

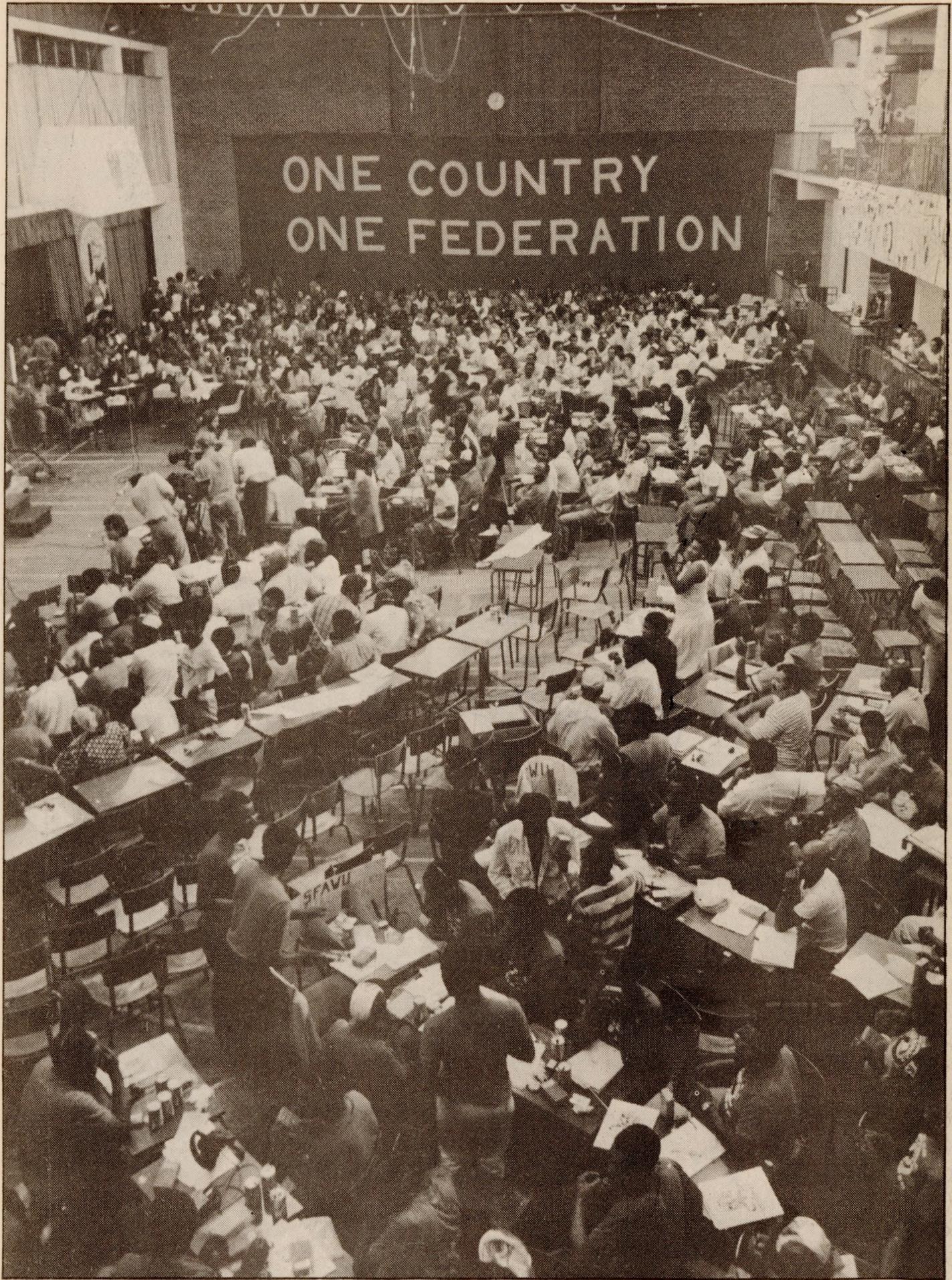
SALHA 226: COSATU

# NEWS Congress

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**'Siyazimisela ngokugcwele  
ukwakha iSouth Africa  
ehlangene esebenza ngentando  
yeningi, ekhululekile ebugqilini'**



*I Congress yokuvula ifederation eStudents' Union Hall, eThekwini*

Ikhasi 2



mpelasonto kaNovember 29 kuya kuDecember 1  
yabona ukuphakanyiswa kwefederation yezinyunyana zabasebenzi bezimboni enkulu kunazo zonke emlandweni wabasebenzi baseSouth Africa.

ICongress of South African Trade Unions inamalunga akhokha kahle awu-449679 kuzo zonke izimboni ezisemqoka kulelizwe ngaphandle kwemboni yezolimo. Kodwa kulesikhashana esizayo izogqugquzelwa nemboni yezolimo, njengoba uCOSATU athatha isinqumo ekugcotshweni kweCongress sokwelekelela ngezimali ekugqugquzelni izimboni zezolimo nezikahulumeni.

U-COSATU iyifederation kazwelonke gokweqiniso. Umelele

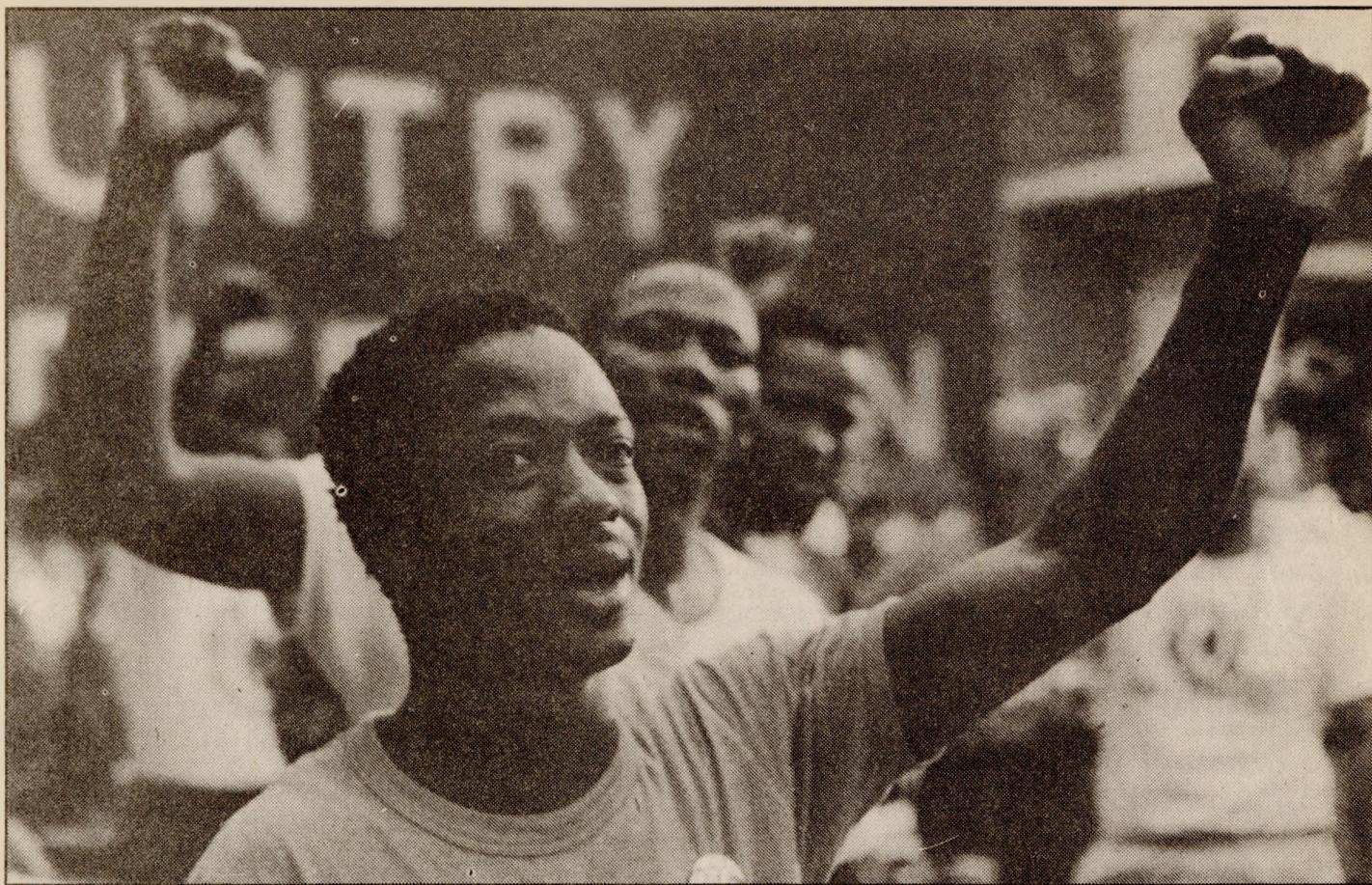
abasebenzi kuwo wonke amadolobha abalulekile eSouth Africa. Kwafika amanxusa awu-870 ekugcotshweni kwaleCongress evela eEastern naseWestern Cape, Natal, Transvaal, Orange Free State nakude le eNamibia imbala, okwayenza lecongress yabasebenzi yaba ngenkulu kunawo wonke ake abakhona emlandweni waseSouth Africa.

Amanye ama-affiliate alefederation angezinye zezinyunyana zezimboni ezinkulu futhi ezikhula ngendlela exakile kulelizwe ezifana neNational Union of Mineworkers, neCommercial Catering and Allied Workers Union of South Africa neMetal and Allied Workers Union. Kuyothi uma seyiqedive imininingwane yokuzihlanganisa maphakathi nonyaka

ozayo, cishe zonke izimboni ziyomelelwa yizinyunyana zezimboni ezinkulu.

Kuyakhanya ukuthi njengoba emkhulu kangaka uCOSATU, uzobeka uphawu lweworking class kwezombusazwe waseSouth Africa ngendlela okungazange kuke kwenzeke ngayo esikhathini esingaphambili. Kodwa okubaluleke kakhulu kunobukhulu bakhe, uCOSATU uzobanamandla amakhulu okugqugquzelna emafekthri ngegunya lezakhiwo zakhe ezixile ekusebenzeni ngentando yeningi.

Inselele ebhekene noCOSATU kuzoba ukuthi uyakwazi yini ukuxhumanisa lamandla abasebenzi nalentshukumo ekhona manje emiphakathini yabantu abamnyama baseSouth Africa.



