



A 2201 COSATU 1991

ROB REPORT TO THE COSATU WESTERN CAPE REGIONAL CONGRESS 23/24 MARCH 1991

Dear Comrades

PROCESSED

In this report we have focussed more on policy issues than on an assessment of problems in the region, as we need to use our Regional Congresses in preparation for the issues which will be debated at National Congress. The government and the bosses are also trying to stop us making further gains. How do we respond?

STATE OF THE NATION

In the past year, a number of gains have been made by COSATU, some demands have been won, but many new areas of struggle have opened up.

In October 1990, the SCN accord was signed, which gave us back the old Unfair Labour Practice definition, and also set the scene for introducing new legislation for farm, domestic and public sector workers. Since then, a number of unions have been meeting with sub-committees of the National Manpower Commission as well as the Commission for Administration (CFA) to argue for basic rights and legislation for these workers. COSATU now has a national Public Sector Forum under the COSATU Organising Department, and we are gearing up for this struggle as well as the struggle for an entirely and progressive Labour Relations Act.

We are also beginning to pay more attention to the problems of the South African economy and how this prevents job creation and the provision of better social services like housing, education and medical services to workers and their families. Many unions are discussing the restructuring of their industries, so as to create more jobs, more efficient production and growth and to change the focus of industry to provide for the needs of all South Africans. COSATU is looking at job creation projects like:

- *Electrification of SA townships and rural areas*
- *Building houses (near workplaces)*
- *Expansion and changing of existing factories*

We are also demanding the election of a constituent assembly as the most

democratic body which could draw up a new constitution for South Africa, a constitution which would include democratic rights for all, and particularly for South African workers. The Campaigns Conference agreed that we need to take our demands for workers' rights in a new constitution to the political parties

and get a commitment from them to support our demands. These demands need to be popularised among our members and the public at large. We should also take our demands to the alliance and get a commitment from the alliance that they are included in a new constitution.

While we are attempting to find answers to the problems of South Africa, organisations of big business like CBM and liberal politicians, like those in the Institute for Multi-Party democracy are taking the initiative to co-opt democratic organisations and make it very difficult for them to continue placing radical demands on the agenda. These organisations would like us to enter into an agreement with them to cease mass protest action and work with them for change. They want to ensure that business will always have the upper hand and that our organisations will remain poor and weak and unable to implement the economic and political changes we want. They do not want industry to be restructured along the same lines that we do, they want to be free to continue with retrenchments and paying low wages and they want us to vote for political parties which will protect big business.

STATE OF THE REGION

Comrades, we see then that there are major organisational tasks confronting us. In the past year, the region struggled to build structures like Redcom and the RCC. We also found that many REC's did not quorate and it was difficult for the ROB and staff

to attend to all the needs of developing unions and locals. The problems that the office-bearers have faced are mainly:

- *the inability of affiliates to give time and energy to COSATU meetings and campaigns, or even COSATU education activities*
- *office-bearers are still too tied up in work in their own unions and cannot devote enough time to the work of the federation*

We have tried to improve the efficiency of the COSATU office by moving to larger premises, having regular staff meetings to plan work and being more disciplined about our work, but there are still many problems to overcome, especially at the level of discipline. Our difficulty is that we don't have comrades from the REC taking certain responsibilities in the federation, the way members would do in their own unions. We need unions and REC delegates to play a bigger role in eg. visiting locals and discussing new policies. We also need to improve administration both within COSATU and amongst the unions, if we wish to have better co-ordination.

The REC has considered a number of steps to improve our ability to respond to the challenges of (1) building COSATU locals and (2) the attempts by big business to co-opt the labour movement.

The REC is discussing the establishment of two Working Groups made up of REC delegates, one to provide backup to locals, the other to provide us with information on all the initiatives of business, so that we can move ahead of them and maintain our radical position.

Since the last Congress, the REC has worked to build the alliance between the ANC, COSATU and the SACP, which was agreed to at a formal meeting on 9 May last year. For the last six months, there have been a number of meetings and the REC finally agreed on 7 people to represent COSATU at alliance meetings. A workshop was held on 17 March to discuss the objectives of the alliance, the challenges we face in the W Cape and the structure and programme of action of the alliance. The last REC decided that these 7 comrades should make up the Political Committee of the COSATU region and that the comrades should also make available reports on all local and national political issues to the REC.

