

**ORGANISATIONAL REPORT TO 12<sup>TH</sup> NATIONAL CONGRESS 23 TO 26 NOVEMBER 2015**

**(1<sup>ST</sup> DRAFT)**

*“Unity and Cohesion of COSATU to advance the National Democratic Revolution [NDR] for  
Socialism”*

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**Summary**

**Book 2**



**COSATU**

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**Outline of the Report**

The gist of this report is to account for the implementation of our **2015 Plan** which is based on the following three pillars as indicated in the introduction:

- (a) Strategies to build the power of the organised working class in South Africa, in our region continent, as well as internationally;
- (b) Strategies to make our relationship with the Alliance work; and
- (c) Priority areas for intervening on socio-economic policy in the short term to stem the job loss bloodbath and fight for quality jobs.

This report is comprised of a few volumes;

**The opening of the report – the report:** this section sets a tone for the 12<sup>th</sup> National Congress which coincides with the 30<sup>th</sup> Anniversary of the federation. It further deals with the footsteps of COSATU, the victories we have secured, the challenges we have experienced and the tasks lying ahead.

**The first section - Political:** This section deals with the international balance of forces and its impact on the domestic balance of forces regarding how the alignment of these forces limits or advances the strategic objectives of the National Democratic Revolution.

**The Second Section – Socio Economic:** focuses on the Socio- Economic issues and further identifies areas of progress and challenges in the context of our 2015 Plan and the 11<sup>th</sup> National Congress resolutions through the framework of the Freedom Charter.

**The Third Section – Organisational:** Deals with the Organisation work and reflects on campaigns and other activities of building the organisation using the framework of the 2015 Plan and the 11<sup>th</sup> Congress resolutions.

**The fourth Section –International:** conducts an assessment of our international activities and identifies possible strategic areas of focus to maximize our solidarity work and the struggles of the labour movement and the working class globally.

**The fifth Section – Finance:** Sets the context within which COSATU finances were being managed; it also identifies red spots and proposes corresponding strategic interventions including work already done to address these. This report further identifies areas of good financial management practice executed despite the challenges which were imposed to the federation.

## **Section 1**

### **1.1. Introduction**

This Organisational Report to the 12<sup>th</sup> National Congress is an assessment of the work done since the last 2012 Congress . The report begins by presenting an analysis of the state of unionisation in South Africa. It then touches on COSATU, including the challenge of unity and cohesion in the federation, before examining the objectives and resolutions of the 2015 Plan, the resolutions of the Collective Bargaining, Organising and Campaigns Conference held in 2013 and progress on the national minimum wage. Thereafter, the report provides an update on labour relations, progress on the gender report, recruitment and servicing of members, support work for vulnerable workers, work on the International Labour Organisation (ILO) conventions and recommendations, and the Freedom Charter.

### **1.2. The state of unionisation in South Africa**

Only 3, 7 million of all employees in South Africa belong to a union and when the entire workforce of 13, 4 million workers (as at June 2015) is taken into account, it means that around 9, 7 million workers in the country are not unionised. Union density in South Africa stands at a mere 27, 6%. Of this percentage, men 59% (2, 2 million) while women make up the remaining 41% (1.5 million).

Notably however, only 30% of the 7, 4 million male workers in the South African labour market are unionised while for women, only 25% of the 6 million women workers are unionised. Comparatively speaking, it may be argued that union density is impressive when juxtaposed against international trends. The reality nevertheless is that workers in South Africa experience a host of exploitative and repressive working conditions including very poor wages, poor health and safety working conditions, and racist and sexist discrimination.

Union density in South Africa has remained at around 30% for many years meaning that since the end of apartheid, only about a third of all workers have belonged to unions. The challenge therefore is not that unionisation in the country has been declining; rather, the difficulty is that unions have not been able to grow their membership beyond what is clearly a very low base. Union density in the private sector was constant from 1995 to 2005 at 32,4% whilst in the public sector, it increased from 50% to 68,4 %.

On the contrary, unionisation in the private sector has experienced significant downward shifts largely because of the effects of a rapidly expanding services sector, slow economic growth, higher rates of long-term unemployment, and the increase in labour broking, casualization and informalisation, among others. Whilst unions themselves have failed to come up with new and innovative ways of organising workers in what is clearly a radically

changed labour market, objectively, the vulnerability of many workers has simply made it that much more difficult to organise in the private sector.

For instance it is now a well-known fact that with the introduction of the Labour Relations Act (LRA) in 1996, labour broking rose astronomically as employers sought new ways of evading the protections offered by the LRA. They took particular advantage of the loophole offered by the then section 198 of the LRA which stated that labour broker workers were the employees of the labour broker (and not the 'Client' of the labour broker (e.g. a mining company). But the real employer, and the party with the real power in this arrangement is the client, not the labour broker, and when for instance the client got 'fed up' with a worker for whatever reason, all he or she did was to phone the labour broker and order him or her to take away 'their' employee.

Over time, organising such workers became extremely difficult because when a union visited the workplace of the client- which is the place where workers are based- the client simply told the union that it cannot organise there because those are not its (client) workers. The union had to go to the offices of the labour broker if it wanted to recruit those workers.

COSATU acting together with its affiliates fought a major battle to have section 198 of the LRA amended. This culminated in the changes that took effect from 1<sup>st</sup> April 2015. These amendments provide greater protections to labour broker, fixed and part-time employees.

For instance an employer may now only employ an employee on a fixed term contract or successive fixed term contracts for a period of up to three months. COSATU's call was and remains that labour broking must be banned in its entirety because it is a modern form of slavery, it does not create employment, and it benefits the labour broker and the employer at the expense of the employee.

The South African labour market remains highly fragmented with 180 registered trade unions. There are also 23 registered trade union federations in the country, the most recent of which is the Federation of Southern Africa Public Sector Trade Unions (FESAPSTU). It was registered on the 21<sup>st</sup> of August 2014.

The question that must be posed is, "why are there so many trade unions in the country yet only 27% of the workforce is unionised?" A possible answer to this question is that the majority of these unions are mere fly-by-night enterprises. They are not there to genuinely represent the interests of their members, but the financial interests of their leaders. It is a crude form of business unionism.

### **1.3. COSATU: Shifting numbers, un-shifting demographics, and the challenge of unity and cohesion in the federation**

### **1.3.1. Shifting numbers**

In 1991, COSATU's membership constituted 93% private sector workers and only 7% public sector employees. By 2012, private sector membership had dropped to 61% while that of the public sector had risen to 39%. This is a significant shift as it means that COSATU has succeeded in attracting public sector workers but at the same time, it has lost or is not attracting private sector workers in substantial numbers.

In 1991, COSATU had 1, 2 million members. This number rose to about 1,9 million in 2000 and about 12 years later in 2012, the number stood at just under 2,2 million members. Currently, COSATU's membership stands at around 1, 9 million which should make the federation and its affiliates to pose and reflect because it means that COSATU has about the same membership as it did 15 years ago.

It also means that COSATU is far from realising the objective of the 2015 Plan which was adopted at the 8<sup>th</sup> National Congress in 2003 setting out a target for increasing membership by 10% every year, so as to achieve a total of 4 million members by 2009. Although COSATU is the largest federation in the country with about 1, 9 million members, it needs to be remembered that almost 10 million workers are unorganised. About 2, 8 million workers belong to non-COSATU affiliated unions but overall, the fact that about 73% of all workers in South Africa are unorganised is gravely worrying.

### **1.3.2 Un-shifting demographics**

The COSATU Workers Survey of 2012 showed that Africans constitute more than 82% of COSATU's membership, coloureds constitute 13%, Asian/Indian constitute 3% and whites make up only 1% of the membership. The racial makeup of the federation has not changed since 1994 and the question that needs to be asked is why? Why is the federation not attracting Coloured, Indian and White workers?

Is it because COSATU has not consciously sought to recruit them? Or is it because the federation has unconsciously created the image of itself as primarily an African trade union labour organisation? The Survey also revealed that COSATU is primarily a blue collar worker federation. Thirty-nine percent (39%) of all its members are labourers, or general workers as compared to 33% of members of other federations. Twenty-seven percent (27%) of COSATU affiliates members are skilled and 18% are professionals, as compared to 29% and 22% respectively of members of other federations. There is need for serious introspection and once again, COSATU needs to ask itself why it has not been able to attract white collar workers.

The Survey also revealed a number of other interesting trends including that:

- a) FAWU, SACTWU, and SACCAWU have half of their members working as labourers which can be explained by the type of jobs done in the sectors where these unions organise.
- b) More than 52% of shop stewards have over the years been promoted into junior and middle management positions within their workplace.
- c) The typical member of COSATU is increasingly better educated and better paid compared to COSATU's founding years because of the unionisation of the public sector.
- d) A large number of COSATU members are in the age between 35 and 45 years.
- e) Young workers constitute about 30 percent of all COSATU union members.

### **1.3.2 The challenge of unity and cohesion in the federation**

The Special National Congress of COSATU which took place from the 13<sup>th</sup>-the 14<sup>th</sup> of July 2015 declared as follows with regards to the question of unity and cohesion in the federation:

*We want discipline within the federation and in our affiliates. We want a COSATU that is based on its constitution and founding principles of one country – one federation, one union – one industry, paid-up membership, worker control, worker solidarity, non-racialism and unity. COSATU must remain a worker controlled federation that is vigilant and which strive to avoid any possibility of being complacent, being bureaucratic and being controlled by technocrats and experts. We accept that in the discussions regarding the unity and cohesion of the federation, issues related to leadership were discussed but not exhausted. In this regard we call for honesty, integrity and collective leadership in building genuine unity and cohesion.*

The above sentiments are a signifier of the deep commitment that both workers and the leadership of the federation have towards resolving the tensions that have dogged the federation for a while. They are also an indicator that COSATU remains conscious of its historical duty to unite the workers of this country and beyond under a single, militant and disciplined federation.

### **1.3.2 Building Organisation**

We have gone a long way to implement the 2015 Plan in Building Organisation and COSATU structures on the ground. Implementation of the Organisational Building and Development Programme by COSATU is intended to develop the Head Office mechanisms for building the engines of the Federation and driving the Organisational Development process.

