

- d) We strengthen the participation of labour in the SETAs by sending senior leaders and officials with the capacity to represent labour in various standing committees of the SETAs and various Boards.

3.49. Trade union/workers' education & development towards Socialism: (CEPPWAWU, NEHAWU, NUM)

Noting that:

- (a) Trade union/workers' education, training and development is one of the critical pillars for building capacity and sustainability in the trade union movement.
- (b) Trade union/workers' education is about how organized workers can influence, shape and transform society.
- (c) The ILO defines workers' education as a means of providing workers with the education and training they need to play an effective role in the economic and social life of their societies.
- (d) Trade union/workers' education has a long history going back to the first efforts of workers to organize themselves against oppression and exploitation. In SA, this history goes back to the Party night schools of the 1930's and took the form essentially of political education to build working class leadership.
- (e) Trade union/workers' education takes place in a variety of settings such as in the workplace, in union meetings, in strikes and rallies, in collective bargaining and through more structured forms of education in unions.
- (f) The crisis in education has had a disproportionate impact on the lives of working class families' children which is not only of the apartheid legacy but also is the result of the neo-liberal policies pursued over the recent past. These policies have resulted in the world's worst economic crisis since the 1930s the costs of which will be borne mainly by workers and result in their further impoverishment.
- (g) In the "Ideological and Political Contestation" section of our 2015 Programme we provide a clear framework to take forward our political work which includes, building our intellectual capacity; setting aside a portion of income for political education; developing pools of political educators; COSATU being at the centre of curriculum development that promotes working class values in public education; developing ways to attract young workers into the labour movement; cultural productions which instills working class values.

- (h) Mechanisms set in place to fund education and training have been influenced by approaches that privilege the privatisation of education and training resulting in the proliferation of private providers whose main business is to make a profit.

Believing that:

- (a) Trade union/workers' education plays an important role in contesting the ideological triumphalism of neo-liberalism which has been discredited.
- (b) Workers have opened up fields of thinking arising from their own specific experiences as workers and cultivated our ability to think critically and more deeply thereby contributing to the theory of knowledge and its creation in society.
- (c) Trade union/workers' education must be about working towards our vision of socialism. Education, production, and class solidarity must form one continuous process in the development of our humanity and in the emancipation of the working class.
- (d) The working class has a vested interest in building socialism where we will produce the goods and services including the kind of education system required to meet the needs and aspirations of a socialist society.
- (e) The working class, through its struggle for socialism is responsible for the achievement of even the most basic democratic rights enjoyed under capitalism.
- (f) Trade union/workers' education plays an important role in building organisations grounded in working class leadership including the building of organic intellectuals rooted in the day to day struggles in the workplace, in the community, in society and across borders.
- (g) The restructuring of the education and training system and the calls by the newly-appointed Minister for Higher Education and Training for a radical transformation of education and training that benefits the working class creates space to promote and advance trade union/ workers' education.

Therefore resolve that:

- (a) Trade union/ workers' education must be understood within a broader political, economic and social framework of analysis, and if we accept that the country's education and training system must be radically transformed, then we must do so from a working class perspective.
- (b) To take practical steps within affiliates, provinces and locals to advance and implement the strategies arising from the recent COSATU Education and Skills Conference.
- (c) COSATU to consider opening workers education and training centers across provinces in partnership with NALEDI & other interested NGOs and Universities.

- (d) COSATU must use the Chris Hani Institute as a stepping stone towards the establishment of a Workers' University from where we can produce and hone our own organic academics.
- (e) To encourage worker education institutes like DITSELA, labour service organisations and other working class formations to collaborate and build a broad movement for the promotion and advancement of workers' education in the country that builds and supports the needs of the movement.
- (f) We must build and sustain our traditions of revolutionary popular workers' culture through our history, music and art that is an integral part of building class consciousness and the dignity of the working class in our country and across borders.
- (g) Trade union/workers' education must grow from being consumers of readymade education materials to generators of contemporary ideas and knowledge through research and grooming of its own working class academics.
- (h) COSATU to persuade all its affiliates to hold Workers Indabas/ Ear to the Ground Programmes as part of developing education programmes for members.
- (i) Revival of the Chris Hani Brigade (CHB), provincial educator pools, and educational bodies which provide trade union/worker education.
- (j) Political discussions forums be established at COSATU provincial and local level at least once per quarter. Local education forums be revived to ensure the political discussions forums at local level are effective and ensure to that the majority of shop stewards participate.
- (k) COSATU to encourage its affiliates that are without education officers at provincial level to have those so that affiliates can develop internal capacity on education (Naledi recommendation).
- (l) Focused programmes be developed to build internal union capacity focusing on education and facilitation skills and material development for educators, shop stewards, organisers and gender coordinators.
- (m) COSATU must strengthen the Educators' forum to become a body that produces books and materials that can be used off the shelf by shop stewards and union members.
- (n) The content of education material must be working class biased to help shop stewards identify with and make a link between workplace and societal challenges.
- (o) To use the forthcoming DITSELA National Summit on Workers' Education to further explore with other organisations the concept of worker's education and its role in contributing to the working class in its struggle for socialism. At the Summit COSATU must strive that its outcomes contribute towards building a framework for the working class to engage with changes in the macro education and training arena and explore further the strategies, priorities and demands to build and advance the struggle for worker's education; including how strategies for adult education and training, recognition of prior learning, skills development, transformation of higher

education must be prioritised as part of a comprehensive worker's education policy agenda.

- (p) The participation in the forthcoming DITSELA summit be boosted by the participation of senior leadership of respective affiliates so that it does not simply be relegated to a forum or terrain of officials.
- (q) Unions must use their strength and mobilizing power to negotiate time offs rather than relying on the LRA to secure substantial paid time offs for shop stewards for training.
- (r) To call upon the Minister for Higher Education and Training to take the necessary measures to redirect resources for education and training to trade unions and labour service organisation for the provision and advancement of trade union/ workers' education in our society.

3.50. Advancing 2015: Recruitment, Mergers and Cartels: (NEHAWU, NUMSA, SACTWU, SAMWU)

Noting that:

- (a) In our 15 years of democracy we have managed to secure many favourable laws that recognise workers rights and freedom of association, yet there are still a large number of workers that are not unionised, even in the formal sector, who continues to be exploited and who do not have any benefits.
- (b) The growth in casual and atypical forms of employment and the difficulties experienced by unions in recruiting and organising these workers.
- (c) The important role that all union activist and members must play in building the union movement regardless of the unions they themselves belong to.
- (d) The 2015 Plan had set ambitious recruitment targets and that there were no clear, coordinated, coherent and well-resourced programmes developed by affiliates. Further, at Federation national level there were no annual programmes similar to the 1999 Autumn Recruitment campaign.
- (e) Affiliates lack strategies for servicing membership, as demonstrated through new members tending to leave shortly after being recruited. This is due to the lack of service, but also through intimidation or coercion by employers to resign from the union.
- (f) Recruitment cannot be separated from servicing and building local leadership especially one that is gender representative and sensitive. The provision of education to strengthen union organisation is critical to this process. This resolution therefore should be seen as complementing and not replacing such measures.
- (g) The 8th National Congress resolution on mergers has yet to be realised, especially as regards the public sector unions.

- (h) The issue of building super-unions and cartels has been put in abeyance.
- (i) The culture of poaching internally within the affiliates of the Federation instead of targeting unorganized workers outside the federation, e.g. non unionized workers or those within FEDUSA &/independent unions
- (j) Lack of proper evaluation and monitoring mechanisms at all levels of the Federation and its affiliates.

Believing that:

- (a) That most industries are losing members as a result of the state of the global economy and that industries are fading.
- (b) The changes that have taken place in the workplace require new and innovative ways of recruiting workers into COSATU affiliates.
- (c) The principle of “one industry one union” remains more relevant now than ever.
- (d) The implementation of our resolution on mergers is an important step towards our goal of “one country one federation”.

Therefore resolves that:

- (a) Our recruitment and organising strategies must take into account the fact that many workers are on short-term contracts, don't always have a central clock-in point, start work at different locations, earn very low wages, face victimisation, and there are specific problems confronting women workers.
- (b) COSATU/affiliates must embark on and link the “Ear to the Ground Campaign” or Worker Forums to reconnect with members on a range of policy decisions/campaigns programmes of the Federation.
- (c) A ‘union recruitment organising centre’ to be established in the Federation that will give advice on the appropriate COSATU union to join and contact, and other services that exist for workers. Each enquiry will be logged and followed up and there will be regular reports to affiliates of calls received, and feedback from callers.
- (d) COSATU to revive and coordinate a recruitment campaign through the campaigns task team where all affiliates are represented. Clear scientific targets on sectors and on the type of workers to be recruited and budgets should be developed with the assistance of NALEDI.

- (e) COSATU must adopt April annually as the month to intensify recruitment of new members. This must serve as part of mobilisation for the Workers/ May Day. Recruitment must continue after Workers/ May Day and the Federation/affiliates must do quarterly progress reviews and assessments towards meeting the 2015 Plan's objective.
- (f) Affiliates need to drive vigorous recruitment campaigns and set clear targets to rebuild confidence in our organisations and in order to regain our strengths. Affiliates should make use of the unemployed comrades to participate in recruitment campaigns.
- (g) Establish detachments / recruitment teams and also Recruitment Coordinators at all levels within affiliates.
- (h) A series of pilot 'union caravan' events involving a COSATU sponsored union caravan that will park up in a targeted town for a period and serve as a focus for union recruitment activities and advice. This will be staffed by union deployees.
- (i) Allocation of proper resources for the recruitment campaign. 20% of the total budget must be dedicated to recruitment.
- (j) COSATU to establish a recruitment fund to resource campaigns. The first CEC shall determine the amount to be paid to the recruitment fund by affiliates.
- (k) Launch a mass Union Membership Campaign that will involve a mass produced language friendly 'calling card' that can be given to unorganised workers by existing members. It will contain a free phone number to the COSATU union recruitment centre.
- (l) Conduct audits to see overlaps of industries within the Federation with a view to merge unions who organise within the same industries.
- (m) Reaffirm the 8th National Congress resolution on taking forward the merger of COSATU affiliated trade unions.
- (n) That this 10th National Congress must put in place measures in place for the establishment of cartels.

(o) Strengthen the structures of the affiliates/federation as to be effective on the implementation of all the campaigns of the Federation. Affiliates to play a strategic role within COSATU when it comes to campaigns.

(p) Ensure that evaluations take place after every campaign.

3.51. Gender and the quota system in the Federation :(CEPPWAWU, NEHAWU, NUMSA, SACTWU)

Noting that:

- (a) In rural areas and local communities, patriarchy, religion and tradition play a role in creating inequalities between men and women; this extends to workplaces as well, where there is segregation based on sexuality.
- (b) The 9th National Congress resolved to develop a developmental path that will not only talk to gender representivity but that will also address situations in which ordinary women are affected.
- (c) An assessment of the achievement of balanced gender representation, taking into account the proportion of women members in the unions, shall be provided in this 10th National Congress.
- (d) The question of a 50/50 quota system has been resolved for affiliates, but not for the Federation.
- (e) Men comrades do not give women comrades opportunities to grow in key strategic positions, and that this coupled with the “pull down syndrome” by women comrades hampers questions of women’s advancement into positions of responsibility.
- (f) Young and highly educated women view unionism as being for less educated comrades.
- (g) Not all affiliates have gender structures and where they do exist, they are not efficient and functional. Further gender substructures do not exist at workplace level.

Believing that:

- (a) An assessment report on achieving balanced gender representation will serve as a basis for evaluating the extent to which we are committed to women representation within the Federation.

Therefore resolve that:

- (a) We reaffirm the 9th National Congress resolution on achieving balanced gender representation within the Federation and affiliates.
- (b) Concrete affirmative action measures and strategies must be developed and implemented ensuring that women in leadership positions are effective, that they are linked to programmes of empowerment, and that decision making structures are transformed.
- (c) Affiliates must be encouraged to elect women to leadership levels in office bearer and national structural positions, and regular statistics should be kept, and reviewed annually on the gender composition of meetings.
- (d) COSATU and its affiliates should introduce programmes to support childcare facilities and strive to do so at union meetings.
- (e) To address issue of women holding senior positions in the trade unions we must share experiences with international trade unions.
- (f) COSATU and its affiliates should identify and lead campaigns to promote gender equity, and to ensure that the contributions that women can make to the union movement, the economy and society is enhanced, and that opportunities to deepen women's participation are actively created.
- (g) COSATU through its affiliates to target a group of women comrades that can form part of a dedicated women's development programme after this Congress.
- (h) COSATU to develop a political education programme that will focus on women comrades in employment and outside employment, and which will also take into account some of their daily realities and responsibilities.
- (i) Local gender coordinators with workplace office bearers must ensure that women are capacitated politically at factory level.
- (j) At least 60% of the total number of shop stewards on affiliates' training courses should be women.
- (k) COSATU must develop material that talks to a holistic approach to gender development.
- (l) COSATU locals must link up with community based organisations to conscientise them about working class struggles to overcome patriarchal tendencies.
- (m) Gender coordinators must be full time workers in all affiliates, with national and regional/provincial leadership taking responsibility for effective co-ordination and running of gender structures within their respective regions and locals.

