

COSATU

7TH NATIONAL CONGRESS

18 – 21 September 2000

**DRAFT DECLARATIONS AND
RESOLUTIONS**



COSATU 7th National Congress

Crush Poverty! Create Quality Jobs!

Declarations and Resolutions

Draft Resolutions: COSATU 7th National Congress

*Please note that draft resolutions are **not** COSATU policy until formally adopted.*

- **Political**
- **Organisational**
- **International**
- **Socio-economic**

For resolutions from previous congresses and central committee meetings, please refer to the page of [Background Documents](#).

Resolutions and declarations formally adopted at the 7th National Congress will be added as soon as they become available.



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**DRAFT POLITICAL
RESOLUTIONS**



COSATU
7th National
Congress

Crush Poverty! Create Quality Jobs!

Draft Resolutions for Seventh National Congress

Draft Political Resolutions

Organisational | International | Socio-economic

1. Taking the NDR forward and laying the foundations for socialism

1. Defining the aims of the NDR
2. Building working class organisation
3. Defending the leading role of the working class
4. Strengthening and providing leadership in the Civic Movement
5. Engagement with social partners
6. Uprooting racism and tribalism
7. Local government elections

2. Building the Alliance

1. Functioning of the Alliance
2. The Alliance and governance
3. Deployment into government
3. **Building participatory democracy**
4. **Eliminating corruption**

Please note that draft resolutions are not COSATU policy until formally adopted.

1. Taking the NDR forward and laying the foundations for socialism

1.1 Defining the aims of the NDR

This Congress,

Noting

1. South Africa is no exception to capitalist globalisation, which attacks

1. the main gains of the NDR, that is, the incorporation of social and economic rights in our democratic constitution and the generation of new labour laws,

2. the working class directly by imposing extreme labour flexibility and unemployment, shrinking formal employment and posing political and organizational challenges to the organized working class, and
 3. the social wage, leading to deepening commodification of working people's lives, with rising costs for housing, transport, schooling, health and other government services.
2. The driving forces behind the present imperialist globalisation are the imperial states, the transnational corporations, international financial institutions (notably IMF/World Bank) united behind an ideology and strategy of neo-liberalism, which guide the "New World Order."
 3. Within the forces of national democratic forces, a new black elite has arisen, benefiting directly from inclusion in big foreign and local capital, privatisation and the restructuring of the public sector to support a capitalist economy and globalisation. Aspects of neo-liberalism have emerged inside the national democratic forces.
 4. Over time, many of the radical aspects of the NDR have been jettisoned, with no objective basis advanced for these shifts. This situation permits the continued domination of the South African economy by mining and finance capital.
 5. To justify this shift, the argument has arisen in government and big business that
 1. organised labour forms a labour aristocracy, which cares only about its own interests and wields too much influence on policy decisions, and
 2. sacrifices by workers benefit the poorest of the poor.

Resolves

1. COSATU reaffirms that the NDR means
 1. Participatory democracy that lets the majority of the people take part in shaping government actions, in order to break the monopoly of the former ruling class – big business and old-line government officials,
 2. Transforming the economy to meet the needs of the majority and achieve greater equality in income and ownership, through
 - a. Land reform, better housing and infrastructure;
 - b. Broad-based skills development;
 - c. A higher social wage by expanding government services;
 - d. Stronger social ownership including through the public sector and co-operatives.
2. The NDR must prepare for socialism by lessening the power of capital in South Africa and overseas. COSATU must propose ways to break the stranglehold of mining-finance capital, including strengthening the public sector and other forms of social capital such as ownership by co-

operatives, unions, small businesses, etc.

3. The strategic role of COSATU today is to maintain and heighten the confidence of the working class and organised workers in particular, since the tasks of building socialism are linked to the NDR and depend on the confidence and strength of the working class.
4. Within the Alliance, COSATU must strongly defend the leading role of the organised working class in the NDR.

COSATU must reject strongly

- 1. the argument that the interests of capital define the national interest,
 - 2. the use of left rhetoric to justify a shift to the right in policy,
 - 3. the contention that workers employed in the formal sector are a labour aristocracy,
 - 4. attempts to divert the Federation from strongly protecting the direct interest of workers and the broader working class, and
 - 5. the notion of that sacrifices by the poor must fund the poorest. Measures to bring about equality must focus on the overall distribution of wealth from the rich to the poor and steps to close the gap in income that is aggravated by the newly emerging elite of black business and public-sector managers.
1. COSATU must challenge the ANC, the Alliance the government to recognise the progressive and active role of organised labour, and especially the public-sector unions.

NEHAWU, SAMWU

1.2 Building working class organisation

The meeting felt that the resolution on this topic largely repeated the Central Committee resolution. It requested SADTU and SAMWU to draft something more specific to take the CC resolution forward.

1.3 Defending the leading role of the working class

This Congress,

Noting

- 1. Many working class organisations that were at the forefront of the struggle against racial oppression and economic exploitation no longer function effectively.
- 2. As a result, working class influence over change has weakened, while capital has increased its power, often claiming to act in the national interest.

Resolves:

1. COSATU must vigorously take steps to re-assert the leadership role of the working class in consolidating and advancing the NDR.
2. Priority must be given to building and strengthening all organisations of the working class, with less concentration on multi-class alliances.
3. This struggle must include opposing any steps to cut government spending and activities to the detriment of the working class as a whole.

SAMWU

1.4 Strengthening and providing leadership in the Civic Movement

Noting

1. The success of the National Democratic Revolution requires that the people of our country actively participate in the processes of formulating, implementing and monitoring policies aimed at transforming our country, and defend and consolidate the gains made since the 1994 elections.
2. The active, vibrant mobilisation of people through a civic movement is necessary to deal with the problems of the historically disadvantaged sections of the population, including women, youth, workers, urban and rural poor, unemployed, children, the aged and people with disabilities.
3. Due primarily to the exodus to government, falling funding and uncertainty about its role after apartheid, the civic movement overall has grown weaker, despite some exceptions.

Believing

The working class is the primary and leading motive force for transforming our country and therefore must be better organised in order to spearhead a popular movement.

Resolves

1. That Cosatu as well as the broader progressive movement should support efforts to strengthen civic structures and mass-based sectoral organizations, in part by deploying disciplined, able and willing cadres to drive the revitalisation of these centres of peoples power and deal with community concerns and developmental issues
2. With SANCO and SANGOCO, COSATU must
 1. initiate a process to assess the state of organisation in the various sectors in order to identify needs and develop organisation-building strategies and priorities for action
 2. identify and drive joint co-operative programmes around key socio-economic issues, and
 3. organise a consultative conference of mass-based organizations and the NGO sector by the year-end to develop a concrete solidarity platform and coherent programme of action for 2001.
3. The COSATU CEC is mandated to oversee the implementation of this

resolution.