The Special National Congress held on 12<sup>th</sup> to 13<sup>th</sup> August 2015, recognised that our 2015 Plan is now coming to an end in this year of our 30<sup>th</sup> anniversary. We celebrated this year's May Day pledging to reposition our federation.

This is the work process by new structures set up and existing ones such as;

- a) The National Organisers Forum (NOF) replicated in provinces, meets twice a year to share views and experiences, including strategizing to meet the membership target set by 2015 plan and reviving the COSATU Recruitment Blitz. Drafts the focus areas for organising three year priorities programme and each year reviews the programmes according to CEC decisions taken throughout each year.
- b) The COSATU Organising, Campaigns Coordinating Committee (COCC) meetings coordinated through the secretariat meets twice a year and is intended to decide on campaigns programmes and national programmes of action in preparation for strikes.
- c) The Campaigns Committee meeting is a long existing structure attended by affiliate Campaigns Coordinators and National Organisers (replicated in all Provinces is held 3 to 4 times a year and drafts the POA for implementing campaigns.
- d) The National Gender Coordinating Committee (NGCC) continues to meet four times a year to plan for NGC meetings and to prepare for gender campaigns. All Provinces have Gender Coordinating structures in place.
- e) The National Gender Committee (NGC) meets twice a year to develop policy and programmes.
- f) The National Educators' Forum (NEF) meets twice a year
- g) The National Education Committee (NEDCOM)
- h) Media Forums are held once a month.
- i) The Vulnerable Workers Task Team (VWTT) coordinated by the Affiliate Support Coordinator and participation by Organising started meeting in 2013 and continued with monthly meetings throughout 2014 and the purpose of the campaign is to make the plight of vulnerable workers more visible in the Federation. Budget challenges and other priorities have not permitted these meetings to continue on a monthly basis but the intention is to have them meet from time to time or held back to back with the Campaigns Committee meetings.

## **1.4 Constitutional Structures**

### **1.4.1 Central Committee**



The constitution dictates that a Central Committee will be held between the national congresses on the year before the congress. In the terms of the constitution we were supposed to hold it in 2014, however after consideration our readiness to hold it and the divisions among ourselves the Central Executive Committee decided that we should not hold one. This was at a very costly exercise as the federation forfeited about R600 000. The CEC has learnt this hard lesson and would do everything to prevent a repeat of this nature.

#### **1.4.2. Central Executive Committee (CEC)**

We managed to hold constitutional meetings of the CEC.

#### **1.4.3. Provincial Executive Committee (PEC)**

Most provinces managed to hold their PECs as directed by the constitution with an exception of the Eastern Cape, which the CEC is busy rebuilding it.

#### **1.4.4. Provincial and Local Structures**

The 11<sup>th</sup> National Congress resolution on Locals and Provinces resolved that the Education Unit has to develop an induction and training programme for all Local Office Bearers. To urge Affiliate organisers to attend meetings of Locals. COSATU Provinces to regularly audit the functioning of their sub-structures & Locals. In this regard a standard reporting format to be developed by head office. COSATU Provincial leadership to ensure that where Locals take up issues that would benefit from information and support from one or more of the head office Units, that such linkages are made. Subject to finances permitting, the human capacity of Provinces be expanded by splitting the Organiser and Educator functions into two jobs. CEC to debate the Constitutional role of Provinces, with a view to possible Constitutional changes in 2015 - in particular with regard to Provincial rights at National Congress. The CEC to conduct a feasibility study on the establishment of local offices. Areas of the resolution still to be implemented are the splitting of the provincial Educator / Organiser position due to finances shortage and the debate on the Constitutional role of Provinces.

COSATU continues to have nine Provincial Structures. Out of the nine provinces of COSATU there are eight reported as functioning as per reports presented to their Congresses held by eight provinces between July and August 2015. Information on structures functioning is also reported in detail in the 2015 provincial assessment reports.

Election of the Provincial Office Bearers went smoothly because they were democratically elected with no contestations. All provinces, with the exception of the Eastern Cape, were duly re-launched at the time of writing this report. The elections were conducted by IEC

structures in the eight provinces and the new leadership elected is reported below. Provinces are the most strategic component in the implementation of COSATU resolutions.

### **1.5 COSATU Locals**

COSATU Locals continue functioning as the engines of the Federation, as they are the closest structure to members, they mobilise membership to implement the Federations as well as local campaigns.

Most Provinces relaunched their locals before the Provincial Congresses. Some locals reported as functioning are still weak because of challenges faced ranging from lack of resources to do Federation work, no budgets, venues for meetings as in office space, long distance travelling to meetings and time offs for LOBs to attend activities of the Federation during working hours.

### **1.6. One Union, One Industry, One Country, One Federation**

The 11<sup>th</sup> National Congress Organisational resolution noted that one of the founding principles of our Federation is to practice Solidarity and Unity in Action, but that we have a long way to go to make this a practical reality. As we speak comrades, the unfortunate reality is that we currently have 180 registered trade unions in South Africa, as stated by a recent report released by the Department of Labour (DOL).

The dream of One Country One Federation has been been tackled with all the efforts required. COSATU, NACTU and FEDUSA and CONSAWU all are founded on the basis of the principle of the unity of workers. There is more working together at NEDLAC amongst these formations with the exception of CONSAWU who is not part of NEDLAC. But the major difference is in the fact that COSATU is in the alliance. NACTU and FEDUSA work in an exclusive cooperation arrangement under the auspices of (South African Confederations of Trade Unions (SACOTU), which in the main was established to work against COSATU.

The meetings with NACTU and FEDUSA will still be pursued, whose results will show the process towards the formation of one country, one federation or identify obstacles and the way forward towards this outcome on Building Unity of the working class. The challenge is how we realise the COSATU vision that all workers are better organised under the umbrella COSATU whilst at the same time we want to fulfil our dream of One Union, One Industry.

#### **1.6.1. Mergers**

The issue of unfulfilled mergers and poaching has become structural and systemic in the Federation and therefore requires a structural response. These issues have become one of

the stumbling blocks to unity within the Federation. At the same time there are trade unions that are too small to be on their own in terms of resources both human and financial. The congress must empower the CEC too actively and where necessary compel unions to merge. This should not be a choice left to unions.

### **1.6.2. COSATU Founding Congress Resolution on ten sectors**

At the Federations founding Congress a resolution was taken that the then 33 affiliates of COSATU should merge and/or transfer membership into 10 broadly defined sectors within six months. The sectors defined in the resolution were:-

- Food and Drink; Textiles, Clothing and Leather; Paper, Wood and Printing; Mining and Electrical Energy; Metal and Motor; Chemical and Petroleum; Commercial and Catering; Transport (including Railways), Cleaning and Security; Local Government and Public Administration (including Education, Health and Posts and Telecoms); Domestic Services

The same resolution also committed the Federation to work towards national affiliations in Construction and Agriculture.

### **1.6.3. Sixth National Congress (1997) resolution on Cartels**

In recognition of the complications of mergers, combined with *“new economic conditions brought about by technological developments”*, the 1997 6<sup>th</sup> National Congress re-debated demarcation, and resolved to work towards a new formulation of demarcation on the following lines:-

- One primary sector union / cartel (Mining, Energy and related)
- Two manufacturing unions / cartels
  - Metal, Engineering, Motor, Auto, Rubber and Smelters.
  - Clothing, Textiles, Textile polypropylene and plastic car parts.
- One Public sector union / cartel (including private sector Health and Education)
- Two Private services unions / cartels
  - All Retail and Hospitality, Security and Cleaning.
  - All Finance and related services, Transport and Communications, including Public Transport and Communications.

None of these cartels have yet been established, despite the resolution stating that this should take place by 1999.

#### **1.6.4. Eleventh Congress resolution (2012)**

A number of resolutions relating to mergers and demarcation were submitted by affiliates to the 11<sup>th</sup> Congress in 2012. The Resolutions Committee produced a composite. This was not considered at Congress due to time constraints, but deferred to the CEC. The resolution was adopted by the February 2013 CEC, and stands as a Congress resolution.

The resolution calls for a review of policy, and process of evaluation of past mergers. It also calls for pre-merger feasibility studies. The full composite resolution, which was agreed to by CEPPWAWU, SAMWU, FAWU, CWU, NEHAWU, NUMSA, SATAWU and SACCAWU resolved as follows:-

1. *That the Federation should undertake an evaluation of a post merger experiences from existing mergers with a view of drawing lessons and perfecting the implementation process*
2. *To undertake systematic pre-merger and organisation feasibility studies which will among other factors consider the following:*
  - *Sector experiences such as the legislative and policy differences of local government and public services.*
  - *Overlapping demarcation issues among affiliates.*
3. *To reaffirm the discretion of the CEC to set criteria, develop guidelines, provide support and determine measures that ensure the implementation of the resolution to build organising strategy and maximising worker unity; this will include drawing lessons from the abovementioned studies to take merger processes forward.*

We have not succeeded to implement this resolution during this term and therefore propose a way forward.

#### **1.6.5. Poaching**

Our experience has taught us that size in a trade union matters. There is a desire by many unions to increase numbers at all cost, to increase resources as well as influencing decisions.

This has led to poaching other union members using different excuses. This is one matter which this Congress has got to address adequately and implement sanctions to those

violating the federation's principles on poaching. This Congress must direct the CEC to address this as a matter of extreme urgency.

All affiliates need to ensure adherence to COSATU policies and to the principle of "one union, one industry" (in particular to stop the extension of scopes and the poaching of membership from each other). To implement the decisions taken in the CEC of 28 to 29 February 2014, by ensuring that affiliates submit information about poached membership, beyond the complaints registered.

#### **1.6.6. Solidarity Support to Affiliates**

During this period we note a lack of solidarity amongst the unions, where there is no longer support for each other's struggles. This even applies to unions which are in the same industry or sector.