- (n) Affiliates national structures should set policy guidelines around recruitment of women organisers, aiming to increase the number of women organisers to at least one third.
- (o) Collective bargaining and employment equity promotion should be used to ensure gender equality at the workplace. COSATU and affiliates must keep statistics on the progress in promoting women into senior positions at the workplace.
- (p) COSATU affiliates must engage various SETAs to avail budgets for training employees with preference given to women on technical skills like welding, boiler etc.
- (q) Affiliates must ensure that women comrades are part of bargaining forums.
- (r) COSATU should develop a strong presence in gender struggles, including National Women's Day and the campaign of activism on gender issues. COSATU should propose that women icons in worker struggles be honored with an annual award, to ensure that due recognition is given to working class women in the celebration of National Women's Day.
- (s) The federation should launch a campaign for ratification of the package of ILO Gender Conventions by the SA government.
- (t) COSATU to develop a coherent programme and should work together with the MDM formations and NGOs in making this programme a reality.

3.52. Organisational Development: (NEHAWU)

Noting that:

- (a) The 2015 plan calls for building an ongoing programme of organisational development.
- (b) The 8th National Congress adopted the report from the Organisational Review Commission on organisational development.
- (c) That since the organisational review report was accepted, not much progress has been registered.
- (d) Attempts to unify the three Federations, have drawn a blank, instead other new Federations are in the making.
- (e) COSATU's national target of 4 million members by 2009 has not been met.

Believing that:

- (a) Organisational development is critical in achieving the objectives of building a strong organisation that excels in engaging with both workplace issues and building internal capacity to develop strategies and policies.
- (b) Organisational development is an ongoing process.

Therefore resolve that:

- (a) The organisational review elements adopted by the 8th National Congress be reaffirmed.
- (b) Any efforts and attempts to further fragment the working class through establishing new unions/Federations be discouraged.
- (c) Put in place in this 10th National Congress, concrete measures to implement the organisational development programme.
- (d) Expedite unity talks with NACTU and FEDUSA

3.53. COSATU code of conduct for Federation elected leadership :(NUMSA)

Noting that:

- a) Historical developments gave rise to COSATU adopting a Code of Conduct for leadership across the Federation and its affiliates.
- b) The Secretariat Report is stating that the COSATU Code of Conduct is not enforceable in affiliates

Therefore resolve that:

- a) All legal, organisational and political obstacles constituting barriers to the application of the COSATU Code of Conduct in affiliates be addressed.
- b) Affiliates adopt the COSATU Code of Conduct as their own, and make provisions for COSATU to lead evidence and or give rise to charges in the event the Federations having a prima-facie case against an affiliate's leader or member of staff

3.54. Mandela Day: (NUMSA)

Noting that:

- a) There is increasing commercialisation of the Mandela Day.

Therefore resolve that:

- a) COSATU champions for one of our public holidays to be used to mobilise our society in a dedicated service to communities as part of augmenting the 67 minutes of dedicated service to communities during Mandela Day.
- b) Measures must be taken to counteract tendencies that seek to commercialise Mandela Day for private accumulation.

3.55. Organising young workers: (NUMSA, SATAWU)

Noting that:

- (a) Young workers are often not interested in joining the unions for various reasons. These include the threat to their employment and the burden of HIV/AIDS.
- (b) If trade unions do not recruit young workers it will shrink and stagnate.
- (c) Youth organisations are generally weak, fragmented and are sometimes removed from the issues, concerns and interests of the youth.

Therefore resolves that:

- a) COSATU convenes a National Young Workers Conference comprising young members from all affiliates to debate and discuss their issues, concerns and interests as a basis for creating a platform within the Federation wherein young workers will be able to advance issues that affect them in their daily lives.
- b) COSATU must consider establishing a youth desk, improving contact with youth in institutions of learning in order to conscientise and prepare them about the importance of unionisation once they enter the labour market and broadly about the importance of active involvement in working class and trade union struggles.
- c) The above must incorporate a radical programme to deal with the challenges of the new, young worker
- d) COSATU to consider employing a Federation Young Workers Co-coordinator who will liaise with affiliates young workers formations/ desk/departments and who will devise strategies to recruit young workers.
- e) We explore ways of engaging young workers in creating campaigns and education programmes that speak about the past, present and future of working class struggles; ensuring that we take on their concerns through such programmes.

- f) COSATU should invite Progressive Youth Formations (the YCL, COSAS, SASCO and the ANCYL) into its political education programmes in order to share political development capacities.
- g) To highlight the plight of young worker's using all means available including but not limited to the structures of the Federation, the media and internal publications.
- h) Explore ways of interacting with young workers from other Federations and Youth Centres, Recruitment and Employment Centres, Schools and Colleges before they are employed in order to educate them about trade unionism.
- i) To draw lessons from other countries where successful campaigns were developed focused on recruiting and organising young workers.
- j) To work tirelessly with all progressive youth formations for the advancement of this resolution.

3.56. Strike organisation and solidarity actions: (NUMSA, SACCAWU)

Noting that:

- (a) Workers continue to wage heroic struggles in defense and advancement of their living standards and that in the main these struggles are in the form of strike action.
- (b) Existing strike legislation negatively impacts on the collective bargaining strength of unions in the public sector in particular; and undermines the ability of workers across the economy to readily engage in solidarity strike action.
- (c) Some of the strikes that were embarked upon recently arose out of wage disputes and ended up being prolonged and aggressive in their nature.
- (d) During these strikes there was an absence of worker solidarity, both at the level of individual affiliates and from the Federation(s) itself.
- (e) Affiliate strike actions are often isolated, as there is very little active solidarity from workers in other sectors of the economy; and at times there is crossing of picket lines. (An example of this took place during the Federation's 9th Congress where some delegates wearing COSATU and affiliates regalia crossed the SACCAWU Shoprite Checkers picket line without intervention or reprimand.)
- (f) Attempts by COSATU to build greater levels of co-ordination and solidarity amongst affiliates have limited success.

Believing that:

- (a) Strike action is the universal weapon of the working class and that "An Injury to One Is an Injury to All" is an international battle cry of the labour movement signifying workers'

solidarity. (This understanding is not shared by the armchair critics and petty bourgeois sociologists who merely focus on palpable results in assessing strikes.)

- (b) Trade unions have a duty to school new cadres on strike organisation.
- (c) Strikes are a school of revolutionary strategy since they teach participants about the nature of the capitalist system, its limitations and basic tactics.
- (d) Whilst the Labour Relations Act provides for protected secondary / solidarity strikes, the trade union movement is yet to take full advantage of this provision.
- (e) The COSATU Organising Secretary and Campaigns Coordinator have an important role to play in coordinating strikes by various affiliates of the Federation and in so doing facilitating maximum mobilisation for solidarity within the Federation and across the broad spectrum of civil society, including internationally.

Therefore resolve that:

- (a) We reaffirm our commitment to the international battle cry of the labour movement - "An Injury to One Is an Injury to All".
- (b) Ensure that all structures of the Federation receive regular reports on strikes and other collective disputes from all its affiliates.
- (c) Mandate the CEC to:
 - Ensure that a comprehensive capacity building programme on strike organisation is developed for all Organisers and Negotiators.
 - Facilitate regular sharing of information on strike tactics amongst affiliates.
 - Redefine the role of the Organising Secretary to ensure that the Department gives strikes the necessary focus and attention.
 - Consider a campaigns forum or structure that will constantly monitor and develop strikes and solidarity organisation, as well as related solidarity action across affiliates instead of each affiliate or even the company on strike left on its own, merely receiving moral messages of support without concrete action.
 - Consider establishing strike and solidarity funds both at affiliates and Federation level, with clear guidelines on the utilisation of the fund

3.57. Strengthening collective and centralised bargaining :(CEPPWAWU, NUMSA, POPCRU)

Noting that:

- (a) That the existence of both central and sectoral bargaining councils as established in terms of the Labour Relations Act emanates from the struggle of workers.
- (b) The study undertaken by NALEDI highlights a number of challenges confronting unions in the area of collective bargaining, while at the same time comes up with a number of recommendations for addressing these challenges.
- (c) Among these challenges in the weak infrastructural capacity bargaining structures have due to amongst others human and financial resources. This extends to meeting their legal obligations and independency.

Believing that:

- (a) The bargaining councils emanating from workers' struggle should always be capacitated and should remain independent and protected from any form of undue influence from the employer's side.
- (b) Workers must take responsibility in ensuring that the integrity of these councils are protected and capacitated at all levels in order to deliver on their mandates in terms of operational, political and economic challenges.

Therefore resolves that:

- (a) As part of strengthening collective bargaining within affiliates and in order to promote greater levels of solidarity among affiliates, COSATU should establish a Collective Bargaining Unit in the Federation, prioritizing sectors for support and providing more structured bargaining support to assist affiliates with information and analyses to support bargaining and, in the case of less well resourced affiliates to provide direct assistance with collective bargaining strategies.
- (b) *COSATU must obtain collective agreements from affiliates so that it can analyze trends and isolate strategic issues for discussion at a workshop. This process should be coordinated with Naledi's project to set up a database for use in bargaining.*
- (c) A Collective Bargaining/Living Wage Conference be convened, coordinated by the Campaigns Task Team to amongst others consider more thoroughly:
 - The impact of multi-year agreements on building a broad living wage campaign;

- A clear workplace bargaining agenda to ensure a balance between centralised collective bargaining and maintaining a active and militant membership at workplace level;
 - The suitability of relying on the CPI as an indicator for indexing wage adjustments; and
 - The formulation of a minimum wage demand.
- (d) *Establish centralised bargaining forums and ensure that they have the capacity to acquire property and operate independently from the influence of the employer in particular as regards to their Secretariats, chairs and the acquisition of both human and material resources.*
- (e) *To further fight for their transparency in operations and ensure continuous accountability to members.*
- (f) *To campaign for the increment of the levy in the PSCBC, SSSBC and GPSSBC in order to address challenges of incapacity.*
- (g) *Build a campaign against al limitations on the right to strike especially the current secondary strike and essential service provisions.*

3.58. Organising the unemployed and vulnerable workers :(NUMSA)

Resolving:

- (a) COSATU to develop a recruitment program that is linked to ANC 2011 local government elections
- (b) To link with civil organizations like SANCO in order to build consciousness among the unemployed of working class struggles.
- (c) COSATU must champion the struggle for vulnerable workers (seasonal, farm and fisherman etc.) by organising these workers and providing a service to them. The Department of Labour must assist in terms of resources for this to happen.
- (d) COSATU to support the international campaign against casualisation of labour from the 3-10 October 2009.

3.59. Return of the SNPF to its members and overall transformation of the FSB: (SACCAWU)

Noting that:

- (a) From the relentless struggles of the '80s, unions and workers fought for control of Pension/Provident Funds and the right to direct and decide on funds related investments; thus contributing towards economic growth.
- (b) Such struggles advanced in the late '80s led to many unions establishing worker controlled umbrella funds with enormous commitment of their own resources.
- (c) From inception such struggles were met with fierce resistance by the Bosses who were never transparent and had instead used these Funds to build and grow their companies without checks or intervention of the State. This was a class struggle over control of one component of the economy.
- (d) All the current buildings, malls and profitable properties were built with Fund monies. This included the economic empowerment of Afrikaners, and prescribed assets policy development without any Fund members' consent or knowledge. At times to the detriment of the members, as some monies were used to acquire oppressive artillery and boost of the oppressive Apartheid State Machinery.
- (e) When unions established these Funds, employers built parallel funds that were to compete with Union Funds.
- (f) The regulatory institutions remain untransformed and anti-working class, like the FSB. They are predominantly the preserve of employers, lawyers and the captains of the insurance industry.
- (g) Further noting that the SNPF has been in the clutches of curatorship for seven (7) years as a result of mysterious circumstances amidst alarming and wild allegations, that to date remain allegations.
- (h) Further noting that even the constructive involvement of the Federation on processes aimed at normalizing and removing the SNPF from curatorship and returning it to its members and/or SACCAWU have been rubbished or reduced to nonsense by subtle yet evident collaboration between the current curator and the funds registrar. The FSB, in a deliberate 'text book' interpretation of fiduciary duties has stated that as long as there is no go ahead from the curator, the Fund should remain as is, i.e. within the lucrative benefiting "curatorship" scheme, with its self-enriching objectives.

