Elect Elected National Office Bearers

COSATU National Congress
they deduct from them. They do not enjoy annual leaves. They do not get UIF, because they die because of poor working conditions, slavery thriving on our farms. They do not have proper disciplinary procedures. These workers are evicted with no regard to legal due processes. We have also just had a protest action is the province of KZN around the price of fuel and rising cost of living. The escalation in the price of fuel has devastated the poor households and lower income earners the most. Poor families are struggling to afford basic necessities. We are calling on our government to consider increasing subsidies for public transport and also work on investing in our public transport system. There is an urgent need to improve the quality and efficiency of our public transport, particularly in poorer communities and rural areas.

The fragmentation of transport services in the country continues to undermine access to affordable, safe and reliable public transport. We also need to demand that our public transport system should be well coordinated and integrated. In our view, this is crucial for enhancing local economic development and eliminating the apartheid spatial challenges. There should be an improvement in intergovernmental coordination of public transport provision so that it is linked with the provision of basic services. In addition to this, the transport infrastructure in rural areas needs to be expanded and improved. We also need to mobilise and be ready to fight against the scourge of women oppression and conquer the demon of patriarchy. In our country under the evil system of apartheid and colonialism, race and gender oppression and class exploitation were combined in an interconnected system. Apartheid capitalism profited from women’s oppression through the large numbers of African women working for lower wages than their male counterparts. Furthermore, women’s unpaid labour in rural areas enabled bosses to pay extremely low wages to migrant workers who lived in bachelor dormitories in complete negation of their parental and family roles.

We still witness the situation, where access to basic services is still skewed in racial, gender and geographic terms. Women still continue to be the face of poverty and the face of HIV and AIDS, especially black working class women. Socio-economic conditions and patriarchal attitudes that justify and perpetuate abuse of women are driving the staggeringly high rates of domestic violence and rape in South Africa.

Women and girls are by far the most at risk and most affected by gender-based violence. Women remain responsible for the bulk of unpaid reproductive labour. This includes all of the work that contributes to reproducing society, such as housework, child bearing and child rearing; which is invisible, not paid and not counted in national statistics. A central aspect of the struggle for gender equality is that reproductive work should become a societal responsibility.

Women’s experience of oppression is affected by their race, class, geographic location, age and other factors. For instance, women with disabilities, especially black working class women with disabilities are marginalised and lack access to support. The levels of unemployment and poverty experienced by young black women are extraordinarily high. Lesbians are discriminated against in the workplace and society purely on the basis of their sexual orientation. Migrant women are vulnerable to exploitation, abuse and violence, and are generally not organised into local unions.

While the federation recognises that women are the agents of their own liberation who must lead the gender struggle. We also believe that men have a vital role to play to ensure that women are emancipated from the shackles of oppression and patriarchy. We have also managed to convince government to convene a Job Summit. We continue to believe that engagements are critical to getting this economy moving and fixing our social problems. We acknowledge though that more work remains to be done and that the jobs agreement must be further fleshed out in the post summit working groups.

We were disappointed though that the private sector failed to agree to a moratorium on retrenchments or a cap on executive salaries. We will continue to work hard and use all available platforms to fight against retrenchments. The federation will also continue to be vigilant and mobilise to ensure that both government and big business remain true to their commitments and that the agreements are implemented.

We also have attended a National Health Summit to try and address the ongoing health crisis, come up with interim intervention and possibly a social compact. The federation wants the national Department of Health (DOH) to accelerate the agenda of health transformation in respect of the management and leadership of hospitals, infrastructure development and access to health care for all.

Although the ANC and our government are succeeding in providing radical and fundamental changes in policies to effect the transformation of the health care system of the country to benefit our people, implementation is behind as a result of constraints in infrastructure resources and capacity. There is also resistance from the private sector to the implementation of some radical and progressive policies that are people driven.

Health is a critical apex for South Africa, which is still confronted by triple challenges of poverty, unemployment and inequality. The major sources of ill-health are the socio-economic conditions under which the poor live including the lack of adequate nourishment, clean...
Editorial Note

In this Special Edition, we cover the historic moments of the 13th National Congress held at Midrand under the Theme "Deepen the Back to Basic Campaign, Consolidate the Struggle for the National Democratic Revolution and Advance the Struggle for Socialism". We cover the profiles of elected National Office Bearers and wish them success as a collective as they execute their mandates!

Build COSATU and its Affiliates

The Congress undertook declarations on various aspects on the work of the federation at the workplace and in society at large.