NUM

1.5 Engagement with social partners

This Congress,

Noting

1. COSATU has been drawn into a broad range of forums to engage with business and government,
- 2. The scope and aims of these engagements are often poorly defined,

Believing

COSATU must develop a pro-active and strategy approach to engagement with the social partners,

Resolves

1. That COSATU should map out strategic objectives for Nedlac, the Millennium Labour Council and the Presidential Working Group, with the core aim of creating decent work for all, through
 - 1. active industrial policies,
 - 2. increased fixed direct investment by capital and public infrastructure investment by the state,
 - 3. better training for workers, and
 - 4. a more appropriate macro-economic policy.
2. COSATU should commit to increased involvement by workers in approving agreements reached in socio-economic forums, with ballots of the entire membership as one mechanism where appropriate.

SACTWU

1.6 Uprooting racism and tribalism

This Congress,

Noting

1. The progressive labour movement in general and Cosatu in particular played an important role in the liberation of our country and continues to participate actively in shaping our society to achieve the strategic objective of a united, non-sexist, non-racial democracy.
2. One of Cosatu's founding principles is non-racialism and worker solidarity.
3. As a country, whilst we are beginning to address the problems of past

racism, the majority of our people in the country live in abject poverty and work under slave conditions.

4. South Africa is a diverse country with many different cultures because of the past; we acknowledge the enormous task of not only government but of society as a whole to begin to change the mindset of the people.
5. The deep-rooted problems of racism and tribalism are today making the road to building a truly non-racial society much more difficult.
6. When elections are looming, some elements within our ranks bring this issue to the fore on a much higher level with devastating effects in the pursuance of personal interest and as a result performance and ability is ignored.

Further noting

South Africa will be hosting the UN World Conference against Racial Discrimination, Xenophobia and Related Intolerance in 2001. 

Resolves

1. We should develop a coherent national public campaign against racism and tribalism.
2. Cosatu through its affiliates, regions and locals must embark on a systematic and aggressive campaign to educate our members on the importance of non-racial unity and worker solidarity. This campaign must create awareness of the demon of racism and its manifestation at a socio-economic and cultural level.
3. Our recruitment and organising campaigns must intensify and build worker solidarity across racial lines. This must help deepen understanding amongst all South Africans of our history, the nature and manifestations of racism, with the aim of building class-consciousness on the need for workers to unite. This will contribute to the deracialisation of the working class and the demise of racially based trade unionism.
4. COSATU must ensure that every organised workplace has a copy of the Employment Equity Act, that members understand it and are able to exercise their rights and responsibilities of the law.
5. Every union structure should have the issue of eliminating racism on its agenda. Its programme of action must focus on implementing an Anti-Racism Audit for engagement with management.
6. Mass media aimed at reinforcing our values of dignity, respect and non-racialism must be produced and distributed through our locals and branches.
7. The Federation must develop a dynamic relationship with organizations and institutions on issues of racism, and establish forums with other organs of civil society organisations to debate and campaign against racism leading up to and after the UN World Conference.

NUM

1.7 Local government elections

Note: Following the meeting on Monday, August 14, we received a further resolution from SAMWU. In contrast to the original Ceppawau resolutions, it makes support for the ANC contingent on the nature of the elections manifesto. In the version here, therefore, resolutions 1 and 3 are contradictory.

This Congress,

Noting

1. That the second local government elections in November, for the so-called "final stage" of local government, represent an advance to new and more democratic structures.
2. These democratic advances are threatened by the promotion of public-private partnerships, privatisation and the rest of the neo-liberal ideology that promotes forms of service delivery accountable to the market rather than citizens and users.
3. There has been a wide scale lack of accountability by municipal councillors generally.
4. Our experience with the deployment of shop stewards and worker leaders to local government in the first election has been predominantly negative, since many used the opportunity to promote their own business interests.
5. In far too many cases they have been quick to adopt anti-worker stances and shown a distorted concern with their own remuneration and education and training rather than that of municipal workers or the unemployed.

Believing,

It nevertheless remains vital that we assert working class control over local government.

Resolves

1. To support, mobilise and canvas for an ANC victory in the coming local government elections, and make human and financial resources available to that end.
2. COSATU will establish internal co-ordinating structures and a liaison with the Alliance structures at all levels.
3. COSATU will support the ANC to the extent that the elections manifesto ensures that:
 1. restructuring of local government supports the interests of the working class, both in their communities and as employees, by strengthening the public sector, ensuring public delivery of core services, and protecting and creating quality employment,
 2. subsidies to local government are sufficient to ensure the extension of improvement of municipal services to historically disadvantaged communities throughout the country, and
 3. local government forms a keystone of participatory democracy.

4. All affiliates should identify working class leaders in their unions or the community who can be deployed to take up councillor roles.
5. The CEC must develop a declaration for working class councillors to guide them as to what COSATU expects of such leaders, including
 1. to uphold the interest of the working class and the poor,
 2. maintain strong links with their wards and with local COSATU and affiliate structures, and
 3. not become involved in business initiatives with local or international capital.
6. COSATU members must be rigorous in only supporting those that agree to nomination as ANC councillors on the basis that they will resist moves to privatise municipal services and assert the public service delivery of services as their objective.
7. Where work as councillors is part time and compensated by an allowance, working-class councillors must retain employment in their workplace. COSATU must take steps to ensure these councillors have time off to fulfil their duties.
8. Where work as councillors is fulltime, councillors must be prevented from involvement in business enterprises as a sideline.
9. COSATU must put in place mechanisms through its local structures to monitor the performance of working class councillors and expose those who breach COSATU's principles, who are unaccountable or corrupt.

SAMWU, CEPPWAWU

2. Building the Alliance

2.1 Functioning of the Alliance

This Congress,

Noting

1. The failure to implement Alliance decisions and programmes, which reduces the Alliance to little more than electoral machine.
2. The apparent centralisation of power with the potential to entrench the politics of patronage and to stifle debate within Alliance structures.
3. The Declaration of the ANC NGC in July 2000 and the Draft Report of the Commissions on Programme of Action of the ANC NGC in July 2000, which called for stronger participatory democracy, greater consultation on policy issues within the ANC and the Alliance, and a research project to assess economic policies amongst others in terms of their impact on employment and the nature of employment,

Believing

1. The strategic alliance with the ANC and the SACP should be maintained.
2. In the spirit of the NGC declaration, COSATU cannot act as a rubber stamp for government policy.
3. All partners to the Alliance are equal and should be treated with respect.
4. The working class is the primary motive force for fundamental social transformation in our NDR.