Believing that:

- (a) If the billions of Rands belonging to workers within these funds were under the control and direction of the working class, enormous contributions would be made towards economic growth, social desirable investments, community development, employment creation and growth in retirement benefits.
- (b) Under the untransformed FSB the notion of union/worker controlled funds is under siege; with actuaries, insurance companies, employers and asset/investment managers, at best milking the funds and mechanically using terminologies or buzzwords like “Fiduciary Duties” as deterrents to keep unions at bay. On the other hand they are using old divide and rule tactics, co-opting and manipulating some trustees or leadership for maintaining the status quo.
- (c) Concerted efforts from the entire labour movement to take control may completely shift the economies of scale and balance of economic power towards the working class.

Further believing that:

- (a) The seizure of the SNPF under curatorship indefinitely, is one component of an overall capitalist strategy, in collaboration with the FSB, to resist if not eliminate ownership and control of the Provident Funds by workers and their unions. The seizure of SNPF under the disguise of curatorship is nothing but a class attack.
- (b) Placing funds under curatorship is necessary to urgently deal with financial irregularities; but protracted curatorship defeats the very purpose and objective of such a process. The SNPF curatorship is a curatorship of a special type, serving as destruction and for individual self-enrichment.
- (c) If the widely-publicised allegations used to justify the placing of the SNPF under curatorship are anything to go by, the most effective and expedient way to address the allegations was and still is the commissioning of investigations by a credible and qualified investigations or crime intelligence agency or institution.

Therefore resolves that:

- (a) A demand be made for adequate labour representation in the FSB, as well as ensuring that other Board members are representative of society.
- (b) Aggressive removal of the SNPF from curatorship and returning it to its rightful owners control, administration, governance and management.
- (c) Commissioning of concise and intensive investigations by either the Scorpions or any credible investigative / intelligence agency looking at:

- the role of the FSB and Old Mutual in putting the Fund under curatorship as well as the processes leading to this and during the curatorship
 - a detailed report on claims submitted and processed, such as funeral cover, death and withdrawal benefits during curatorship
 - a detailed report on investments made, investments recalled and the reasons behind this
 - complaints by members and steps taken to attend to these complaints
 - detailed reasons for the destruction of SAC and the liquidation of SIH as well as the current value of the Investee Companies acquired by SIH before curatorship
 - the processes and criteria applied on nominating the incumbent curator
 - what happened to the so-called irregularities allegedly committed by the Trustees and/or Principal Officer
 - why there never were any arrests or convictions in the light of the wild public allegations and vilifications
 - the role of the Curator, his legal firm and the overall costs to the Fund during the curatorship period
 - whether or not the trustees were involved in improper conduct, including the SAC and SIH Boards of Directors and the status on the investments they have made
 - the transparent revelations on tender processes, appointment of Service Providers and some disinvestments including criteria applied
 - possible conflict of interests in such appointments as well as with regards to the curator and his Law Firm and/or Family
- (d) The formation of a committee comprising all affiliates to develop an overall plan to transform the entire industry, including the FSB as well as intervention plan to further advance, defend and retain worker controlled Funds concepts
- (e) Reiterate that trustee elections of Union owned Funds be the sole preserve of the Union, as well as the recalling of any Trustee that do not adhere to the Union mandate and worker control principle; as well as ensuring that the adherence to clear / corporate governance on fiduciary duties is not confused as meaning that Trustees are not accountable to their constituency.

3.60. Demarcation of NUM Carletonville to COSATU Gauteng (Wits) Province: NUM - The Resolutions Committee is requesting that NUM withdraws this resolution

Noting that:

- (a) The ANC as the ruling party has taken a decision for Merafong Municipality to be integrated back to Gauteng Province.

- (b) Both financially and organisationally, NUM Carletonville is better placed under COSATU Gauteng (Wits) as opposed to North West

Therefore resolve that:

- (a) NUM Carletonville region be demarcated in line with this new development to Gauteng (Wits) Province and therefore be removed from the map of North West Province.

3.61. Constitutional amendment – addition of the position of Provincial Deputy Secretary :(NUM)

Noting that:

- (a) COSATU is an important entity in both the industrial and political landscape.
- (b) The COSATU constitution does not provide for the position of a Provincial Deputy Secretary.
- (c) The organisational work load of the Provincial Secretary makes them appear as Provincial Organisers.
- (d) In the absence of the Provincial Secretary, the co-ordination of COSATU programmes are hampered and political work is compromised.

Believing that:

- (a) The inclusion of this position in COSATU will ease the organisational work load of the Provincial Secretary.
- (b) The Federation needs to increase its capacity to continue to advance its critical role in society.

Therefore resolve that:

- (a) The constitution of COSATU be amended to include the position of Provincial Deputy Secretary.

3.62. Membership reporting and affiliation fees formula :(NUM, SACCAWU)

Noting that:

- a) Affiliates do not report their total membership to the Federation due to payments being linked to the number of members an affiliate has, and that half or skewed reporting on membership deprives COSATU of a true reflection of its size as a Federation, particularly in relation to its target of 4 million members by 2009.

- b) Both the Federation and its affiliates' reliable income are from membership subscription fees.
- c) The commitment towards financial self-sufficiency and organisational self-reliance has seen both the Federation and some of its Affiliates establishing secondary means of income such as through the proceeds from investment companies.
- d) Affiliates pay for all activities that are convened by the Federation, at times these include unbudgeted.
- e) Certain affiliates organise workers that present different forms of challenges with regards to subscriptions, especially seasonal, non-permanent, atypical or casualised. These workers, whilst registered, get called on for work (if at all) at scheduled times primarily during peak-periods and are paid accordingly. As a result there is no certainty of subscription fees being paid.
- f) There is no established formula or strategy of intervention on the part of the Federation in dealing with financial and organisational problems flowing from these forms of membership; at best the affected Affiliate becomes a victim of ridicule and is open to possible managed or decent demise through either a merger or takeover; a practice which is synonymous with Capitalist tendencies to stifle competition and market share.
- g) Under Capitalism we might unwittingly, at the absence of other references, fall into a trap of borrowing certain Capitalist concepts, bowing to spontaneity as well.

Believing that:

- a) The membership as reported by COSATU affiliates is lower than what affiliates have and that correct reporting would raise COSATU membership above 2 million members.
- b) The very nature and objectives of a trade union's existence is for solidarity and unity and not for competition and/or stifling of same.
- c) The unique nature and characteristics of different affiliates cannot be ignored with a one-cap-fits-all approach, since such an approach is not equitable and it fails to appreciate the income base of various affiliates.
- d) A thorough analysis and understanding of the dynamics of different industries / sectors and unions could go a long way in strengthening and ensuring that there is sustainable and self-sufficient Federation and affiliates.
- e) Neglect of subscription fees dynamics within affiliates becomes a deterrent to growth, consolidation, and sustainability of affiliates; and to some extent affects the organisational strength of the Federation.

Therefore resolves that:

- a) A feasibility study be conducted on an appropriate and equitable but effective formula for affiliation fees.

- b) COSATU develops a membership reporting model that places a cap between what affiliates can afford to pay and the number of members it will recruit in future, with a guarantee that affiliates would pay for a capped membership number even if such membership numbers decline below the capped number of members. For an example, an affiliate may agree to pay for 200 000 members and give a guarantee that even if membership declines to 180 000 this affiliate will still pay for 200 000 members.
- c) That the delegation to COSATU constitutional meetings still be determined by the actual membership each affiliate has.
- d) The Federation desists from convening as many expensive meetings beyond those budgeted for. The NOBs must be mandated to deal with all issues in between yearly planned meetings within the framework of the mandates and policies of the Federation.
- e) Proceeds of Investment Companies should be mobilised and properly directed to realise the Federation's objective of self-sufficiency and self-reliance whilst relieving the affiliates from paying for every Federation activity.
- f) COSATU should either bear the costs of all Executive Meetings of the Federation and incidental activities or apply a moratorium on affiliation fees increase during the Congress period until a solution is found.

3.63. *Affiliate scope, demarcation and membership poaching: (NUM, NUMSA)*

Noting that:

- (a) COSATU does not monitor the amendments of its affiliates' constitutions.
- (b) Most affiliate constitutions encourage recruiting members in sectors not falling within their scope of organising.
- (c) There is lack of enforcement of the COSATU resolution on membership poaching.

Believing that:

- (a) Supervision and monitoring of affiliate constitutions would go a long way in averting conflicts resulting from membership poaching.
- (b) The absence of a solution to membership poaching undermines one of COSATU's fundamental principle of trade union unity, as some COSATU affiliates work against each other in one company such as in Sasol, in Rustenburg mines and in Eskom.

Therefore resolve that:

- (a) COSATU establishes a commission to look at scope, demarcation and the exploration of new forms of unionism to respond to changing industries and workplaces.

- (b) Decision on scope should be dealt with collectively on the basis of answering the following questions:
 - What scope, demarcation and forms of organisation will best enhance collective power?
 - Who is the core employer and where can bargaining power be leveraged?
 - Where do workers themselves choose to be located?
 - What is the organisational capacity of the unions concerned to organise and represent workers?
 - What is in the best interest of the Federation as whole?
- (c) All affiliate constitutions that overlaps to the scope of another affiliate be amended and that such affiliates are instructed to refrain from organising in the scope of another.
- (d) That the DoL develops an enforcement mechanism to fine and prosecute affiliates trespassing in other affiliates scope of organising in similar way that the DoT regulates taxi routes.
- (e) The merger of affiliates organising within the same industry/sector t the COSATU principle of One Industry - One Union - One country - One Federation

3.64. Gathering of retrenchment data: (NUM)

Noting that:

- (a) Retrenchments impact negatively on the sustainability of COSATU and weakens working class power.
- (b) COSATU does not have any uniform and reliable information gathering system or approach on retrenchments.
- (c) Retrenchment gathering data is a function of COSATU affiliates that should be supported by COSATU through a reliable information gathering systems.
- (d) There are other forms of employment reduction such as natural attrition in our sectors.

Believing that:

- (a) Poorly co-ordinated gathering of information on retrenchments will weaken and undermine COSATU's fight against job losses.

- (b) A reliable and responsive retrenchments gathering system is a necessity for COSATU and all its affiliates.
- (c) The issuing of Section 189 of the LRA is not reliable as it deals only with contemplation towards retrenchments.
- (d) Unreported and unmonitored data on national attrition undermines COSATU's fight for job retention.
- (e) Reporting on natural attrition provides COSATU with necessary information on other causes of employment reduction other than retrenchments.

Therefore resolve that:

- (a) COSATU working with NALEDI and delegated individuals from affiliates develop a simple format of retrenchment data gathering to be used by all affiliates.
- (b) The data gathering system be expanded for use by all affiliates for reporting on all activities that results in reduction of employment in the sectors such as natural attrition in the form of dismissals, retirement, repatriation, resignations, absconding, etc.
- (c) All COSATU affiliates report on quarterly basis on natural attrition.

4. International Resolutions

4.47. International trade union Solidarity: SACTWU/NEHAWU/NUM

Noting that:

- a) Globally, workers are working under extremely difficult circumstances.
- b) Trade liberalisation has caused the destruction of local industries as a result of the unfair trade rules that also allow other countries to use subsidies and the fact that our industries are not able to compete with those in countries whereby workers are extremely exploited - earning extremely low salaries, working long hours and often have minimal or no basic worker rights.

- c) There has been a structural change in the way the world economy and trade functions whereby distinct national economies have become far less important actors and are themselves subject to an internationally governed system of trade.
- d) Multinational corporations are neither controlled or constrained by the policies of any particular Nation State and therefore they tend to be footloose, which makes them to easily move between countries and to operate wherever they can gain the most advantage to the detriment of workers where they operate.
- e) Transnational corporations operate through the internationalization and mobility of capital and play a big political role and control of the structures global governance which they tend to make sure that they are aligned to their production and planning decisions that they take at an international level.
- f) Multinational corporations are found both in the private and public sector.
- g) Multinational corporations contribute to divisions among workers and the fragmentation of the trade union movement at its base.

Believing that:

- a) All workers have the right to decent jobs.
- b) Capitalism is a global system that can only be transformed through the struggles of the working class on the basis of international solidarity based on our slogan "an injury to one is an injury to all".
- c) Neoliberal globalisation has led to a rush to the bottom amongst countries of the global-South in their attempts to retain and attract investments which inevitably result in workers suffering through job-losses, labour broking, casualisation, retrenchments and downsizing, etc.
- d) The strength of the working class lies in its collective ability to withhold labour power and that workers join trade unions because they provide organisation capacity to make the workers' collective labour power effective.
- e) Our focus on international work must be informed by a Marxist-Leninist analysis of the global capitalist system, which begins by recognizing that workers join trade unions to defend and advance their class interests.
- f) There is an objective necessity for workers across countries to unite in their struggle against class exploitation and oppression.
- g) International relations cannot be isolated from organisational activities and international work must focus on building and strengthening our organisational capacity.