### Icongress yavulwa ngoNkosi Sikelela

**A**mandla abasebenzi kwezombusazwe angatholakala ngokwakha inhlangano enamandla nomfutho emsebenzini.

Futhi kufanele sazi ukuthi akusho ukuthi abasebenzi abagqugquzelekile bamelele iworking class yonkana kodwa iyisikhali sayo esinamandla kunazo zonke. Ngakhoke kubalulekile kubasebenzi ukuba iqiniswe inhlangano phakathi efekthri ngoba leyo yiyonandlela esiyokwazi ngayo ukwelekelela emzabalazweni we-working class yonkana nasemzabalazweni wabantu abacindezelwe bakulelizwe.

Futhi kubalulekile ukuqoqa abantu bangene ohlelweni lokwakha umphakathi kabusha ukuze kubenesiqiniseko sokuthi umcebo womphakathi wakithi usetshenziswa ngentando yeningi futhi nokwabiwa kwavo kwenelisa bonke abantu bakithi.

Kubalulekile ukwazi ukuthi umzabalazo wezombusazwe awubhckene nokuketula uhulumeni kuphela. Kufanele sibuye siqede ukuntuleka kwemisebenzi, sithuthukise imfundu, sithuthukise izinto zokwelapha kuthi umcebo womphakathi kwabewane ngawo yibo bonke labo abasebenza kulelizwe.

Kubalulekile ukuba ezombusazwe we-working class ziphethe ngokuba

zibengezombusazwe wabo bonke abantu abacindezelwe bakulelizwed.

Lenake kwakuyingqikithi yenkulomo kaComrade Cyril Ramaphosa yokuvula umcimbwi wokugcotshwa kweCongress. UCyril Ramaphosa wayengagcini ngokuba nguNobhala jikelele wenyunyana enku kunazo zonke kuCOSATU — iNational Union of Mineworkers — kodwa futhi wayengumdibanisi (convenor) wecongress.

Kwakhanya kuwo wonke amanxusa ayegcweli iStudents' Union Hall eYunivesithi yaseNatal ukuthi leCongress yayiqopha umlando. Yayiisinyathelo esibanzi kwi-working class yakulelizwe.

Ekuvaleni kwenkulomo yakhe uCyril Ramaphosa waphawula wathi, 'Ukusungulwa kukalokhongolose kusho ukuhlavana okukhulu kwiworking class. Ayikaze nanini esikhathini esiphambili ibenamandla angaka ibesesimweni sokubeka uphawu emphakathini.'

UCyril Ramaphosa waqhubeuka wakhuluma ngomsebenzi ozokwenziwa uCOSATU 'kulolutaku' iSouth Africa esizithola ikulo nomsebenzi wakhe emzabalazweni wonkana wenkululeko.

Sonke siphila ezikhathini eziphuthumayo, washo kanje, ngakhoke kuyinto ephuthumayo ukumtshela ngokucacile uhulumeni

waseSouth Afica nabaqashi nomphakathi wonkana ukuthi i-working class ehlangene ngaphansi kwephiko likaCOSATU iyokuma kuphi.

Uguquko oluphakanyiswe uhulumeni nabaqashi alusiletheli lutho olungcono. Irandi liyaqhubeuka nokwehla, ukukhuphuka kwentengo kuyaqhubeuka kanti ne-cost of living iyakhuphuka zonke izinsuku.

Njengoba kwenzeka konke loku, abantu bakulelizwe bayaqhubeka nokuzabalaza. Ukungqubuzana namaphoyisa sekuyinsakavukela. Amanye amalokishi awasabuseki. Uhulumeni usekhombise ngokusobala ukuthi uyehluleka ukuphatha lelizwe kanti kwanoPW Botha usehlulekile ukukhomba indlela. Sekuyisikhathi sokuba i-working class imtshela ukuthi akawabeke phansi amatomu adedele abaholi balelizwe boqobo bathathe lesihlalo ahleli kuso.

Sesibonile kuleminyaka emine edlule ukuthi izinhlangano zabantu abacindezelwe sezikhule zabananamandla. Ngokunjano sizibonile nezinyunyana zikhula zibananamandla. Asigcinanga ngokuzibona izinyunyana zenabisza izindima zazo zomzabalazo emafekthri, kodwa sibuye sazibona ziphonsa itshe esivivaneni emizabalazweni yomphakathi.

# 'Amandla abasebenzi atholakala ekuqineni kwabasebenzi efekthri'

Kodwa isivinini salemizabalazo besihamba ngesinqumo sabantu baleyomiphakathi.

Njengezinyunya besiloku sibona ukuthi indima yethu esemqoka isefekthri — sibona ukuthi ingumzabalazo wokulwa nobasi. Kodwa besiloku sazi ukuthi izingqinamba zasemsebenzini zingezombusazwe. Abasebenzi babona kudala ukuthi uma beholelw amaholo aphansi, loko kuyingqinamba yezombusazwe. Kodwa inklinga iwukuthi zixhumana kanjani izingqinamba zezomnotho nezombusazwe.

Sonke siyavumelana ngokuthi umzabalazo wabasebenzi efekthri awunakwehlukanisa nomzabalazo wonkana wenkululeko. Umbuzo obalulekile okufanele sizibuze wona ungukuthi uCOSATU uzoliphonsa ngandlelani itshe esivivaneni emzabalazweni wenkululeko yethu. Njengezinyunya sizamile ukuthuthukisa intshiseko kubasebenzi, hhayi yokwazi ngencindezeloyobandlululo lwebala kuphela, kodwa nangokuxhashazwa kwabo njenge-working class.

Njengezinyunya sesifake umoya emzabalazwenik cishe wonyaka wezombusazwe. Imizabalazo yethu emafekthri seiyivule isikhala esikhulu lapho umphakathi uzozabalazel kaona. Ngokuthintana nezinhlangano zomphakathi, sesinogqozi lomgom wenhlangano ephethwe abasebenzi esebezena ngentando yeningi. Kodwa umsebenzi wethu ungukuthuthukisa inhlangano phakathi kwabasebenzi kanye nobuholi obunamanda obuphethwe ngabasebenzi. Thina njengezinyunya kufanele sithathe izinyathelo eziqotho ukuze siqiniseke ukuthi yithina, esingabasebenzi, esihola umzabalazo.

Umsebenzi wethu ophuthumayo kunayo yonke uwukuqinisa ubumbano phakathi kwabasebenzi. Sinesifiso sokuba uCOSATU akhombie abasebenzi indlela eqotho kwezombusazwe. Uma kungukuthi abasebenzi kufanele bahole umzabalazo wenkululeko kusho ukuthi kufanele sibe ngabethembekile kwamanye amaqembu omphakathi. Kodwa uma kungukuthi sizobambisana nezinye izinhlangano zenqubekala phambili, loko kufanele sikwenze ngaphansi kwemigomo ezwelana nathi thina basebenzi.

Ukuze siqiniseke ukuthi sisungula ubambiswano

oluyinqubekelaphambili, kufanele siqine sibenamandla sibe ngabahlangene. Ngakhoke uCOSATU uzosihlanganisa ngaphansi kwefulegi elilodwa. Ukuze sikwenze loku kufanele sibambele emigomweni emihlanu eyisiza okwakhelwe phezu kwaso uCOSATU. Yonke lemigomo kufanele ibonakale ukusebenza kwayo ukuze kubumbeke ubumbano oluqinile nayikhona siyokwazi ukwelekelala kangcono emzabalazweni wenkululeko.

Uma sesingena kwezombusazwe, kufanele sakhe isiqiniseko sokuthi izinyunya zikaCOSATU zinenika eqinile ngaphakathi efekthri, hhayi ngenhloso yokulwa nabaqashi kuphela, kodwa nanohulumeni imbala. Umsebenzi wethu emzabalazweni uyoya ngokuthi sigqugquzelia inhlangano enamandla kangakanani.

Kufanele nakanjani sihlangane nezihlangano zombusazwe ezinomgom

wenqubekela phambili. Kufanele sibambisane nazo emikhankasweni ephilile. Akufanele singzinaki sishaye sengathi azikho. Kufanele siqikelele imfundo yabasebenzi, siqikelele nomsebenzi wethu emzabalazweni wezombusazwe. Kufanele sikhuthaze ukufakana imilomo phakathi kweCongress yethi nezinye izinhlangano zenqubekala phambili.

Kulezinsuku ezimbalwa ezizayo sizobe sicubungula izinqumo ezizoba yinkombandlala yomgwaqo ozothathwa uCOSATU. Sizobe sihlanganise amakhanda, hhayi ngokuthola isiqiniseko sokuthi siyangena ePitoli kuphela, kodwa nangenhloso yokuzuza impilo engcono yethu thina basebenzi bakulelizwe. Okufanele sikubonakalise kucace ukuthi selivukile ibhubesi elizoqhobozela noma yini evale indlela yalo. uCOSATU uyena ozokhomba indlela yeworking class yakulelizwe, kuphetha uCyril Ramaphosa.



Umdibanisi wecongress, uCyril Ramaphosa

# ABAHOLI BABASEBENZI

**T**hina bameleli bezinyunyana abakhona lapha siyazimisela ngokugcwele ngokwakha iSouth Africa ehlengene esebezena ngentando yeningi, ekhululekile ekucindezelweni nasekuxhashazweni kwezomnotho.

Siqala kanjaloke isandulelo somthetho-sisekelo omusha kaCOSATU. Lonke usuku lwesibili lokugcotshwa kweCongress lwasebenza ukucubungula umthetho-sisekelo owendlale izakhiwo ezahlukene zefederation, ezinye zazo okuyiNational Congress, neExecutive Committee nezakhiwozikaregion.

Isandulelo somthetho-sisekelo sibeka imisebenzi yefederation. Siqhubeka kanje:

Sikholelwka ekuthini leSouth Africa ehlengene esebezena ngezwi leningi ingatholakala ngaphansi kobuholi beworking class ehlengene. Umlando wethu sewusifundisile ukuthi ukuze sizuze lesifiso siyomelwa ukwenza lemisenbeni elandelayo:

● Ukugqugquzelabasebenzi abangakagqugquzeleki nokwakha izinyunyana eziqotho ezakhelwe ngaphansi kwemigomo yenlangano yabasebenzi esebezena ngezwi leningi emafekthri, ezimayini, ezitolo, emapulazini nakwezinye izindawozomsebenzi.

● Ukugqugquzelabasebenzi zezimboni kuzwelone (national industrial unions), ezithola izimali kumalungu angabasebenzi futhi ziphathwe yiwona ngezandia zamakomiti akhethwe ngezwi leningi.

● Ukuhlanganisa lezinyunyana zezimboni zibengaphansi kwefederation kazwelonek ephethwe abasebenzi.