The Federation's work of support to affiliates includes assisting unions under attack and facing challenges with service to members. Coordinating merger meetings to finalise mergers already started and of unions from sectors identified as Entertainment, Manufacturing and Services to form super unions. This work is a shared task of secretariat and organising. In the past three years we have managed to do the following work;

- a) **SAFPU** - We assisted SAFPU with preparations for their successful 4<sup>th</sup> National Congress held on 31<sup>st</sup> May to 1<sup>st</sup> June 2013 under the theme. The football players elected their new leadership in the Congress, amended the constitution including the establishment of Provincial structures, the restructuring of the NEC to make it more workable, and the formalisation of the role of former players so that they don't operate in future as a free for all with resolutions adopted to take the union forward.
  
- b) **NUM** – We develop a sustained programme for Solidarity Support to NUM in Rustenburg and coordinated the operation center set up in the North West. As per the September CEC directive a meeting of General Secretaries and Presidents was held in Rustenburg on the 10<sup>th</sup> October 2013 in order to have a better understanding of the challenges faced by NUM in the Province. The meeting came up with a programme and took the following decisions;

Decision 1: (Background leading to the current situation in Rustenburg). It was agreed that the federation should develop a booklet to communicate truth as presented by the NUM and the alliance. This would also include developing a pamphlet to continuously communicate a message of success by NUM even under when it was under attack. This will form part of the communication strategy still to be developed properly by the COSATU led alliance task team.

Decision 2: (Vigilantism as the dominant character of AMCU) It was therefore agreed that COSATU was to step up the recruitment campaign for all affected unions. The COSATU NOBs were to set up meetings with the Minister of Police including the Generals to raise this matter, this will also include meetings with the minister of Justice as part of ensuring that arrests led to real convictions as part of a campaign to create conditions for the freedom of association. COSATU would also raise the concerns regarding the Farlam Commission regarding how the commission has undermined the arrests through their decision to release the alleged killers on the bases of them being witnesses.

Decision 3: (The Counter Revolutionary character of AMCU) In this context the meeting concluded that AMCU was without doubt a vigilante trade union which was consciously opening space and consciously allowing workers to be used for a counter revolutionary agenda. Given this conscious participation of AMCU in a counter-revolutionary programme against the liberation movement it would be difficult not to conclude that AMCU was itself a counter revolutionary formation disguised as a trade union to serve the interest of the workers. However, this did not mean that workers who had been misled by AMCU should be left in the hands of these counter revolutionaries. COSATU and the alliance would do everything in its power to win back these workers into the fold of the people's camp as led by the ANC.

Decision 4: (Allegations on the role of NUMSA in conniving with AMCU) in this context it was agreed that COSATU was to afford NUMSA leadership a chance to account about the allegations raised in the meeting. Implementation started with a union solidarity alliance task team led by COSATU convened by the Province on Wednesday the 16<sup>th</sup> October at Bojanala Municipal Chambers. The meeting came up with a programme of action for ongoing support during the 2014 National Elections campaign.

We have not managed to implement the decisions and to set up a National Operation Centre in Rustenburg mended by Organising with the DGS and 1<sup>st</sup> Deputy President deployed, to work with the team currently on the ground. But COSATU North West Province has taken up the solidarity campaign and continued to support NUM and the mine workers in the Province.

NUM provided us an update on AMCU challenge on extending collective agreement reached between NUM and the Gold sector. Court ruled in favour of the majority union.

- c) **SADSAWU** - Our support to the Domestic Workers Union (SADSAWU) continues. For the first time since its formation in 2000 SADSAWU held its first National Strategic workshop in November 2012. COSATU national participated with its provincial reps, the federation solicited assistance for domestic workers traveling and accommodation to be able to participate in this historic event after a long time in absence. The strategic workshop mission was to look at how;
- To build a National SADSAWU to fulfill it 's dream of affiliating to COSATU as a strong union; Plan for SADSAWU congress/conference of November 2013, first after its inaugural; Strategising on the implementation of COSATU resolution on Domestic Workers; Taking forward the resuscitation of domestic workers union; Build strong leadership of members and capacitate comrades on recruitment strategies and filling of the union form; Look at the draft SADSAWU constitution.

### **1.7. Special National Congress held on 13<sup>th</sup> to 14<sup>th</sup> July 2015**

COSATU held a historic Special National Congress on the 13<sup>th</sup> to 14<sup>th</sup> July 2015, at Gallagher Estate, Midrand, attended by 2 477 delegates representing more than 1, 9 million members. This Special National Congress was convened to confront and address the challenges of Unity and Cohesion that were currently facing the federation.

The recent history of the federation will show that the period between 2007 and 2015, will go down as the era in which COSATU's policies and its principles were tested to the limit.

The Special National Congress said *"We need to be clear that the process of building unity and cohesion in the federation will not be an event but will be a protracted process which will have its own challenges. Secondly we should be clear that the intention of building unity and cohesion is primarily about building COSATU to remain even stronger as a fighting federation"*.

*We are saying that COSATU must remain committed to worker control and democracy, and to maintaining its independence being conscious of the dangers of being co-opted by employers and politician."*

It also said that "In keeping with the true traditions of our federation, we will now initiate a process of introspection; we will study how affiliates and COSATU structures operate in practice. This must be with the view to subsequently elaborating and enriching the content of our Back to Basics perspective, as discussed by the 11<sup>th</sup> Congress and the 2013 Organising and Bargaining conference.

Our rallying cry remains the Marxist call that: '**Workers of the World unite; you have nothing to lose but your chains!**'

A proposed Programme was formulated and is to be elaborated by Campaigns, organising and Coordinating Committee was adopted by the CEC:

**A. Protection of Centralised Bargaining**

**i) Focus on Free Market Foundation (FMF)**

- Defend the attack on Collective Bargaining
- Hold a Picket at the Free Market Foundation Head Office
- Mobilise for demonstrations on date of Court Hearings

**ii) Focus on NUM and Gold Sector Agreement**

- NUM to provide an update on AMCU challenge on extending collective agreement reached between NUM and the Gold sector by 24<sup>th</sup> June 2015.
- Wage negotiations and strikes support
- All affiliates to provide an update on the current wage disputes and strikes.
- COSATU to consolidate the above and circulate to all affiliates and provinces and progressive youth structures to ensure maximum solidarity.

**B. National Minimum Wage (NMW)**

- a) Affiliates to report on mandated amount of the National Minimum Wage. The Special CEC must enter into a discussion based on existing information.
- b) National Day of Action for a National Minimum Wage to be carried out as part of taking forward our agenda on the Decent Work. We will target the International Day for Decent work on the 7<sup>th</sup> October 2015 for action.

**C. Building and defending the federation**

Defending the federation means first and foremost defending its affiliates. This will include undertaking the following activities:

- a) To take forward the programme on the recruitment and servicing of members by our affiliates.
- b) Mobilisation of resources both human and material to ensure the efficiency and effectiveness of the COSATU Head office.
- c) COSATU NOBs to continue having unity discussions with all COSATU unions and structures.



- d) Take forward recommendations in the ANC task team report and the Sizwe Ntsaluba Gobodo Report.
- e) This will include having the CEC concretising the back to basic campaign which should include holding political schools , a focus on training focusing on trade union work , capacitating shop stewards by affiliates as part preparing them for the battle if ideas and countering misinformation against the federation and their unions .

#### **D. Focus on the New Labour Legislation**

- a) To have advocacy training partnering with the Department of Labour and CCMA on the following issues:-
- b) All amendments
- c) Labour brokering - ( the unions will dedicate a person responsible for collecting information on our experience regarding the impact of the new labour legislation as part of monitoring compliance ) . This will then allow us to provide feedback to engage government about the validity of our argument against labour brokers.
- d) Equal pay for work of equal value – to get up to date information from the CCMA
- e) Monitoring strategy : Affiliates to give progress on the implementation of the laws in their sectors and on enforcements in the workplaces

#### **E. Socio Economic Transformation**

##### **Focus on Eskom Tariff Increase:**

- a) The intervention of the state on the situation at ESKOM to make sure that it has enough capacity to generate power for the country based on economic demands.
- b) Transformation in ESKOM ( challenges of leadership and management)
- c) Oppose any attempt to privatise ESKOM or any part of it.
- d) Call for the regulated municipal electricity tariffs.
- e) Municipalities must transfer all the electricity money to ESKOM failing which such municipality must lose its electricity selling licence; or develop a system which will protect the ESKOM money from the use by municipalities
- f) ESKOM must supply electricity directly to the consumers through creation of enterprises owned by ESKOM.
- g) The state to invest on the establishment of clean energy plants and not to leave it to the IPPs.
- h) To develop policy proposals regarding nuclear energy and other sources of energy as part of a process to influence debate and policy development process on alternative energy sources.

## **F. Public Transport**

### **Focusing on the demand for a reliable, affordable, accessible and safe Public transport System and scrapping of E-tolls:**

- a) Demand for revitalisation of the rail infrastructure to avoid the current rate of train accidents.
- b) Built the capacity of Transnet to be able to carry all the heavy cargo to reduce the number of trucks in the road which contribute to the high accident rate and the dilapidation of the road infrastructure.
- c) Continue with the campaign against the privatisation of public roads and the double taxing of citizens for public infrastructure; demand for the total ban of E tolls.
- d) Reject the new funding model as proposed by government. Oppose the linking of the e tolls to the license disc renewal
- e) Support the fuel levy for the funding of infrastructure improvement

## **G. Youth Employment Incentives**

- a) To raise the issue of 18 months testing period during the Alliance Summit.
- b) To get reports from all affiliates on specific sectors as to what has been happening since the implementation of the incentives by Government.
- c) Policy unit to develop a one pager flyer on Youth Employment Incentives outlining the following:
  - i. Informal Economy Formalisation - ILC Recommendation:
  - ii. To conduct workshops on international convention recommendations.
  - iii. These workshops should be decentralised and focal points should be on the following:
    - iv. Role of SETAs, DOL, SEDAs and DTI
    - v. Accessibility to funding and training
    - vi. Role of NDYA vs. newly established Youth Directorates.
    - vii. Criterion used to invest in the informal sector
    - viii. Biasness of the Government towards co-operatives.
    - ix. Targets groups:
      - x. Young workers
      - xi. Progressive youth alliance
      - xii. Informal associations /organisations
      - xiii. Rural areas

- xiv. These workshops will assist in developing an informed programme of action and among others we need to ensure that the funding that comes the DOL to DTI which is workers money, does not fund or promote labour brokering.