Resolves

1. In order to fulfil the NDR, the Alliance must qualitatively change its operations by
 1. implementing the agreement to establish a strong Alliance political centre that mobilises forces both in and outside government to assert leadership over the process of transformation, as well as other agreements aimed at making the Alliance more effective, and
 2. conducting a major review of the operations of the Alliance.
2. COSATU must strengthen the Alliance by
 1. reaffirming the declaration and resolution of the 1999 Special National Congress to strengthen the Alliance at all levels, and
 2. embarking as the Federation and individual affiliates on a campaign to recruit individual union members to the ANC and SACP in order to strengthen and revitalise the democratic movement through mass participation, and to reinforce the working class orientation of the Alliance.

SACTWU, SADTU, NEHAWU, CEPPWAWU

2.2 The Alliance and governance

This Congress,

Noting

1. The shift in responsibility for policy formulation from the structures of the ANC as a party to the ANC in government, and in particular to the Ministry of Finance.
2. That this change resulted in marginalisation of ANC structures both in Parliament and the country as a whole, and of Alliance structures, as demonstrated amongst others by GEAR, inflation targeting and privatisation.
3. The failure of government Ministers to consult meaningfully on policy issues with ANC and Alliance structures and stakeholders.
4. The tendency for the restrictive fiscal policy to drive government policy.

Resolves

1. To strengthen Alliance control over policymaking, by
 1. Expanding the capacity of the Federation and affiliates for research, policy formulation and monitoring, through training and resource allocation.
 2. Calling on the ANC and the Alliance to establish and utilise capacity for research, policy formulation and monitoring outside of government structures.
 3. Calling on the Alliance to establish and utilise structures and forums to debate and monitor policy.
2. The Alliance political centre must
 1. develop a joint programme to ensure transformation and economic development,
 2. discuss and reach principled agreement on all major policies, including economic policies, prior to finalisation in government,
 3. ensure that Alliance cadres in government interact with ANC structures and policy-making, so that they remain in touch with the aims of the movement, and
 4. provide Ministers with political advisors charged with overseeing the development, implementation and monitoring of policy, with sufficient resources to achieve these aims.

NEHAWU, SADTU

2.3 Deployment into government

This Congress,

Noting

1. Deployment into government, including as officials, does not adequately consider the effect of losing cadre on the Alliance partners.
2. Decisions on deployment are often left to recruitment and choices by individuals, which often has a negative effect on organised labour and leads to unconstructive competition for posts, conflict, careerism and opportunism.
3. At all levels, structures outside of government have collapsed because leaders are deployed into government without adequate planning for replacement.

Believing

1. Deployment of cadre into government at all levels is needed to change the character of the state and build working-class leadership.
2. Deployment must, however, be carefully managed to avoid harming

organisations and to ensure that cadre are effective within state structures.

Resolves

1. Deployment must take into consideration organisational needs of the Alliance partners.
2. Deployment must be a collective decision, and not left to individuals. The Alliance must develop policies and procedures that limit patronage by curbing the power of individual leaders to decide on employment and promotion of employees.
3. With the Alliance partners, COSATU must develop a strategy, criteria and procedures for deployment.

SADTU

3. Building participatory democracy

This Congress,

Noting

Participatory democracy is critical to breaking the hold of big capital and old-line officials on the state.

Resolves

1. the Alliance must develop guidelines to shape the process of policy development throughout government in order to ensure adequate consultation.
2. COSATU demands
 1. Systems and structures that ensure greater participation at all levels of government, with adequate resources and timeframes, including stronger outreach capacity for Parliament.
 2. In the public service, that departmental chambers negotiate policy with organised labour.
 3. The development of less hierarchical, more open management structures, with training for middle management on government policy, human resources management in a multi- cultural environment and strategic planning.
 4. Government departments must publish their management plans for comment before implementation.
 5. In drafting policies and laws, government departments must involve ANC study group members in Parliament and the provincial legislatures.
 6. Legislatures must have additional resources to monitor policy development and implementation, and to amend the budget.

NEHAWU

4. Eliminating corruption

Noting,

Our democracy inherited a system that was permeated with corruption, as a result of oppressive systems, secrecy and lack of accountability.

Resolves

1. Any person applying for a post in government should be assessed on their track record and understanding of government policy, not just their formal qualifications.
2. Legislation should be introduced to prevent conflict of interest, where someone can leave the public sector to take a position on a private company with contracts in the government, and senior officials must declare their assets and investments on an annual basis.
3. Greater openness and accountability must help control corruption.
4. Outsourcing, which is one of the prime areas of corruption, must be dealt with in the public-sector summit.
5. COSATU should take a lead in addressing corruption, and call a conference to discuss measures against corruption.

NEHAWU, SASAWU

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5. Building worker unity

5.1 Expanding the Federation

This Congress,

Noting

1. Whilst progress on building worker unity has been made since the founding of COSATU, the labour movement remains divided.
2. Aspects of the constitution discourage affiliation by independent unions and mergers between affiliates.

Believing,

1. COSATU's founding principles of one industry one union, one country one federation remain relevant for the strategic objective of creating worker unity.
2. These principles and policies provide the platform for affiliates to speak with one voice in unity and in struggle.

Resolves

1. To call on affiliates to engage in a dialogue with unions operating within their sectors to build the widest possible unity through joint co-operation on key struggles to defend our gains.
2. To encourage those unions that support our founding preamble, aims

and objectives and policies to affiliate to the Federation.

3. To amend the constitution so that unions that apply for membership gain observer status for six months, during which they can learn about and adapt to Cosatu policies.
4. To embark on an information campaign to underline the fact that the commitment of Cosatu unions to defend and advance the interests of workers is not in any way compromised by our membership of the Alliance, and to reassure other federations that the benefits of unity far outweigh their concerns on the political front
5. When two or more Cosatu affiliates merge, the subsequent EXCO should approve the affiliation of the new merged union. (NUM)
6. To support the establishment of cartels, COSATU must
 1. prepare a discussion paper for each of the cartels to workshop and develop further,
 2. hold workshops in each sector to examine shared areas of work and challenges, the possibilities for sharing resources and campaigns, and concrete steps to take the cartel policy forward, and
 3. on that basis, define a programme of action to move the cartel policy forward.

NUM, NEHAWU

5.2 Recruitment campaign

Believing

1. The continuous recruitment and unionisation of workers outside COSATU is a critical and central part of building and maintaining a strong labour movement. Recruitment and organising of informal sector workers is a major and necessary challenge.

Resolves

1. To continue with the annual recruitment campaign.
2. Affiliates should commit more time for planning and execution of the campaign.
3. The Federation sets the realistic target of 50 000 new members a year as a result of this campaign.
4. Affiliates commit to recruitment and unionisation of informal sector workers as a major part of the recruitment drive, as well as their overall work and resource allocation.
5. A committee of affiliates must drive the campaign and integrate into COSATU's functioning informal sector workers and other workers in the new forms of work.
6. The Federation must develop a plan of action for organising workers in

difficult areas, including

1. Priorities, focusing on farm workers in the coming year, with a review to see how to extend the strategy to other groups thereafter,
2. Carefully planned assistance to unions organising in these areas, taking into account that these unions will likely be weaker due to the nature of the workers engaged,
3. The development of sectoral organising strategies by individual unions that identify target groups, work out links and areas of potential organisation, and develop strategies, with support from the Federation and other affiliates where this would assist.