Workers said ‘We will decisively continue to advance our work which includes intensifying our recruitment programme which will target un-organised workers and organize all workers under the leadership of COSATU’.

“We will now be intensifying our struggle of a Living Wage Be united, alert, earnest and lively!”

Alliance partners, International Allies and Ministers addressed delegates and have wished the Congress a success and also made bold statements to support the work of the federation and the role it plays in society.

In this edition we cover the Party’s statement when it said ‘The SACP fully supports Cosatu’s commitment to wage the ‘Back to Basic’ Campaign. We will do all we can to be part of this effort as part of playing our own vanguard role as the SAPC’.

Delegates at the 13th National Congress signed a pledge on Elimination of Violence and Harassment in the World of Work and we reflect what is the content and form of such an international campaign.

Women’s full and equal participation at all levels of society is a fundamental human right!

Finally, history will record COSATU as having led in the realisation of the 50/50 policy on the national office bearers and the election of the first female president in the current conjuncture!

COSATU President Comrade Zingiswa Losi has made a commitment for COSATU to align its gender structures with progressive organizations which promote the interests of women workers in particular and women in society.

She said ‘Training for gender equality and women’s empowerment is an essential component for global Women’s Movement to advance gender equality and women’s empowerment. Training for gender equality is a transformative process that aims to provide knowledge, techniques and tools to develop skills and changes in attitudes and behaviours.’

We await the collective leadership to deliver on the mandate to build a strong social justice movement!

It is not yet Uhuru!

The reality is that privatisation will detrimentally affect the socio-economic interests of the poor, which includes workers and the working class in general. It will also adversely affect the state’s capacity to: provide basic services to the poor; provide for infrastructural development; intervene to restructure the economy to ensure growth and employment creation; and play a developmental role in general.

There will be more job losses and it will foster the casualisation of labour, with more and more workers being hired on limited fixed-term contracts of employment. Privatisation also removes workers from the bargaining units established over many years in the public sector, generally leading to a reduction in incomes, benefits and job security. The battle continues and the real owners of the federation need to lead from the front. Let us strengthen our COSATU locals and get ready to recruit and service workers.

and available water, proper sanitation, decent and affordable housing and clean environments.

Our approach on this matter is that we need to fast track the process of the implementation of the NHI. The NHI is a transformative project in both scope and scale and will meaningfully deliver improved quality of life and restore dignity to the poor. The NHI, as a system of universal coverage must be based on the following principles: The right to health care, Social solidarity, Equity of access and Health care as a public good. In order to build a genuine system of universal health care, the public sector must be built to become the main and ultimately sole provider of health services. The biggest battle for workers this year though is going to be over the fight against the privatisation of the SOE’s and any possible retributions of SOC workers. We need to be demanding that the issues of workers be better represented at Board level.

Word from the Editor

Norman Mampane - Editor

www.cosatu.org.za

Aug/Sept 2018 ∙ The Shopsteward
I

In this edition of a series of articles on Going Back to Basics, we wish to elaborate on the importance of adhering to the founding principles of the federation around the practice of internal democracy and workers’ control. The 13th COSATU National Congress Theme was around ‘Deepening the Back to Basics Campaign, Consolidate the Struggle for the National Democratic Revolution and Advance the Struggle for Socialism’.

By adopting the Back to Basics approach, COSATU has fought for and begun to win the struggle for Marxist-Leninist education. We must fight to develop the correct strategy and tactics for this period to reverse all what the federation said and concluded was wrongly done in the past. Since the federation has begun projecting the ‘Going Back to Basics’ through organizational tasks that are geared to tackle the frustrations encountered by workers on the ground, all cadres have begun to understand the general organizational strategy and tactics, as well as the political line, to effectively and efficiently mobilize ourselves and discipline ourselves for the tasks which lay ahead.

Internal democracy refers to the level and methods of including party members in the decision making and deliberation within the party structure. To enhance internal democracy, shopstewards at all times must borrow from Hegel’s dialectical reasoning as a method of reasoning in which one starts with a thesis and develops a contradictory antithesis, both with rationales, and then combines and resolves them into a coherent synthesis, with the ultimate goal of the search for truth. Simply put, in any meeting there must be a motion tabled for a debate, the meeting must debate the motion with other options available weighed and a decision must be taken in a form of a resolution. The Preamble of the Constitution of COSATU states that we will carry out tasks to organise the unorganised workers and build effective trade unions based on the democratic organization of workers in factories, mines, shops, farms and other workplaces. We have to organise national industrial trade unions, financed and controlled by their worker members through democratically elected committees.’ We must combat the divisions amongst the workers of South Africa and unite them into strong and confident working class formations.