● Ukuvimbauqheko phakathi kwabasebenzi baseSouth Africa kodwa bahlanganiswe babe yiworking class enamandla nezethembayo.

● Ukuhuthaza izinhlangano zabasebenzi ezsibenza ngentando yeningi nobuholi babasebenzi obusebenza kanjalo kuzo zonke izinhlangano zomphakathi wakithi sibe sihlangene namanye amaqembu entuthuko asemphakathini.

● Ukuqinisa nokukhuthaza uxhumano nobambiswano lwenqubekela phambili kubasebenzi bamazwe ngamazwe ukuze sisizane emizabalazweni yethu.

Siyabamema bonke labo abahambisanayo nalokuzimisela ukuba basijoyine nabasebenzi

esibamelele njengamaqabane (comrades) emzabalazweni esiya kuwo. Simema zonke izinyunyana ukuba zizabalazele ukuhlanganisa amalungu azo ngaphandle kobandlululo nokubukela phansi, ngakhoke sitathethisinqumo sokuthi lefederation izozama ngokuzimisela ukuthuthukisa nokuvikela izifiso zabo bonke abasebenzi futhi isiqubulo esingumhlengi walefederation kuyoba yisiqbulo somhlaba wonke jikelele sobumbano lweworking class esithi: 'An injury to one is an injury to all' okusho ukuthi, 'Inxeba koyedwa yinxeba kithi sonke'.

Masishane-nje emva kokwamukelwa kwesandulelo, kwaxoxwa ngegama lefederation kwangabibikho kuphikisana ngalo — kwathiwa yiCongress of South African Trade Unions.

Iningi lamaphuzu ayequkethwe umthetho-sisekelo oyisivivinyo amukelwa njengoba enjalo. Kodwa, noko kwenziswa izichibiyelo ezibalulekile mayelana nokwakhiwa kanye nezinqubo zokuvota kwiCentral Executive Committee.

INational Union of Textile Workers yaphakamisa ukuthi uma amalungu eCentral Executive Committee (CEC) engavumelani ngodaba oluthile ngalokoke kumelwe ukuba luvotelwe, kufanele ukuba luphasiswe uma luvotelwe amalungu eCEC awu-two-thirds noma angaphezulu. Amanxusa eNUTW achazela icongress ukuthi loko kuyisipiniseko sokuthi kuhlangenwe kakhlulu impela kwiCEC. Amanxusa eNUTW asho aqegebula athi imvamisa lezingqinamba ziokwamukelwa ngazwi linye kodwake lapho kukhona ukuphikisana khona akufanele ukuba ezinye izinyunyana zikwazi ukudonsa ngamakhala ezinye izinyunyana, asho kanje. Icongress yasamukela isiphakamiso seNUTW.

Ukuze iCEC ibenabameleli ngokufanele, ngaleyondlela iseibenze ngezwi leningi, iFood and Canning Workers Union yaveza umbono wokuthi izinyunyana ezinamalungu angaphezulu kuka 1 5000 zithole amanye amanxusa amabili ngaphezulu. Ngakhoke lezozinyunyana ezinamalungu angaphansi kuka-15000 ziyothola izihlalo czimbili kwiCEC kuthi lezo ezinkulu zithole czine. Kwalungiswa kanjalo nakumaRegional Executive Committee. Ekwenzeni lesiphakamiso mayelana nobukhulu

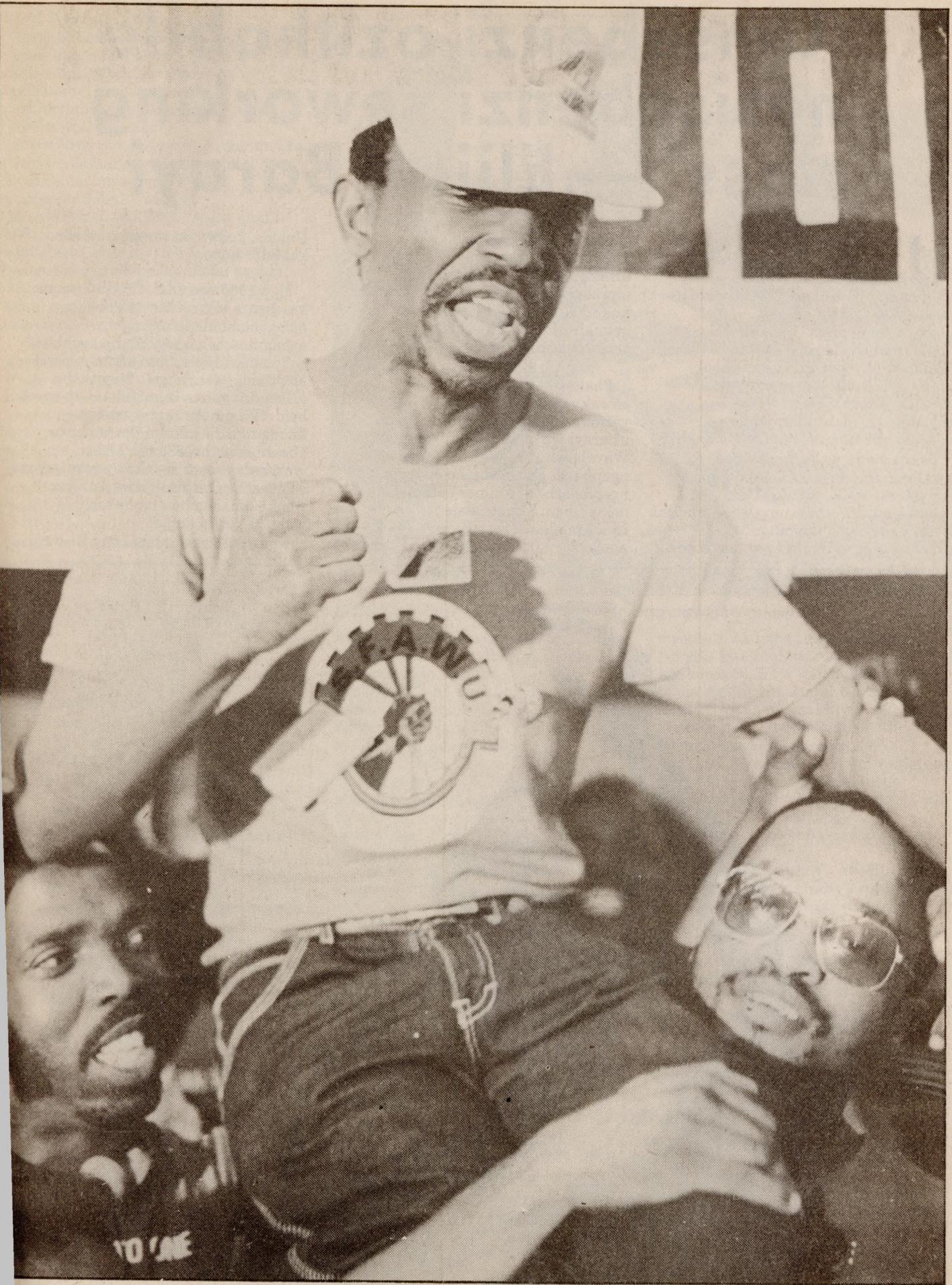
beCEC, iFCWU yathi loluguquko lusho ukuthi abameleli abangabasebenzi bazoba baningi ngendlela ekahle kakhlulu kanti futhi iyokhuthaza ukuba kugqugquzelwe izinyunyana eziningi ezinkulu.

Icongress yavuma futhi ukuthi unobhala jikelele uzobanekela lakhe. Ngesikhathi yenza lesiphakamiso, iMunicipal Workers Union of South Africa yathi, ngenxa yokuthi uCOSATU uyifederation enkulukazi kangaka, unobhala jikelele uyodinda usizo.

NgomGqibelo kusihlwa, emuva kokuphuthula umthetho-sisekelo, iCongress yahlangana yakhetha abaphathi zikhundla (office bearers). Iningi labo bakhetwa ngazwi linye. Icongress yavota kuphela ngesikhathi kukhethwa uvice-president wesibili ngoba lolokhetho lwalungenelwe amakhandidethi amabili — uRobert Gqwetha weSouth African Allied Workers Union noMakhulu Ledwaba weCommercial Catering and Allied Workers Union. Kwabakhona isasasa elikhulu ehhola ngesikhathi kumenyezelwa ama-office bearer. Yileyo naleyo yathwalwa emahlombe ithwalwa amalungu ezinyunyana zavo awabeka ngaphambili ukuba athathe izikhundla zavo esiteji sehhola.

Upresident wokuqala kaCOSATU kwaba nguvice-president weNational Union of Mineworkers, uElijah Barayi. Ovice-president ababili kwaba nguChris Dlamini (owayengupresident kaFOSATU) noMakhulu Ledwaba (upresident weCCAWUSA). UMaxwell Xulu onguvice-president weMetal and Allied Workers Union, wakhethwa waba nguttreasurer wefederation. UJay Naidoo, ongunobhala jikelele weSweet Food and Allied Workers Union wakhethwa waba ngeunobhala jikelele kaCOSATU kwathi uSydney Mafumadi weGeneral and Allied Workers Union wakhethwa wabayisekela likanobhala jikelele.

Enkulumweni yake emfushane, uJay Naidoo wathi uCOSATU ungumfutho obalulekile emzabalazweni wokuzikhulula kwi-apartheid nokuxhashazwa kwabasebenzi. 'Kodwa sidinga ukusebenza ngokuziphatha kahle nokuzinikela. Lefederation yakhiwe ngokuzinikela kwabantu esiza emuva kwabo ababekwi-ICU,CNETU, SACTU namhlanje sesinoCOSATU,' waphetha kanje.



vayengupresident kaFOSATU, uChris Dlamini, usenguvice-president wokuqala wefederation

# 'Umsebenzi ozithobile nesisebenzi seworking class' — Elijah Barayi

**U**mongameli wokuqala kaCOSATU, uElijah Barayi, wazalelw a eCradock eMpumalanga Koloni ngomhla ka-15 April 1930 ezalwa abazali abayi working class. Unabafowabo abahlanu nodadewabo ababili. Wafunda eLwana Primary School lapho aphothula khona izifundo zikaJC. Wasuka lapho waya eHealdtown Institution lapho aqedela khona umatric ngo-1951.

Isikhashana wake wasebenza kwaNdababantu ewumabhalane kodwa washeshe wesula. Uma ephawula uthi, 'kwakungewona ulayini wami njengoba lomnyango wawungungqaphambili emthethweni

olimazayo we-apartheid'. kwabaneminyaka embalwa lapho uBarayi athola ubunzima efuna umsebenzi okwenza ukuthi phakathi kuka-1951 no 1953 aqhubeke nokukhuthalela imisebenzi yezinhlangano zendawo eCradock.