## **H. National Development Plan**

- a. COSATU nominated comrades to represent the Federation's view when the National Development Plan was being crafted however their views were not considered when the final document was produced. This matter was debated extensively at the Alliance economic summit in 2013. While progress was made on a number issues two chapters namely the economic and labour market chapters that we could find one another. The summit acknowledged this and agreed that an n alliance committee be established to take forward those differences. Regrettably that work is still outstanding mainly because there is no driver for this process. While fingers may be pointing to the ANC, COSATU has not been able to constitute a team that could dedicate time for this work.
- b. The CEC has acknowledged this as a challenge that needs urgent attention. The bottom line is that affiliates should release people to do this federation working both political and technical leadership is required.
- c. COSATU and the Party have a common approach on these chapters and the sooner they meet and prepare for such engagement the better.

## **I. National Day of Action / Strike**

COSATU is know of its militancy and ability to take action nationally however under the period under review there has fewer actions at the federation level while many battles were being carried out at the affiliates level. COSATU has been very vocal at the e-toll saga especially at Gauteng,

We have failed to carry out our demands on socio economic as directed by the 11<sup>th</sup> National Congress. Firstly it was the lack of appetite from our affiliates as those who task to carry the tasks could not do so. The demands that were tabled at Nedlac had to be withdrawn. Secondly the political environment within the federation itself did not encourage leadership to work around the clock on this.

- a. Attendance on the 7th of October - World Day for Decent Wok was poor in 103 and 2014. However there was a huge difference in 2015.

## **J. 2016 Local Government Elections**

- a) Elections committee should continue with its work
- b) Develop proposals regarding the municipal boundaries and confront the emerging trend where demarcation is used to maintain apartheid boundaries which re-enforces racism and tribalism.
- c) Form COSATU election structures and deploy COSATU comrades into the ANC election structures and work together with the ANC to complete the ward profiles in the all ward
- d) Revisit issue raised by communities in the last elections with an intention to give feedback on the progress made.
- e) Encourage members of COSATU and the alliance to be part of the BET VD and street coordinators; mobilisation for the election must form part of each and every activity of the federation
- f) The tendering system must change. Government must find a way to deal with the tender system. Have quality control mechanisms. Build the capacity of the state to deliver infrastructure and not to rely on the private sector.

## **K. International Solidarity**

### **Focus - Swaziland Solidarity**

- a) COSATU has been visible on the solidarity with Swaziland. For the past three years we have been holding border blockages, picketing and demonstrations. We appreciated the work that our unions and in particular the COSATU Mpumalanga province for leading on this campaign.
- b) The matter is addressed in details under the international section of the congress report.

### **Xenophobia**

- a) The xenophobia outbreak took us by surprise as we thought that our society has learnt the past experience of 2008. We thought that we were well prepared however it proved that we did not understand the reasons behind the outbreak in 2008. We all condemned the violence against foreign nationals.
- b) We have raised this matter at NEDLAC and a committee has been established to look deeper on this matter with an aim of finding a sustainable solution.

## **1.8. Gender Report**

The Special National Congress held in July 2015 declared in advance that the expected outcomes of building the unity and cohesion of COSATU will include working to build a COSATU and one of the features as adopted by our various Congresses of COSATU and its affiliates is that the federation should become a home for working women, with many women leaders and staff, demonstrating in practice its ability to improve the working life of women.

COSATU Gender Unit continues to hold Annual Gender Conferences to assess work of the Gender Structures and the implementation of resolutions adopted by the Federation. The NGCC and NGC are meeting regularly where they debate and develop resolutions for the Gender Conference and these are submitted to the National Congress for adoption. The resolutions adopted direct the Units work for the three years between Congresses.

**In the years 2013 to 2015 the Gender Unit took up a number of campaigns and implemented programmes and activities and achieved the following:**

- a) A Convention on Decent work for Domestic Workers C 189 and its Recommendation 201 was ratified in June 2013 by S a government with other three conventions of vulnerable sectors, (Inspection, Maritime and Fishery).
- b) COSATU assisted Domestic workers on educating members and strategise on the implementation of the convention now that it is ratified. Summary of the Convention on different languages still need to be produced.
- c) A Joint program drafted and recommended by the NGC/HIV and AIDs meeting
  - COSATU to collaborate with CCMA to provide training on how to handle discrimination cases based on HIV status , sexual harassment and sexual identity in the workplace for gender coordinators , women organisers and shop stewards
  - Vulnerable workers access to CCMA
  - Lay off Scheme- COSATU and trade unions to acquire more information on the scheme and make use of the scheme when workers are retrenched.

**The National Launch / train the trainer workshop took place on the 15-17 May 2013 at the Stay City Hotel in Yeoville**

- a) The launch ended with the commitment to take the following issues forward as part of the campaign:
- b) A programme of education and awareness-raising amongst union members who employ domestic workers – focused on the rights of domestic workers.
- c) Promoting the unionisation of domestic workers – particularly by union members who are employers of domestic workers.
- d) Supporting trade unions and organisations promoting the rights of domestic worker.
- e) Addressing sexual harassment through collective bargaining – by getting the issues in the Code of Good Practice onto the bargaining agenda
- f) Raising awareness on Convention 183 (the Maternity Protection convention), and advocating for ratification by the South African Government .
- g) Using the convention to strengthen collective bargaining strategies and to improve the basic provisions in the BCEA.

The National launch was followed by provincial launches all federations and affiliates trade unions participated in the planning, design, facilitation and evaluation of the national and 5 provincial launches. In all the provinces campaign coordinating team were identified by the participants and they were as follows:

- a) Cape Town was held on the 17 July 2013 (54 participants),
- b) Durban on 20 July 2013(58 participants)
- c) North West on 24 August 2013 (65 participants)
- d) Limpopo on 29 August 2013 (69 participants)
- e) Gauteng on 28 May 2014 (54 participants)

#### **1.8.1. Strategic Partners involved in the Labor Rights for Women (LRW) launches**

- a) The CCMA (Commission for Conciliation, Mediation and Arbitration) provided important practical tips on handling discrimination cases and in particular sexual harassment
- b) The Solidarity Centre provided financial support and highlighted the importance of international solidarity and the struggle for Gender Equality.
- c) The ILO also provided financial support. In the launch the ILO introduced participants to the eight Fundamental Conventions and how unions can use them to strengthen their bargaining agenda for gender equality with a particular focus on Convention 183, the Maternity Protection convention. Guided by SADSAWU delegates discussed the campaign for ratification of Convention 189, on Decent Work and domestic workers

- d) The Labour Research Service (LRS) introduced guidelines and information on developing bargaining strategies for gender equality.

### **1.8.2. Strengthening a sense of solidarity**

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We used the National launch as the broad guideline to develop the programme for the provincial launches.

### **1.8.3. Strengthening our capacity to engage in bargaining for gender equality**

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The launches had as one of its key aim: For union gender coordinators and women negotiators to increase their capacity to engage in bargaining for gender equality through understanding international labour standards and strategies to protect and promote gender equality in the workplace.

With the support from the LRS, participants analysed examples of Agreements and drew on the experience of their own agreements - the following analyses and proposals were discussed:

- a) We have won limited gains in respect of conditions of service which support women in the workplace
- b) We are faced with a high pressure bargaining agenda where many items simply fall off the table
- c) We have a situation where women are often not even aware of clauses in their agreements
- d) Women remain under-represented in trade union structures and equally importantly, gender issues remain under-represented in the mainstream bargaining strategies of unions
- e) Women generally feel alienated from the collective bargaining experience

### **1.8.4. The programmes rolled out in 2014 and up to date include the following programmes**

#### **1.8.4.1. Gender Policy Review**

#### **1.8.4.2. Sexual Harassment Policy**

#### **1.8.4.3. Maternity Protection**

#### **1.8.4.4. Campaign against Gender Based Violence – 16 Days of Activism**

#### **1.8.4.5. National Council Against Gender Based Violence (NCAGBV)**

#### **1.8.4.6. Campaigns with specific focus to gender**

#### **1.8.4.7. The stakeholders have undertaken to strengthening its effort to take forward the campaigns and identified the following campaigns**

- a) Human Trafficking
- b) Xenophobia
- c) Substance Abuse
- d) Gender Based Violence/Violence Against Women & Children
- e) Palestine/Israel

#### **1.8.4.8. Women Leadership Development / Shop stewards Development**

#### **1.8.4.9. ANC Women's League Conference**

### **1.9. EDUCATION REPORT**

To redirect and outline an Education programme for the next three years after the 11<sup>th</sup> National congress of Cosatu, a task team was set up. This resulted in the strategic concept document titled: "Refocusing and Revitalising Workers Education: Towards a Realistic Education Plan" in February 2013. A programme was thus worked out based on the direction it provided.

#### **1.9.1. Chris Hani Brigade (CHB)**

For political consciousness, a **CHRIS HANI BRIGADE (CHB)** through localization of training to be run in continuous **cluster Political Schools** training trainers in clustered Locals. The success of this programme was pinned on reaching a wider range of comrades through a revived Chris Hani Brigade (CHB) Political education programme at a national political school as well as in provinces. NEDCOM task teams were revived to provide further materials for block 4 – 8 which had been started in 2010. The Special National Congress declaration (July 13 – 14, 2015) has called for a Political School to be run jointly with SACP, a strategy has to be worked out and funding be sought as soon as possible.

#### **1.9.2. Mass Education Campaign**

To address lack of membership education, a **Mass Education Campaign** continue to utilize media in general but mostly community radio stations and newspapers to develop class consciousness. This started after the Civil Society conference and became a collaboration between COSATU and Workers World Media Productions (WWMP). COSATU Provinces need to put more effort on this one by occupying and sending speakers. Labour slots are there in most Local Community Radio Stations, including the "Workers on Wednesday" slot on SAfm to date. But COSATU does not control content of this programme.



### **1.9.3. Shop-steward Education Committees**

The establishment of **Shop-steward Education Committees** in Affiliates and establish a Shopsteward Education Committee within the Federation. Further that education programmes had to be attached to all Local structures meetings to develop membership education forums on key challenges facing the movement. These committees never materialised in the two years till the budget cuts beginning of 2015. It needs a strong centre and commitment from Affiliates.