NEHAWU, SACTWU

5.3 Organisational effects of outsourcing

This Congress,

Noting,

1. If outsourcing leads to the division between unions of workers in a single workplace, it can fragment bargaining and foster unions based on occupation, not industries.
2. If outsourcing moves workers from the public- sector unions, it strengthens the push to privatise and weakens workers' organisation.

Believing

1. Outsourcing should not be allowed to weaken centralised bargaining.
2. Workers should be organised according to their industry or sector, not their employer or their occupation.

Resolves

1. COSATU must develop a strategy to ensure outsourcing does not weaken organisation in the workplace.
2. In the case of privatisation, if workers continue to provide a service to the public they should remain in the public-sector union.

NEHAWU

5.4 Organising the unemployed

This Congress,

Noting

The need for unity between employed and unemployed workers,

Resolves

1. To strengthen the links between employed and unemployed workers, unions should permit workers who become unemployed to remain in the

union, and explore the possibility of involving them in a broader organisation to organise the unemployed.

2. COSATU must develop specific proposals for the creation of a democratic and militant alliance of organisations of unemployed people.

NEHAWU

6. Service to Members

This Congress,

Noting

1. The gap between members and leaders has continued to grow, and union organisation at local level is getting weaker, not stronger.

Resolves

1. COSATU must publicise and share the experiences of affiliates at provincial and regional level in rebuilding COSATU structures and strengthening organisation.
2. If the Federation identifies weaknesses in an affiliate at a local level, it should help the union develop a strategy to address the weaknesses, and if necessary through capacity building and sharing resources.
3. The Federation must ensure that every shop steward is trained in the basics of unionism and representation.

NEHAWU

7. Staff Issues and Restructuring

This Congress,

Noting

1. High turnover of cadre, which results from the failure to develop career paths, ensure structured planning and reporting, and develop consistent policies on discipline.
2. Exco agreed to implement the Skills Development Act for union employees.
3. The issue of accreditation for union education remains unresolved.

Resolves

1. Exco and staff of the Federation must embark on an organisation management and development programme to develop a long- term strategy on organisational needs.
2. The Federation should use the opportunities provided by the Skills

Development Act to provide enhanced education and training for staff.

3. With assistance from COSATU, unions should appoint Skills Development Facilitators and develop workplace skills plans for individual affiliates, in the context of the sectoral skills plan.
4. Ditsela should be targeted to draft learnerships for staff.

NEHAWU

8. Constitutional amendments

8.1 Strengthening the regions

Noting

1. The regions do not have a role in constitutional structures other than the CEC
2. The heavy workload borne by regional secretaries of COSATU and the lack of assistance for them
3. The lack of budgets for the regions

Believing

1. That the efficient working of regional structures is crucial to the effectiveness of the Federation as a whole
2. Regional Office Bearers must be part of national Constitutional structures so as to be able to co-ordinate the implementation of resolutions.

Resolves

1. That Section 7 of the constitution of COSATU be amended to include provision for election of regional assistant secretaries by the Regional Congress.
2. A policy must be developed to allocate funds to the Regions proportionally so as to keep the Regions alive and able to function properly; and once this policy is implemented,
 1. Some responsibilities currently falling to the National Office could be transferred to the regions, and
 2. Regions would fund programmes in the locals.
3. All Regional Office Bearers must attend and participate in the NC
4. The Chairperson and the Secretary must attend and participate in CC
5. The Chairperson must attend and participate in the EXCO.

SADTU

8.2 Locals

This Congress,

Noting

1. Some locals are very weak.
2. For locals, there are no
 1. criteria for establishing our locals
 2. Terms of office for office bearers, which creates the impression that locals are not constitutional structures
3. There is contradiction in the composition of the REC and the powers and duties of the LEC (Clause 9.4.7).

Believing

1. Affiliates should be serviced in all areas and locals are key to implementation of the Federation's resolutions.
2. It is therefore necessary to constitutionalise these structures and define their role in regional structures.

Resolves

1. Criteria be adopted for the establishment of locals, which should take in account the number of affiliates and members and geographic factors.
2. There be a one-year term of office for local office bearers.
3. Locals must participate fully in all constitutional structures in the Region – the REC, RSSC and RC.

SADTU

8.3 Demarcation of Regions

This Congress,

Noting

1. That some regions of COSATU are vast and some overlap across provinces.
2. That the current demarcation of COSATU regions causes inconvenience and operational confusion for some affiliates that are organised around provinces.
3. That the rationale for the current demarcation of COSATU regions is located in the Federation's urban industrial origins.

Believing

It is necessary to review the organisation of the federation as conditions change.

Resolves

1. To research and investigate the most logical demarcation of regions to ensure the most effective operation of the Federation. Such research should include investigating the possibility of aligning COSATU regions with current political (provincial) boundaries in the country. (SADTU)

OR

1. To enhance COSATU's influence on provincial policies and co-operation in the Alliance, COSATU regions must be aligned with provincial boundaries. (NEHAWU)

8.4 Demarcation of locals

This Congress,

Noting

The centrality of local government to participatory democracy.

Resolves

To examine ways to re-align locals in relation to municipalities, districts unicities and wards to maximise COSATU's capacity to take advantage of provisions for participatory democracy.

SAMWU

9. Membership and cadre development to deepen organisation and class consciousness

Noting

In the current context, the Federation must deepen class consciousness and build the capacity of cadre to engage.

Believing

1. The hectic and fragile socio-economic environment within which we organise necessitates a dynamic strategy to inform our membership about our positions on major events and measures in workplaces and nationally.
2. In the current era of globalisation, information and education is a necessary tool of struggle in the hands of our cadres.
3. We need to develop cadres with the political, organisational and technical skills and knowledge needed to advance the struggles of the working class.

Resolves

1. To call on affiliates to develop programmes to intensify political and ideological work among the mass membership in order to develop

confidence, deepen class consciousness and build working class hegemony.

2. A suitable mechanism and an enabling environment must be created for progressive academics and the revolutionary intelligentsia to share ideas with the membership of the union movement.
3. In collaboration with other working class formations, COSATU must mobilise progressive intellectuals into a dependable back-up capacity to the working class movement.
4. To establish an academy to provide education and training for selected youth, stewards and officials. Such a programme must provide a sound theoretical and practical grounding for current and future trade unionists.
5. To develop a comprehensive communication strategy aimed at empowering members, shop stewards and officials.

NUM

10. Union research

Noting

1. The Brazilian experience demonstrates the importance of establishing adequate research and policy capacity in the Federation and affiliates.
2. The establishment of a Researchers' Forum by Naledi aims to improve training for researchers, support joint Naledi-union projects, and provide a forum for debate and research sharing among unions.