Phakathi kuka-1953 no 1960, okwakuyiminyaka yezinxushunxushu eSouth Africa, uBarayi wayeloku ebamba amatoho. Wavalelwu izinyanga eziyisithupha ngaphansi kwemithetho ebucayi ngesikhathi uhulumeni ethelekela noma ubani okhuthalele izinhlangano. Yize uBarayi ayazi ngeSouth African Congress of Trade

Unions, kodwa wayengakhuthele kakhulu kuyo.

Ngo-1960 wasuka eCradock waya kosebenza eState Mines eBrakpan njengomabhalane. Njengoba ayengumsebenzi wejoyini wayehlala enkomponi ehola 'into efana nopondo abahlanu ngenyanga'. Wayithola ezimayini yonke inkohlakalo ye-apartheid. 'Yilaphoke lapho ngabona khona ukuthi inkululeko yabantu abamnyama baseSouth Africa iyo zuwza yiworking class ngoba yiyona ecindzelwe nexhashazwa kunawo wonke amaqembu omphakathi wakithi,' usho kanje.

Ngo-1969 washintshelwa eElsburg



Upresident kaCOSATU, uElijah Barayi

Gold Company eWestonaria.  
 Wahlala lapho kwaze kwashaya u-1973  
 wabe esejoyina iBlyvooruitzicht  
 Gold Mine eCarltonville waba  
 ngumabhalane. Ngo-1976  
 wakhushulelw esikhundleni sokuba  
 yipersonnel assistant —  
 okuyisikhundla asibambile nanamuhla.  
 Uthi 'uxhumano lwangempela'  
 lwakhe nezinyunyana kwaba  
 ngolwe National Union of  
 Mineworkers ngo-1982. 'Ngesikhathi  
 uWiehahn ememezela ukuthi  
 abasebenzi abamnyama bangazakha  
 izinyunyana, yilaphoke lapho saqala  
 khona ukusungula inhlango  
 ezimayini. I-NUM yafika  
 sesiyilindele,' usho kanje.

'Ngayijoyina iNUM ngoba  
 abasebenzi beholelwa amankinathi.  
 Futhi kuyiqiniso ukuthi  
 ngenyunyana angalwelwa amalungelo  
 abasebenzi, kuzuze isithunzi sabo  
 babuyelwe ukuzihaya kwabo. Futhi  
 ngenyunyana ngingasifaka isandla  
 emzabalazweni wenkululeko yabantu  
 baseSouth Africa abasebenzayo',  
 washo kanje.

Ubarayi wakhethwa waba uvice-  
 president kwiCongress yokusungula  
 iNUM ngo-1982. Uyisilomo esikhulu  
 kubasebenzi bonkana. Ungumholi  
 osebenzisa izilinganiso.  
 Akaziqhayisile futhi uzithobile.

Ubarayi wahola esinye seziteleka  
 esikhulu kunazo zonke ezake  
 zabakhona eCarltonville  
 ngesikhathi kuteleka abavukuzi  
 abawu-30 000 ngomhla ka-17 no 18  
 May kulonyaka bezwelana namashaft  
 steward amabili ayexoshiwe.  
 Akakuthandi ukuqhathaniswa  
 nomunye umuntu. 'Ungumsebenzi  
 ozithobile nesisebenzi seworking class'  
 uma sisebenzisa amazwi akhe.

**Ukuqhama kwakho isigubhukane  
 njengomongameli kaCOSATU  
 kungabe kuyithikamezile impilo  
 yakho?**

Yebo ngokusobala manje sengethweswe  
 izinto ezintsha eziningi  
 ezingicindezelayo. Kodwa angiguqukile  
 neze. Impilo engiyiphilayo isefana.  
 Ngisamelwe ukusebenza usuku  
 olugewe.

**Njengomongameli uzbiona  
 njengomuntu ozithathelayo  
 izinqumo noma njengomuntu  
 owenza ififiso zabasebenzi?**

Ngiyisisibeni sabasebenzi.  
 Ngakhethelwa ukuqhubela phambili  
 izifiso zabo. Njengomholi  
 ongumsebenzi kungumsebenzi warni  
 ukubona ukuthi ififiso zabasebenzi  
 ziyahthuthukiswa.

**Uma ucabanga iyiphi inselele  
 esemqoka kunazo zonke  
 obhekene nayo njengomongameli?**  
 Okokuqala ukubona ukuthi  
 izinyunyana ziyahlangana ukuze



*U-Elijah Barayi ukhonjiswa izihlwle engqungqutheleni yerali*

kubekhona izinyunyana zezimboni  
 kuzwelone. Okwesibili, yikhona  
 ifederation izosebenza  
 ngokubumbana ngokuba amalocal  
 namaregion aqale ukusebenza  
 ngamandla. Ngalendlela amapolicy  
 kaCOSATU angasebenza  
 ngempumelelo. Okwesithathu,  
 ukuqgugqquzela labobasebenzi  
 abangakagqugquzeleki abangakabi  
 ngaphansi kwalefederation yethu  
 okwamanje. Ngamatoshane, ukuvivisa  
 iworking class yonkama yiyona  
 njongo esiyiphokophelele ebaluleke  
 kunazo zonke.

**Yini oyithatha njengengxene  
 yomsebenzi wakho olukhuni  
 kunayo yonke?**  
 Wukwenza zonke izinyunyana  
 zisebenze ngokubambisan. Siseyingane esanda kuzalwa. Sidinga  
 isikhathi sokuhlanganisa amazinga  
 aehlukene ezakhiwe zikaCOSATU.

**Ungahle ucacise ukuthi uCOSATU  
 angasuka lapha agcine kuphi  
 kwenzombusazwe?**  
 Kunento eyodwa esobala. Thina  
 ngengosozinyunyana sithintekne ngqo  
 yinqubo yezombusazwe waseSouth  
 Africa. Ngakhoke asisoze  
 sazehlukanisa nomzabalazo  
 wezombusazwe. Ipolicy kaCOSATU  
 kwezombusazwe ayikathathelwa  
 izinqumo, ngakhoke uhlelo lwezinto  
 esiyozenza luyocaciswa kuhela uma  
 sekuthathwe lesosinqumo. Kodwa

siyothathwa isinqumo sokufaka  
 isandla kwezombusazwe, okuyoya  
 ngalolodaba, uma kungolwelocal  
 noma ngolukanational, isinqumo  
 siyothathwa yilesosakhiwo esifanele  
 sefederation. Ubudlelwane bethu  
 nezinye izinhlangano buyoya  
 ngokuthi ziyavumelana yini nezinhoso  
 nezinjongo zethu. Akukho lutho  
 olunye engingalusho olwedlula ukuthi  
 uma uCOSATU esenepolicy  
 ayamukele kwezombusazwe.

**U-COSATU usebizwe abahlaziyi  
 bakahulumeni nabanye ngokuthi  
 uwuphondo lwe-ANC wabuye  
 wabhecwya ngokuthi  
 uyhlangano yobukhomanisi.  
 Uthini ngaloko, ungahle ucacise  
 ngobudlelwane benu ne-ANC, UDF  
 nezinye izinhlangano?**

Loko okushiwoyo akunalo iqiniso.  
 Bashesheshe basho. Bakususelaphi  
 loko? Uhulumeni akanamqondo  
 kakhulu uma efisa ukusho loko. U-  
 COSATU uyifederation yezinyunyana  
 ezimele ngokwayo emelele  
 amalunga awuhhafu wesigidi.  
 Asixhumene nanoma iyiphi  
 inhlango. Ubudlelwane bethu  
 nezinhlangano zentuthuko  
 buyothathelwa isinqumo ngesikhathi  
 sibhunga ngepolicy yethu mayelana  
 nezombusazwe. Kodwa kuifanele  
 silibeke ngembaba elokuthi  
 uCOSATU, njengenhlangano  
 yabasebenzi uyobeka phambili loko  
 okuyizifiso zabasebenzi.





**U**-COSATU sonyuka naye'masingena enkululekweni kwasho abasebenzi ababebalelw phakathi kuka-8 000 no-10 000 bevuma ingoma ngomhla ka-1 December enkundleni yeRugby eKings Park, eThekwini engqungqutheleni yerali yokugubha ukuzalwa kwefederation entsha — uCOSATU.

Lenkundla evamise ukubuka amaqembu erugby amabili ebambene phezulu yazi thola ibuka into eyehluke kakhulu ngalolusuku. Amaqembu ngamaqembu amakhulu abasebenzi ababecula babebhethekisa amafulegi agqame ngemihalabala bewumshungu behla benyuka enkundleni ngaphambi kokuvulwa kwerali.

Amafulegi kwakungawe National Union of Textile Workers, General Workers Union, Commercial and Catering and Allied Workers Union, Transport and General Workers Union, Sweet Food and Allied Workers Union, Metal and Allied Workers Union, National Union of Mineworkers, Food and Canning Workers Union neChemical Workers Industrial Union.

Kwalona ifulegi elikhulukazi

likaCOSATU lalibonakala lehla lenyuka enkundleni. Kwathi ngesikhathi efika umongameli omusha kaCOSATU, uElijah Barayi, abasebenzi bamthwala emahlombe bezungeza inkundla.

Ngaphambi kokuba umongameli kaCOSATU ethule inkulumo, abasebenzi balalela umculo wamakwaya amabili — elinye lawo kungelakwa Kellogs eSprings (elibizwa ngeK Team) elinye kungelakwaFrame eLadySmith. I-K Team yakula amaculo amanangi eyawaqopho erekhodini likaFOSATU.

Emi ngaphansi kwamafulegi ayebhalwe ukuthi amasosha namaphoyisa mawaphume aphele emalokishini nelinye elalithi makadedele uMandela, uElijah Barayi wanikeza uhulumeni izinyanga eziyisithupha zokuba abulale imithetho yampasi.

'UPW makawaqede amapasi. Makawakhiphe lamasosha ingakathungeleki indlu. Sithi kuPW makadedele iCOSAS ekuvalweni ngoba ayinacala. Zonke lezimpawu zikhombisa ngokusobala ukuthi uPW Botha nohulumeni wakhe sebehlekile ukubusa lelizwe. Sithi

kuPW nobhululu bakhe mabaziyeke izikhundla zithathwe abantu ezibafanele ngeqiniso,' washo kanje.

Ekuqaleni enkulumweni yakhe uComrade Barayi wathi umnotho walelizwe usenyakanyakeni ngenxa yokuthi lelizwe libuswa amacriminal.