### **1.9.4. Building Educator Capacity**

**Building Educator Capacity:** Develop dedicated capacity building for trade union/ worker educators (including on materials development, assessor & moderator training. We managed to send one PEO (WC) to the DITSELA Educator Development Programme 2012/13, who graduated in November 2013. This is done through DANLEP (Ditsela Advanced National Labour Education Program) we have developed a consistent strategy on how to get comrades into DITSELA courses especially in the last two years. We have managed to send five of our PEOs to 2013/2014 Programme who graduated in November 2014. But the programme for 2014/2015 in which we planned to send them was suspended as DITSELA experienced lack of financial support for 2015 chapter.

COSATU signed a renewed 3 year contract with DOL/NSF (2013 - 2016) for R4.5million, as an external funded programme. We run Local Officer Bearers (LOBs) training in all COSATU provinces as part of NSDS3 Skills Development Capacity building, in a partnership with DOL (NSF). This work started after the skills conference in 2012, proceeded slowly in 2013. The contract will be affected by the 2016 SETA Landscape as they are all being reconfigured.

### **1.9.5. Political Economy, Philosophy, Labour/History Studies**

Develop and distribute simplified Manuals on **Political Economy, Philosophy, Labour/History studies**, International Relations etc. Towards the end of last year (2014) the sub-committees dealing with this work, picked up from the slow pace of the first part of 2014. History, Philosophy and Political Economy continued to be updated and used in 2015.

### **1.9.6. Infrastructure Capacity**

Sustaining Infrastructure capacity, systems and support through NEF, NEDCOM & Provincial structures Sustaining Infrastructure capacity, systems and support through NEF, NEDCOM & Provincial structures: These structures as the (Education) Unit's implementation mechanisms and need to function optimally to implement the mandate of Education Unit.

Congress resolved that we must improve the service of all members, through investing in training of shop stewards and organisers. There is no evidence of an improvement in the lower levels of shop stewards and organisers training across the Federation reflected in the 2012 Affiliate Survey and the Workers Survey.

#### **1.10. COSATU Media, Communications and Information Technology [IT]**

COSATU 12<sup>th</sup> National Congress provides the Federation and all its affiliates to review its functions and participation in the battle of ideas in the current conjuncture in re-igniting a progressive momentum of its performance at a time of global crisis for a democratic media, Information and Communication Technology era.

COSATU has since its inception in 1985 appreciated that what influences ideas in society must be treated at all times with a notion of always un-packing the influence of neo-liberalism and globalization on production, distribution, exchange and consumption of such ideas in which 'who owns' the source and/or means of such media platforms, are interrogated.

##### **1.10.1. Communication machinery and its components**

Communications in any organization is a management function and within COSATU such an understanding has prevailed in the period under review in particular when the organization was facing a challenge on its functioning as a voice of reason for workers in particular and the working class in general.

We have held consistent Departmental meetings as expected, including war-room meetings and media forum meetings, which were utilized to plan on a rapid response mechanism to address organizational challenges.

We recommend that Provinces must report on how they are nurturing media relations in the local level; we are exposed when we organizing events such as the May Day, if, we do not have sustained relations to cover workers' activities. Some of the work of affiliates still remains under-reported, this has to change.

### **1.10.2. Performance of COSATU and its affiliates on the external and internal Media landscape**

COSATU has maintained sound media and communications relations with both our external and internal public. We are hereby illustrating a relation we have consistently with the Workers World Media Productions (WWMP) which was influential to have the regular half-hour labour programme on the South African national broadcaster weekly platform, the SAFM, '*Workers on Wednesday[s]*' and also the Cape Town Television programme as well as the radio slots for community radio stations across the country.

In addition, we did numerous interviews on news and current affairs programmes and sought to enhance our penetrations also on commercial media houses in South African and abroad.

COSATU has flexed its muscle in ensuring that various languages were fully utilized in all media platforms to overcome our weakness in outreach to all workers using all South African languages.

### **1.10.3. COSATU Internal Publications in promotion ideological work and organizational activities**

COSATU has since its inception modelled *The Shopsteward Magazine* as a Workers' mouthpiece and has in the period under review produced six issues of the bulletin every year. *The Shopsteward Magazine* has not been immune to budget cuts which ensued when the organization was under-going difficult financial challenges.

*The Shopsteward Magazine* has consistently being generating internally and externally sourced articles at no costs from workers' leadership, workers across all sectors of the economy and other like-minded progressive writers, covering various topical issues affecting workers and the working class in general nationally and also globally.

*SS Magazine* has improved on sourcing Nedlac issues which rarely receive attention within the rank and file membership bases across all sectors where the Federation has workers organized. All issues are duly uploaded on the website and also promoted on internal platforms such as COSATU Today and on Social Media.

### **1.10.4. COSATU Today and COSATU Media monitoring tools**

COSATU has in the period under review continued to produce the daily newsletter with media statements from COSATU, affiliates, Allies and progressive civil society virtually every week-day, and e-mailed to a list, which now stands at an impressive +7090, and also posted it on to the website.

These publications have become the mainstay of taking stock what is happening within the Federation on a daily basis by all workers and leadership alike. COSATU took a decision not to upload any statement seen and projected to undermine the unity and cohesion of the Federation and its affiliates. This came after the challenges were observed in the period under review.

#### **1.10.5. New Media and Communications Platform; COSATU on Social Media**

The New media were not produced according to the needs and wants of a social totality, a 'society' that chooses to use them in one way or another. Rather, COSATU argues that, 'new media' are and were produced within specific contexts according to particular interests and particular values, precisely to increase and expand those values.

The COSATU Facebook and Twitter accounts are going smoothly, with high interest displayed through our monitoring based on reach, gender and age recorded on the Facebook page.

#### **1.10.6. COSATU Labour Radio Project**

COSATU has since the last 11<sup>th</sup> National Congress put practical efforts to launch a labour radio project. MDDA was identified as a partner to enhance the internal capacities and expertise; however the project was not able to be operational.

A sponsor was secured, with some of the operational materials secured, however accountability became a challenge. COSATU has a potential to re-launch the labour radio project as an online platform is under way to push content and broaden the Federation's footprint. Currently, COSATU website has some of the display of work which may be extensively improved.

#### **1.10.7. Information and Communication Technology landscape within COSATU**

Since the previous 11<sup>th</sup> National Congress, COSATU has made great strides to uplift its operations within the Information and Communication Technology landscape to ensuring that the Federation remains par with the changes in the country. COSATU needs to strengthen its worker oriented policy interventions in the ICT sector.

#### **1.10.8. COSATU Online Library in operation**

The online COSATU library is up and running. It houses all books and resources that are in our possession as part of the launched library. It has made it to be easy to browse the list.

#### **1.10.9 Promotion of COSATU Paraphernalia and protection of its Logos**

COSATU has since the previous 11<sup>th</sup> National Congress observed a mush-rooming of the usage of the Federation's logos and production of paraphernalia depicting the colours which are to be protected in terms of the copyrights legislation of this country and our constitution. COSATU has observed publishing of affiliates logos by some person[s] for narrow and minimalist motives.

COSATU has been locating the sales of its paraphernalia within the Finance Department and thus recommend that the popularizing and sales of all the Federation's paraphernalia be located in the Media and Communications Unit in liaison with Finance Department on the collections that may be accrued from such a transaction. And that all monies related to such a transaction be managed within the finance policies of the Federation.

### **1.11 Administration**

#### **1.10.1. COSATU Offices**

COSATU Head Office moved to the new offices in February 2012 just few months before the 2012 National Congress. The offices are beautiful but the health environment is not staff friendly as the air conditioning is centralised and most of the time is not working. The offices are extremely cold during winter and become extremely hot during summer, which makes the staff to be off sick more often than before. There is no fresh air coming in because most of the offices don't have the windows. Staff should be able to work in a comfortable place and at the moment we are battling to get healthy conditions. We can only hope that Kopano Ke Matla as the owners of the building will fix the problem and put windows as it is required for health and safety reasons.

We have 9 provincial offices, some of them we are renting others own the buildings;-

- a) Five renting offices - Eastern Cape, Free State, KwaZulu Natal, Limpopo and Western Cape
- b) Three owning offices - Mpumalanga, Northern Cape and North West
- c) One housed at the head office - Gauteng

#### **1.10.2. COSATU Staff Compliment and Turnover**

The total number of COSATU staff increased to 81 with members from both the head office and provinces combined. Staff turnover remains low, although the Federation has been faced with challenges financially and politically . There are existing vacant positions particularly in the Policy unit which have proven difficult to fill and these include Trade Policy coordinator, Industrial Policy Coordinator, and an economist.

**Bodyguards** – The two Comrades are currently not doing what they were employed for because of the dismissal of the former General Secretary. They are currently assisting with the duties of the driver.

**Cubah Properties** – In addition COSATU has the 11 people which administer COSATU House which are cleaners and security guards.