And lastly, we must encourage democratic worker organization and leadership in all spheres of our society together with other progressive sectors of the community.

Throughout the Constitution, the aims and objectives are only about striving to oppose any law, action or policy affecting the interests of affiliates in particular or the working class in general. Only by understanding these tasks in relationship to one another and in relationship to class struggle in our country and in the world can we develop the pace and discipline necessary to do the enormous amount of study and work required of us. We must mobilize, consciously for the rebuilding of internal democracy and with respect for workers’ control. Application of organizational principles is a seamless process from locals to the national level. Newly elected Shopstewards must begin to struggle over the application of the principles of the fractional method of work, they must always bear in mind that they are taking the party into the class – in a systematic and scientific way.

The cadre at any place of work (or community) form the ‘nuclei’. The nuclei bring the party line to the workplace, bringing the experienced leadership of the party to the workplace and bring the science to the workplace. The nuclei develops a strategy for the formation of factions. A faction draws advanced workers around one or more members of the nuclei. Thus, it is a coalescence of Marxist-Leninists and developing Marxist-Leninists within the experienced leadership of the party. Shopstewards must appreciate that the ‘rooting’ of the fraction in the factory or place of work. It is the ‘nucleus’ by which Marxist-Leninists develop agents for their work – a critical part of agitation, propaganda, and collecting information from the class. The SACP in its Input to Congress articulated the fact that ‘The SACP fully supports COSATU’s commitment to wage the ‘Back to Basics’ Campaign. We will do all we can to be part of this effort as part of playing our own vanguard role as the SACP’.

Our preoccupation on a daily basis must and should be about building working class power in the workplace in particular and the economy in general. Dedicated departments may become necessary in these and other labour process changes, their impact and new opportunities. The SACP said ‘the labour movement requires a coherent and well-co-ordinated responses to the deepening technological revolution not only on industrial and national bases but also internationally. All of these and other tasks that the progressive trade union movement is faced with require the building of strong industrial and public service unions, and an intensified focus on quality service to members and organising the unorganised.’

What do we mean by Going Back to Basics in adherence to the founding principles?

COSATU unveiled Congress plenary guidelines to guide debates as part and parcel of promoting ‘Internal democracy’ and also enhance ‘workers control’ at the highest decision making platform which is the Workers’ Parliament, Congress. Newly elected shopstewards across all Locals and other levels must appreciate to practice, amongst others, some of the guiding principles to effectively promote internal debates and enhance democracy in progressive trade unions. Congress adopted some of these principles to guide debates which were; to apply maximum discipline during the proceeding of the congress from all the congress delegates regardless of their status; All delegates were afforded the right to speak in the Congress; Delegates wishing to speak shall indicate such intention by raising their union identification board; the Chairperson of the session will decide on the order of speakers and shall ensure that there is a spread of speakers from various delegations; delegates will be allowed to speak for a maximum of five (5) minutes in plenary session unless otherwise is so indicated; As we develop as class leadership, we must continue our internal struggle and growth around those issues which face the class, and consequently the party, as critical in this period. And all our studies of the objective conditions must be integrated into our struggle around the creation of the Going to Basics’ programme. We must resolve the historical contradictions we have faced, organizationally, between ‘theoretical work’ and ‘practise’ and that resolution lies in our struggle to ground our theory in the programme the practical application of our theory to guide the class struggle.

Our study is progressing! The struggle continues!

Study must continue to be an integral part of our trade union political work. Managing meetings according to the precepts of the Constitution is a display of discipline and respect for the founding principles to promote internal democracy and workers’ control. Newly elected shopstewards must appreciate that the human development does not happen in a vacuum. Mistakes will be committed and contradictions will happen. But the Constitution must guide organizational work at all times. Shopstewards as part and parcel of acting as a Juristic person in organizations may be sued or sue on any and all our studies of the order of speakers and shall ensure that there is a spread of speakers from various delegations; delegates will be allowed to speak for a maximum of five (5) minutes in plenary session unless otherwise is so indicated; As we develop as class leadership, we must continue our internal struggle and growth around those issues which face the class, and consequently the party, as critical in this period. And all our studies of the objective conditions must be integrated into our struggle around the creation of the Going to Basics’ programme. We must resolve the historical contradictions we have faced, organizationally, between ‘theoretical work’ and ‘practise’ and that resolution lies in our struggle to ground our theory in the programme the practical application of our theory to guide the class struggle.