'UJB Vorster waboshwa iminyaka emibili nohhafu ngokwelekelela amaJalimani. Emuva kwaloko waba ngundunankulu wagcina engumongameli. Ngo-1943 uPW Botha wayezungeleza izikole ezama ukuba kufakwe ulimi IwesiBhunu. Kodwa namuhla uma izingane sezithi azisifuni isiBhunu ezikoleni ziayadutshulwa ngamaphoyisa,' kuqhuba uComrade Barayi.

Ephawula ngokufakwa kwezimali kuleli (disinvestment), uComrade Barayi wabagxeka 'abaholi bamabantustan' ngokuhamba behla benyuka bezungeleza umhlaba bethi abantu abamnyama bayokhinyabekwa uma izinkampani zingayifaki imali.

'Nginalomyalezo kulezincelebane zamabantustan — igazi labantu abamnyama nezinyembezi zabantu abamnyama ziyobuzwa kini,' kuphetha uComrade Barayi.

# ONE COUNTRY ONE FEDERATION



**Y**anele yaphela irali yabasebenzi eKings Park Rugby Stadium, amanxusa aphuthuma emuva kwiCongress aya kobhunga ngezinqumo eziningi ezafizakwe yizinyunya ezeluke.

Kodwa okokuqala kwafanelu ukuba kuthathwe isinqumo ngesimboli. Ayemahlanu amasimboli okwakuzokkhethwa kuwo. Iningi lamanxusa lakhetha isimboli enezimpawu ezintathu. Amanxusa abesimame agcizelela ngokuthi olunye uphawu malushintshwe lubengumuntu wesimame ukuze lumelele ukubaluleka kwabasebenzi besimame emzabalazweni. Elinye inxusa laveza umbono wokuthi makwenezelwe isiqubulo sefederation esithi, 'An injury to one is an injury to all'. Ngakhoke ekugcineni kwanqunywa ukuba kucelwe umdwebi ukuba ayidwebe kabusha isimboli ukuze ilungelane naalemibono. Manjenake iyokwethulwa emhlanganweni wokuqala weCentral Executive Committee.

Kuleliqophelo lesikhathi secongress, isikhathi sasesibalekile ngakhoke ama-office bearer aveza umbono wokuba kudingidwe ingxenye yezinqumo ezazethuliwe kuthi ezinye zidluliselwe kwiCEC. Kusihla ngeSonto kwakuxoxwa ngalezinqumo. Izinqumo ezaphasiswa ziphathelene nezinto eziningi

ezeluke. Phakathi kwazo kwaba yizinqumo ezekela zonke izindlela zokuba iSouth Africa inswinywe amazwe ngamazwe, nesimemezelu sokuba kuhoxiswe isimo esibucayi, ukuba kubekhona ilungelo lokuteleka nelokuqapha nokuba kubenesinqumo somholo ophansi. Ezinye izinqumo zigxeka inqubo yamabantustan, nenqubo yabasebenzi bejoyini nokuxhashazwa okuphindwe kabilu kwabasebenzi besifazane. Lapha ngezansi siloba ngokugcwlele izinqumo ezaphasiswa kulecongress.

## ABASEBENZI BEMVUME (MI- GRANT LABOUR)

Lefederation iyabona:

- Ukuthi imithetho yampasi yakhiwa umbuso we-apartheid wenzela ukwelusa nokujivaza impilo yeworking class eSouth Africa.
- Ukuthi imithetho yampasi neyezimvume yasebenza ukuquinisa isandla songxiwankulu nokuxhaphaza nokucindezelu iworking class ngesikhathi befuna ukukhiqiza inqwaba yezinzozo.
- Ukuthi ubunzima kwezomnnotho nomphakathi obudalwa yinquo yabasebenzi bemvume budidiyele ukwehlukana kwempilo yeminden nobudlelwane.
- Ukuthi inqubo yabasebenzi bemvume iqonde ukuqhubeka yehlukanise abasebenzi

abacindezelwe nabaxhashazwayo kubekhona nasemazweni abayizakhamuzi nabangamagoduka.

5. Ukuthi uma lombuso we-apartheid uphikelela nokwexwayisa ukusenda abasebenzi bemvume baphindlele ezabelweni nasemazweni angomakhelwane;

Ngakhoke ithatha isinqumo:

- Sokulwela ukuba inqubo yabasebenzi bemvume ikhanselwe kanye nemithetho yampasi nezimvume.
- Sokulwela ilungelo labasebenzi lokuba basebenze noma yilaphi lapho bethanda khona nokuhlala neminden yabo lapho bethanda khona nokuba banikezwe izindlu ezinhle.
- Sokumemezelu isiteleka sikazwelonek uma umbuso we-apartheid uqhubeka nesexwayiso sawo sokusenda noma yimuphi umsebenzi wemvumo.

Saphakanyiswa yiNational Union of Mineworkers.

## UKUNTULEKA KWEMISEBENZI

Njengoba sikhola:

Ukuthi bonke abesilisa nabesifazane banelungelo lokusebenza.

Njengoba sibona:

- Ukuthi ngaphansi kwezimo . zobungxiwankulu zokuxhaphaza, ukuntuleka kwemisebenzi kuyinto ekhona ngempela ebhekene nalowo nalomsebenzi ngazo zonke izikhathi.
- Ukuthi labasebenzi abangasebenzi basetshenziswa obasi njengamarizeva abasebenzi okucindezelu umholo ophansi nokucashunwa kuwona ukuba ayovala izikhala uma kutelekiwe.
- Ukuthi izifiso zabo bonke abasebenzi ziyeefana, abasebenzayo nabangasebenzi — kufuneka ilungelo lokuthola umsebenzi oholela umholo ophilile.
- Ukuthi ubumbano lwabasebenzi abasebenzayo nabangasebenzi luyisidingo emzabalazweni wokulwa nokuthatha imisebenzi yabateleki nasekuqhubeni umzabalalo welungelo lokusebenza uhole umholo ophilisayo.
- Ukuthi ngaphansi kwezimo zobungxiwankulu nezokuxhazawa, ukuntuleka kwemisebenzi kuyinto ekhona ebhekene nabasebenzi ngazo zonke izikhathi futhi kuwukumosha amandla abantu angabe ayasetshenziswa akulelizwe.

Njengoba sibona futhi:

- Ukuthi kunezigidi zabasebenzi abangasebenzi eSA — okuyisibalo esikhulayo nsukuzonke ngenxa yemidilizo.
- Ukuthi ukusetshenziswa kobuchwepheshe obusha ngenhlosu yokwakha izinzozo kwenza sonke isimo sokuntuleka kwemisebenzi siye ngokubasimbi. Loku kubuye koniwe kakhulu ukucindezelwa okuqhamuka kubaqashi befuna umkhiqizo ophezulu.
- Ukuthi abanangi sebeyalilahla lonke ithembala lokuthola imisebenzi ebafanale kulesikhathi esiseduze.
- Ukuthi izinkulungwane zalabo abaphuma ezikoleni abanalо ithembala lokuthola umsebenzi ngakhoke abanayo indlela yokuthola izinzozo ze-UIF.

5. Ukuthi abasebenzi abeswele imisebenzi abagqugquzelwa eSA.

Ngakhoke leCongress ithatha isinqumo:

1. Sokulwa siyiqemba elihlangene sivikele yonke imisebenzi esengozini yemidilizo; sokulwa nokuvalwa kwamafekthri; sokulwa-kusukela ezingeni lokupulana — silwele ukuba sibekhona ekusingatheni nasekusetshenzisweni kobuchwepheshes obusha (new technology). Silwe nayo yonke imizamo yabaqashi yokwenza abasebenzi basebenze kanzima kunakuqala nemizamo yokucaza umkhqiqizo, ngoba ngokwenkambiso yanamuhla lento idonsela ekuntulekeni kwemisebenzi ngaso sonke isikhathi.
2. Sokukhankasela isonto elingama-awa awu-40 ngomholo ophelele nokubulawa kwe-ova.
3. Sokulwela izinzuzu zokungasebenzi ezingakhokhelwa kodwa ezikhushuliwe nokuba lezinzu zikhokhelwe eSA.
4. Sokulwela isikhwama sokuziphilisa okwesikhashana, ngapezu kwezinzu zokweswela umsebenzi, nokwelekelewa ngerenti, nokugibela nokwelashwa kwabo bonke abasebenzi abangasebenzi.
5. Sokulwela ukuba uhulumeni asungule uhlelo lukazwelonek lwemisebenzi yomphakathi oluvezza imisebenzi kulabo abeswele imisebenzi noluzothuthukisa amasevisi nezidingo emiphakathini yeworking class.
6. Sokulwela ukuba kucazelwane ngomsebenzi ngomholo ophelele njalo uma abasebenzi bebhakene nemidilizo.
7. Sokusungula inyunya kazwelonek yabasebenzi abeswele imisebenzi ibe yi-affiliate egcwale yalefederation entsha ilwele ukuba laziwe ilungelo lokuthi bonke abantu bafanole ukusebenza bavikeleke.
8. Sokuzabalazela inqubo eyifeya esebezena gentando yeningi neyokwabelana kwezombusazwe nakwezomnotho.
9. Sokwelekelela ngokugcwele imizamo yabasebenzi abadiliziwe nabaxoshiwe ekusungulweni kwemisebenzi yokubambisana (co-operatives) eyosebenza ngaphansi kwemigomo kaCOSATU.

Isinqumo esihlanganyelwe.

## UMHOLO KAZWELONKE OPHANSI OPHILISAYO

Njengoba sibona ukuthi:

1. Ingingi labasebenzi baseSouth Africa lihola amaholo endlala ngenxa valenqubo esebenzayo njengamanje kwezomnotho, ukukhuphuka kwamanani entengo nsuku zonke (inflation) kwenza ukuba ithi leyomadlana encane abanayo abasebenzi iye ngokungakwazi ukuthenga.
2. Abaqashi baseSA bayaqhubeka nokwakha izinzuzu eziyinqwaba futhi ezingafanele neze uma kuqhathaniswa nabarqashu hakwamanye amazwe ongxiwankulu.
3. Izigidi ngezigidi zabasebenzi azivikelekile nakancane ngezingumo zomholo ophansi.
4. Udaha lomholo ophilisayo lungelinye lamaphuzu anamandla kunawo wonke ekugqugquzeleni labo

abangakagqugquzelwa.

