that they have set in people development.



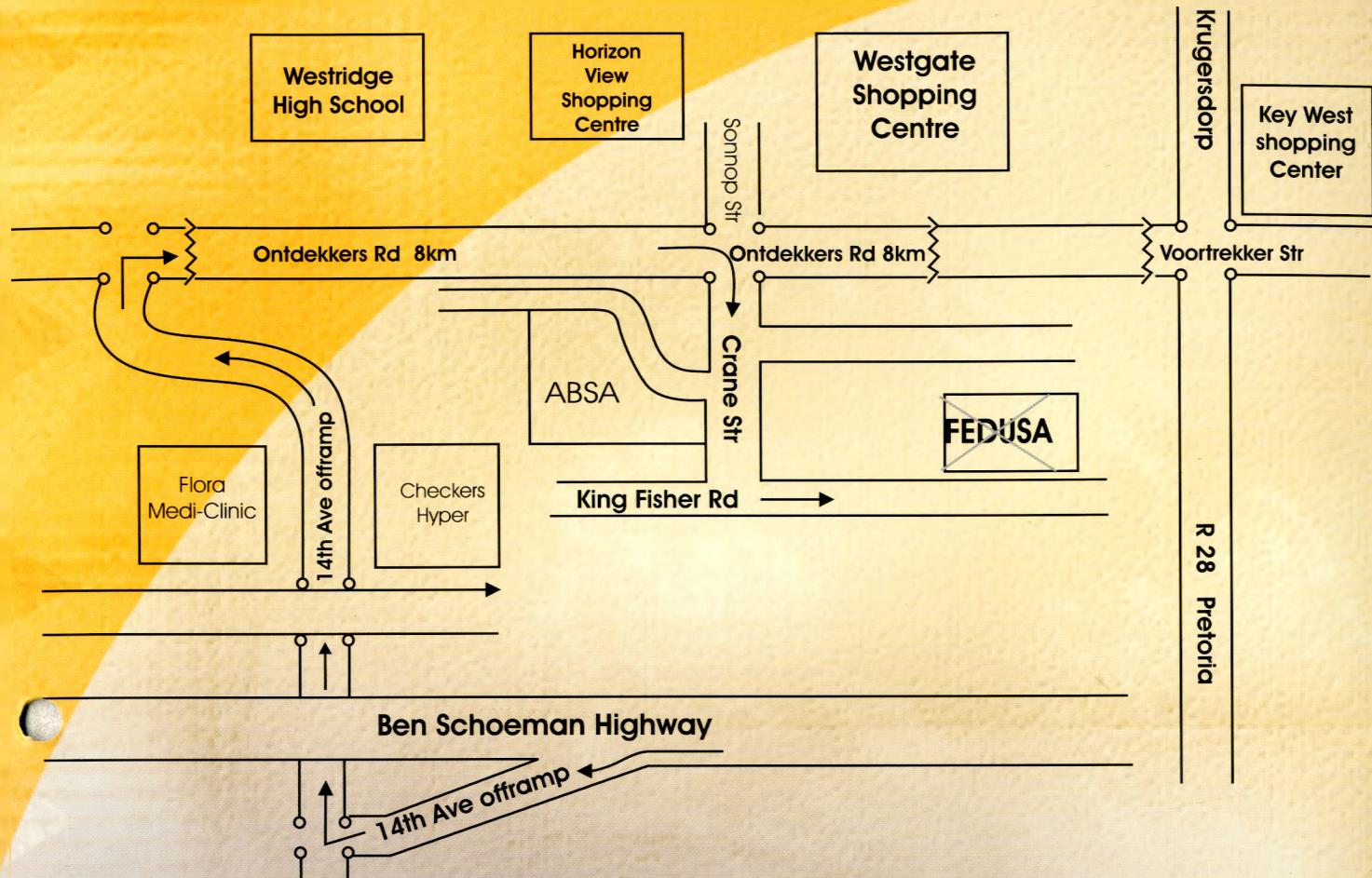
Proudly South African

As a strategic partner in the Proudly South African campaign, FEDUSA is committed towards promoting consumer support for locally produced products, that create jobs for South Africans and contributes towards our economy in a positive way.



The FEDUSA Mission Statement

- To act in solidarity with like-minded organisations,
- To promote and protect the common interests as well as the rights of all its affiliates,
- To represent and promote the interests of its affiliates provincially, nationally and internationally,
- To maintain political independence at all times,
- To raise, maintain and administer a common fund or funds for the sound administration and execution of the mission of the Federation, and
- To promote a democratic labour environment and movement, free from any unfair discrimination against gender, religion, race, culture or political ideology, or any other form of unfair discrimination against any individual or group.



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