On the education front, we will be concentrating on three areas:

- 1. The Centralised Education Programme (CEP) which will train workers to run education programmes in locals: there are two basic courses for this year, i.e. the political course and the economics course***
- 2. Skills training for organisers - a regional programme has been worked out which includes a workshop on retrenchments, skills upgrading, time management and how to overcome our organisational weaknesses.***
- 3. There will be 6 three-day policy workshops for the year, 2 will be workshops on political issues, 2 on economic issues and 2 on campaigns issues.***

We held a 2-day leadership workshop at the beginning of this year, the problem, however, is that the leadership of unions did not attend the workshop. It is important that regional leadership of unions attend local meetings/workshops, because these workshops feed into national discussions.

The one main difficulty to achieving our goals is poor participation from unions. The above proposals are aimed at improving efficiency, communication and information flow. We will also be having four Regional Congresses this year, to put a range of issues forward to the regional leadership to consider. We appeal to unions to make more comrades available for COSATU work. Our federation will stand or fall by this.

WHAT ARE THE NEW POLICIES THAT ARE UNDER DISCUSSION?

The Cosatu National Congress will consider a number of policy resolutions. Policy will focus on a number of areas. They include: strengthening regions (eg. full day and even two day REC's), strengthening locals (allocating funds and back-up resources to locals), assisting smaller affiliates and organising the unorganised. The vast majority of workers in the construction, railways, printing, transport and other sectors are not unionised. We must assist nurses, civil servants, even policemen and prison warders to build strong unions. We must make greater efforts to organise workers on farms and in small towns. We have had calls from eg. Swellendam, Kakamas and Namaqualand to bring unions there.

There are a number of changes to the constitution which will also be considered at National Congress. Some ideas are:

- *bringing locals closer to the regional structures of COSATU***
- *Increasing the number of national office-bearers to 8***
- *replacing the Exco with a 20-person executive elected at National Congress***
- *affirmative action for women within our constitution eg. not less than 1/3 of national executive members should be women***
- *consider electing a full-time president***

COSATU political policy resolutions will focus on the independence of the trade union movement, the alliance and the constitutional process. Unions will probably put forward resolutions on dual/triple leadership ie. should leaders in the trade union movement also accept leadership posts in other political parties?

Finally, as discussed yesterday, our economy is in serious crisis. It is the duty of the organised trade union movement to draft a programme of economic restructuring built around the issues we discussed yesterday.

Comrades, the issues we have raised here are intended to give you, the representatives of some 130 000 workers in the Western Cape, some idea of the future of COSATU in the next year. WE must prepare ourselves to speak out on the major problems of our members and make our federation able to do more for workers, to provide a better service, to give political and economic leadership and to win those constitutional rights which our people have fought for over the past 300 years. As we move forward to National Congress, let us discuss more, debate more and answer all the burning questions of our time. The office-bearers wish all delegates great strength in the tasks ahead.



CONGRESS OF SOUTH AFRICAN TRADE UNIONS - WESTERN CAPE REGION

INCOME STATEMENT FOR THE YEAR ENDED 31 DECEMBER 1990

INCOME	235 957.26
Allocations received	234 289.06
Interest received	461.18
Sales	594.60
Sundry income	612.42
EXPENDITURE	226 840.84
Advertising	558.22
Bank charges	1 157.27
Campaigns conference	2 002.82
Cleaning material & expenses	39.38
Commemorations	4 414.00
Education expenses	20 588.17
General expenses	3 584.40
Hall hire	1 178.50
Legal expenses	900.00
Living wage campaign	1 050.00
LRA campaign	134.30
Media expenses	13 195.11
Meetings & Seminars	17 390.18
May Day celebrations	25 110.36
Peace campaign	5 773.94
Photocopying	5 007.40
Postages	14.28
Printing & Stationery	7 843.09
Refreshments	55.48
Rent, water & electricity	4 228.00
Repairs & maintenance	9.57
Resource centre expenses	55 525.26
Teacher Unity Talks	47 522.99
Telephone, telex & fax	19 288.41
Travelling expenses	441.11
Womens' Campaigns/seminars	120.00
Worker Charter campaign	839.84