Ngakhoke sithatha isinqumo:

1. Sokuthi iCentral Executive Committee isungule ngokushesa loko abasebenzi abakubona ukuthi kungumholo ophansi ophilisayo.
2. Sokuqala umkhankaso sibambisene nezinye izinhlangano nezinyunyana zentuthuko kulelizwe ozoghubeke njalo wokulwela bonke abasebenzi baseSA umholo kazwelonek ophansi ophilisayo ophoqwe ngokomthetho, ozolwelwa ngokuba enye yezindlela kube ukulwa kuleyo naleyomboni ngezinyathelo eziyothathwa abasebenzi nangezingxoxo zokuthi lowomholo ophansi ophilisayo ukokhellele yibo bonke abaqashi.
3. Sokulwela ukuba lowomholo ophansi ophilisayo uhambisane nokukhuphuka kwentengo.
4. Sokuzabalazela ukuba iqedwe iGST kuzo zonke izimpahlia eziyisidino futhi zonke izimali ezibanjwa emholweni ezifana nezesikhwama se-UIF zisingathwe abasebenzi, njengoba zikhokhwa abasebenzi kodwa zisetshtenziswa ekulweni nabasebenzi wuhulumeni wobandlululo olwa nabasebenzi.
5. Sokulwela ukuvula wonke amabhku azo zonke izinkampani yikhona abasebenzi beyozibonela kahle ukuthi umcebo abawukhiquzile usaphazwa kanjani nokuthi useshtenziswa ngazindlela zini ezingafanele yinquo yabaqashi yezinzu, ngakhoke ngaleyondlela bangadimanda isabelo sabo esigcwele somcebo abawukhiquzile. Uma umcebo ungatholakali, loko kuyobonakalisa ukuthi ukuphatha kwabaqashi kuyehluleka besekuqina umgomu wokuphatha kwabasebenzi nokuphatha komkhiqizo.

Saphakanyiswa yiCCAWUSA.

## ABESIMAME

Njengoba lefederation ibona:

1. Ukuthi abantu besifazane bagqilazeke kabili ngokuxhashawa njengabasebenzi nagokucindezelwa njengabantu besimame nokuthi abesifazane abamnyama babuye babandlululwe ngokwebala;
2. Ukuthi zimbalwa izinhlobo zemisebenzi ekhethelwe abantu besifazane, lapho benza khona imisebenzi eyisidina newukuphindaphinda into eyodwa beholelo imali encane futhi ngokujwayelekile bahola umholo ongalanganai nowabesilisa.
3. Ukuthi ngenxa ye-ova nokusebenza ebusuku, abasebenzi besifazane basesimweni sokuthola izingozi eziningi ngesikhathi behamba;
4. Ukuthi abasebenzi besimame bavamise ukulhushwa befunwa isinene uma begashwa nasemsebenzini.
5. Ukuthi ingingi labasebenzi besimame eSouth Afica balahlekelwa yimisebenzi uma behkulelwaa;
6. Ukuthi abesimame abakhulelwae bavamise ukusebenza ngaphansi kwezimo eziyingozi kubona nasenganeni yabo esesiswini.

Ngakhoke sithatha isinqumo sokulwa:

1. Nako konke ukuphatha kwabantu besifazane emsebenzini ngendlela engafani nangobandlululo, emphakathini

nakwifederation;

2. Silwele ilungelo elifanayo kubantu besifazane nabesilisa emsebenzini oholelayo, njengento ebalulekile enhlosweni yokuba abantu bathole imisebenzi ngokugcwele abazikhethelo yona ngokukhululeka;
3. Silwele umholo olinganayo kuyo yonke imisebenzi elinganayo — ubungako bomsebenzi kube yisinqumo sabasebenzi besifazane nabesilisa abagqugquzelele bona uqobo;
4. Silwele ukuhlelwa kabusha komsebenzi yikhona abesimame nabesilisa beyothola ithuba lekhono lemisebenzi eholela ngokufanayo;
5. Silwele ukunakekelwa kwezingane nezidingo zabasebenzi ukuze kubelula kubasebenzi ukuhlanganisa loko okungumthwalo wasemsebenzini nokungumthwalo wasekhaya;
6. Silwele amalungelo agcwele okubeletha, afana neholide lokuyobeletha eliholelayo kubantu besifazane nabesilisa kanye nokuvikeleka komsebenzi;
7. Silwele ukuvikela abesimame nabesilisa kuyo yonke inhlolo yemisebenzi ebonakala ukuthi iyingozi kubo, efana nomsebenzi ongahle ubenze bangasakwazi ukuthola abantwana;
8. Nokuhushwa ngokufunwa isinene noma kungabe kwenzeka ngandelani;
9. Silwele izinto zokuhamba eziphephile zabasebenzi abasebenza i-ova nabenza i-night shift.

Manjaneke siyazimisela:

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1. Sokugugquzela udubo lwayo yonke imigubho yekhulu leminyaka;
2. Sokwenza isiqiniseko sokuthi zonke izinyunya ezingaphansi kwephiko likaCOSATU zakhe olunye uholelo lokuggamisa iminyaka eyikhulu yokuxhashazwa nokucindezelwa eGoli ikakhulukazi embonini yezemayini.

Saphakanyiswa yiNUM.

## UKUHLANGANA KWEMIBUSO EZIMELE (FEDERALISM)

LeCongress njengoba ibona ukuthi:

1. Umlando obuhlungu waseSouth Africa wokusebenza ngezimboni nokuxhashazwa sewakhe isizwe esisodwa.
2. Imizamo yombuso we-apartheid wokusungula nokuvuselela amazwe awehlukene nezizwe ezechlukene eziyohlanganisa ngaphansi kwenqubo ehlanganisayo (federal system) kuyinkohliso futhi akusebenzi ngentando yeningi.
3. Inhlosa yalefedaral system ehlongozwayo iwukugcina amandla ombuso nokuphathwa kubesezandleni zalelidlanzana elibusayo nokuqhubezela phambili inqubo yokucindezela nokuxhaphaza.
4. Intu efunwa yiwo wonke amaqembu entuthuko nawentando yeningi eSouth Africa umbuso ohlangene onomgomgo ka-One Person One Vote.

Ngakhoke ithatha isinqumo:

1. Sokusichitha kwaphela njengenkohliso lesixazulilo esisha esiyifederal (esihlanganisa ohulumeni abazimele).
2. Sokuyibeka ngembaba inkolelo yethu yombuso ohlangene ngaphansi komgomgo ka-One Person One Vote.
3. Sokuphophelela ukubulawa kwazo zonke izinto eziwuthango oluvimbile nalo lonke uqhekeko ukuze sibemunye ngokunganaki ulimi, nohlanga nenkolo.

Futhi sikhola ukuthi:

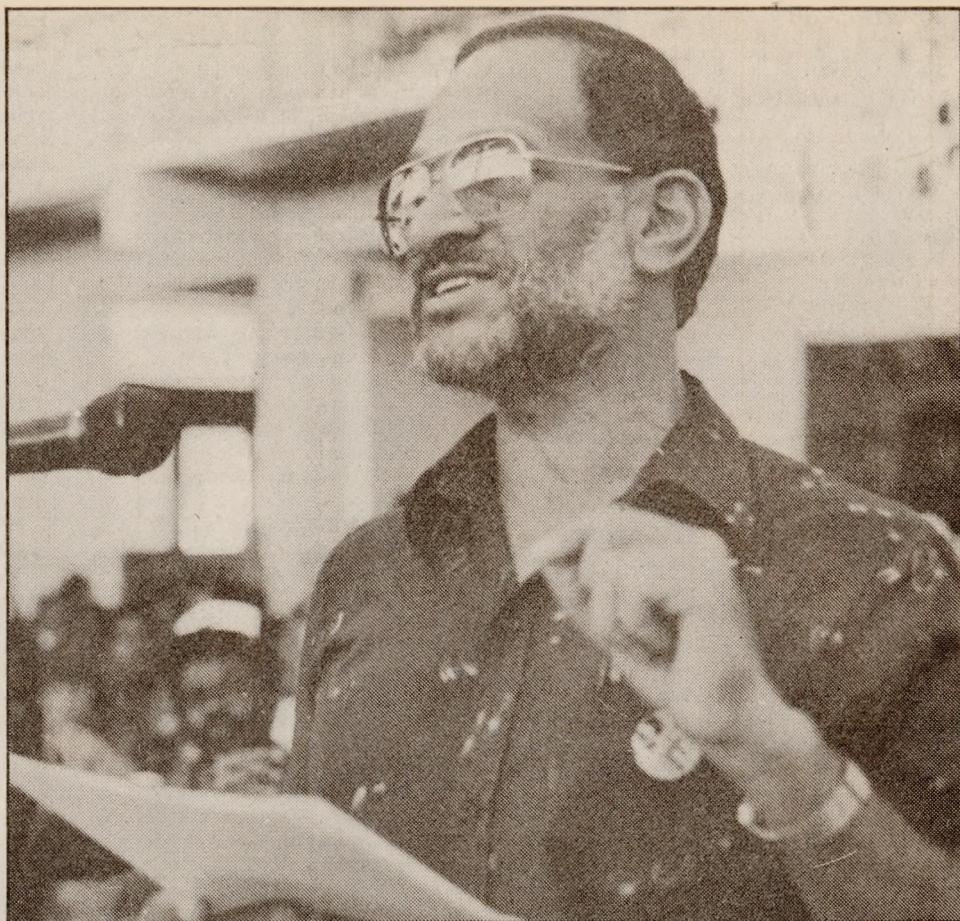
Wukuhlangana kwabo bonke abantu baseSouth Africa kuphela okuyosenza sikhazi ukubumba kabusha ilizwe lakithi elinothile sikhazi ukwelekelela kwangempela ekugqashuleni amaketanga obuphofu abophe i-Africa nokuxhashazwa ngakwezomnotho.

Saphakanyiswa yiSweet Food and Allied Workers Union.

## UNSWINYO (DISINVESTMENT)

LeCongress:

1. Ikhola ukuthi zonke izinhlobo zokucindezelwa kukahulumeni waseSouth Africa amazwe ngamazwe — sekuhlangen nokungazifaki izimali kuleli nomu nokwexwayisa ukungazifaki — kuyindlela eyisidindo nenozwela yokucindezela umbuso waseSouth Africa futhi loko siyakweseka.
2. Futhi ikholwa ukuthi uma lohulumeni eloku engashintshi ezinqubweni zakhe



*UFred Sauls uyaphawula kwicongress*

zokubandlulula ngokobuzwe, nezokulwa nentando yeningi nezokulwa nabasebenzi, lolucindezelu luyomelwa ukuqhubeleka njengento ebonakalisa ukuzwelana nomzabalazo wethu wokukhuleka ekuxhashazweni nasekucindezelweni.