- h) Global capitalism is being challenged around the world and increasingly there is a growing mass of people who are engaged in activities directed at sustainable alternatives to a system that puts profits before people.
- i) There is a need to identify spaces and opportunities to build an effective, dynamic and responsive global trade union movement bringing together working class and other progressive forces inside and outside the country.

Therefore resolve to:

- a) Embark on a comprehensive evaluation and review of our international work, taking into account the present context of the global capitalist crisis as a basis of forging our perspectives and programme of action towards a socialist future.
- b) Strengthen our international solidarity programmes by introducing international exchange programs that deepen relationships down to the level of organisers across affiliates.
- c) Ensure that work on solidarity and cooperation in the labour movement across the continent must extend to monitoring and analysing multinational corporations.
- d) Ensure that Grassroots Alliances should be formed with allied unions on specific areas.
- e) Bring about an enforceable code of good practice for South African multinational corporations operating elsewhere must be developed by the government and monitored by COSATU affiliates.
- f) Ensure that Global Framework Agreements must be encouraged across all sectors of multinational corporations' operations and networks formed to monitor their implementation.
- g) Encourage solidarity networks across the value chain in addition to the current sector and industry based solidarity networks.

4.48. *Building a united and progressive international trade union movement: NUMSA, NEHAWU and SAMWU*

Noting that:

- a) The birth of the ITUC from the merger of World Federation of Labour (WFL) and International Confederations of Trade Unions (ICTU) in November 2006 brought unions together comprising 250 million members.
- b) This 250 million strong worker organisation has not translated into power at national, regional and international level. Strategies, orientations, structures and form of engagement remains the same. Power of decisions is centrally controlled.

- c) Workers' conditions all over the world deteriorate every day while ITUC remains powerless in engaging capital and changing the balance of forces in favor of workers. The world trade union body remains a parliament that issues press statements, countless resolutions and declarations that are ignored by capital.
- d) COSATU remains a militant and transformative trade union movement, an influential political force both at home and internationally, and with a capacity to practically give meaning to international solidarity through campaigns.
- e) The international trade union movement is mainly organised around two large global trade union centres, namely the International Trade Union Confederation (ITUC) and World Federation of Trade Unions (WFTU).
- f) COSATU and affiliates have developed vast networks of relations with international federations, progressive unions and worker-to-worker relations in many countries based on the principle of international working class solidarity.
- g) Despite our historical position on non-alignment in relation to the two large global trade union centres, we are currently only affiliated to ITUC.
- h) All COSATU unions are affiliated to the ITUC Global Union Federations (GUFs) and COSATU affiliates in the chemical, teachers and transport sectors have elected leaders in ITUC GUFs.
- i) Only NEHAWU is affiliated to both the ITUC public service GUF (Public Service International) and the WFTU public service GUF, the Trade Union International of Public & Allied Employees and occupies an elected position in the latter.
- j) Today the WFTU GUFs still find themselves without strong African trade union affiliations as they are unable to meet the obligations of affiliation fees and the WFTU GUFs do not have financial resources to support them.
- k) The ITUC currently has a monopoly on representation in the UN and ILO.
- l) The WFTU seeks to strengthen its presence in the UN to advocate for its independence, and in the ILO to campaign for an ILO free from US domination.
- m) The WFTU has adopted a "new course" believing that through militant struggles a world that is free of exploitation, wars and poverty is possible.
- n) The WFTU is highly committed to the principles of solidarity and self-determination, arguing that every nation has the right to choose its own developmental path.
- o) Social democracy in the global-North continues to fail to provide a socialist response to the crisis of capitalism; instead it seeks to serve as an advocate for the regeneration of capitalism, albeit with a supposedly human face.
- p) There is now the basis for building an alternative truly egalitarian global society based on the ideals and experiences of socialists and the working class.
- q) There is varying degree of development and differences on how to respond to globalizations by trade unions while TNCs are united on strategies applied globally. TNCs unilaterally decide on worldwide production systems, location of production, closure of plants, relationship with suppliers, decision about employment and other decisions impacting on workers' conditions.

- r) Global trade unions fail to come with popular programmes that unite and capture the imagination of workers and unite them internationally.

Believing that:

- a) That the forces influencing and affecting the lives of our members and the working class in general including their job-security extend beyond the borders of our country and are often a result decisions taken at an international level by multinational monopoly capital.
- b) The current divisions in the international trade union movement weaken the organized working class.
- c) Our bilateral relations with unions affiliated to the WFTU and ITUC have been an important pillar of political solidarity.
- d) There is a need to reassess whether COSATU should develop a new strategic perspective which would also inform how we relate to the international trade union movement represented by ITUC and WFTU in the context of the current global capitalist crisis.
- e) Our long-term objective in all our current international activities of working class solidarity and affiliation is to build a unified, democratic and accountable global federation.
- f) The persistent divisions in the international trade union movement only benefit the powerful multinational monopoly capital and its allied forces held-bent on defending the current status quo of the global capitalist system.
- g) COSATU needs to develop a medium to long-term strategic perspective informing our practical actions in helping to drive the two international trade union centres towards unity.
- h) COSATU and affiliates need to practically forge worker to worker, union to union and GUF to GUF relations as part of our practice of the principle of international solidarity.
- i) Supporting the WFTU will strengthen progressive social and political forces in the international trade union movement that are committed to alternative developmental paths and an international socialist revolution.
- j) COSATU is in a unique position with influential leaders in both the ITUC and WFTU GUFs and should leverage its leadership in these structures to initiate concrete activities and programs of action to unite the international working class in the militant struggle for socialism.
- k) The principles and traditions of worker control and accountability in COSATU and its affiliates must be key in our engagement with the international trade union movement, given the fact that the area of international work tends to be far removed from the practice of democratic worker control.

- l) Global Union Federations are a critical force in the fight and the advancement of the workers' struggles across the world.
- m) It is only democratic and vibrant unions that can truly represent the interests of the workers the world over.
- n) Only socialist oriented GUF's can advance the struggle and interests of the international working class.
- o) It is time to openly challenge the social democratic consensus that has dominated much of the international trade union movement over the last four decades.
- p) Trade unions especially in industrialized countries have retreated from working class politics and thus not engaging in struggling to alter the causes of global exploitation.
- q) Press statements, resolutions, declarations will not address the causes of the exploitative conditions workers are being subjected to.
- r) Low wages, poverty and bad working conditions in developing countries will ultimately undermine the gains achieved by trade unions in industrialized countries.

Therefore resolve to:

- a) Put into practice our commitment towards bringing about one international trade union centre to fight for the class interests of workers and the working class towards socialism.
- b) Retain affiliation to ITUC and its GUFs whilst continuing our work towards one international trade union centre.
- c) Affiliate to the WFTU as part of ways and means to strengthen and grow the WFTU, especially in Africa as part of our long-term objective towards one international trade union centre.
- d) Actively participate in the constitutional structures and working groups of the ITUC and WFTU GUFs.
- e) Build solidarity between ITUC and the WFTU through practical activities and programs between GUFs and their affiliates uniting them together through practice.
- f) Build practical activities and programs of solidarity with workers and progressive forces of other countries.
- g) Organise worker-to-worker contacts internationally and support active presence of the WFTU in the ILO.

- h) Strengthen COSATU and its affiliates on internal work and control over international funding and contacts.
- i) That COSATU must evaluate the work done by the unions and propose to the ways of strengthening the weaknesses it identifies.
- j) To define and prioritise areas of work in building our allied unions in SADC and the whole of Africa and the building of South-South relations.
- k) To identify the resources that we should employ in undertaking our international work and the mobilisation of such resources.
- l) To work on a strategic programme that will promote worker to worker contact in Africa and the world and to start negotiations on global agreements and the use these as platforms for campaigns across countries.
- m) That there must be a concerted effort to transform all the GUF's into truly representative and worker-led organisations.
- n) That we must participate fully in the formulation of the policies of these unions.
- o) That we must strengthen the global-South unions in order to challenge the domination of the global-North.
- p) Unions from the global-South must cooperate with each other in order to limit or reduce their dependency on those from the global-North.
- q) To develop a Progressive Worker Internationalism minimum platform based on support for the following:
 - Maximum working class unity against all forms of discrimination including racism, sexism, homophobia and xenophobia.
 - Workers Control and Democracy of our Unions, and the societies they operate in.
 - The necessity of trade union independence and respect for workers rights.
 - The building of active and meaningful solidarity linkages within and across all national boundaries
 - The democratic transformation of the International Trade Union Movement, including measures to overcome the divisions that were developed during the Cold War, and Colonialism.
- r) In the first instance to use the Platform to win the support of Union Movements that share a similar approach to COSATU to a transformation project, and thereafter to engage more generally with the wider trade union movement.
- s) Ensure that Platform activities will be organised in an open and democratic manner to popularise its positions and campaigns associated with as part of the transformation of the international trade unionism
- t) Contribute to the struggle for a socialist world by developing policies and campaigns for a socialist solution to the crisis of capitalism.
- u) Develop the Platform by the end of the first half of 2010.

- v) We affirm COSATU resolution of transforming the international trade union movement into truly workers' organizations fighting for the interests of workers. COSATU should convene a workshop with left-leaning trade unions within ITUC to reflect and develop positions on this matter.
- w) COSATU with affiliates to study new forms of global patterns of relations of production and their interconnectedness. The project must be carried out at an international level but located at local level. It must generate knowledge about supply chains so as to build international solidarity to counter globalisation. COSATU must develop alternatives to the current discourse of global competitiveness and ensure that all members and officials understand it.
- x) Congress mandates the COSATU to bring together revolutionary activists, working class thinkers, socialist and progressive intelligentsia to formulate working class solutions.
- y) COSATU should engage sister unions and working class formations who still firmly believe that there is an alternative to capitalism and that that alternative is class struggle. Such a process would build working class loyalty of workers to their trade union and to themselves as a class for themselves.

4.49. *Confronting the power of Transnational Corporations: CCEPPAWU, NUMSA*

Noting that:

- a) Transnational corporations have amassed much power in politics and economy in the last decade because of Neo-liberalism.
- b) They have used their power against trade union, governments, communities and the poor.
- c) The impact of the global capitalist crisis and the continued use of the economic crisis by transnational corporations to retrench workers across the globe.
- d) Trade unions do not have the same power as transnational corporations at political and economical level.
- e) Trade unions and workers' organization are divided on political, national, religious and other grounds. This division has served the interests of transnational corporations instead of members.
- f) Transnational corporations have used their ability to move production to increase pressures on trade unions and workers to get concession on bad conditions and low wages.

Believing that:

- a) The present global economic crisis is a clear indication of the inherent crisis of capitalism and its failures, a result of the crisis of capitalism of over-production and over-accumulation of capital and goods - which provides an opportunity for a socialist revolution.
- b) Capital is engaged in a global war against workers, trade unions and the poor.

- c) The power of organized workers is crucial in challenging the power of transnational corporations.
- d) There is a need to build a strong movement of workers at international level to counteract the power of capital.
- e) There is need to change the orientation of GUFs in their approach towards transnational corporations.
- f) The global class war against workers will not be won through lobbying, press statements and negotiations only. There is a need to urgently respond through workers' direct action.
- g) Government will only regulate transnational corporations because of pressure from organized workers and the poor.
- h) Social movements, NGOs and communities could play a major role in alliance with trade unions to pressurize transnational corporations.
- i) The buy-in by workers into transnational corporations and their country's competitiveness agenda has undermined workers' solidarity and allows the transnational corporations a free rein.
- j) Employers in transnational corporations have opportunistically taken advantage of the crisis to effect unnecessary retrenchments.

Therefore resolve:

- a) That there is a need to break the stranglehold of transnational corporations over trade unions and governments. The congress supports the global trade union mergers to build powerful GUFs. This restructuring should not be limited to structures but urgent steps need to be taken to re-look at the orientation, politics, methods of organizing at international level, approach towards transnational corporations, international bargaining and other host of measures to re-build the respect and power of GUF's.
- b) COSATU must demand that the ILO recognize the right to organise cross-border sympathy strikes especially in transnational corporations. COSATU and its affiliates should demand the same in world company councils as a prerequisite to international bargaining
- c) That unions and global unions must campaign for the right of workers and trade unions to engage in socio-economic and political strikes (e.g. Section 77) to be enshrined in laws of different countries.
- d) That wage parity must be discussed at international level and companies pressurized to improve them in their subsidiaries.
- e) The struggle for harmonization of standards should be waged within international company councils, regional trade union bodies and within the global trade unions.
- f) COSATU should lobby the global trade unions to call for a global strike against the WTO for its failure to agree to inclusion of labour standards into trade agreements.
- g) That COSATU must organise strong lobby against transnational corporations to developing strong global networks, including a composite of best practices as well as campaign strategies and enforcement strategies.