SURPLUS/(DEFICIT)FOR THE YEAR 9 116.42



**CONGRESS OF S.A. TRADE UNIONS
- WESTERN CAPE REGION**

**NOTES TO THE FINANCIAL STATEMENTS
(CONTINUED).**

1. ALLOCATION RECEIVED

- Monthly allocation	25 317.45
- Campaigns conference	1 943.60
- Commemorations	5 442.00
- Education activities	44 773.87
- Living wage campaign	835.00
- LRA campaigns	1 783.00
- Media expenses	11 042.44
- May Day celebrations	25 000.00
- Natal Peace campaign	10 432.00
- Resource centre allocation	55 770.00
- Strike allocation	1 000.00
- Teacher Unity Talk	44 891.70
- Worker Charter campaign	6 058.00
	234 289.06

2. SUNDRY INCOME

- Donations received	612.42
----------------------	---------------

3. CAMPAIGN CONFERENCE

- General travel	59.22
- Banners & pamphlets	1 943.60
	2 002.82

4. COMMEMORATIONS

- June 16th	4 414.00
-------------	-----------------

5. EDUCATION EXPENSES

- Accommodation	5 692.47
- General expenses	4 045.43
- Hall hire	760.17
- Lost wages	2 250.61
- Refreshments	6 496.09
- Travel	1 343.40
	20 588.17

6. LRA CAMPAIGN

- Travel general 134.30

7. MEETINGS & SEMINARS

- Accommodation 142.00

- Equipment hire 40.00

- General 268.45

- Lost wages 720.71

- Refreshments 4 952.32

- Travel general 11 266.70

17 390.18

8. MAY DAY CELEBRATIONS

- Banners & pamphlets 260.00

- Equipment hire 7 754.40

- General 902.55

- Hall hire 1 210.00

- Lost wages 118.41

- Refreshments 500.00

- Travel general 14 365.00

25 110.36

9. RESOURCE CENTRE EXPENSES

- Capital expenditure 55 525.26

10. TEACHERS' UNITY TALKS

- Banners & pamphlets 35 637.09

- Equipment hire 189.84

- General 846.02

- Hall Hire 78.00

- Refreshments 1 650.04

- Travel general 9 122.00

47 522.99

11. TRAVEL EXPENSES

- General 436.20

- Refreshments 4.91

441.11





CAMPAIGNS REPORT TO THE REGIONAL CONGRESS 23 & 24 MARCH 1991

The campaigns conference agreed on the following campaigns for 1991.

Campaign for a constituent assembly and interim government closely linked to a campaign for workers rights in a new constitution. We will cover this in more detail in the last session, but the following are important:

COSATU is putting its full weight behind the ANC's signature campaign demanding a CA. COSATU will target a date in April where workers will collect signatures in the factories, mines, shops and farms. It is expected that key trade union and political leadership will take part in the collection of signatures on that day. COSATU will also embark on worker lead mass marches in all cities and towns of South Africa to demand a CA and highlight the demands

we want incorporated in a new constitution. Key demands include:

- * The right to strike*
- * The full right to organise*
- * The constitution must respect the Independence of unions*
- * Accountable government*
- * Social and economic rights eg. jobs for all*
- * Fundamental equality between men and women in marriage, employment and in society.*

Campaign for job security and job creation

The overall demand will be "jobs for all - no retrenchment".

The following demands will be made:

- * Workers facing retrenchment must be trained and retrained*
- * Employers and the state must establish a job creation fund*
- * A 40-hour week without loss of pay*
- * A Living UIF and pension, price control on basic goods*
- * Industrial restructuring*
- * End privatisation*

We have already mentioned the job creation projects. This campaign is very important if we look at the threatened collapse of decentralised industrial areas/townships like Atlantis.

Campaign for a Living Wage

We are looking at the possibility of having annual bargaining for all sectors at the same time each year. There may have to be different bargaining periods for the public and private sectors.