Resolves

1. To explore the possibility of Naledi seconding or transferring researchers to affiliates which agree and which provide funding and office space.
2. To ensure that affiliates' research initiatives are linked to the Researchers Forum.

11. Building capacity on Skills Development and Employment Equity Acts

This Congress,

Noting

The Skills Development Act and Employment Equity Act provide opportunities, but will be implemented appropriately and effectively only if our shop stewards and organisers know how to use them.

Resolves

To ensure that all organisers and shop stewards are equipped with the skills needed to monitor and implement the Skills Development Act and the Employment Equity Act.

SACCAWU

12. Campaigning to defend and create quality jobs

This Congress

Noting

1. The National General Strike against job losses on May 10, 2000, provided an important weapon for workers inside and outside of COSATU to support the campaign.
2. With the neo-liberal restructuring of the economy and the public sector, the traditional base of Cosatu - workers employed on permanent contracts in large institutions - is shrinking fast, with growth only in casual, temporary and informal employment and self-employment.

Resolves that,

1. COSATU must put more effort into defending and expanding the jobs in the formal economy, by
 1. demanding an end to downsizing in the public sector, and ensuring that restructuring of the public sector creates employment directly and indirectly,
 2. ensuring that work in cartels supports the design of sectoral development strategies, including on the transport sector, the public service, housing and roads, agriculture and forestry, electricity, etc.
 3. sharing experiences around employment creation and industrial revival.
2. COSATU demands that government and business demonstrate their commitment to sector summits and the development of an effective industrial policy aimed at employment creation by
 1. increasing the capacity they commit to the process, in order to accelerate it,
 2. developing and implementing active industrial instruments, and
 3. having the IDC set aside a significant share of its portfolio investment in labour intensive sectors.

NEHAWU, SACTWU

13. Tariff reductions

This Congress,

Noting

With anger, the continuing tariff reductions

Believing

1. Tariff reductions are directly linked to growing unemployment.
2. The absence of clear industrial policy is counter-productive to sustained economic growth and employment creation.
3. Tariff liberalisation is a dangerous substitute for an industrial policy.

Resolves

1. To condemn such tariff reductions as contrary to provisions of the Reconstruction and Development Programme.
2. To call on government to increase tariffs to WTO levels.
3. To commit to mass action against tariff reductions. (SACTWU)

14. Financial sector

This Congress,

Noting

1. The failure to transform the financial sector to support broad development.
2. In that context, the proposed mergers and acquisitions in the financial sector lead to loss of jobs and increasing concentration.

Resolves

1. That COSATU should ensure that trade unions are centrally involved in discussion about mergers and take-overs in the finance sector.
2. To call on workers in all sectors to defend jobs in the finance sector.
3. To call for a meeting with the big banks and financial institutions to develop a code committing them to protect jobs, and to bargain in good faith with trade unions.
4. To investigate how to transform the financial sector, including through co-operative banks and measures to foster developmental investment.

SACTWU

15. Job Creation Fund

This Congress,

Noting

1. The majority of workers have contributed to this fund.
2. There is an amount of money which could be utilised for job creation and retention.
3. Presently there is no decision as to how this money is going to be used

Resolves

There is no need to wait for all contributions before utilising the fund.

SADTU

16. Restructuring the public sector

This Congress,

Noting

1. That current practices on restructuring the state
 1. are contrary to Alliance policy that the NDR requires a strong, efficient, developmental and truly democratic state, as recently restated at the NGC in July 2000, and
 2. marginalise ANC and Alliance structures and undermine the right to collective bargaining.
2. The Alliance has not debated or developed a common vision on the transformation of the state.
3. Conservative fiscal policy is driving privatisation and downsizing, which reduce the social wage and the capacity of the state to drive transformation.

Believing

1. The transformation of the state must ensure it is biased toward the working class and allied to popular movements for transformation centred on the Alliance.
2. The transformation of the state must be characterised by
 1. participatory democracy,
 2. resistance to imperialist control, asserting the right of self-determination and control over key strategies, including macro-economic and trade policy, and
 3. the establishment of a developmental state that
 - a. de-commodifies people's social rights, strengthening the social wage,

- b. leads the industrialisation process,
- c. ensures increasing equality in wealth and incomes,
- d. controls capital to meet the needs of the working class, and
- e. builds social capital by strengthening the public sector and through workers' funds, cooperative banks, and other forms of collective ownership.

Resolves

1. To call for a meeting of Alliance structures to debate policy and strategy in relation to public sector restructuring.
2. Any restructuring of the public sector must aim
 1. to extend and improve government services to historically marginalised communities,
 2. to restructure the economy to benefit the majority,
 3. to create jobs both inside and outside the public sector, and
 4. to control the bureaucratic bourgeoisie.
3. Restructuring must result from consultation and negotiation in a public sector summit that leads to a new and effective National Framework Agreement for the entire public sector. It must establish open, participatory and consultative processes to drive restructuring to meet the aims of the NDR.
4. COSATU must assist the public-sector unions in developing policy and in campaigns to turn policies into practical measures for implementation.

NEHAWU, SADTU

17. Collective bargaining in the public service

Noting

The trend towards unilateralism on the part of the government as employer in its dealings with public sector workers:

Resolves

1. To call on government as the employer to negotiate in good faith with public-service employees.
2. To use the labour policy for the public service developed by COSATU's public-sector unions to engage especially with the Executive.
3. Policies that will affect labour must be based on principled agreement within the Alliance, and only then proceed to normal negotiations.

4. Negotiations in the public service should take place before announcement of the budget.

NEHAWU, SADTU, SASAWU

18. Privatisation

Noting

1. The 1998 CC resolved that water, education, housing, municipal services, energy and communication must remain in the public hands.
2. There are plans to privatise these functions in whole or in part, for instance through iGoli 2002 and policies of the Department of Public Enterprise.
3. Pressure to reduce public-sector debt drives the push to privatise.
4. Provisions of the NFA directed at involving labour in decision making have been neglected
5. The matter has been left to individual affiliates.

Believing

1. Restructuring of state assets must focus on improving their efficiency in meeting basic needs, strengthening the economy, developing capacity in communities, and supporting human resource development and employment creation.
2. Privatisation of strategic sectors can be stopped if our Federation engages in a co-ordinated programme to oppose it.

Resolves

1. To develop a programme of action to reject the privatisation of core sectors, mineral rights and land, and engage Alliance partners to develop a coherent restructuring programme directed at strengthening the public arm in economic restructuring.
2. To develop a more rigorous campaign against the listing of Telkom in the stock exchange in 2001, and to stop the off-loading critical functions of Eskom, Transnet and Denel to private ownership.
3. To engage with the methodology that labels parts of state- owned enterprises, local government and the public service as "non-core" as a prelude to privatisation or outsourcing.