Our study is progressing! The struggle continues!

Study must continue to be an integral part of our trade union political work. Managing meetings according to the precepts of the Constitution is a display of discipline and respect for the founding principles to promote internal democracy and workers’ control. Newly elected shopstewards must appreciate that the human development does not happen in a vacuum. Mistakes will be committed and contradictions will happen. But the Constitution must guide organizational work at all times. Shopstewards as part and parcel of acting as a Juristic person in organizations may be sued or sue on any omission or commission on the application of all of these principles. Mistakes must always be minimized to rebuild a strong and vibrant organization on the ground.

Let’s go Back to Basics; Organize, Organize, Organize and Organized!
Membership Benefits

- When You Need Financial Advice
- During a Medical Emergency
- For Affordable Funeral Cover
- For Affordable Medical Aid
- For Affordable Life Insurance
- For Affordable Provident Fund

As low as from R95.00 per month you can have up to R600 000.00 worth of Cash and Benefits

Accidental Medical Emergency with Guaranteed Hospital Acceptance

* Funeral Benefits Cover, Main Member, 3 Spouses and 6 Children
* Kaleb Capital is 100% Black Owned Company and Level 1 BEE

Free on call Services for our members

* 24 hour Health and Wellness and Medical Advice by Doctor
* Legal Advise
* Panic Number for Accidental Medical Emergency
* Trauma Counseling for up to R10 000 for your desperate time of need

info@kalebcapital.co.za
www.kalebcapital.co.za

Kaleb Capital is here to give you dignity
Losi is a trained soldier and served in the South African Defence Force for three years. After resigning from the army, Losi was employed by Ford, a car manufacturer in Port Elizabeth in 2002 as an operator in the engine components and assembly division. She later became a quality inspector. In the same year, Losi became a NUMSA shop steward at the plant. At the same time, she served in various NUMSA committees such as finance and education in the Eastern Cape region.

As a senior leader of the federation, Losi is acutely aware of the challenges facing the organization. "The critical challenge is that of building a strong federation. To accomplish this task we need to have shop stewards and leaders who are clear about COSATU's mandate. Our task is also to build strong branches and strengthen our affiliates," said Losi.

Growing up in a family of activists prompted, Zingiswa Losi, COSATU’s Second Deputy President to be politically aware at a young age. She cut her teeth in politics in COSAS while she was still at school. She also served in the ANC Youth League structures in the Eastern Cape. "I became politically aware at the age of 10 when my two brothers went in exile and little did I know that I will follow them when I grow up," said Losi.
COSATU 13th National Congress elected Comrade Mike Shingange as the 1st Deputy President. Currently, cde Shingange serves as NEHAWU’s 1st Deputy President after he was elected at the NEHAWU Special National Congress in June 2014, and later elected as the first deputy president in 2017.

Cde Mike Shingange joined the union as a shopsteward in 1995. In the same year, he was elected chairperson of the Goya Branch, a position he held until he was transferred to the Petersburg Branch of Public Health. From 1999-2001, he served as secretary of the Groothoek Hospital Branch, he was then elected chairperson and served in this position until 2003. Later that year, Cde Shingange joined the Vanwelden Hospital where he was made the acting secretary, then chairperson. He served at this branch until 2006 when he was elected the regional deputy chairperson of the Lowveld region. In 2008, he was elected provincial deputy chairperson of Limpopo. In 2011, he elected to serve as the provincial chairperson.

During his tenure as Limpopo's provincial chairperson, Cde Shingange served on a number of bargaining chambers mostly the General Public Service Sectoral Bargaining Council where he is the vice chairperson of labour. He was also a PEC member of the SACP between 2011 and 2012 during the rebuilding process.
Cde Boitumelo Louisa Thipe was elected as COSATU 2nd Deputy President at the 13th National Congress in Midrand. She is a Shopsteward at Pick 'n Pay Wonderpark. In 1984 she was employed by Pick 'n Pay and joined the Retail and Allied Workers Union (RAWU) as a rank and file member and together with the Hotel and Restaurant Workers Union (HARWU) and Cape Liquor and Catering Workers Union later merged into the Commercial and Catering Workers Union of South Africa (CCAWUSA); thus changing the name into SACCAWU.