- h) To utilize existing GFA's to advance humane working conditions including occupational health and safety.
- i) That COSATU must carefully consider mounting a global campaign to achieve GFA's with some selected multinational companies through its affiliates. The GFAs should include and cover all the labour rights of workers as covered in the country's laws.
- j) That there must be a ban on contract and agency labour; and that the resolution covers in the main contract and casual employees and emphasize on the need for permanent employment, creation of decent work and the observation of the ILO conventions and the promotion and strengthening of the solidarity action among affiliates and across federations.
- k) That COSATU must coordinate with affiliates both at national and international level with major pharmaceutical companies for the implementation of the intervention drug-treatment programmes to make HIV/AIDS treatment readily available for workers.

4.50. WFTU and African Trade Unions: NEHAWU

Noting that:

- a) The development of a clear African trade union building and support programme is key step towards the unity of workers in the global south to challenge neo-liberal globalisation and imperialism.
- b) Many African unions gravitate towards the ITUC and many African unions today remain dependent on ITUC affiliate funding.
- c) Despite being bedeviled by inequalities and dependency, African unions are well represented in the ITUC GUFs such as the Public Service International (PSI).
- d) The ITUC PSI's focus on Quality Public Services, organising young workers, women and water programmes has resonated with African unions.
- e) Available funding from European unions and NGOs has encouraged maximum participation from unions that would otherwise struggle financially to participate in such activities.
- f) The non-aligned OATUU has had to contend with similar funding and financial pressures and it took a determined campaign to untangle the OATUU affiliates from a web of dependency that was threatening to suffocate Pan-African trade unionism.
- g) The OATUU adopted a policy discouraging African centres and federations from affiliating to any international organisation apart from itself.
- h) Despite the shift towards non-alignment as encouraged by the OATUU, many African unions remain dependent on ITUC affiliate funding.
- i) The WFTU GUFs don't have strong African trade union affiliations as they cannot meet affiliation fees.

- j) The WFTU GUFs do not have the financial resources or access to donor funding that ITUC GUFs have.
- k) The view of the WFTU, that the GUFs not only see trade unions fulfilling their historical role to improve wages and conditions of workers, but also to be political and transformative.

Believing that:

- a) A clear African trade union building and support program must be anchored in affirming principled unity and renewed militancy of the African trade union movement.

Therefore resolve to:

- a) Adopt an international perspective based on mutual respect, independence and sovereignty for nation states to follow their own developmental path.
- b) Improve the role of African unions within the existing international bodies.
- c) Create a solidarity fund with unions from the north and the south to build capacity and programs for organisational development.
- d) Support African trade unions and their campaigns for democratic reforms and improvements for public service delivery.
- e) Support the WFTU call on all African trade unions to join the WFTU GUFs regardless of their structure or composition, or whether it belongs to ITUC
- f) Support the aim of WFTU GUFs to unite all workers to promote international trade union unity among sectors.
- g) Build towards a Continental Summit and an action plan.

4.51. *The International Trade Unions Confederation (ITUC): NUMSA*

Noting that:

- a) The birth of the ITUC from the merger of World Federation of Labour (WFL) and International Confederations of Trade Unions (ICTU) in November 2006 brought unions together comprising 250 million members
- b) The 250 million workers have not translated into power at national, regional and international level. Strategies, orientations, structures and form of engagement remains the same. Power of decisions is centrally controlled.
- c) Workers' conditions all over the world deteriorate every day while ITUC remains powerless in engaging capital and changing the balance of forces in favor of workers. The world trade union body remains a parliament that issues press statements, countless resolutions and declarations that are ignored by capital.

- d) There is varying degree of development and differences on how to respond to globalizations by trade unions while TNCs are united on strategies applied globally. TNCs unilaterally decide on worldwide production systems, location of production, closure of plants, relationship with suppliers, decision about employment and other decisions impacting on workers' conditions.
- e) Global trade unions fail to come with popular programmes that unite and capture the imagination of workers and unite them internationally.

Believing:

- a) Trade unions especially in industrialized countries have retreated from working class politics and thus not engaging in struggling to alter the causes of global exploitation.
- b) Press statements, resolutions, declarations will not address the causes of the exploitative conditions workers are being subjected to.
- c) Low wages, poverty and bad working conditions in developing countries will ultimately undermine the gains achieved by trade unions in industrialized countries.

Therefore resolve to:

- a) Affirm COSATU resolution of transforming the international trade union movement into truly workers' organizations fighting for the interests of workers. COSATU should convene a workshop with left-leaning trade unions within ITUC to reflect and develop positions on this matter.
- b) COSATU with affiliates to study new forms of global patterns of relations of production and their interconnectedness. The project must be carried out at an international level but located at local level. It must generate knowledge about supply chains so as to build international solidarity to counter globalisation. COSATU must develop alternatives to the current discourse of global competitiveness and ensure that all members and officials understand it.
- c) Congress mandates the COSATU to bring together revolutionary activists, working class thinkers, socialist and progressive intelligentsia to formulate working class solutions.
- d) COSATU should engage sister unions and working class formations who still firmly believe that there is an alternative to capitalism and that that alternative is class struggle. Such a process would build working class loyalty of workers to their trade union and to themselves as a class for themselves.

4.52. *The unity of OATUU and ITUC-Afro to consolidate the strength of the African trade union movement: proposed by NUMSA*

Noting that:

- a) International work is the pillar to unite workers internationally.
- b) To counter globalization we need more coordinated strategies and efforts.

- c) In Africa we still have two different federations i.e. OATUU and ITUC – AFRICA. The two federations share the same membership.

Believing:

- a) The two federations lack capacity of engaging African governments in the continent over social and workers' issues effectively.

Therefore resolve to:

- a) COSATU must take all measures and programmes to ensure that there is a merger between ITUC–AFRICA and OATUU as soon as possible but not later than 2011. The programmes should include joint activities at executive level, cooperation around education & training, research, cooperation with other affiliates and including mobilization of other stakeholders internationally to get unity.
- b) Congress mandates the COSATU CEC to take a hard decision to disaffiliate from either ITUC – Africa or OATUU if either of them is not cooperating or deliberately putting obstacles or delaying the merger unnecessarily before 2011. In the event the merger is not achieved by that time COSATU CEC is empowered to disaffiliate from any of the two confederations.
- c) The merger must guarantee job security of all employees of the organizations as this may create a stumbling block towards unity.
- d) COSATU must fully resource the International Department to be able to engage in rebuilding the African trade union movement and undertake other important activities.

4.53. On the transformation of the global trade union movement: CEPPWAWU

Noting that:

- a) The global working class requires a progressive, dynamic and militant international trade union movement
- b) The crisis of global capitalism have exposed as a myth any illusion that the market will ever provide solutions to workers and the poor of the world, hence the need for a decisive paradigm shift towards the realization that workers need a socialist alternative
- c) The current designs of the global trade union movement do not seem appropriate for the task of advancing a decisive working class agenda on a global scale, as they are largely bureaucratic and dominated by well-resourced northern unions, which do not necessarily support the socialist alternative or are even against it

- d) Unions in the global south are in many instances weak, under-resourced and politically dependent on external influence, hence their inability to act coherently and decisively against the conditions imposed by imperialism and the global economic crisis
- e) The trade union movement in Africa is even more fragmented and unable to wage effective battles in defense of workers against dictatorships, looting of natural resources, corruption and ruthless multinational companies
- f) SIGTUR emerged as a forum for the most progressive largely southern-based, democratic and worker controlled trade unions to contribute to the momentum for the transformation of the global trade union movement and to challenge the hegemony of global capital

Believing that:

- a) COSATU has a critical role in building a global working class movement founded on the basis of clearly anti-imperialist and revolutionary principles
- b) The primacy of building and strengthening south-south trade union relations remains central to the task of developing an effective global challenge to the state of the international trade union movement
- c) The African trade union movement remains our starting point and we need to develop an Africa-wide trade union development and support strategy anchored in the firm principles of worker control and political clarity of thought

Therefore resolve to:

- a) Prioritise links with progressive and like-minded trade unions in the south, particularly by strengthening our relationship with the African trade union movement
- b) Generate momentum for the fundamental transformation of the GUF's based on the skewed power relations between northern and southern unions by contesting for the powerful, influential General Secretaries positions as opposed to only holding ceremonial positions.

- c) Create a COSATU GUF Co-coordinating Council comprised of incumbent representatives of the federation and its affiliates in GUF's to provide support, share experience and knowledge, ensure accountability and enhance effective coordination of work
- d) Strengthen the SIGTUR initiatives and campaigns as a practical expression of our commitment to south-south solidarity

4.54. *The International Criminal Court (ICC), Global justice and the defence of Human Rights: SADTU, NUMSA*

Noting that:

- a) The important role assigned to the International Criminal Court (ICC) in dealing with the most serious crimes of concern to the international community as a whole, as referred to in the Rome Statute and which threaten peace, security and well-being of the world
- b) The Rome Statute came into effect on 1 July 2002 and in the same year US and Israel unsigned the Rome Statute indicating that they no longer intend to become state parties and therefore have no legal obligation arising from this statute. In this case, the pursuit of bilateral immunity agreements by the US government as part of its long history of gaining immunity for its citizens from the ICC confirms the impunity with which the US undermines international legal obligations
- c) The ICC is a court of last resort, investigating and prosecuting where national courts have failed unless for other specified reasons a case has been referred to the court by the UN Security Council or other institutions.
- d) The cases currently being heard before the relevant chambers of the ICC are only from Africa (DRC, Uganda, Central African Republic and Darfur) despite the fact that massive human rights abuses are also committed by other states outside the African continent particularly by the US and Israel in Palestine, Iraq, Afghanistan and many parts of Latin America.
- e) According to rules, once a case is referred to the ICC by the UN Security Council, all UN members are obliged to cooperate since its decisions are binding for all of them, but the reality is that those who wield power in the UN Security Council are in a position to determine how this happens and in whose interest
- f) South African mercenaries continue to involve themselves in the destabilization of other countries, particularly on the African continent.
- g) It is unclear to what extent the ICC relates to national reconciliation and peace-building processes that grant amnesty to human rights abusers as part of agreements to end conflict. The examples of South Africa, Liberia, Uganda, Somalia, Sierra Leone, Rwanda, DRC and Sudan are cases in point.

- h) The commissioning by the UN Human Rights Council of an independent fact-finding mission led by Justice Richard Goldstone to investigate international human rights and humanitarian law violations related to 2008/9 Israeli massacre in Gaza was a major step forward in the struggle for justice in the Middle East.

Believing that:

- a) There should be intolerance for any form of impunity for crimes against humanity
- b) There should be no double-standards in the application of justice and there should be no special treatment of any country, race, religion, gender and any other such group on the basis of such considerations
- c) All victims of war crimes and conflict must find just legal, economic and political redress. In this case, we must affirm the importance of justice as biased towards victims and never neutral
- d) All those who perpetuate, support, fund and participate in committing crimes against humanity should be held liable and face the full might of the law. In particular, we call upon African leaders to act firmly against all who violate human rights against innocent people
- e) The worst victims of war and conflict are workers, women and children and all poor communities in general
- f) The use of child soldiers and the weapon of rape against women constitutes grave crimes against the dignity of victims of war and humanity as a whole, hence the need to ensure that it never goes without serious punishment
- g) The rampant abuse of human rights in Africa and the urgency of creating institutions that must protect the African people from despots

Therefore resolve to:

- a) Ensure that the review conference of the ICC scheduled to take place in the first half of 2010, as a result of contentious issues related to definitions, principles and applications of standards, is used effectively by all justice activists and progressive states to advance the objectives of global justice, equality of states and the effective transformation of multilateral institutions.

- b) Ensure that South Africa plays a leading role in advancing and protecting human rights all over Africa and throughout the world, but equally refusing to submit to global hypocrisy of the powerful countries who seek to impose their self-serving definition of justice
 - c) We support all cases that try those that committed crimes against humanity. However, we must ensure that this not selective in its application and not used for narrow political interests, but to ensure relief and justice for victims of war-crimes, abuse and conflicts.
 - d) Support the call for the creation of institutions on the continent that have the necessary capacity, power and influence to hold accountable any person or state responsible for gross violations of human rights
 - e) Mobilise the international trade union movement, progressive political parties, international faith-based organisations, NGOs, academics and other critical institutions to lend their support to the investigation led by Justice Goldstone to force Israeli government to cooperate and hand over all those involved in the massacres in Gaza and all the war crimes in Palestine
 - f) COSATU should call on the ICC to investigate and prosecute Israel and the US for war crimes in Palestine, Iraq, Afghanistan and the whole Middle East, so as to ensure that narrow interests of the powerful do not promote impunity in the administration of global justice
 - g) South African citizens involved in mercenary activities in other countries, particularly in Africa should be prosecuted. In this regard, all those already identified to be involved in the Israeli defense force and other such external armies should be brought to book instantly.
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4.55. Climate Change (Proposed by NUM)

Noting that:

- (a) Climate Change has been described as one of the biggest challenges of our time.
- (b) Climate change is an urgent problem requiring global action to reduce emissions of carbon dioxide (CO₂) and other greenhouse gases (GHGs).
- (c) The planet's warming continues to accelerate; water wars are already underway, unending droughts and expanding desertification are affecting the livelihood of millions; the rapid melting

of glaciers increase devastating downstream floods in highly populated areas; climate-related migrations, often intertwined within local and regional conflicts are growing, and substantial rises in food prices and energy costs throw millions into abject poverty.