### 1.10.3. Federation Departments and staffing

Department	Staff	Vacant / filled	Total
<b>Secretariat</b>	General Secretary	Dismissed	<b>9</b>
	Deputy General Secretary	✓	
	Secretariat Coordinator	✓	
	Personal Secretary to GS	Vacant	
	Personal Secretary to DGS	✓	
	Personal Secretary to NOBs	✓	
	Public Sector Coordinator	✓	
	Strategies Coordinator	✓	
	Affiliate Support Coordinator	✓	
	2 Securities to General Secretary	✓	
<b>Accounts</b>	National Accountant	✓	<b>4</b>
	Deputy National Accountant	✓	
	Provincial Accountant	✓	
	Finance Clerk	✓	
<b>Communication</b>	Spokes person	Resigned	<b>4</b>
	Shop steward Editor	Absconded	
	Shop steward Manager	✓	
	Communication Officer	✓	
	Web designer / Archivist	✓	
	IT Manager	✓	
<b>International</b>	International Secretary	✓	<b>2</b>

	Deputy International Secretary	✓	
<b>Administration</b>	Administrative Secretary	✓	<b>2</b>
	Receptionist	✓	
	Driver	Dismissed	
	Logistics Administrator	Dismissed	
<b>Organising</b>	Organising Secretary	✓	<b>3</b>
	Campaigns Coordinator	✓	
	Gender Coordinator	✓	
<b>Education</b>	Education Secretary	Resigned	<b>2</b>
	National Educator	✓	
	Administrator (shared with Organising)	✓	
<b>Policy</b>	Fiscal and Monetary Coordinator	Resigned	<b>6</b>
	Labour Market Coordinator	✓	
	Skills Development Coordinator	✓	
	Health & Safety & HIV/AIDS	✓	
	Retirement Funds Coordinator	✓	
	Social Development Coordinator	✓	
	Trade Policy Coordinator	Resigned	
	Industry Policy Coordinator	Resigned	
	Administrator	✓	
<b>Parliamentary</b>	Parliamentary Coordinator	Resigned	<b>2</b>
	Deputy Parliamentary Coordinator	✓	
	Legal Coordinator	Resigned	
	Research Coordinator	Resigned	
	Administrator	✓	
<b>Provinces</b>	<b>Eastern Cape:</b>		<b>2</b>

	Provincial Secretary Educator / Organiser Administrator	Resigned  ✓	
	<b>Free State:</b> Provincial Secretary Educator / Organiser Administrator	✓	<b>3</b>
	<b>Gauteng:</b> Provincial Secretary Educator / Organiser Administrator	✓	<b>3</b>
	<b>KwaZulu Natal:</b> Provincial Secretary Educator / Organiser Administrator	✓	<b>3</b>
	<b>Limpopo:</b> Provincial Secretary Educator / Organiser Administrator	✓	<b>3</b>
	<b>Mpumalanga:</b> Provincial Secretary Educator / Organiser Administrator	✓	<b>3</b>
	<b>North West:</b> Provincial Secretary Educator / Organiser Administrator	✓	<b>3</b>
	<b>Northern Cape:</b>		<b>3</b>



	Provincial Secretary Educator / Organiser Administrator	✓	
	<b>Western Cape:</b> Provincial Secretary Educator / Organiser Administrator	✓	<b>3</b>

#### 1.10.4 Staff development and training

Through the Administration Secretary we continue supporting staff who request funding to study in order to develop themselves with both internal and external Funding. National staff meetings and staff team building meetings are held annually to address issues affecting COSATU staff and to achieve staff unity and team building. The 2015 meeting is scheduled to take place in October this year but we are proposing that it is linked to the 30<sup>th</sup> Anniversary of COSATU and be held in Durban so that the staff can be able to be part of the celebrations.

#### 1.10.5 Employment Equity profile

Race	Male	Female
<b>Head Office</b>		
African	25	16
White	0	1
Coloured	0	0
Indian	0	0
<b>Provincial and Parliamentary Offices</b>		
African	14	10
White	1	0
Coloured	2	1
Indian	0	0
<b>Total</b>	<b>42</b>	<b>28</b>

### **1.10.6 Office Equipment**

Currently we have contracted VMS Technologies for the photocopiers and telephones in head office and provincial offices which proves to be a nightmare as we have signed the contract that seemingly is binding us for life with this service provider. The service provider was given a contract of all equipments such as TVs, Security systems, telephones, photocopier machines and we are basically locked to him because according to the contracts we signed when the term of the contracts end we MUST renew with him or buy him out. This is the same provider who refused to comply with the investigation of the investigators.

### **1.11 Organising Young Workers**

The 2012 State of Affiliates Survey Results indicated good progress on the part of affiliates in setting up structures and strategies to redress the under-representation of young workers. Presently there is good progress on the part of affiliates in setting up structures and strategies to redress the under-representation of young workers. We have improved participation by young workers in some of the union structures and there is a need for all unions to set up the youth forums in order to improve their representation at all levels.

#### **1.11.1. COSATU Young Workers Forum**

The 2012 National Congress resolved to speed up the setting up of Youth Forums in Affiliates, which will in turn enable the establishment of a representative and accountable COSATU Youth Forum. COSATU to appoint a Youth Coordinator within 12 months to drive this process. The COSATU has a young workers forum coordinated through joint efforts by International, Policy, Gender and Communications Units from the Head Office. The forum has engaged in dialogues, workshops, round tables and meets from time to time when necessary.

#### **1.11.2. Program of action**

The young workers forum agreed on the program of action in support of the congress resolution, it must however be noted that the program of action is not cast in stone since COSATU structures are expected to enrich it so that the interim committee always works within the realms of COSATU.

#### **1.11.3. Activities participated**

- a) Three interim committee meetings; Cuban five visit program; gender workshop on gender and sexual harassment policy review; young workers dialogue initiated by gender committee; discussion document on the NYP2020; national youth service,

ministerial task team; YCL, SASCO, SAYC, COSAS programs, including the last ANCYL congress; Anglo youth unemployment's and empowerment policy formation through Anglo tripartite initiative through NUM YS; youth capacity building on mediation organised by DIRCO in working together with NYDA and SAYC; attended political seminars and Ditsela programs.

#### **1.11.4 Challenges and way forward**

Though the young workers forum was able to implement positively some of the areas in the POA, it has been doing so under pressure due to limited resources. The structure is not budgeted for, affiliates had to intervene and provide assistance but it is not adequate to fully support the proposed POA. It must be noted that affiliates like SADTU, NUM and DENOSA have been offering some operational assistance to the interim structure.

#### **1.11.5 On Young Women workers Program: Building new layers of leadership**

The capacity building programme included the following activities:

- a) It was acknowledged that most affiliates and the federation have no clear programs of recruiting and organising young women workers.
- b) Women, young and old across federations came together in partnership with ILO under the banner of ITUC attended the mentoring program under the theme Transformational leadership for women in trade unions and federations.

#### **1.11.6 Way Forward**

We believe it is in the interest of COSATU and its young workers that the programs of the young workers forum be supported at all levels, operationally and in terms of resource availability. We call on all affiliates that are still lagging behind on the implementation of the 11<sup>th</sup> Congress resolution on youth structures to expedite the process at their levels. Affiliates are also urged to support and launch own young workers structures.

#### **1.11.7 ILO/UN Women/UNFPA Joint training of trainers in Young Women's Leadership development in the Trade Unions and Private sector in South Africa held ON 22-27 June, 2015**

- a) COSATU was represented by 5 young women who were nominated at the International/ Gender Conference on Decent Work. The young women are (Olwethu Saki - DENOSA, Refiloe Lepere - SATAWU, Thokozani Mtini - COSATU Eastern Cape, Ntswaki Seseane - NUM, and Kelebogile Segano - SAMWU)

### **1.11.8 The COSATU Collective Bargaining, Organising and Campaigns Conference outcomes 15 March 2013**

In mid March 2013, a COSATU Collective Bargaining, Organising and Campaigns Conference was convened in Boksburg to discuss implementation of the organisational and socio economic resolutions of the 11<sup>th</sup> Congress, as well as to sharpen the implementation of the 2015 Plan.

The key decisions of each pillar are reflected below:

#### **1.11.8.1. Building our organisation**

**Organise the unorganised increase trade union membership and density:**

**Servicing members:**

**Accountability, social distance and corruption:**

**Unity of workers and solidarity:**

#### **1.11.8.2. Other campaigns**

The Conference resolved to step up the campaigns against e tolls and against electricity tariff hikes. It also resolved to put every effort into ensuring that May Day Celebrations were effective.

#### **1.11.8.3. Campaign against Gender Based Violence**

#### **1.11.8.4. Taking forward the Campaign programme**

### **1.12 Progress on the National Minimum Wage (NMW)**

Just as the Ekurhuleni Declaration addressed improving labour relations, it also addressed the commitment made in the 2014 ANC Election Manifesto that committed government to pursuing the implementation of a National Minimum Wage.

The talks have required focusing on a lot more than simply a rate for a National Minimum Wage. Questions how the wage will be set going forward, a possible phase-in, exemptions, and enforcement have all demanded attention.

#### **1.13.1. Level of the National Minimum Wage**

At the time of writing the rate had not yet been debated by the parties, although all parties had signalled indicative ranges of a rate. Predictably business was indicating a tendency towards a NMW set around the rate of the lowest current Sectoral Determination (domestic workers).

### **1.13.2. Process and institution for setting the NMW going forward**

At the time of writing there was no consensus on what type of body should set the NMW either in the first place or going forward. Business had indicated that the setting of the first NMW should be outsourced to another body. Government, Labour and Community were in agreement that the first NMW must be arrived at through the Nedlac process.

### **1.13.3. Exclusions**

At the time of writing this report, Government together with Business, was arguing for the exclusion of Extended Public Works Programme (EPWP) workers as well as workers on learnerships. However labour was vigorously opposed to this notion.

### **1.12.5 Phase in and/or lower rates for some sectors/groups**

At the time of writing Government, supported by Business, was arguing for a lower rate for young workers. Labour was opposing this. Labour was however arguing for consideration of a possible phase in of sectors that currently have a significantly lower minimum wage i.e. the domestic and farm worker sectors.

### **1.12.6 Enforcement**

Labour has proposed that non-compliance should be criminalised and that compliance should be incentivised through a process of compliance certification linked to procurement as well as access to various government loan schemes e.g. IDC. At the time of writing government and business were indicating opposition to these proposals.

### **1.12.7 Relationship between NMW and social protection**

COSATU has been pushing hard in the talks that the process of engagement on comprehensive social protection should be expedited. A NMW must be complemented by a review of social grants, and in particular with the introduction of a Basic Incomes Grant. Government was urged to make good its long overdue promise to table proposals on social security to Nedlac.

## **1.13 Improving Labour Relations and strengthening collective bargaining: The Ekurhuleni Declaration and follow up**

The NEDLAC Labour Relations Indaba held in Boksburg in November 2014 resulted in a Declaration which addressed both improving labour relations as well as the introduction of a national minimum wage.

### **1.14.1. NEDLAC Process on the Declaration**

The Nedlac process which followed the Declaration involved the establishment of two Task Teams – one on labour relations and one on the national minimum wage. Both Task Teams

reported to a Committee of Principals, made up of the Principal leaders of the four constituencies.