NUM, SADTU

19. Strengthening local government and defending the unified state

Noting

1. At the time of the transition to democracy and constitutional negotiations COSATU opposed a federal state and fought for a unified state and strong central government in the context of participatory democracy.
2. The current quasi-federal system of provincial legislatures and government is cumbersome, confusing and inefficient, and hinders the development and implementation of national strategies without substantially strengthening accountability or participation.
3. Central and provincial government are currently shifting more powers and functions to local government, but these measures are inconsistent and frequently do not provide the necessary funds.

Believing

Local government is the critical government structure for building integrated participatory democracy.

Resolves

1. To seek the progressive reduction of the powers and functions of provincial government and its replacement by accountable and decentralised administrative structures within the central state.
2. To work to ensure that the provisions for participatory democracy in the Municipal Systems Act are fully implemented.
3. To support steps towards the delegation of many more functions of central and provincial government to local government with the provision of financial resources to cover the direct and indirect costs.
4. To examine how the provision of pensions, IDs and passports, UIF payments and employment services, and related functions can be devolved to local government to create "one-stop" service centres.

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7TH NATIONAL CONGRESS

18 – 21 September 2000

**DRAFT INTERNATIONAL
RESOLUTIONS**



Draft Resolutions for Seventh National Congress

Draft International Resolutions

Political | Organisational | Socio-economic

*Please note that draft resolutions are **not** COSATU policy until formally adopted.*

31. Building a progressive platform internationally

This Congress,

Noting

1. Progressive forces have not yet formulated a common vision to weave together various national struggles against neo-liberal policies, leading to an absence of overall leadership to sustain the struggles of workers and social groups
2. A lot of work is still required to transform the ICFTU into a fighting organ of the international proletariat

Believing

1. A common platform against neo-liberalism will only emerge through conscious effort on our part, and the South African working class has an important role to place in this process
2. COSATU's prestige internationally is a source of strength in forging a fighting programme against neo-liberalism
3. A common platform will be a product of common struggles that should be coordinated

Resolves

1. To intensify the struggle against neo-liberalism
2. To commit ourselves to an on-going process to restructure and

transform the ICFTU, and create closer relations with the WCL and WFTU in order to unit the workers of the world

3. To call for an international conference of progressive forces to assess national struggles, define a programme to co-ordinate solidarity work, and define a process to culminate in a common platform
4. To call a conference of progressive forces in Africa to identify key priorities for the progressive moment on the continent, adopt a common programme to address these priorities, and define a programme to engage progressive forces in other continents.
5. To mandate the International Relations Department to prepare for both these conferences and to develop a clear programme to educate and mobilise members on international worker solidarity.
6. To support of day of action, with pickets and demonstrations at major institutions and multinational companies, against the World Bank and the IMF semi-annual joint meeting on September 26, 2000, in the Czech Republic.

SACCAWU, NEHAWU

32. COSATU International Relations Committee (IRC)

This Congress,

Noting

1. The weaknesses in the IRC, despite countless efforts to get the structure to co-ordinate international activities of the Federation and its affiliates
2. The need to improve coordination of activities within the ITSs at international level and in the region

Resolves

The IRC must play a central role as a coordinating structure for international activities that the affiliates are engaged in, and ensure the accountability of leadership that is involved in various ITSs and TUIs.

SADTU

33. SIGTUR

This Congress,

Noting

1. Since its inception in 1985, COSATU has led the way in prioritising strategic relations with unions in the South, understood in a political and a geographic sense.
2. Unions in the South operate in the most exploited nations in terms of world economy (Latin American, Africa and Asia), where union rights

are often denied.

Resolves

1. To endorse the SIGTUR action plan decided on at the fifth conference held in Johannesburg in October 1999 and to call on all affiliates to become actively involved in its implementation and in the process leading up to the sixth SIGTUR conference hosted by the KCTU in South Korea in November 2001.
2. The IRC must develop and contribute towards the formulation of the proposed Seoul Declaration, which will be taken to the sixth conference as an alternative to neo-liberalism and imperialist globalisation
3. The IRC must further take charge of coordinating activities linked to SIGTUR in terms of discussions of the last meeting in Johannesburg.

NEHAWU

34. Emerging/alternative federations

This Congress

Noting

New union federations have emerged in Lesotho, Mozambique and Angola, generally as a result of unhappiness with the established federations that fail to engage their governments on political and economic issues.

Resolves

Relationships with these organizations should be based on our common concerns and principles.

NEHAWU

35. Commonwealth Trade Union Council

This Congress,

Noting

The current, weakened financial position of the Commonwealth Trade Union Council (CTUC).

The contribution of the CTUC to capacity building for the union movement of the Commonwealth.

Believing

1. COSATU is well placed to mobilise financial assistance to the CTUC.
2. COSATU stands to gain from the capacity building programmes of the CTUC.

3. COSATU has a duty to ensure the strength of the international trade union movement.

Resolves

To explore means of contributing financially to the CTUC, and to mobilise funds from other sources in South Africa.

SADTU

36. International campaigns

This Congress,

Noting

That international solidarity is important in the advancement of our struggle for decent worker and other human rights, social and economic equity globally.

Resolves

1. To strengthen the struggle for a link between trade and worker rights.
2. To call for sanctions against Burma/Myanmar.
3. To intensify the struggle against the murder of trade unionists in Columbia.
4. To strengthen COSATU's work in the international trade union movement, and in building progressive struggles of workers in all countries.
5. To call for OATUU and the ICFTU-AFRO to amalgamate.
6. To call for SATUUC to be strengthened and be given greater powers in the various SADC structures, not only ELS.
7. To call for a package of gender-linked ILO Conventions to be ratified by the SA Government, including homework and maternity conventions.

SACTWU

37. Resolution on SADC

This Congress

Noting

Some countries and companies in Southern Africa do not adequately ensure labour rights and standards.

Resolves

1. To call for a social architecture to the region, with strict adherence by all SADC members to the core ILO conventions, and a SADC procedure to investigate complaints and ensure enforcement.
2. To call for cross-border bargaining rights for trade unions.
3. To call for shop steward councils for multinational companies to be facilitated through legislation.
4. To call for a fund with support from government to promote unionism in the region.
5. To demand the full involvement of unions in all trade liberalisation negotiations in SADC, and to condemn the exclusion of trade unions from the process of negotiating the current tariff phase-down schedule.
6. To condemn the "one process of transformation" policies adopted in SADC.
7. To call for stronger action to promote job creation in all SADC countries.

SACTWU

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7TH NATIONAL CONGRESS

18 – 21 September 2000

**DRAFT SOCIO-ECONOMIC
RESOLUTIONS**



COSATU
7th National
Congress

Crush Poverty! Create Quality Jobs!