NMC and Labour code

It was agreed COSATU should enter a restructured NMC subject to:

- * Principles groups should be unions and employers.*
- * Forum needs to be seen as a negotiating forum.*
- * Decision making in NMC and relationship to parliament must be investigated.*
- * Participation should not undermine worker control, democracy and militancy.*
- * Should be linked to demand for an Interim government.*

Campaign for extension of LRA

We are now fighting for the extension of the campaign to farm, domestic and public sector workers and workers in the Bantustans. Proposal of a sticker campaign, workers who handle agricultural products will put stickers on the products.

- * Public sector workers are demanding one bargaining forum.*
- * Conference endorsed the idea of a domestic worker human chain.*

Literacy Campaign

COSATU should embark on a National Literacy Campaign:

- * The issue of training trainers must be addressed.*
- * The programmes should'nt only focus on union members.*
- * COSATU should influence present employer initiatives.*

With all these campaign decisions, we have to decide how to implement them in our regions, unions and Locals. last year, the RCC had great problems meeting. Few unions attended and a workshop was aborted. This year, two workshops are planned, so unions can start preparing now. Unions must try harder to co-ordinate their own campaigns with other unions. We can do this by unions informing the regional office well in advance of what their campaigns are for the year, then the office can co-ordinate joint days or joint marches more effectively.





COSATU

WESTERN CAPE REGION

**DRAFT PROGRAMME OF ACTION FOR DISCUSSION AT
SPECIAL REC 14/2/91.**

1. Rebuild Locals:

- * Discuss campaigns' programme for industrial Locals.
- * Discuss a programme of development for rural Locals.

2. Campaigns Programme:

This programme will use events in our calendar such as our Regional and National Congress, but also have additional planned events.

- (i) Constituent Assembly week: 4 March up to April-joint union mobilisation in industrial areas.
- (ii) Workers Charter focus: week of action eg. Human Chain idea etc.: April ?
- (iii) Living Wage/unemployment focus: possible rallies or other one event in March, one in June. (tying in with negotiations).
- (iv) Economic policy: this will take a different approach, more education type and will focus on the issues raised in the national draft programme (see attached).

3. Major dates in our calendar

- (a) 23/24 February: Regional Congress
- (b) March 21 - Sharpville Day, joint public platform? media?
- (c) May 1 - Theme ?
 - centralised or decentralised rallies
 - more culture, less speakers
 - sport, eg. 4 teams
 - march ?
- (d) May 5/6: Regional Congress : Theme ?
- (e) June 16 - joint public platform led by ANC Youth League/students
- (f) July : National Congress
 - * discuss themes leading up to congress.
 - * region - help aff. mobilise for congress
 - media eg. what is COSATU, policies, etc.
 - possibility of focus week led by affiliates.

RESOLUTION ON CONSTITUENT ASSEMBLY - SIGNATURE CAMPAIGN

NOTING THAT :

1. Cosatu support the demand for constituent assembly.
2. Cosatu support ANC call for signature campaign.

We resolve that:

1. Cosatu must attend the ANC signature campaign launch on 27 March 1991.
2. A meeting of the alliance be called on 28 March 1991 to prepare a joint Rally on 6 April 1991. And that this meeting be attended by the ANC campaign Co-ordinating Committee, 2 delegates per affiliate, 1 Cosatu REC delegate and 3 SACP delegates.
3. Joint shop steward council with ANC on 2 April 1991 to make final preparation for the 6 April Rally.
4. Pamphlets and Posters distribution to take place from 3 to 5 April 1991.
5. Cosatu joint shopsteward council be arranged on 9 April to look to mechanism of collecting signatures in the Industrial areas.
6. 16 April be the target date for both ANC and Cosatu to start collecting signatures.

From: Chemical Workers' Industrial Union-W.Cape

RESOLUTION ON WORKERS RIGHTS IN THE NEW CONSTITUTION

We note that:

1. Cosatu endorsed that the workers rights be included in a new constitution.
2. Cosatu should begin a process of engaging the ANC to ensure that the demands of workers are included in any ANC proposals for a new constitution.

We therefore resolve that:

1. Cosatu embark on a programme of collecting workers' rights not later than 17 May 1991.
2. Alliance workshop be held on 25 and 26 May 1991 to discuss the inclusion of workers' rights into a new constitution.
3. Thereafter Cosatu to engage ANC to all levels ie.
 - Branch
 - Region
 - National

From: Chemical Workers Industrial Union- W.Cape