Cde Boitumelo was elected as a Shopsteward in 1988, and subsequently that she was elected in 1990 into the Executive Committee and later in that same year elected as Chairperson of the Pretoria Local. This automatically qualified her to be a member of the Regional Executive Committee (REC). She was instrumental and part of the activists who were influential on the achievement of the Parental Rights Agreement, which to date remains one of the most progressive in the Country, which provides for 12 months; 9 months of which is paid maternity leave.

In 1999, she was elected to the position of 1st Deputy President of SACCAWU, and allocated as a NOB designated to oversee Gender and Education amongst other responsibilities. During this period, she served in the Central Executive Committees of both SACCAWU and COSATU. In 2013 when the then-President could not continue serving as President, Cde Louisa became the Acting President, until 2017 when she was formally elected to the position of President by Congress, a position she still holds today.
t the name Beki (Bheki) was given to him by a white man official at Home Affairs when he applied for his identity document. He was employed at Sasol 3 in Secunda, Mpumalanga. It was there that he was recruited to the Chemical Workers Industrial Union (CWIU), a FOSATU affiliate in 1981 as a member. Bheki was then elected as a shopsteward, chairperson of Sasol 3 and Deputy Chairperson of the SASOL Plants (SASOL 2 and 3). In 1984, Bheki together with 6500 workers were dismissed by SASOL for participating in a political stay away on 5 & 6 November 1984, which was called by UDF in support of COSAS. The union called a campaign against SASOL to reinstate all workers but eventually conceded that workers were to be reemployed. When other workers were reinstated in 1985 most shop stewards including Bheki were not reinstated by SASOL on the allegation that shop stewards were the ring leaders of the stay away. The matter was challenged by the union but eventually agreed that in the spirit of our struggle let those shop stewards be sacrificed. It was then, that union employed Bheki as an organizer for SASOL and entrusted with the task of re-recruiting those workers back to the union.

In 1986, Ntshalintshali was appointed by COSATU leadership to be the COSATU convenor in the then Eastern Transvaal tasked to establish a COSATU Region. In 1988, the union appointed him to co-ordinate National companies in the Glass and Petroleum sectors. In 1994 he was elected to the position of the Deputy General Secretary of the CWIU. However, in 1995 to honour an agreement that he concluded earlier to further his studies, Ntshalintshali left for Ruskin College in Oxford, UK.

On his return in 1996, he was appointed as a National Collective Bargaining Coordinator tasked to lead the establishment of the Bargaining Council for the Chemical Industry. After the establishment of a Bargaining Council, Ntshalintshali was appointed to lead the Heavy Industrial Chemicals and the Petroleum Sector collective bargaining processes.

Bheki was recalled by the union to lead the merger between CWIU and PPWWAWU which led to the formation of CEPPWAWU in 1999. In May 1999 he was recruited to COSATU as its Organising Secretary. In 2000, the COSATU National Congress elected him as the COSATU Deputy General Secretary.

Comrade Solly started working at the Firestone company in 1982 as a machine operator and joined MAWU before NUMSA was established in 1987, and participated in the process of merging of MAWU and MICWU. He was elected as a Shopsteward at NUMSA and was later appointed as a full-time Shopsteward in the tyre industry. Cde Solly has served in various sub-committees such as the Public Relations Unit, and also became a national negotiator under NUMSA for the tyre and rubber sector.

He has represented the federation in the South African Qualification Authority (SAQA) Standards Governing Body during the formation of the SETAs where they led the campaign on skills revolution at the workplace. Phetoe has participated in the Tyre Training Board acting as Deputy Chairperson and was responsible to oversee formulation of Recognition of Prior Learning Policies in the sector. He has been part of the teams which developed and implemented various training manuals for organisers and shopstewards on key union work such as Labour Relations Act (LRA), Skills Development Act (SDA) and the Basics Conditions of Employment Act (BCEA).

He has been instrumental to ensure that employers comply with Occupational Health and Safety legislation and visited many workplaces in liaison with the Department of Labour, to enforce these pieces of legislation.

He has been leading the Brits COSATU Local as a chairperson for almost fifteen years and the Local became the most vibrant structure in that region. Comrade Solly has been one of the long serving provincial secretary for North West before being elected as the deputy general secretary in 2015 at the 12th National Congress. Currently, he participates at NEC/LAC where social partners engage on socio-economic policies to advance social justice and decent work for all. And he sits in Section 77 committees where issues relating to socio-economic issues affecting workers are debated.