#### **1.14.2. Strengthening Collective Bargaining**

Labour has reminded Business and Government of the commitment made in the ANC 2014 election manifesto regarding collective bargaining.

#### **1.14.3. Arguments**

We have argued that **non-compliance** undermines collective bargaining and that it is therefore critical to agree concrete interventions which promote compliance. Proposals have been established and agreed upon.

#### **1.14.4. Developing a Code of Good Practice for Good faith Negotiations and Conduct during Strikes**

In line with the mandate provided by the May CEC, we have proceeded to negotiate on elements of a Code of Good Practice for Negotiations and Conduct during strikes. This will involve a revision and broadening of the existing Code of Good Practice on Picketing.

### **1.15. Membership and Recruitment**

The 2015 Plan originally set a target of 4 million members by 2009. This target was adjusted to 2015. The 11<sup>th</sup> Congress agreed that new recruitment targets need to be set for each sector, and that affiliates must report progress in recruitment on a regular basis to the CEC. – The following categories of workers should be targeted - young workers, women workers, vulnerable workers, non-African workers and migrant workers (including foreign nationals).

#### **1.15.1. Declared Membership**

Declared membership has grown by 100,193 since the inception of the 2015 Plan in 2003. We are therefore still sitting at under half of the 4m target, with a membership of 1,868,193. Membership has declined by 324,835 since the 11<sup>th</sup> Congress in 2012.

#### **1.15.2. Vulnerable Workers**

Building on the 2015 Plan and the identification of key vulnerable sectors and strata of vulnerable workers, the 2012 Organisational Report to the 11<sup>th</sup> Congress highlighted weaknesses of representation amongst vulnerable workers. It pointed out that the membership of COSATU's 19 affiliates tends to be concentrated amongst higher paid, permanent, directly employed workers working in larger work places. The report went on to point out that the majority of workers remain unorganised, low paid, and super-exploited.

Half of all workers earn less than R3500 a month; 31% of all workers are self-employed; 24% are in temporary or seasonal work; increasing numbers of workers are employed through a third party. Worst of all, the report noted that 70% of all formal workers are not in any trade union.

### **1.15.3. Organising the unorganised vulnerable sectors**

The Vulnerable Workers Task Team was established in June 2013 and met more or monthly through 2014, with participation by a reasonable spread of Affiliates and associated membership based organisations and research bodies.

### **1.15.4. The International Labour Conference (ILC) agreements on Recommendation 204 on Transitioning from the Informal to the Formal Economy**

The process of reaching agreement on an ILO Recommendation 204 on transitioning from the informal to the formal economy stretched over two International Labour Conferences (ILCs) in 2014 and 2015. COSATU worked closely with the international organisations WIEGO and StreetNet to develop a progressive approach to the Recommendation, which in turn was fed into the Workers Group at the ILO. The focus of the work was on governance of the informal sector, on the rights of informal sector workers, and on employment relationships in the informal sector.

## **1.16. Organisational Campaigns**

### **1.16.1. May Day**

COSATU continues with celebrations and commemorations of May Days every year where workers and communities are mobilised around key demands, on issues arising in the specific year. Each year the theme decided by the NOBs and submitted to the CEC for adoption.

### **1.16.2. Way Forward**

The CEC has held numerous discussions on how to make May Day celebrations inclusive and Participatory besides speeches and rallies in stadiums and what are the international experiences and how to make it affordable and accessible.

### **1.16.3. Listening Campaign and Ensuring accountability and democracy**

The Listening Campaign dubbed (ear on the ground) is part of implementing the Accountability and Democracy resolutions from the 11<sup>th</sup> National Congress and the Collective Bargaining, Organising and Campaigns Conference.

#### **1.16.4. Picking Up Our Gains**

The joint programme with the DOL is being revived after a meeting between COSATU and the Minister of Labour. Amongst other issues they discussed is the partnership between the Labour Ministry and COSATU and agreed to establish a task team led by Thembinkosi Mkalipi and Theo Steele to revive the campaign of Picking up the Gains with the intention of signing a revised partnership within a month.

#### **1.16.5. Campaign Against Xenophobia and Crime**

Policy Unit brought to our attention that the Committee of Principals, at NEDLAC would engage on the root causes of violence against foreign nationals. The Overall Convenors meeting of 24 April 2015, agreed that a task team would be established to undertake this engagement. We await the dates for the NEDLAC Task Team meetings.

#### **1.17. Financing the Work of the Federation**

Carrying federation has become very expensive and we have been operating on a deficit budget for the last three years. At the March 2015 CEC, it was resolved that Affiliates General Secretaries should have a discussion to find means of funding COSATU in a sustainable manner, that should include looking at the subscriptions as well as investment companies.

One of the challenges is the fact that the size of our congress is not the same as it was in 1985 when COSATU had about 500 000 members. COSATU membership has grown 5 times must the criteria for congress delegation have not changed. The congress should discuss this and possibly amend the constitution for congresses at all levels. The second one is the fact that we hold our provincial congresses in the same year as the national congress and this has proven to be difficult to manage financially. The challenge is that the term of office run at the same time. Thirdly, the costs of the PECs for our stretched provinces are very expensive to cover travel for locals when attending PECs and POBs who claimed when attending the Provincial work.

#### **1.19. Dismissal of National Union of Metalworkers of South Africa**

The Special National Congress held from the 14<sup>th</sup> – 15<sup>th</sup> July 2015 endorsed the decision of the CEC to expel NUMSA based on the fact that it flagrantly violated the founding principle of the federation of one union one industry and had ignored the repeated pleas to reverse its decisions to extend its scope to other union's scope with an intention to liquidate them.

#### **1.20. Dismissal of Zwelinzima Vavi**



The Special National held from the 14<sup>th</sup> – 15<sup>th</sup> July 2015 accepted the decision of the CEC to expel comrade Zwelinzima Vavi as the General Secretary of COSATU. The expulsion was based on him acting against COSATU's code of conduct and for undermining COSATU's constitution. of One Union , One Industry .

Both NUMSA and comrade Zwelinzima Vavi were advised about their constitutional right to appeal the decision of the CEC at this Congress .

We did receive their appeals but the CEC has further inform them to supplement their appeals and if these are submitted they will be circulated to unions for mandate purposes.

## **SECTION 2: INTERNATIONAL ACTIVITY REPORT**

This report underlines COSATU International activities since the last National Congress in 2012. It is an attempt, both to analyze and understand the forces shaping and being shaped by the world today and how these impact on the African continent. This aspect of the report has already been covered in the section dealing with the international balance of forces and developments in Africa.

### **1.1. On the International Policy**

Following the 5<sup>th</sup> Central Committee directive to the International Department and the IRC to develop a comprehensive International Policy to guide the federation, the department working together with NALEDI and the IRC then developed a Draft framework, which was presented to the International Policy Conference and adopted. Following its adoption by the Conference, it then proceeded to the 11<sup>th</sup> National Congress, where the outcomes of the Policy Conference were adopted.

Working with the MIS of Belgium, we have been able to deepen debates and understanding about international working class solidarity and international experiences of workers. It has generated the necessary excitement and interest amongst workers to engage more in international issues.

## **1.2. On the affiliation to WFTU**

When COSATU was formed in 1985 it took a position of non-affiliation in recognition of the various trends and the dangers of polarisation the issue tended to generate. It was not until the late 90s that COSATU formally took a position to join the ICFTU. In doing so, it didn't mean the end of the debate about the two or varying forms of working class internationalism.

NALEDI compiled a Report and it was presented to the International Policy Conference. After much discussions and engagements, option two was chosen. It was an option that was somewhat midway, in the sense that it allowed COSATU to affiliate to the WFTU whilst remaining a member of the ITUC.

## **2.3. On Palestine**

COSATU has continued to actively champion the cause of the suffering people of Palestine under Zionist apartheid occupation by Israel. We have continued to play an active role in the Global BDS movement that has become the most central force for the dismantling of Zionism through economic and other pressures.

COSATU has developed a Draft framework to target goods and services from Israel, with the aim of boycotting them and effecting real sanctions till Israel concedes and ends the occupation.

## **2.4. On Swaziland**

The Swazi regime, tinkhundla are under a lot of pressure from international partners, than from internal. The state had succeeded, to some extent, in weakening the democratic forces inside the country, though they are now re-emerging from the difficulties and are beginning to take charge more effectively. PUDEMO and its youth wing, SWAYOCO remain effectively banned, and are the political parties primarily targeted by the state.

Swaziland lost AGOA (American Growth Opportunities Act) and now on the verge of losing the EU preferential markets access under the Cotonou Agreement as signed in 2000. It is failing to comply with provisions relating to Human rights, democracy and freedoms to associate organise and speak out.

## **2.5. On Western Sahara**

The sister peoples of Western Sahara are still facing occupation and daily aggression by the state of Morocco, which has been occupying the territory illegally for years now. We have worked with the progressive forces of Western Sahara led by POLISARIO Front, in which we have supported, participated and actively promoted the cause of the suffering peoples of Western Sahara. But we wish to admit that we haven't done our level best in

relation to the situation in Western Sahara, we can do far more on it. We also need to work more closely with the sister federation UGTSARIO in broadening the frontiers and spaces of solidarity and support.

## **2.6. ITUC/ITUC Africa**

We continue to be active in the ITUC and ITUC Africa, as spaces of influence in the international arena. We sit in the Executive Bureau and General Council of ITUC, whilst doing the same for ITUC Africa. We are proud to have Comrade Joao Felicio, from CUT Brazil as the President of ITUC. He has proven reliable and consistent to the principles of progressive trade unionism. We support him and the agenda for progressive transformation towards serving the interests of all workers, global south workers in particular that are the most marginalised.

## **2.7. SATUCC**

SATUCC is our regional body and the closest to our daily conditions, work and experiences by virtue of its proximity. We can and should feel its daily feet thundering on our ears and eyes on crucial issues facing the working class. It went to Congress in 2014 and a new leadership was elected.

However, it couldn't adopt a clear programmatic plan at the Congress, which created a vacuum and led to the current situation wherein we cannot assert an independent and decisive agenda for the region, from the working class point of view. We face the danger that we may be walking in the shadows of the regional state actors in the form of SADC, without any independent, bold and decisive programme of our own to mobilise and rally the working class. SATUCC has grown and now has just welcome two new affiliates, one from Lesotho and the other from Madagascar, which is a good sign of progress, but it must be translated into a tangible programme of action to strengthen the fighting capacity of workers in the region.