- (d) There is mounting evidence of global warming and climate change and its harmful effects, e.g. on the sustainable production of food, and environmental degradation.
- (e) The capitalist system is an ecologically destructive system modeled on an unsustainable and wasteful path of development without regard for the natural resources, people and the environment. In this regard, therefore we are witnessing the meltdown of the capitalist and ecological systems which result in the economic recession and job losses.
- (f) Some countries are already beginning to invest heavily in renewal energy technologies.

Believing that:

- (a) The destructive legacy of apartheid capitalism in South Africa is responsible for South Africa's contribution as one of the biggest producer of carbon emissions in the world.
- (b) Climate change is mostly the responsibility of developed countries.
- (c) The principle of common but differentiated responsibilities is an appropriate response.
- (d) Climate Change is a worker issue.
- (e) Climate change provides an opportunity to change our productive model. The transition to a "green" and low carbon economy must address worker concerns and the impact of climate change on employment.
- (f) The achievement of a low carbon economy is both an imperative to combat climate change and an opportunity to develop new skills and products.
- (g) Government investment in green technology is essential to create new jobs
- (h) It is important to conscientise workers and communities through education and organizing campaigns around issues of climate change.
- (i) The possibilities for green jobs in the adaptation and mitigation measures must take into account "just transition" measures in the climate change agenda.
- (j) "Just transition" measures recognizes the reality of fossil fuel, particularly coal, as factor of production in both developed and developing economies.
- (k) "Just Transition" recognizes the right of society - in consultation with stakeholders - to decide, even in a precautionary manner about environmental issues. Without "Just Transition", workers, families, and communities will pay most of the cost of mitigation and adaptation.
- (l) Just Transition is more flexible and more extensive than traditional labour market adjustment programs. It includes support for communities, industries, and a period of income protection for workers. It moves workers from existing jobs to emerging ones, and to prepare them for the next phase in their lives. "Just Transition" proposes the protection

of trade union rights and enhanced successor rights, to create institutional stability throughout the transition period.

- (m) An economic transition is needed that shifts global economic growth patterns towards a low economy based on more sustainable production and consumption, promoting sustainable lifestyles and climate resilient development while ensuring a just transition for workers.

Therefore resolve that:

- (a) South Africa's policy response must include Research and Development into mitigation measures such as clean coal technologies and carbon capture and storage measures, and other mechanisms, that allow for mitigating the impact of climate change on the productive workforce, promoting a gradual and just transition in the most impacted economic sectors and contributing to building new capacities for both production and service related jobs.
- (b) Market mechanism such as the trade in carbon emission should be transparent with active public oversight and function with a rationale but strong regulatory system.
- (c) Workers education and vocational training should include climate change curriculum
- (d) COSATU must develop a strategic Framework on Climate Change as a basis for engagement with all stakeholders.
- (e) The federation should lobby for a firm stand on climate change – in line with the proposals made herein – at the Copenhagen Conference on Climate change. Any agreement must include action on green jobs, financing of support for developing countries and support for just transition strategies aimed at protecting the most vulnerable from the effects of climate change. Provision must be made for consultation with trade unions and civil society.

4.56. WTO, NAMA & the Social Clause & IMF, WB: NUMSA

Noting that:

- a) Doha round is 7 years old and developed countries continue to stall the process of these negotiations.
- b) The reluctance by developed countries to stop the subsidization of their agricultural products.
- c) Those WTO negotiations will have a far-reaching impact all over the world but labour is still excluded from these negotiations.
- d) That social clause or labour standards have not been agreed to or form part of the agenda.

- e) That attempts are being made by the World Bank and the WTO to resuscitate the collapsed talks and put negotiations back on the track.
- f) IMF & WB continue promoting the interests of multinational companies and promote policies of privatization, stabilization, free movement of capital, etc. Gear is a product of these institutions.

Believing that:

- a) Rich northern countries continue to impose their neo-liberal policies by calling for increased tariff reduction under the guise of market access for agricultural products.
- b) The so-called attempts to boost market access under the guise of a developmental agenda that would benefit developing countries is nothing more than a sham to sell neo-liberalism and rupture the relationships amongst developing countries.
- c) Transnational companies continue to blackmail governments to lower labour standards in return for investments.
- d) Wholesale liberalization of the market cannot be acceded to by developing countries like South Africa as it can lead to an unprecedented collapse of our industries and the worsening of the already unacceptable unemployment levels.

Therefore resolve to:

- a) NAMA under its current form or as envisaged by the developed countries remains rejected until demands by developing countries are met.
- b) COSATU must ensure that the country's trade negotiators remain steadfast with the positions of NAMA.
- c) South Africa must avoid being dislodged from countries that are not defending and demanding the right to protect their industries through the use of tariffs; even if so called *flexibilities* from the WTO stand to benefit our industries, we must be cautious not to alienate ourselves from the poorer developing nations of the world and work towards.
 - o Building solidarity against the might of the rich northern countries, the G8, EU, etc.
 - o South Africa must use the space created by the collapse of the WTO talks to reignite and solidify its international trade position with all stakeholders at NEDLAC, including community based organizations, social movements, the unemployed and informal workers of our country.
- d) Government should develop an alternative strategy on tariffs, e.g. raising selected tariffs to the WTO binding rate for SA so as to build and protect the South African manufacturing industry.
- e) That COSATU should continue campaigning against countries violating labour laws and using child labour.

4.57. World Social Forum (WSF): proposed by NUMSA

Noting that:

- a) The WSF provides a dynamic platform for social movements, trade unions and other social formations of a non-governmental nature to come together and advance the slogan “another world is possible”.
- b) Since its inception the WSF has grown considerably, with the last gathering in Belem attracting well over 100,000 people.
- c) There is a view that the WSF is losing its momentum and significance as a force for social change.
- d) Some skeptics argue that the WSF is nothing more than ‘social movement tourism’.
- e) Some believe that the WSF needs to be reconstituted along the lines of a more leftist movement capable of influencing social transformation through a multitude of social networks and academic publications.

Therefore Resolve:

- a) That COSATU strengthens its participation in the WSF and assume a leading role in the globalization and labour network that have been established at the Belem gathering.
- b) That federation plays an equally active role in the regional forums that have been established on the continent to co-ordinate the work of all social forces committed to fundamental change.
- c) That the federation encourages the growth of the WSF as a platform for competing socio-economic and political positions.
- d) That the WSF must not become a scaled down elitist intellectual movement as this would rob the movement of its potential to organize across a multitude of diverse cultural, religious and political groupings, including some of the most progressive movements representing the rights of indigenous people, environmental activists and feminist groupings.
- e) That the federation popularizes the work of the WSF and its campaign to eradicate poverty, race, gender and class discrimination around the slogan “another world is possible”.
- f) That the federation, together with a number of social movements in the country must lead the bid to host the next WSF in South Africa and drum up sufficient public support to ensure that the next WSF on African soil lives up to the Porto Alegre, Mumbai and Belem experience.

4.58. SADC Free Trade Agreement, Regional Integration and the need for strong trade unions in Southern Africa: NUMSA

Noting that:

- a) The global capitalist economy is undergoing massive changes that impact on regional bodies, in which case SADC is being impacted upon with the pressures for more liberalization and free trade, hence the conclusion of the SADC-Free trade area agreement.
- b) SADC is embarking on regional integration strategy which seeks to promote development and free trade in the region, with the recognition that such integration shall impact differently on different countries, owing to their level of development. This is even more critical given the lack of sufficient consultation with different social forces on the expected environmental and social impact this will have on the people and workers of the region.
- c) The existence of fragmented and varied economic blocs, such as COMESA, SACU and the Preferential Trade Area (PTA), which require better harmonization and integration.
- d) The importance of regional integration of purposes of surviving the demands and pressures of the big and powerful economies and promote inter-trade amongst countries of Africa and the SADC region in particular. In this case, most economies of the region are still designed along the colonial lines; preferring trade with their former colonial masters that with each other.
- e) Africa is in a crisis with economic and political crises engulfing Zimbabwe, Swaziland, and conflicts in Democratic Republic of Congo and other countries.
- f) That labour laws and standards have not been harmonized and that most of the countries still use laws inherited from their colonial masters.
- g) Trade unions in the region are still weak, divided and belong to different national centres and conditions of workers are still bad and wages exploitative.
- h) The region is still afflicted by poor infrastructure, poverty, diseases, unemployment, corruption, poor governance and other problems causing untold suffering to millions of workers and the poor.
- i) SADC Charter on Human and Workers' Rights remain unimplemented in most of the countries within SADC
- j) SADC does not have space to accommodate workers and other civil society organizations in its discussions; hence the dominance of state views, rather than people-centred processes. In this regard, the work of building an effective regional solidarity movement is critical to our success.

Believing that:

- a) COSATU, working closely with SATUCC must mobilize and protect the interests of workers and the poor against the threat of deepening neo-liberalism throughout the region.
- b) South African multinationals will find it easier to relocate to low wage countries and export to South Africa, and in the process undermine the rights of workers in those countries, taking advantage of their low levels of organisation.
- c) Free trade agreements without a social clause will lead to the downward variation of standards.
- d) Past programmes of building strong trade unions by global union federations (GUFs) and other labour bodies have not yielded real results.
- e) It is important that pressure is piled on SADC to create the necessary spaces and forums for the full and effective participation of trade unions and other civil society organizations in its functioning and processes.

Therefore resolve to:

- a) Ensure that the social clause is included in the new free trade agreement in SADC. This congress mandates COSATU to take up this matter with SATUCC to vigorously interact with these processes to achieve the social clause. The entire civil society needs to be mobilized to achieve this objective and COSATU and SATUCC are mandated to call for a regional strike if it is necessary to achieve this objective.
- b) Ensure that COSATU undertake a study on how the free trade agreements will affect the manufacturing industry and the possible relocation of production to low wage countries. The study should look at how conditions and standards could be harmonized to avoid workers in SADC competing on unfavorable conditions.
- c) Campaign for a code of conduct for all transnational companies operating in the region drawn up in cooperation with trade unions and to be enforced by SADC.
- d) Ensure that COSATU and other regional trade union federations to table demands on this code and call for a regional strike in SADC should no agreement be reached with governments and employers in the region.
- e) COSATU must use the space of being in the SATUCC Executive Council and as Conveners of the SATUCC Solidarity Committee to build strong trade unions, active campaigns and promote effective solidarity in the region.
- f) The congress mandates COSATU to increase funding for its work in the region. This work should cover multifaceted areas like union systems, mergers, building proper structures, collective bargaining, research, campaigns, staff skills and other important areas that will build sustainable unions. Worker to worker contacts of the same TNCs and industries should be held regularly to exchange experiences and build solidarity links.
- g) The work of harmonization of standards must be urgently undertaken by the GUFs in the region and SATUCC. Research must be undertaken on comparative standards and conditions in Southern Africa and how harmonization could be achieved. This research should back our representation within SADC Social & Employment Structures.

- h) COSATU must develop a clear programme for the democratization of SADC, strengthening of regional solidarity initiatives, building of campaigns and networks that promote solidarity between trade unions and other progressive social forces. The key elements of this work should include;
- i. Deepening Democracy and mass participation in the region, particularly ensuring capacity for the trade union movement in the region to actively participate in public policy making processes of their countries. In this case, our focus on Zimbabwe and Swaziland is linked to this, but we seek to go beyond the two countries.
 - ii. Economic Justice in the region, so that issues such as SADC-FTA can be engaged in relation to how much do they take workers and all poor people's interests into regard, as well as issues such as EPAs and the whole SACU debate.
 - iii. SADC Transformation Project, which is about working together with civil society for the opening of space in SADC to accommodate broad social forces and trade unions, in particular on matters of decision-making and engagement.
 - iv. Building a regional solidarity movement, which is an integral part of our work and key to our declared commitment to building a counter-force to the global ruling capitalist oligarchy, particularly in the form of US imperialism. This movement shall be a product of the effective co-ordination of all the efforts underway throughout the region to deepen democracy, build economic justice and establish justice and equality.

4.59. .Africa and the global economy: SADTU

Noting that:

- a) The continent was once partitioned by European powers at the Berlin conference of 1873, hence its integration into the global capitalist economy as a supplier of raw materials, cheap labour power and cheap markets for western economies.
- b) Africa is an extraction zone of raw materials that are beneficiated in the advanced countries and provide much needed jobs, economic expansion and sustainability in those countries. This has proven to be an indispensable factor for the industrialisation of western economies.