Draft Resolutions for Seventh National Congress

Draft Socio-economic Resolutions

Political | Organisational | International

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20. Proposals to amend the LRA and the BCEA

This Congress,

Noting

1. Attempts by the government to reverse our hard-fought gains through the proposed amendments to the BCEA and the LRA,
2. Widespread retrenchments and the accelerated casualisation of labour.

Believing

1. The vision captured in the Inaugural Central Committee resolutions guides our policy and is more relevant than ever before,
2. The proposed amendments roll back the rights which workers have won through hard struggle over many years and impose greater labour-market flexibility,
3. Our campaign to stem and reverse the tide of job losses has laid a foundation for carrying this battle to a victorious conclusion.

Resolves

1. To reject
 1. Amendments that would make it harder to extend bargaining council agreements,
 2. The inadequate formulation on Section 189 (retrenchments) and

Section 197 (transfer of businesses), of the Labour Relations Act.

3. The weakening of procedural rights at the workplace.
 4. Changes to the sections on Workplace Forums that give minority trade unions and non-unionised workers the trigger to set up Workplace Forums.
 5. The removal of Sunday overtime pay.
 6. Ministerial right to vary core rights.
2. And call for a programme of sustained action including sit-ins and a general strike to register our protest.
3. To call for
1. inclusion of the duty to bargain,
 2. amendment of Section 189 of the LRA to ensure that retrenchments are negotiable,
 3. the right to strike over dismissals,
 4. the right to picket inside and outside company premises during protected strikes,
 5. no right to lockout,
 6. a severance package of no less than four weeks' pay per year of service.
4. Systematically to campaign for the extension of the collective bargaining agenda to cover new areas, as provided in the Inaugural Central Committee resolution.
5. To monitor the activities of the CCMA and ensure that measures outlined in our Inaugural Central Committee resolution apply as a matter of extreme urgency.

SACCAWU, SACTWU

21. Centralised bargaining

Noting

1. The Federation's objective on centralised bargaining
2. The plans by different sectors to decentralise bargaining
3. The CC resolution that this Congress should deliberate on this matter

Believing

Decentralisation would lead to lower labour standards.

Resolves

1. To reject attempts in the government's proposed amendments to the LRA to weaken centralised bargaining and extension of agreements to non-parties.
2. The Federation must continue to advance its objective on centralised bargaining, and commit to wage a relentless struggle to ensure that bargaining councils are established in all sectors of the economy.

SACCAWU, SACTWU, SADTU

22. Basic Income Grant

This Congress,

Noting

The demand for a basic income grant for all those who are unemployed and live in poverty forms an important unifying point for the struggle of the working class.

Resolves

Workers wages are not sufficient to support the unemployed, and the state and business must contribute through the establishment of a Basic Income Grant.

NEHAWU

23. Cooperatives

This Congress,

Noting

1. The support for cooperative economic enterprises from the September Commission, the Tenth Party Congress of the SACP, and the Draft Reports of the Commissions on Programme of Action (Economic Transformation) of the National General Council of the ANC held in July 2000, as well as in the final Declaration of the Presidential Jobs Summit
2. The success of co-operative structures in South Africa, including in the agricultural sector, union initiatives (NUM and NUMSA), stokvels, burial societies, etc.
3. That no national policy framework presently exists on cooperative to support and create conditions for the development of cooperatives, although government has acknowledged the significance of cooperatives in pursuing the national development agenda.

Believing

1. Co-operatives provide mechanisms through which our people can overcome social and economic problems, especially if a co-operative

movement emerges as a distinct social and economic force at the national level,

2. That cooperative strategies and mechanisms hold the potential to:
 1. Mobilise the savings, skills and energies of a wide strata of working people
 2. Provide alternative employment
 3. Empower large numbers of workers and poor communities
 4. Contribute to social and economic transformation, by shifting emphasis from individual enrichment to community development
 5. Develop collective capital

Resolves

1. The Federation must commission further research into cooperative ventures
2. To call for the convening by the Alliance of a Co-operative Movement Forum, which would also include civics, land reform movements, NGOs etc.
3. The Federation must engage with government at all levels to:
 1. support cooperative initiatives as part of the broader view of black economic empowerment referred to in the economic documents of the National General Council of the ANC held July 2000
 2. identify changes in legislation which may be required to facilitate formation of co-operatives
 3. identify forms of support and privileging of co-operatives that may be necessary in order to encourage their development including priority tendering and accessing development finance, training and practical assistance.
4. Government policies should set out the objectives, means of support and collaboration as valuable instruments for ensuring that co-operatives are meeting their goals.
5. The Investment Coordinating Council of COSATU together with the SACP should embark on serious initiatives and discussions to advocate jointly for and establish the Cooperative Movement.

NEHAWU, SACCWU, SADTU

24. National Health

Note: In light of the fundamental disagreement between NEHAWU and CEPPWAWU resolutions, they should advise the Friday meeting on how to present the resolutions.

This Congress,

Noting

1. Wasteful and inefficient private health systems use national resources inefficiently and push up the cost of health care for all South Africans.
2. Private health care reaches only 20% of South Africans but uses almost two thirds of national health resources.
3. Cuts in the budgets of the public health system since 1996.

Resolves

1. COSATU must fight for a National Health Insurance (NHI) programme that would
 1. cover everyone under a single, comprehensive public insurance programme,
 2. pay all hospitals, clinics, nursing homes an annual amount that would cover operating expenses,
 3. gradually limit the extent of the private health care and improve the services of the public health system, and
 4. go hand in hand with increases in the health budget, in order to maintain a strong public-health system.
2. Private insurance coverage for services included under the NHI would be eliminated, leading to substantial savings for society as a whole.
3. The NHI would permit doctors either to charge fees at NHI rates, or to take salaried positions in clinics or hospitals.
4. Funds for NHI could be raised though a variety of mechanisms, ideally including
 1. a progressive tax that raises revenues at least equal to the sum currently spent on private health care, and
 2. a uniform employer contribution covering all employees.
5. NHI should support not-for-profit health schemes, especially if provided through bargaining councils. (NEHAWU)

OR*Believing*

The national social health care scheme will

1. be accessible to all people,
2. strengthen the public health system,
3. establish an interface between the public and private systems, and
4. give people a choice between public and private schemes

5. Government will be able to provide primary healthcare services such as maternity and child services, immunisations, education, screening and curative care for minor problems, etc.