He sits in the Employment Conditions Commission (ECC) responsible to determine rates for implementation of sectoral determinations for vulnerable workers and also represent labour at the Proudly South Africa to promote the buying of local products to save local jobs. Solly Phetoe was the deputy general secretary before being re-elected in 2018.

Deputy General Secretary - Cde Solly Phetoe
Freda Oosthuysen’s entered trade unionism through church. There were times when churches played a central role in the struggle against apartheid in South Africa and many activists who could not join political organisations for fear of victimisation used churches to pursue their political goals.

Oosthuysen, was among those who joined the underground structures of a church to fight the unjust apartheid system. In 1976, Oosthuysen got a job at IL Bag in Parrow and given her political awareness at the time, she could not continue to work as a result of the political uprisings that began in Soweto. She decided to join the United Democratic Front (UDF) and dedicated all her time in doing the organisation’s work.

As the conditions compelled her to fend for her family, Oosthuysen once again found a job in one of the garment factories in Cape Town in 1980.

At the factory, she became a shop steward for the Garment Workers Union until 1989 when there was an amalgamation of unions to form SACTWU. After the amalgamation, Oosthuysen became the SACTWU’s branch secretary in Woodstock. She rose through the ranks in the branch until she was elected the branch chairperson for the Salt River branch in Cape Town.

At the SACTWU’s Congress in 2006, Oosthuysen was elected as the National Treasurer. In the same year, she was elected as the National Chairperson for the National Clothing bargaining Council.

Other areas where she is also contributing with her skills include the CTFL SETA where she serves as a board member, Chairperson for the Clothing Provident Fund, Chairperson for the Health Care Clothing.
On the morning of the 12th October 2018, the greatest living legend of the international trade union movement and a dialectician ceased to think, Commissar Eric Stalin Mtshali. Many trade unionists vividly remembered the words uttered by Frederick Engels at the burial of Karl Marx when he said “an immeasurable loss has been sustained by the militant proletariat...and by historical science, in the death of this man [Karl Marx] and in South Africa such pain was felt by all. The gap that has been left by the departure of this mighty spirit will soon enough make itself felt”. All the progressive organizations unanimously agreed that comrade Eric Mtshali’s name will endure through the ages and so also will his work!

His Early life
Mtshali was born in Clermont, Durban, on 20 November 1933. He attended both primary and secondary school in Claremont and joined boxing at Fannin Secondary School. He is survived by his wife Gcinile Kunene and daughter Lindiwe Mtshali, seven grandchildren and five great-grandchildren. Comrade Eric “Stalin” Mtshali died at the age of 84, as a long-standing SACP leader, a veteran of our struggle for complete liberation and social emancipation. The people of KwaZulu-Natal and the whole country will be comforted knowing that the Eric Stalin Mtshali Secondary School will remain a symbol of hope for many years to come. He spent more than 30 years in exile and represented the South African Congress of Trade Unions at the World Federation of Trade Unions in Prague – Czechoslovakia. During his times he helped to revive the South Africa trade union movement in the 1980s to date.

Engagement in Class Struggle!
Comrade Mtshali became a dockworker from the community of Clermont where his political activism may be traced. He understood the saying by SACTU leader, Leslie Massina who said “No worker is a good member of Congress unless he is also a Trade Unionist. No Trade Unionist is a good Trade Unionist unless he is also a member of Congress.” I am glad that SACTU has not listened to the ill advice that they should not be interested in politics. There is a Zulu saying that if you are pricked by a thorn you also have to use a thorn to get it out. Workers are oppressed by political action; they must take political action in reply. While the South African Congress of Trade Unions must thus pursue an independent policy in the interests of the workers, it must also participate unreservedly in the struggle to mobilise the people behind their demands as embodied in the Freedom Charter and must cooperate with all other organisations engaged in this struggle.”

Growing up in Clermont, Comrade Stalin was amused by the Ratepayers Association. The area was declared by the then government as the so-called “freehold”, meaning that it was one of the rare settlements in South Africa where Black people were allowed to buy and own a house. Mtshali later discovered that the association’s meetings, that took place every Sunday, were actually ANC meetings.

Comrade Wilson Cele introduced Mtshali to the ANC, as well as to the progressive trade union movement and the SACP. Cele worked together with “The lion of the Midlands”, Comrade Harry Gwala, and Comrades Stephen Dlamini and M.P. Naicker to recruit Mtshali to the SACP, which he joined in 1957. At that time the SACP was as an underground organisation after it was banned by the apartheid regime in 1950 under the Suppression of Communism Act. Cele played an important role in Mtshali’s political education and ideological training.