3. Isenza sizimisele ngokuqiniseka ukuthi umcebo womphakathi waseSouth Africa uyohlala uylifa labantu baseSouth Africa ukuba usinze bonke abantu bakhona kanti futhi isenza sizimisele ngomgomgo wezinyathelo zobambiswano lwe-working class yamazwe ngamazwe njengenholo yobambiswano olunamandla kakhulu emzabalazweni wethu.

Saphakanyiswa yiCommercial Catering and Allied Workers Union of South Africa (CCAWUSA).

## ISIMO ESIBUCAYI (STATE OF EMERGENCY)

Njengoba lenkomfa ikholwa:

1. Ukuthi ukumenyezelwa kwesimo esibucayi kusetshenziswe ngenhloso yokuphaka impi yokucindezelwa wonke amaqembu emiphakathini eggilaziwe nangenhloso yokuzama ukubulala izinhlangano zentando yeningi.
2. Ukuthi isisusa sodlame eSouth Africa ukubakhona kwenkambiso ye-apartheid nokuthi asoze kwabakhona ukuthula uma

isekhona.

Ngakhoke ikhipha isimemezel:

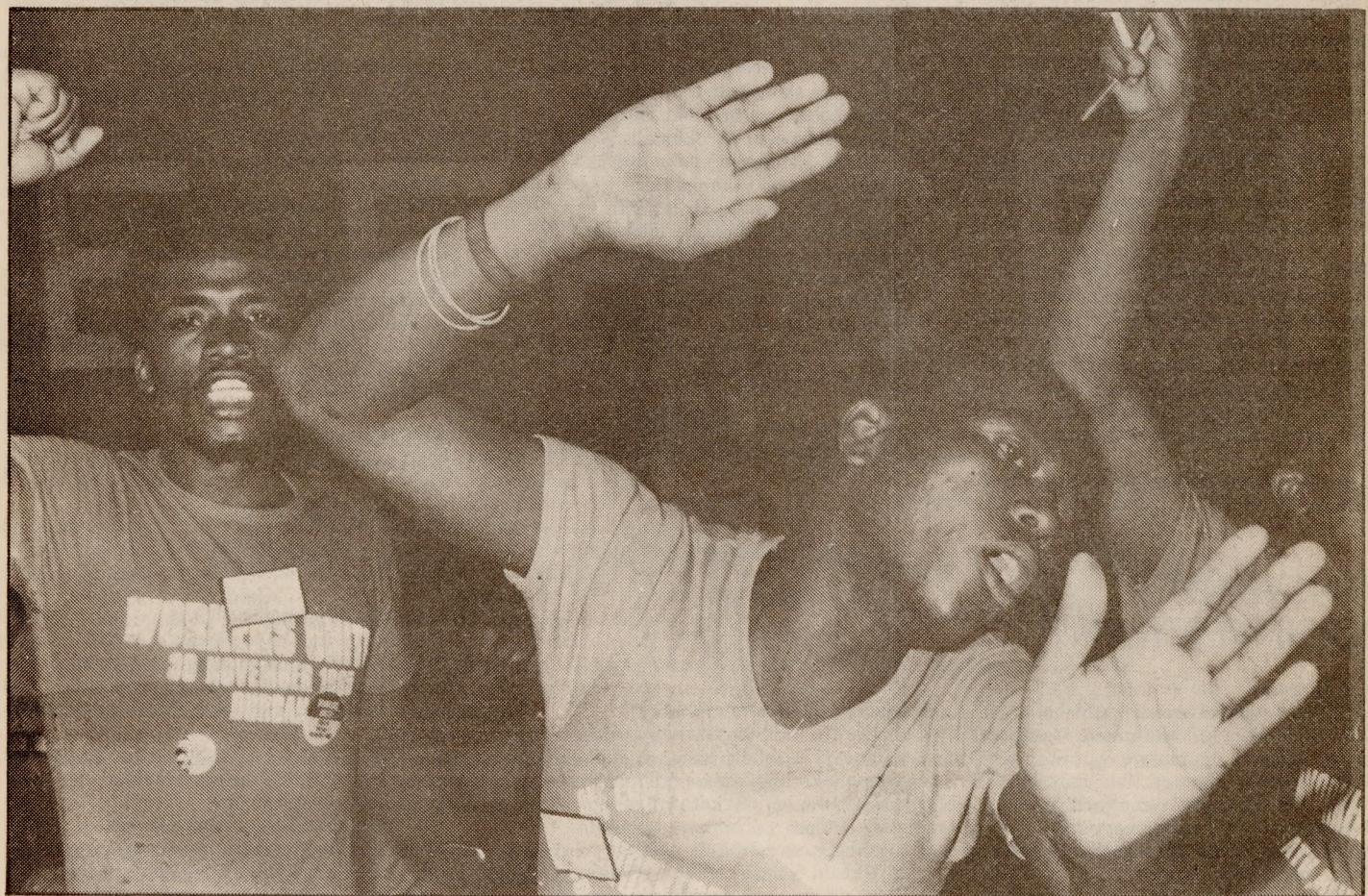
1. Sokuthi masihoxiswe ngokushesha isimo esibucayi.
2. Sokuthi mawakhishwe amasoha nabo bonke labo abangabavikeli be-apartheid emalokishini.
3. Sokuthi mabakhululwe ngaphandle kwemibandela bonke ababoshelwa ezombusazwe nalabo abasabhadiwe ezitokisini, kuhoxiswe ukuvalwa kwalabo abathile abavalwe imilomo nezinlangano, loko kuge umhlahlandela wokwakhiwa kweSouth Africa yentando yeningi okuyophilwa kuyo ngokuthula nokunethezeka.

Saphakanyiswa yiGeneral and Allied Workers Union.

## ILUNGELO LOKUTELEKA

Lefederation njengoba ibona:

1. Ukuthi isiteleka siyilungelo loqobo futhi siyisikhali esiyisidindo seworking class emzabalazweni wabasebenzi uma belwa nezimo ezimbi zokusebenza namaholo aphansi.
2. Ukuthi isiteleka samukelekile kumazwe ngamazwe omhlaba njengengxenye eyisidindo ezingoxweni.
3. Ukuthi ukuzihlanganisa nanoma iyiphi inhlangano, nombuthano nokuqapha uma kutelekiwe nako kungamalungelo asemqoka kumazwe ngamazwe omhlaba emzabalazweni wasemsebenzini.



*Abasebenzi babebuye bathole isikhathi sokucula ngesikhathi sekhefu kwicongress*  
Dkhasi 16

- Ukuthi ukwephula noma ukunswina lalamungelo kuyisithikamezo ezifisweni zabasebenzi kwezenhlalakahle nakwezomnotho.
- Ukuthi ilungelo lokuteleka lisingqiwe ngokweqile eSouth Africa.
- Ukuthi esitelekeni kudingeka inhlobo yomzabalazo esebezena ngezwi leningi.
- Ukuthi ukuqapha kuyingxenyenye yesiteleka okwenzelwa ukubonisa abanye abasebenzi ukuthi mabangasibhuntshi isiteleka.
- Ukuthi abasebenzi abenza imisebenzi eyisidingo (essential services) abavunyelwe ukuteleka uma belwela amadimandi abo.

Ngakhoke ithatha lesinqumo:

- Sokuquhubeka noma kumnyama kunzima nomkhankaso oyovumela abasebenzi ukuba bathole inkululeko egewe yokuqihlanganisa nanoma iyiphi inhangano, nombuthano nenkululeko yokuqapha uma kutelekiwe. Loko kudinga ukuba zonke izinhlobo zemithetho yokuphepha egweve nalamanungelo iqedwe.
- Sokuquiniseka ukuthi lapho abasebenzi bezilandelile khona izinqubo zengxabano (dispute) okwavunyelwana ngazo nabaqashi, umsebenzi wabo uyovikeleka ngokugcwele ngesikhathi salezoziteleka. Kudingeka ukuba ukuxoshwa ezindaweni zokuhlala neminye imithetho iqedwe.
- Sokwenza umkhankaso nokugalela kanzima ekuzigaxeni kwamaphoyisa nohulumeni ezitelekeni noma

ezingxabanweni zasemsebenzini.

- Sokulwela ilungelo lokuba izinyunyana zisungule izikhwama zokwelekelela ezitelekeni.
- Sokuquiniseka ukuthi abateleki bakhululekile ukusungula nokuziphathela amakomiti eziteleka.
- Sokulwela ukuba ziyeye ukukhishelwa eceleni izindawo zemisebenzi eyisidingo (essential services) kodwa bonke abasebenzi bavunyelwe ukuba babelane ngamalungelo alinganayo.

Isinqumo esihlanganyelwe.

## AMABANTUSTAN

Njengoba leCongress ibona:

- Ukuthi inqubo yamabantustan yagidlabeza kubantu abamnyama bengayifuni ngenhlosa yokukhinyabeza umzabalazo weqiniso wokulwela i-One Person one Vote ngaphansi kweSouth Africa ehlangene.
- Ukuthi ohulumeni bamabantustan abehlukene sebeqhube ngezindlela zencindezel eyesabekayo belwa nabantu abacindezewa kanye nezinyunyana.

Ikakhulukazi:

Ukuvalwa kweSAAWU eCiskei, ukuvalwa kwazo zonke izinyunyana ebantustan yaseBophuthatswana nokubulawa kosozinyunyana nabanye abalwela umbuso wentando yeningi bebulawa yizinhlangano ezisebenza ngobuzwe.

Laphake ithatha isinqumo sokuthi:

- Mayichithwe nya inqubo yamabantustan nesokuthi leFederation mayizibabalazele-ihlangane namanye amaqembu entuthuko — ilwele ukwakhwa kweSouth Africa ehlangene ebusa ngentando yeningi.
- Asoze sanqikaza ukusebenzisa ilungelo lethu lokugqugquzela emafekthri akumabantustan futhi sizimisele ngokuphelele ukuzivikela ekucindezelweni ngokusebenzisa noma yinhloboni yendlela enzwela esinokuyithola.
- Siyaphikisana ngayo yonke indlela nokuxhashazwa okuyisimanga okwenzeka kulezindawo ngakhoke sikhisha isimemezelo sokuzimisela ngokuwuchitha umqondo nenqubo yokuholela abasebenzi umholo ophansi nezimo zokusebenza kunasemadolobheni.
- Sizwakalisa ukuzwelana naleyomiphakathi yaseThekwini nakwezinye izindawo ezabalazelza ukungafakwa kumabantustan.

Isinqumo esihlanganyelwe.