- c) There is a steady growth of African countries that are exploring oil, which creates a pull factor towards Africa and push factor away from the Middle East where sources of energy seem more insecure.
- d) China has emerged as the second largest consumer of oil in the world after the US, hence its expanded presence in Africa, thus posing a threat to the US on the continent. This explains the US desperation to establish the Africa Command Centre (Africom) to secure its economic, strategic and security interests on the continent and the maintenance of its dominant position in global affairs.
- e) Agricultural produce from Africa has to compete with heavily subsidized farm products from developed countries in the world market, while the WTO, IMF and World Bank conditions that Africa should further deregulate its economies, resulting in more de-subsidisation of basic goods.
- f) Multinational corporations sell energy generating resources to governments, extracted from Africa, in dollars or at Import Parity Pricing (IPP) rates, making them too expensive and unaffordable for the majority of the local people, meanwhile making them highly profitable for themselves. The instance of coal for electricity, extracted and sold by BHP Billiton to ESKOM in South Africa is such an example.
- g) African countries have a very low level of infrastructure and development which affect the movement of goods, services and people. This is further compounded by the problem of poor quality education, high levels of illiteracy and skills shortages that do not meet the needs of the economies, thus perpetuating unemployment, worst still with the large peasant and rural population.
- h) The unequal and unfair trade relations between Africa and the west have worsened the conditions on the continent, as the lending terms by the IMF and World Bank to African countries have created serious debt problems that have led to the imposition of the structural adjustment programmes that literally arrested any prospect for genuine development in most countries

Further noting that:

- a) Revenue obtained from the sale of commodities is not equitably shared and distributed amongst the African people, such as oil in Sudan, Nigeria and Angola, minerals in South Africa and the DRC.

- b) Tariffs, customs and excise duties are still maintained by countries as a source of revenue and some countries rely on remittances and donor aid from western countries, to an extent that budgets in some countries on the continent must be ratified or sanctioned by the IMF, instead of their own national parliaments or treasury departments.
- c) Big business (Multinational companies) have a leverage to set the socio-economic and political agenda in most countries, whereas trade unions do not engage effectively or are indifferent on same, particularly due to weak and undemocratic structures or weak research capacity.
- d) Africa has observed jobless economic growth, with Angola and Mozambique being the most evident cases, as a result of neo-liberal economic policies that promote forms of accumulation that benefit a few elites.
- e) In most instances, trade relations and languages are influenced by colonial designs, which in turn have a bearing on the development of our continent. This also has an effect on the structure and development of the trade union movement on the continent.

Believing that:

- a) NEPAD was developed as a plan that sought to respond to the crisis of underdevelopment and horrifying poverty levels on the continent, though it fell into the trap of other failed plans that sought to place the market (profit motive) at the centre of development rather than a democratic state-led development plan.
- b) Bold and ambitious plans for Africa's development, key to them being the Lagos Plan of action suffered from poor leadership and lack of adequate resources and support of international development agencies, which deliberately did not feel the market is sufficiently given the role of being the driving force for growth.
- c) The lack of a clear industrial strategy on the continent to translate the massive natural endowment and potential into real and tangible economic gains for our continent and its people, rather than continuously benefiting foreign corporate interests.
- d) There can be no democracy and people-centred development without a well organized and capacitated trade union movement closely working with other progressive social forces to mobilize the masses around the transformation agenda against corruption, elitism and neo-liberalism.

- e) The direct relationship between multinational corporations, the endless wars on the continent and the vicious looting of our natural resources by corrupt elites and their western patrons.
- f) The debts that over-burden and arrest Africa's development are illegitimate, arduous and a product of colonialism, neo-colonialism and historical plunder of Africa's natural and human resources.

Therefore resolve to:

- a) Call for the development of a people-centred continent-wide industrial strategy framework for development anchored in the beneficiation of our massive natural endowment and resources for maximum returns.
- b) Work together with other trade unions and progressive forces on the continent, to intensify the campaign for the democratization of African states to ensure popular control of both decision-making processes and our natural resources, as well as to free the state from control by corrupt elites and their equally corrupt imperialist patrons who seek to further their narrow.
- c) Call for and actively participate in the global campaign for the cancellation of debt that frustrates the development of poor countries as a result of the unfair lending terms and unjust economic relations between developing and developed countries.
- d) Ensure that South Africa develop a country trade strategy based on a fair balance between national interests and solidarity with the rest of the continent, and the global south in general.
- e) Campaign against the failed neo-liberal economic policies and affirm the importance of a developmental state on the continent, including such state interventions as nationalization, wherever necessary.
- f) Campaign for the fundamental transformation of the global economic architecture in which the exclusivity of the WTO, IMF and the World Bank shall be replaced by a democratically constituted Global Economic Council, founded on the basis of full equality of states and not the rule of might.
- g) Campaign for NEDLAC-type social dialogue institutions throughout all countries on the continent, to ensure that workers effectively participate in national policy formulation processes
- h) Actively participate in building and strengthening civil society organizations on a continental level that should guarantee the unity and cohesion of the voice of workers and the poor on matters of democratic governance, anti-corruption and alternative development paths in Africa's multilateral institutions.
- i) Support the international case by victims of Apartheid against multinational companies that benefited from Apartheid as is currently being pursued in US courts.

4.60. Beneficiation/Industrial Policies on the continent: NUMSA

Noting that:

- a) Africa relies on minerals and oil which its boom is short term.
- b) Reliance on minerals and oil is not good because their prices are controlled by major investment banks at international level as they impact on the input cost of major TNCs.
- c) Governments in Africa have not done much to build the manufacturing industry.
- d) Mineral prices are controlled in Western capitals to reduce costs.
- e) Most African governments have no industrial policies in place.
- f) Extraction of mineral and oils have benefited few people and have not been ploughed back into the economy or communities.

Believing that:

- a) Manufacturing creates sustainable value for economies and employment.
- b) We cannot rely on minerals and oil that will run short in years to come.
- c) NEPAD recognizes the role manufacturing should play in the revival of the African economy but has not put any extensive plans to achieve that goal.

Therefore resolve:

- a) That national centres in the continent and labour confederations should strive that governments should put industrial policies in place in their own countries.
- b) That wealth generated by mineral and oil should be invested in building the manufacturing sector.
- c) That Nepad should develop extensive plans to build manufacturing in the continent.
- d) Governments should invest in beneficiation in their own countries and should set cooperation at continental level in investing in research and development to achieve industrialization in the continent. COSATU must lead the fight to ensure research is undertaken by governments.
- e) Governments should set up a cartel like OPEC to control the production and prices of mineral to have an advantage.

4.61. Country –Specific Resolutions:

4.61.1. Zimbabwe: CEPPWAWU

Noting that:

- a) Zimbabwe went through a protracted and heroic struggle led by ZANU-PF that ushered in the liberation of the country from British colonialism and contributed massively to the wave of liberation throughout the Southern African region.
- b) The liberation of the country brought about massive changes and gains in the areas of education, health and food security, including supplying the whole region with some basic commodities. This however was to be reversed by a steady and gradual erosion of the democratic and social gains of the liberation struggle as a result of growing political elitism, corruption and neo-colonialism in the post-independence regime.
- c) The emergence of working class challenge to the political elitism and neo-colonial despotism led by the ZCTU that ultimately became political contest for power with the birth of a political movement in the form of the MDC.
- d) The intensification of state violence, persecution of political and trade union activists and the massive arrests by the ZANU-PF regime in the name of defending the revolution, yet in actual terms it was the defense of narrow elitist interests.
- e) The massive campaigns COSATU has led in support of the ZCTU and the broader working masses of Zimbabwe to demand democracy and social justice and defend the people from both local elitist and imperialist forces.
- f) The resultant formation of the GNU as a culmination of protracted struggles and negotiation processes underwritten by SADC and the AU, which was a compromised version of the workers' demands for a people-centred constitutional democracy.

Believing that:

- a) The liberation struggle was primarily about democracy and economic power for the poor and working majority, which suffered dramatically as a result of both political patronage and IMF-driven economic structural adjustment programmes.
- b) Liberation gains require on-going mobilization and sustained vigilance in the form of the organized power of the working class to ensure that leaders and public institutions are continuously held accountable and responsive to the needs of the masses
- c) Elitism, corruption and de-mobilisation of the masses opens up any liberation movement to hostile external forces and imperialism, hence the need for the masses to be continuously

mobilized in defense of their own interests rather than other forces whose agendas may not necessarily converge with those of the poor.

- d) Neo-liberal forces use the opportunity provided by the crisis in the country to deepen their economic strangle-hold in such a way that they re-configure the country's economic, social and political life along their narrow interests, as we are seeing the growing voices of privatization and de-regulation of the economy.

Therefore resolve to:

- a) Continue supporting the ZCTU in their quest to deepen and defend democracy and economic justice.
- b) Maintain highest levels of political vigilance as we monitor with keen interest the processes in Zimbabwe including the economic developments and how they empower the working class and the poor.
- c) Deepen the solidarity movement with the people of Zimbabwe in such a way that it enhances greater democracy throughout Southern Africa by building capacity and consciousness amongst the people of the region.
- d) Support capacity-building initiatives for civil society organizations, particularly the trade union movement which suffered immensely under the Mugabe regime.
- e) COSATU must establish a Fact-finding mission to Zimbabwe, in order to meet various stakeholders to ascertain the exact facts on the ground and clarify itself on a number of issues, including the sanctions debate, the GNU functionality or lack of it and related matters. This will help the federation determine the next best step forward, recognizing fully the leadership of ZCTU on this matter, through full consultation with them.
- f) Call on SADC to enforce the Global Political Agreement (GPA), as a minimum condition for the speedy advance towards democracy. In this regard, the continued arrest and harassment of opposition MP's and activists, as well as civil society activists is not acceptable.

4.61.2. Swaziland: CEPPWAWU

Noting that:

- a) Swaziland remains the only country in Southern Africa where political parties are officially banned and the monarchy wields absolute power.
- b) British colonialism transferred power to an equally exploitative regime comprised of the traditional aristocracy, comprador bourgeoisie and international capital, which is called the tinkhundla regime.
- c) The tinkhundla regime legitimizes exploitation and oppression in the name of Swazi culture through a structure designed by the royal family and discriminates against the majority who are referred to as subjects and not citizens.
- d) The royal family enforces oppression over the people through their control over land and tributary labour as well as systemic state violence against political activists.
- e) The emergence of PUDEMO in 1983 as a vanguard political force provided serious challenge to the dominance of the ruling royal regime and resulted in a series of treason trials. In this regard, the most consistent victim has always been PUDEMO President, Mario Masuku who remains in detention.
- f) The trade union movement, particularly the SFTU working together with the progressive movement as a whole has played a critical role in mobilizing for democracy alongside the banned political movement.
- g) The extreme poverty levels and deepening economic crisis in the country as a result of royal corruption, nepotism and abuse of state resources.

Believing that:

- a) The continued imprisonment of PUDEMO President, Mario Masuku, is a major indicator of a nation in prison for their political rights.
- b) The trade union movement continues to play a critical role in the struggle for democracy as manifested by their full participation in the newly-formed Swaziland United Democratic Front (SUDF).

- c) The emergence of the SUDF provides the necessary common platform for the unity of the struggling people of Swaziland and raises hopes for a united challenge to the dominance of the royal family in the country's political life.
- d) Only through intensified struggle, international mobilization and effective pressure against the Mswati regime, will Swaziland ultimately realize democracy and economic justice.
- e) Swaziland has been deliberately kept out of the global media spotlight for narrow convenient interests of powerful forces who seek to shield Mswati from international scrutiny.

Therefore resolve to:

- a) Demand the immediate and unconditional release of PUDEMO President, Mario Masuku and all political prisoners.
- b) Support the call for the scrapping of the Suppression of Terrorism Act, which is an instrument for the terrorization of political activists and persecution of the entire Swazi nation.
- c) Support the call for the rejection of the Public Service Bill, which denies public sector workers the right to organize and fight for their dignity and further criminalizes any form of political association and expression of views on their part.
- d) Demand the unbanning of political parties, independent judiciary, free media and guarantee for all the rights to freely organize and associate on the basis of shared political opinions.
- e) Intensify our support for the progressive forces, particularly the trade union movement as a whole and PUDEMO, whose activists seem the main targets of state brutality.
- f) Support the unity efforts demonstrated by the trade union movement, as well as the whole progressive movement organized under the auspices of the SUDF.
- g) Coordinate an effective and sustained global solidarity campaign with the people of Swaziland, recognizing their leadership on matters affecting them and responding to their call for more action and support, particularly targeting the global trade union movement.
- h) Campaign for the full and effective isolation of Mswati and the royal family as a whole, as well as its associates. This may include boycott campaigns, targeting institutions that support and

sustain the tinkhundla royal regime and exposing the extravagance and plunder of the Swazi economy by the royal family, in the midst of massive suffering by the people. This includes a discussion with the progressive forces, particularly the trade union movement, of the issue of sanctions, as proposed by themselves and what role they think COSATU should play.