By 1950-1951 Cele had introduced Mtshali to the Dock and Harbour Workers’ Union in Durban. Mtshali began organising the union in 1951. At the docks, his work was that of loading and unloading goods from ships. He started the job during weekends when he was still a high school learner. During that time the union also organised casual workers. That was when Comrade Eric joined it. He treasured social justice for all and served humanity!

Comrade Mtshali was instrumental in fighting against the apartheid violence meted against communities in KwaZulu-Natal. As a member of the South African Communist Party and also Umkhonto We Sizwe, he played his role in cementing the sound relations between Congress Movement and workers in various communities and workplaces. The strength of Cde Mtshali mastered the ability to work with people of different backgrounds to resolve issues affecting
the poor working class communities. He was part of the mission within the WFTU to have the African trade unions established to organise the African workers irrespective of race, religion or political beliefs.

He hated the exploitation of man by another with passion and was part of the missions by the WFTU to bring to the attention of international bodies such as the United Nations and the International Labour Organizations the cases of social injustices workers experienced. In 1963 Cde Stalin was elected at the 47th Session of the International Labour Conference recognised SACTU as the representative of class-oriented trade unions in South Africa. At that time he was paid a mere 15 shillings per week. It was during this time that he started attending political classes and workshops organised by the union and became active in the struggle for a living wage and improved employment conditions.

Comrade Eric’s active involvement in the civic movement as a young comrade played an important role in his decision to join the SACP and ANC. He spent most his time building powerful union movement, starting with organising dock workers and later establishing trade unions, including his participation in the formation of the South African Trade Union Congress in the 1950s, fortified his resolute determination in the struggle for socialism, and his character as a vanguard cadre. Comrade Stalin was amongst the first to join the ranks of the joint SACP-ANC military wing, uMkhonto weSizwe. He served in a crucial unit that started the sabotage missions against the apartheid regime. Comrade Stalin handled all of these and other tasks with extreme care and dedication. He sacrificed a lot in building the trade union movement in this continent and country. At one point, with no pay he survived on bananas as a daily lunch whilst organising workers in South Africa.

After receiving further training in Tanzania, together with Comrade Lambert Moloi, Comrade Stalin was sent to Egypt for a special higher training laying the basis for future work. He was the first editor of “The Dawn”, our movement’s military magazine. He worked closely with his comrade, friend plus brother, Comrade Chris Hani to make “The Dawn” a successful project.

Mtshali served as the ANC’s representative in East Africa, and was based in Dar es Salaam, Tanzania. Before then he spent eight years in Prague, in the now Czech Republic where he was advancing the struggle for liberation in our country and for universal social emancipation of the working class of the world. Mtshali was assigned to focus on the launch of the Communist Party of Lesotho, together with the late Joe Matthews, by the SACP. This signified the critical role that he played in the work of the Party and symbolised the trust that he earned. After our 1994 democratic breakthrough Comrade Stalin served as the Deputy Commissioner of Crime Intelligence in the Province of Moses Mabhida until 1999. He was elected and served as an ANC Ward Councillor and served in this position until 2004. He was elected to the National Assembly in 2004 and served as an MP of the ANC until he retired from the House in 2014.

Recognition nationally and internationally

His bravery was unmatched and it is for these reasons that the former President of the Republic of South Africa – His Excellency J.G Zuma awarded him the National Order of Mendi for Bravery in Silver. Comrade Stalin spent most of his life building working class formations across the African continent. He spent most his time building powerful trade union formations such as the World Federation of Trade Unions (WFTU) in the African Continent. He was dedicated and committed to the working-class struggle in all its forms. Comrade Eric was affectionately known within the ranks of the SACP as the ‘“Man of steel”. Comrade Mtshali was a recipient of the SACP Moses Moses in the 1994 award. The Award was conferred to him by the Party at its 14th Congress in July 2017, making him a lifetime Member of the Central Committee of the SAPC.

At the 17th WFTU World Congress held in Durban at the International Convention Centre in 2016, Comrade Eric Mtshali was honoured by the General Secretary of WFTU, George Mavrikos, who spoke about the revolutionary collegiality the class-oriented international trade union federation enjoyed with comrade Eric. Many messages were received from various organisations in which Baba Mtshali was narrated as a down-to-earth comrade who prioritised the building of a strong and vibrant trade union movement across the globe.