## UBAMBISWANO LWEZINYUNYANA ZASEMZANSI AFRIKA

Njengoba lefederation ibona:

- Ukuthi sekuyiminyaka eminingi



*Isasasa lakulecongress yokuqala kaCOSATU*

# COSATU

*Isimboli eyathakaselwa amanxusa ayehambele icongress*

Ikhasi 18

izinkampani zakwamanye amazwe nezinkampani zaseSouth Africa ezisebenza kumazwe ngamazwe (amaMNC's) zixaphaza abasebenzi baseMzansi Afrika ngokuvuna inqwaba yezinzoso zizithumele eYurophu naseMerika.  
 2. Ukuthi abasebenzi baseMzansi Afrika basebenzela amaMNC afanayo nokuthi bahlushwa yizimo ezifanayo zokubelusa, nokubaxhaphaza nokubacindezel.  
 3. Ukuthi amaningi awo alwa nezinyunyana kanti futhi alishaya indiva ilungelo eliqotho labasebenzi lokugqugquzelia izinyunyana.  
 4. Ukuthi lamaMNC njengamanxusa abaphangi (imperialists), abambisene nemibuso yabacindezeli ngoba ethungatha inqwaba yezinzoso.  
 5. Ukuthi amaMNC angatzhalazelwa kuphela uma kunobumbano noxhumano phakathi kwabasebenzi emazweni ehlukene eMzansi Afrika.  
 6. Ukuthi izinkinga eziphekena nabasebenzi baseMzansi Afrika zixhumene kanti nekusasa lazo libophene.

Ngakhoke sithatha isinqumo:  
 1. Sokuthi izinyunyana ezingaphansi kukaCOSATU zifanele zakhe uxhumano olukhulu nezinyunyana zentuthuko eMzansi Afrika ukuze ziqaqise ubumbano lwabasebenzi.  
 2. Sokuthi uCOSATU makakhe ubudlelwane obakhayo namafederation asemzansi Afrika.  
 3. Sokuthi makwensiwe yonke imizamo yokuhlanganisa abasebenzi baseMzansi Afrika neyokuthuthukisa umsebenzi nobambiswano.

Saphakanyiswa yiNUM

## IZINYUNYANA ZEZIMBONI ZIKAZWELONKE

Njengoba sazi:

1. Ukuthi wonke ama-affiliate azinikela ekusungulweni kwenyunya eyodwa kazwelonek embonini ngayinye.  
 2. Ukuthi izakhwi zalefederation azinakusebenza ngokwenele uma kunama-affiliate amaningi kangaka.  
 3. Ukuthi ngeke sikhwi ukuvikela izifiso zabasebenzi nokuthuthukisa amalungelo abo ngaphandle kokuba sakhe izinyunyana ezinkulu ezenabe zazinza embonini ngayinye ezinamandla okubhekana nezakhwi ezipumbene zongxiwankulu.

Ngakhoke sithatha isinqumo:

1. Sokugcwalisa ukuzimisela kwalefederation ngokusungula i-affiliate kazwelonek eyodwa embonini ngayinye nokuzimisela ngobambiswano kuzwelonek phakathi kwalawoma-affiliate, loko kubo yinto ephuthumayo.  
 2. Sokuthi uma loko kungasebenzi kuze kubo sekupheleni kukaMarch 1986, kubizwe iNational Congress ephuthumayo ngoJune noma ngoJuly 1986 yokuhlaziya lokokwehluleka.  
 3. Sokuthi ukuze kulungiselelwe ukusungulwa kwezinyunyana zezimboni

zikazwelonek, ama-affiliate ayacelwa ukuba asungule inyunya eyodwa embonini ngayinye kulezi ezilandelayo:

**Food and Drink;**  
**Textile, Clothing and Leather;**  
**Paper, Wood and Printing;**  
**Mining, Electrical Energy;**  
**Metal, Motor Assembly and Components;**  
**Chemical and Petroleum;**  
**Commercial and Catering;**  
**Transport, SA. Transport Services, Cleaning and Security;**  
**Local Government and Public Administration sekuhlangene neEducation, Health, Posts and Telecommunications; Domestic Workers.**

4. Sokuthi makusetshenziswe zonke izakhwi zefederation ukuze kukhuthazeke ukhlanganisa kwama-affiliate asebenza embonini eyodwa.

5. Sokuthi iCentral Executive Committee mayikhethe lapho izogala khona ngendlela ezoya ngamandla enawo ngenhloso yokusungula ama-affiliate kazwelonek embonini yeziNkontileka neyezoLimo.

6. Sokuthi iCentral Executive Committee mayitshelwe ukuthi mayenze amalungiselelo okufenza lesinqumo beseke ithathe lesosinqumo esiyisidingo. Sokuthi iCentral Executive Committee inokuphenya ukuthi lezimboni ezipalulwe lapha ngenhla ziyakwazi yini ukuzimela ngokwenele, ibheke ikakhulu izinkinga ezinokubakhona kuzo zonke izimboni.

Saphakanyiswa yiChemical Workers Industrial Union neNational Union of Textile Workers.

## IZINDAWO ZEZIFUNDA ZEFEDERATION

LeCongress ithatha isinqumo:

1. Sokuthi izindawo zezifunda zefederation kuzoba yilezi:  
 Northern Transvaal  
 Witwatersrand/Vaal  
 Highveld  
 Western Transvaal  
 Northern Natal  
 Southern Natal  
 Orange Free State  
 Northern Cape  
 Western Cape  
 Eastern Cape

2. Sokuthi kutshelwe iCentral Executive Committee ukuthi, ngokushesha okukhulu uma likhona ithuba njengoba kushiwo kuclause 9.1 womthethosisekelo wefederation, makusungulwe izakhwi zezezfunda (regional Structures) kulezozindawo zezifunda.

Saphakanyiswa yiNational Automobile and Allied Workers Union.

## IMFUNDU

LeFederation iyabona:

1. Ukuthi lenhlobo yemfundo ekhona

njengamanje eSouth Africa yalungiselelwa ukugcina iworking class isebugqilini ngomqondo.

2. Ukuthi lenhlobo yemfundo ekhona njengamanje ihlele ngendlela yokuqhube ka nokuqinisa amagugu, nemiqondo nezinkambiso ze-ruling class.

3. Ukuthi lenhlobo yemfundo ekhona njengamanje inhloso yayo ukwanda uqhekeko namagugu aphikisana nenqubo yentando yeningi kwiworking class.

4. Ukuthi imfundo ibalulekile emzabalazeni weworking clas.

5. Ukuthi imfundo ifanele ukuba wusizo ezifisweni zabantu abayiningi ngamalengiso elizweni.

Ngakhoke ithatha isinqumo:

1. Sokusungula uhlelo lwemfundo yefederation ezosebenza kunational, region nakumalocal ukuze:

(a) yakhe isiqiniseko sokuthi loluhlelo lwemfundo lufaka ipolitiki emqondweni, luyayivivisa futhi luyayiggqugquzelia iworking class ukuze ikwazi ukuyibamba ophondweni eyokukhulula umphakathi wakithi neyokuwuguqula ungene enqubweni yezomnotha, nezenhhalakahle nezombusazwe eyoba wusizo ezipingweni zalabo abacindezelwe nabaxhashazwayo njengamanje.

(b) ithuthukise ulwazi negunya lokulwa umzabalazo wethu ngezindlela zentando yeningi eziyovumela ukuba abasebenzi babenamandla amakhulukazi okuzibambela lapho kuthathwa khona izinqumo manje nasemphakathini wangomuso esifisa ukuwakha.

(c) ithuthukise ngokugcwele indlela yokuba bavele lababantu abanamakhono afihlekile ibuye idale, futhi iguque amakhono neziphewo ukuze lezinto zitholwe yilabo abacindezelwe nabaxhashazwayo.

(d) ithuthukise ulwazi phakathi kweworking class lokuthi umzabalazo wabo uyingxene yomzabalazo womhlaba jikelele wokulwa nencindezelo nokuxhashazwa.

2. Sokusungula iphephandaba leFederation umsebenzi walo okuzoba:

(a) ukuzwakalisa imibono namapolicy eFederation nama-affiliate angaphansi kwayo.

(b) ukurekhoda imizabalazo yeFederation nama-affiliate ayo.

(c) ukuphikisana nogqozi lwamaphephandaba obasi ngokudumisa imibono, namagugu, nemilando yeworking class esebeza ngentando yeningi.

3. Sokugqugquzelia nokugubha imikhosi yamagugu ebalulekile neyezinsuku zemizabalazo ezisekhaldeni leworking class, esingalinganisa ngoMay Day noJune 16 neFederation Day.

4. Sokwethula umbono kwiCentral Executive Committee yefederation wokuthi mayiqoke umphathi wemfundo (education officer) nomhleli wephephandaba.

5. Sokusungula iNational Coordinating Education Committee (ikomidi likazwelonek elingumxhumanisi wemfundo) elizodidiyela:

(a) amakomidi abasebenzi karegion nawelocal

(b) abantu abamelele izinyunyana

Saphakanyiswa yiNUM.

1. Amalgamated Black Workers Union	1 000
2. Brick Clay and Allied Workers Union	748
3. Cape Town Municipal Workers Association	11 097
4. Chemical Workers Industrial Union	20 700
5. Cleaning Services and Allied Workers Union	850
6. Commercial Catering and Allied Workers Union of SA	50 345
7. Food and Canning Workers Union	26 455
8. General and Allied Workers Union	19 076
9. General Workers Union	10 000
10. General Workers Union of SA	2 205
11. Health and Allied Workers Union	1 111
12. Metal and Allied Workers Union	36 789
13. Motor Assembly and Component Workers Union of SA	3 100
14. Municipal Workers Union of SA	9 249
15. National Automobile and Allied Workers Union	20 338
16. National General Workers Union and the Retail and Allied Workers Union (Pretoria)	6 057
17. National Iron Steel and Metal Workers Union	976
18. Commercial Distributive Workers Union	1 600
19. National Post Office and Allied Workers Union	2 163
20. National Union of Textile Workers	23 241
21. National Union of Mineworkers	100 000
22. Paper Wood and Allied Workers Union	11 856
23. Retail and Allied Workers Union (Cape Town)	3 830
24. South African Allied Workers Union	25 032
25. South African Domestic Workers Association	4 500
26. South African Mineworkers Union	3 029
27. South African Railways and Harbour Workers Union	8 220
28. SA Scooter Transport and Allied Workers Union	4 700
29. SA Textile and Allied Workers Union	1 900
30. Sweet Food and Allied Workers Union	19 596
31. South African Tin Workers Union	581
32. Transport and General Workers Union	11 000
33. United Metal Mining and Allied Workers Union of SA	8 335