## **2.8. OATUU**

OATUU held its last Congress in Algiers and elected a new leadership under the Presidency of Cde Francis Atwoli, the COTU-Kenya General Secretary and the General Secretary elected by Congress was Owei Lakemfa from Nigeria. However, not long after the election, the leadership collective started experiencing problems that led to a process resulting in the dismissal of the GS Owei Lakemfa at a General Council held in Asmara, Eritrea in February, 2015. The main issue for us is the posture of OATUU and what special or peculiar role it must or should play in the region or continent.

## **2.9. BRICS**

BRICS has emerged as the key political pole for forces opposed to the unipolar capitalist hegemony of the US and the west in general in world affairs. Whilst it has been largely

active as a state multilateral forum for the five countries, but various bodies have emerged putting together structures from these countries, such as trade unions, civil society, academics forum, business forum and others.

The next forum is going to India next year and we are keenly looking forward to a turning point towards a now more mature and better structured forum, which is now beyond taking off, but at a point where its form and shape, as well as its content are much more defined and explicit.

#### **2.10. SIGTUR (Southern Initiative on Globalisation and Trade Union Rights)**

SIGTUR is a progressive initiative of unions in the global south, which COSATU is a proud founder member. It was created to harness the massive energies of unions in the global south against the forces of imperialist globalisation and domination. COSATU hosted the last Regional Coordinating Committee (RCC) in Cape Town, where it was officially agreed that Brazil will be the new Coordinator after the good work by Australia, particularly Cde Rob Lambert. The last Congress of SIGTUR was in Australia in 2014 and we are called upon to host the next one in 2016.

#### **2.11. Cuba**

For the past year there have been many positive developments regarding Cuba and its relations with the U.S and the rest of the world. These developments include the Release of the Cuban Five from the unjust incarceration in the U.S. jails, the announcement of the normalization of relations with the U.S, the increased global interest in tourism and investment in Cuba as well as the recent reopening of the Cuban Embassy ending a 54 year absence in the U.S. Capitol.

##### **2.11.1. Visit of the Deputy President of Cuba**

On June 11-13, 2015 the Embassy of Cuba hosted the Deputy President of Cuba Comrade Salvador Antonio Valdes Mesa who was visiting South Africa to participate in the AU Summit that was taking place. As part of his visit he attended a wreath laying ceremony with the Alliance partners on the 12<sup>th</sup> June 2015 at the Chris Hani Wall in Boksburg, the COSATU Delegation was led by the 1<sup>st</sup> Deputy President Comrade Tyoty James. He later had a bilateral dinner with COSATU and the SACP leadership.

##### **2.11.2. Re-opening of Cuban Embassy in U.S**

21 June 2015 marks an important milestone of the Cuban revolution. On this day the Cuban Foreign Minister Bruno Rodriguez Parrilla hoisted the national flag of Cuba in front of the now Cuban Embassy in Washington D.C. ending a 54year old absence of the embassy in the U.S. Capitol.

### **2.12. TUDCN (Trade Union Development Cooperation Network)**

We continue to participate in both the African Regional Network as well as the Global Network. The trade union development cooperation network is tasked with dealing with issues of development and cooperation.

### **2.13. MIS/Provincial Roll Outs**

COSATU has been in a partnership with MIS (Movement for International Solidarity), which is an organization of the CGSLB since 2012. This was initially meant to be a 3year program but in 2014, 2 years were added to the program making it a 5 year program which will conclude in 2016.

### **2.14. International Labour Organisation (ILO)**

We must improve the levels of cohesion of the African delegation and the workers delegation in general, if we are to make the desired impact and defend the hard won gains in the ILO system and beyond. We seem too much sucked into dialogue in its narrowest sense, without recognising that it is just a site of a much broader struggle for working class power and dignity.

### **2.15. ANC and alliance International Processes**

We participate actively in the ANC International Relations Sub Committee, wherein all alliance partners and leagues also participate. It is an active forum discussing a broad range of international issues. It also has its own Sub structures to facilitate work and enhance our approaches, including a Rapid Response Team on key issues that emerge and require urgent attention.

### **2.16. COSATU International / Gender Conference on Decent Work focusing on Women and Youth held 9-12 June 2015**

COSATU International has been in a 3-year program with CGSLB of Belgium in a program that sought to assist with capacity building in the International Department while promoting South-South cooperation as well as strengthening of COSATUs engagements on relevant global campaigns like the Decent Work Campaign, the focus on vulnerable sector, Gender mainstreaming and cooperation between COSATU and sister federation in the continent.

### **2.17. ILO Work**

#### **Organising and International Programmes**

- a) ITUC-AFRICA Organisers Inaugural Workshop held in LOME (Togo) on 15-20 April, 2013

- b) COSATU Organising Secretary attended the ITUC-Africa Regional Workshop on Organising in Lome (Togo) on 15-20 April 2013 and will be responsible for coordination of the project activities in COSATU.

### **2.18. ITUC Project on Labour Rights for Women Campaign (LRW)**

- a) ITUC has initiated a project that aims at improving the lives and working conditions of working class women in 11 countries;
- b) Egypt, Guatemala, Pakistan, Kenya, Uganda, Tanzania, South Africa, Peru, Paraguay, India and Indonesia.
- c) The project started on January 2012 it is expected to end December 2015, is funded through the Dutch Ministry of Foreign Affairs under Funding Leadership and Opportunities for Women (FLOW). Internationally it is managed by ITUC, Wage Indicator Foundation. Here in South Africa the project is coordinated under the Labour Research Services(LRS)and managed by federations in close cooperation of the gender coordinators of the Four Federations(COSATU,FEDUSA,NACTU,CONSAWU).

### **2.19. International Solidarity Campaigns**

The campaigns coordinator continues to participate and coordinate International Solidarity programmes.

This year we mainly:

- a) Participated as part of Swaziland Solidarity Campaign / International in Planning of a Solidarity POA
- b) At the National / Limpopo Provincial Africa Day Symposium and Seminar with ZCTU Campaigns and Gender made presentations.
- c) Participated in an Organised ADF (Africa Diaspora Forum) for Africa Day Celebrations in Gauteng.
- d) Attended Palestinian Solidarity preparations meetings and demonstrations at the Israelis Embassy.

### **2.20. National and International Commemorative Events/Days**

#### **a) Africa Day Celebrations**

#### **b) Mandela Day Activities**

- c) For 2015 proposed campaign is a National Day of Action for World Day for Decent Work on the S77 notice issues submitted to NEDLAC.**

## **2.21. The Africa we have and the Africa we want**

It is estimated that approximately 1.07 billion people live on the African continent, which has about 54 different countries. The economy of Africa consists of the industry, trade, agriculture and the rich human resources, who are the people of the continent. It is a resource-rich continent but with many African people as poor. It is estimated that by 2050 Sub Saharan Africa is expected to reach a GDP of \$29 trillion, but income inequalities being a key hallmark of that. The current growth on the continent has in large part been due to growth in sales in commodities, services and manufacturing in particular.

It requires a new resolve from the forces of progress; a new and more sophisticated form of organization and new forms of leadership that inspires more hope and rallies all our people into effective action and united responses throughout the continent. The Africa we want cannot be explained outside the world we want, in which solidarity and freedom exist side by side with decent working conditions and better living conditions for the majority, women and workers in particular.

### **2.21.1 Trilateral Cooperation between COSATU, Nigeria NLC and Ghana TUC**

The Trilateral Cooperation is a historic relationship between COSATU, South Africa, NLC, Nigeria and TUC, Ghana, amongst the foremost trade union movements on the African continent. It is a relationship born in the trenches of struggle against apartheid, colonialism and military dictatorship at various times of our countries' historical development. Following our very successful ones held in Ghana and Nigeria, the South Africa part of the meeting took place alongside the COSATU International Conference on Africa (CICA), which was held on the 14<sup>th</sup> – 16<sup>th</sup> September, 2015. Members of the Trilateral from these sister countries and more, participated in the Conference on Africa and made a massive contribution to its success.

## **2.22 Programme of Action**

### **2.22.1 The key points for our Trilateral Cooperation Action Plan on Africa are;**

1. Alternative Growth and development Path for Africa's industrialisation
2. Campaign for progressive Macro-economic policies based on tax justice, fair trade, and inclusive development, as well as to end illicit flows and the looting of our economies
3. Active participation in campaigns for Peace, justice and security
4. Campaigning against Multinational Companies and anti-worker policies, practices and laws

### **2.22.2 Priorities for Practicalisation**

1. Establish a Technical Team comprised of the 3 federations to put together the already existing ideas around Marco economic Policy alternatives and Growth and Development Programmes of each federation towards a Common document to be discussed and adopted by the next Trilateral General meeting.
2. Joint Training of Organisers and Educators to deepen organisational capacity in each of our federations and unions, as well as share experiences from each situation
3. Coordinate more actively in strengthening regional trade union bodies; SATUCC and OTUWA (including EATUC), as well as link up with sister unions in the Francophone and Lusophone countries to strengthen a common African approach on issues

### **2.23 World Social Forum**

#### **2.23.1 The World Social Forum**

The WSF is an annual meeting of the civil society organisations, which offers self-conscious effort to develop an alternative future through campaigns of counter-hegemonic globalization. Some consider the WSF to be a physical manifestation of global civil society, as it brings together non-governmental organisations, advocacy campaigns as well as formal and informal social movements seeking international solidarity.

#### **2.23.2 COSATU Participation at WSF**

COSATU is one of the very few Trade Unions that participates in the WSF since 2002 and has been able to send a sizeable delegation comprising some of its affiliates. Most trade unions national centres of the Latin countries trade unions, ITUC, OATUU, and some but few from Europe and Africa. COSATU participation has been on the decline more seriously on the last two years. We have not been attending the International Council meetings (IC). The lack of participation has been caused by the lack of resources to cover travel and accommodation at the COSATU level. The congress must discuss our future participation at the WSF.