Resolves

1. COSATU supports the implementation of Social Health Insurance without delay, after consultation with all stakeholders
2. Government must investigate use of Social Health Insurance by those who can afford private care as they will have free access to the public system only through indirect tax payment.
3. All contributions to medical schemes to be taxable, but the tax deduction for medical expenses should be increased
4. Medical aids must
 1. Accept people irrespective of their health status,
 2. provide for continued membership for workers who are retired or become unemployed
 3. cover all dependents of the principal member
 4. delink contributions from age and health status. (CEPPWAWU)

25. Resolution on HIV/AIDS

Noting

The continuing impact of the HIV/AIDS pandemic in South Africa, and

The failure of the government to provide a clear lead in combating it,

Believing

1. Congress reaffirms the declaration and resolution on HIV/AIDS passed at the Special Congress in August 1999,
2. The HIV/AIDS pandemic threatens the social and economic fabric of our society and could undermine the gains of our democracy,
3. The poorest and the most vulnerable of our society are most at risk,
4. Providing medication to HIV positive pregnant women is morally and medically right and makes good economic sense in terms of costs saved on treatment of HIV positive children,
5. Providing medication to rape victims is morally and medically right,
6. Government's conservative economic policy prevents adequate resources being made available for education, prevention and treatment,

7. There is scientific evidence to support the efficacy of anti-retroviral drugs in the control of HIV/AIDS,

Resolves

1. To condemn pharmaceutical companies who put profit above people
2. To call on Government urgently
 1. to draw up a programme of action to make affordable treatment available to people living with HIV/AIDS, and to increase government spending on treatment,
 2. immediately to provide the necessary medication to HIV positive pregnant women and rape victims,
 3. to end its scientific speculation in order to concentrate on education, prevention and treatment,
 4. to respond to the immediate and long-term needs of AIDS orphans and people living with AIDS, and
 5. urgently to address issues of gender inequity as this is feeding the AIDS pandemic.
3. COSATU must lead a campaign to end discrimination against people with HIV/AIDS.

CEPPWAWU, SACTWU, SADTU

26. Education

Noting

1. The constitution specifies the right to a basic education, including basic adult education
2. Conservative economic policy has resulted in falling real budgets for education and failure to redress the apartheid legacy in education
3. The slow establishment and development of school governing bodies
4. Recent statements by the Minister of Education that government was reviewing the provision of books and stationery to learners
5. Declines in Adult Basic Education and Training (ABET) facilities despite high levels of illiteracy
6. The growth of the private sector in education, which is even utilised by sections of the leadership of the Alliance

Believing

1. That only the provision of free quality public education can meet the needs of the mass of working class and rural communities and begin to improve life chances and opportunities for working class and poor

children

2. The right to life-long learning is essential to redress the inequities of the past, to empower and skill workers and to provide for requirements of the economy
3. That to address the present education crisis will require active participation by all stakeholders in education, particularly parents, learners, teachers, communities and government

Resolves

1. To call on government
 1. To prioritise education and allocate the resources needed to address apartheid backlogs
 2. to increase the provision of learning materials, especially in poor communities
2. To call on the Departments of Education and Labour to develop a national strategy to address adult illiteracy and to make the provision of adult basic education and training a reality
3. COSATU and its affiliates to encourage union members to play an active role in School Governing Bodies and other education stakeholder bodies.

SADTU

27. Higher education

Noting

The report on Higher Education by the Council for Higher Education

Believing

1. Proposals contained in the report are detrimental to workers:
2. The proposed mergers point towards down- sizing, out- sourcing and retrenchments
3. The report does not address the need to greatly increase the access of working and rural communities to higher education
4. The differentiated system proposed could entrench racial and class divisions in the higher educational system

Resolves

1. The Federation must oppose attempts to down-size higher education and to resist attempts to retrench or out-source workers from tertiary institutions
2. The Federation must argue within the Alliance and with government for an education system friendly to those who have been historically

excluded on grounds of class, race and gender.

SADTU

28. Nuclear power

Noting

1. The restructuring of ESI is an ideological one perpetuated by capitalist agenda to realise the markets interests rather than address the socio-economic deficiencies in our country.
2. The white paper on Energy Policy 1998 has not excluded nuclear technology as possible supply option for the future.
3. Enormous financial and human resources have been deployed to develop nuclear power technology in the form of PBMR, from both the state and Eskom.

Further noting

1. South Africa has realistically more than 300 years worth of coal deposits in existence thus securing jobs in the collieries and coal fired power stations.
2. Current energy infrastructure supplies can last up to the next 20 years without any significant new capital injection.
3. Current positive strides have been achieved in terms of management of coal emissions through electro static precipitator technology that captures more than 98% of the emissions.

Resolves

1. To re-affirm the OAU stance that Africa should remain a nuclear free zone.
2. The nuclear expansion programme through the PBMR project be stopped with immediate effect.
3. Resources targeted to PBMR are redirected to alternative energy technologies like hydro, biomass, solar, wind etc.
4. The current nuclear waste from Koeberg Power Station be stored in a safe and sufficient protected area and not be sold to other poorer countries in the continent.
5. DME be forced to take overall accountability for unacceptable radiation levels within both the mining and energy sectors.

NUM

29. The proposed ban on plastic bags

Noting

1. The Minister of Environment and Tourism announced a ban on plastic bags without a socio-economic impact analysis
2. Banning of high-density plastic bags will lead to the loss of 3000 jobs in manufacturing and many more in retail trade, including the informal sector
3. Customers will have to buy re-usable bags at a cost of over R1 per bag, which will hit the poor hardest

Believing

That a campaign to change attitudes on littering would prove more effective

Resolves

1. To call on government to consult with all stakeholders to find an amicable solution, and to extend the timeframe until 2002 to permit adequate consultation
2. To call on the Minister to review its announcement to reduce 80 micron to 25-30 micron bags, which is the specification in most countries.

CEPPWAWU

30. Restructuring transport

This Congress,

Noting

1. Transport is vital to the social and economic life of the country.
2. Transnet has already lost many jobs through outsourcing and downsizing, and proposals to restructure Transnet further involve privatisation in various forms, and could cost up to 50 000 jobs.
3. Government has not tabled its proposals on Transnet under the NFA or consulted adequately on its overall policy for railroads and ports, and is unilaterally pursuing a social plan.
4. The restructuring of SAA, with the involvement of a private partner, has led to anti-union actions by management, including the recent unilateral cancellation of 30 collective agreements on working conditions.
5. The lack of a shipping industry in South Africa places the country at a disadvantage by raising trading costs and reducing job creation.

Believing

1. Democratically accountable, publicly owned and controlled bodies must plan and regulate the transport system to ensure it is integrated and efficient.
2. The transport system must contribute to development and equality, and retain and create jobs.

3. Large, long- term investments in infrastructure are required in the transport sector, including in the rail freight and port systems.

Resolves

1. Vigorously to oppose any restructuring of Transnet that is not in line with our vision for transport policy and development in general, or that is unilaterally imposed.
2. To oppose the undermining of stable employment through casualisation and outsourcing at Transnet.
3. To demand that Transnet and the government adhere to the NFA in negotiating any substantial changes in work organisation, ownership or structure at Transnet.
4. To call on government to embark on a thorough and open investigation of all aspects of shipping policy.
5. To support SATAWU's opposition to the current process of restructuring and downsizing at Transnet, including supporting a national strike of transport workers if necessary.

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