4.61.3. Western Sahara: CEPPWAWU

Noting that:

- a) The people of Western Sahara live under conditions of occupation by Morocco.
- b) The systematic and on-going plunder of their natural resources by the kingdom of Morocco and other imperialist forces continues.
- c) The UN's consistent calls for a referendum and Morocco's cooperation in the process towards the affirmation of the Western Saharawi people's rights to rule themselves.

Believing that:

- a) Morocco's occupation of Western Sahara is a clear breach of international law.
- b) The Saharawi people have a right to self-determination and to live in conditions of dignity, with full control over their natural resources
- c) The suffering of the Saharawi people is an indictment on the African continent at a time when all countries should be free from colonialism.

Therefore resolve to:

- a) Call for UN to act decisively against Morocco in affirming the right of the Saharawi people to self-determination.
- b) Call for the big powers, particularly the US, France, Spain and the EU as a whole to refrain from double-standards and exploitation of the natural resources of Western Sahara.

- c) Support the global solidarity movement with the struggling people of Western Sahara.
 - d) Mobilize practical support for POLISARIO and UGTSARIO and raise the plight of all the exiled and displaced people of Western Sahara in refugee camps and elsewhere throughout the world.
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4.61.4. Burma (Myanmar): CEPPWAWU

Noting that:

- a) Burma was a colony of Great Britain for more than 200 years. Further, the country endured 37 years of military rule and isolationist policies and has one of the worst human rights records in the world.
- b) Burma is rich in natural resources and was once one of the wealthiest nations in south-east Asia.
- c) The UN's effort towards the resolution of the Burmese conflict and the re-instatement of democracy in that country is an important and necessary step towards peace and stability.
- d) The perpetual detention of the democratically-elected Prime minister of the country and leader of the NLD, Aung San Suu Kyi is an expression of the suppression of democracy in the country.

Believing that:

- a) The military junta is an illegitimate regime and must make way for the democratically elected leadership to reinstate normality and democracy in the country.
- b) The up-coming elections will be illegitimate unless they are held in an environment that guarantees free and full participation of all political groups.

Therefore resolve to:

- a) Call for the unconditional release of the democratically elected Prime minister of the country and leader of the NLD, Aung Suu Kyi.
- b) To support the call for elections only under an environment that guarantees free and full participation of all Burmese people.
- c) To provide support to and participate actively in the global solidarity movement with the Burmese people, including its local structure.

4.61.5. CUBA: NEHAWU, NUMSA, SADTU, CEPPWAWU

Noting that:

- a) This year marks the 50th anniversary of the triumph of the Cuban revolution and that the Cuban people have remained steadfast despite the on-going blockade by the United States of America.
- b) Cuba remains a key international ally of the South African working class in the struggle for socialism.
- c) The Cuban Revolution continues to provide inspiration to oppressed peoples the world over, and its developmental path and social programs create the conditions for human dignity and social progress.
- d) The World Federation of Trade Unions (WFTU) has always strongly supported Cuba's right to sovereignty and pursuit of a developmental path that prioritises social programs that are beneficial to the working class.
- e) The International Trade Union Confederation (ITUC) has historically viewed the Castro government as a dictatorship, which has wittingly or unwittingly legitimized the US embargo that has caused untold suffering to the people of Cuba.
- f) The continuing illegal imprisonment of the Cuban Five by the United States of America since 1998.
- g) The UN Working Group on Arbitrary Detentions (Human Rights Commission) declaration on May 27, 2005 that " The deprivation of liberty of Antonio Guerrero Rodriguez, Fernando Gonzalez Llort, Gerardo Hernandez Nordelo, Ramon Labanino Salazar and Rene Gonzalez Sehwerert is arbitrary, being in contravention of article 14 of the International Covenant on Civil Political Rights."
- h) The continued illegal detention of the Cuban Five heroes, whose crime was to defend the territorial integrity of Cuba in the US, with their trial run by forces hostile to the Cuban revolution and its achievements.
- i) The illegal and violent sponsoring of counter-revolution to undermine the Cuban revolution by the US, including the embargo to force Cuba to submit its sovereignty.

Believing that:

- a) Cuba is a sovereign state that has a right under international law to use all the necessary means at its disposal to defend its sovereignty and to choose its own developmental path.
- b) International solidarity and defense of the Cuban revolution is an integral component in the fight against imperialism.
- c) The embargo against Cuba is illegal and a violation of the right of Cuba to choose its path of development.
- d) Our solidarity and support for the Cuban revolution must not be compromised by any political line from our affiliated international federations or Global Trade Union Federations (GUF's).
- e) The five Cuban heroes are behind bars in the US prisons for fighting terrorism against Cuba, in which case, the US has been exposed for its double standards in their so-called war against terror, which in actual fact, is meant to target enemies of the empire, even if it means sponsoring terrorists, like Posada Carriles who bombed the Cuban airlines and is safely protected from prosecution by the US.
- f) The trial of the Cuban Five did not take place in a climate of objectivity and impartiality which are cornerstones of a just judicial process.
- g) That the on-going harassment of the Cuban people is an attempt to undermine their resolve and commitment to live as a sovereign people.

Therefore resolve to:

- a) Do much more concrete work to defend the struggles of Cuban people for national independence and socialism.
- b) Challenge the logic of capitalist development and the imperialist domination by a small number of developed states that hamper Cuba's choice for a developmental path that is beneficial to the working class.
- c) To challenge the ITUC's bias against Cuba, as well as ensure the mobilization of the global trade union movement in defense of the achievements of Cuban anti-imperialism.
- d) Strengthen the WFTU's support for Cuban sovereignty and its right to choose its own developmental path.
- e) Engage the ANC and government to decisively support and defend the Cuban revolution, including by strengthening ties with the Cuban government and its people.
- f) Demand the immediate and unconditional release of the five Cuban patriots and participate in local and international campaigns, including the motion adopted at the 2009 Cuban May Day international Conference for an international day of action for their release.
- g) Support the WFTU's demand for the right of Cuba and other sovereign nation states to pursue their own developmental path.
- h) Demand that the United States government immediately grant humanitarian visas to the two Cuban women (Olga Salanueva and Adriana Perez) to visit their husbands in U.S prisons.

- i) Call on our government to through the Ministry of International Relations and Cooperation engage and demand that the US Administration release the Cuban Five given UN Working Group on Arbitrary Detentions (Human Rights Commission) declaration of May 27, 2005.
- j) Based on the principle that “ Justice delayed is justice denied” to through COSATU demand for the immediate release of the Cuban Five from US prisons by engaging in demonstrations, pickets and protests and marches targeting US Embassies / High Commission Offices, US Officials visiting South Africa, and other US interest sites in SA.
- k) Through COSATU strengthen the solidarity with FOCUS, and other over 200 committees formed in 75 countries, including the United States, and in every continent, lobbying for the freedom of the Cuban Five.
- l) The work with other organisations in spreading as extensively as possible the truth about the scandalous case of the Cuban Five in the USA.
- m) That COSATU must continue to demand the release of the Cuban 5 and the end to the US blockade or sanctions against Cuba, including those by the EU.

4.61.6. Palestine and Israel: SAMWU

Noting that:

- (a) It is clear from the January 2009 invasion of Gaza that Israel is impervious to international condemnation regarding its armed aggression against the people of Palestine. .
- (b) Israel’s contempt of international law and public opinion is largely because of the virtually unconditional support it gets from the USA and Britain.

Resolves that:

- (a) We call upon our government:
 - To give the lead to the many countries which remain silent, although appalled by Israel’s oppression of the Palestinians.
 - To support the Palestinian liberation struggle in the same way that the South African liberation struggle expected and received support from governments of the world
 - To implement the Boycott, Divestment and Sanctions campaign against Israel including a boycott of Israeli goods and the ending of diplomatic relations between the two countries.
- (b) We raise these matters within the Alliance
- (c) COSATU joins forces with all popular movements and campaigns horrified by Israel’s occupation of Palestine along with its persistent violations of human rights and international law.
- (d) COSATU should strive o contribute to a resolution of the crisis in Palestine by seeking to bring together and where necessary mediate between different workers organisations that may be

aligned to different political traditions (e.g. Hamas, Fatah) in order to help develop a united worker response to the crisis

4.61.7. Mexico and the Repression of Workers and Trade Union Rights: NUMSA, NUM

Noting that:

- a) 67 Mexican miners who are members of the National Metalworkers and Miners Union of Mexico (SNTMMSRM) were killed in a mine accident two years ago and their remains are still underground with the Mexican government and mining company Grupo Mexico refusing to retrieve the bodies.
- b) The leadership of SNTMMSRM Napoleon Gomez, rightfully condemned this fatal incident as industrial homicide.
- c) The Mexican government responded by closing down the union offices, freezing union accounts and has since killed 4 workers from the same union who were protesting against the incident. The General Secretary, Napoleon Gomez Urritia, was forced to go into exile because the government falsely accused him of embezzling the union an amount of \$50 000.00 (US). The Vice President Juan Linares Montufar of the union is languishing in jail without being charged.
- d) Mexico's highest courts have ruled against the arrests warrants and request for the Mexican governments to extradite Napoleon Gomez from Canada and despite the Mexican government continue intending to charge and put him to trial.
- e) Grupo Mexico has been linked with acts of assaults, kidnapping and killing of members of the union and their families.
- f) A global delegation of 50 trade union leaders and parliamentarians organized by the United Steel Workers, ICEM, IMF, undertook a mission to Mexico in solidarity with the struggles of Los Mineros

Believing

- a) The labour law reforms introduced by the Felipe Calderon government are in the interest of mining capital.
- b) That the Grupo Mexico mining company is responsible for the Pasta Deconcho mine explosion in 2006 that killed 65 mineworkers.
- c) The campaign launched against Los Mineros by both the Mexican government and the Grupo Mexico company is a violation of ILO core labour standards and conventions and is meant to destroy the Los Mineros leadership and by extension the trade union movement in Mexico;

Therefore resolve that:

- a) COSATU joins other international trade union organizations in condemning the brutal repression and arrests of the Mexican miners actions in their legitimate struggles against injustice perpetrated by Grupo Mexico and the Mexican government. We call on the Mexican government and Grupo Mexico to desist on its actions against SNTMMSRM, on its refusal to retrieve bodies that remain underground and for its persecution of the leadership of the union.
- b) COSATU calls on the South African government to do everything possible to ensure that the Mexican government respects the rights of workers in Mexico, addresses health and safety issues in the mining industries, drops charges against Napoleon Gomez and releases the Vice President, Juan Linares Montufar of the union from prison as well as release all union funds illegally frozen and seized by the government.
- c) That COSATU and its affiliates will mount protest actions against the Mexican government until it respects the rights of workers in Mexico and stops its actions against SNTMMSRM.

4.61.8. China: NUMSA

Noting that:

- a) The People Republic of China has become a major economic player in the globe and is undertaking major investments in the African continent characterized by a huge appetite for minerals and oil.
- b) The Communist Party of China (CPC) proclaims to be using the market as an instrument in its socialist economic path of development.
- c) That the Chinese unions are not yet members of any of the international trade union centers that COSATU and its affiliates are allied to and that COSATU does not have any strong links with the Chinese trade union movement.
- d) Multinational companies from all over the world have established presence in China.

Believing that:

- a) Different perspectives exist amongst progressives and conservatives in the international trade union movement on the nature, character and independence of the Chinese trade unions. That a strong independent union in China will play a major role in influencing a trade policy favorable to Africa and the behavior of Chinese multinationals.
- b) The federation has not as yet taken a view on Chinese investment on the African continent and to what extent this investment stand to benefit the workers and the poor in the continent.

Therefore resolve:

- a) COSATU should ascertain for itself what kind of economic and political system obtains in the People Republic of China in view of the fact that the Communist Party of China holds the position that they are building socialism with Chinese characteristics.
- b) COSATU must undertake a thorough investigation and research to establish amongst other things, the following:

- The functioning and operations of the Chinese trade unions in the Chinese private and public sectors.
 - Audit the conditions of employment the Chinese workers in respect of a living wage, labour rights, social benefits and security.
 - The conditions of workers who are in employ of Chinese multinationals within the African continent.
 - How should we relate to the Chinese trade union movement which appears to be an appendix of the Communist Party of China?
- c) Trade agreements with China must include measures to protect labour rights and standards. They must be limited to building the productive capacity of African countries, prevent dumping, limit and control products coming into South Africa which threatens the sectors in our economy.
- d) Chinese investment in Africa must be directed towards re-building the manufacturing sector and transfer of technology to Africa.
- e) We work together with allies in the South i.e. trade unions in Brazil and South Korea to develop common platforms on China within the international trade union movement.
- f)