Congress of South African Trade Unions

The General Secretary of the Congress of South African Trade Unions, Bheki Ntsahlintshali said ‘COSATU has noted with sadness the news of the passing on of the South African Congress of Trade Unions (SACTU) stalwart and the leader of the South African Communist Party, Comrade Eric Stalin Mtshali. Comrade Eric Mtshali’s name lives large with a living legend of the WFTU who started working at the WFTU Headquarters in 1976 with the mission of organizing trade union movement in several countries such as Ethiopia and Namibia. He was originally a dockworker from KwaZulu-Natal.’

‘He was present when COSATU convened its Special National Congress in 2015 to support the federation in its hour of need and in working to restore its hegemonic influence in society. COSATU conveys its heartfelt condolences to his family friends and his beloved SACP’, said Ntsahlintshali.

‘Hamba Kahle Comrade Stalin Mtshali’, said Ntsahlintshali.

World Federation of Trade Unions

The General Secretary of the World Federation of Trade Union, George Mavrikos, said sorrow that we learned about comrade Eric ‘Stalin’ Mtshali. Mavrikos said sorrow that we learned about comrade Eric’s death, a historic figure of the class-oriented trade union movement in South Africa and a firm militant against neocolonialism, apartheid and imperialism. Comrade Mtshali has always stood as a symbol, representing the common struggle of the South African people along with the World Federation of Trade Unions, an example of internationalism and unequivocal commitment to the world working class in its fight for a world without man-by-man exploitation. A historic cadre of the WFTU, Mtshali was born in Durban and joined the anti-apartheid movement straight after high school. In 1951, he mobilized workers in the Dock and Harbour Workers Union, and workers in the textile industry to protest against the repressive apartheid regime. Mtshali once said, ‘At the time, the dockworkers were the most militants, really militant workers. The regime feared the dockworkers’.Mavrikos said he represented South African trade union movement in the WFTU Headquarters in Prague, Czechoslovakia and spent more than 30 years in exile. For him, ‘The WFTU positions always championed the class positions. We were always in the vanguard. For us, the WFTU was there. It stood on the side of the oppressed’. He participated in many WFTU missions to Ethiopia and Namibia, organizing trade union organizations.

He has also served as member of the Parliament, always loyal to the working class principles of the WFTU, the words of the “Man of Steel” - as his South African comrades used to call him - ‘true liberation will only be achieved when the working class becomes the ruling class’ - stand as a guide for the struggles of today and tomorrow. The WFTU militants will never forget the moving moment, during the 17th World Trade Union Congress organized in the land Cde Mtshali fought and bled for, when, during the official opening ceremony he was chosen to raise the WFTU flag before all Congress delegates, inaugurating its works.’

‘The WFTU honored his contribution and his selfless commitment to the working class struggles. On several occasions, such as in Johannesburg, on February 2012, in the framework of an honourable ceremony for the stalwarts of the South African Trade Union Movement. Dear comrades of COSATU and of SACP, please pass on our condolences to his relatives and assure the whole working class of South Africa that for us, the workers and simple people of the world, he will always remain IMMORTAL. We promise to continue his legacy’, said Mavrikos.

PAME

PAME, the class trade union movement of Greece expressed its warm condolences to the family and comrades of Eric ‘Stalin’ Mtshali. ‘It is with great sorrow that we learned of the death of comrade Eric ‘Stalin’ Mtshali. Comrade Mtshali was distinguished for his Organizational and leadership skills in Durban’s dockworkers around 1950s’, said PAME. ‘Comrade Mtshali remained until the end of his life a faithful, modest militant of the working class, whose main feature was internationalism and devotion to the struggle to abolish exploitation of man by man.’ Comrade Mtshali was distinguished for his organizational and leadership skills in Durban’s dockworkers where he worked himself on the dock. Comrade Eric was a leader of the struggle of the South African workers against the racist regime of apartheid and also a leader of the working class movement of Africa,’ said PAME.

African National Congress

Mduムンズン Mtuli, the Provincial Secretary of the African National Congress in KwaZulu-Natal said, ‘we received the sad news of the passing away of one of the founders of Umkhonto WeSizwe, a struggle stalwart, a chief mobilizer, a trade unionist and a political liberation icon – Comrade Eric ‘Stalin’ Mtshali.’
‘Although we were aware of his ill-health, we were nursing hopes that he would recover and be with us once again. As the ANC in KwaZulu-Natal we wish to extend our heartfelt condolences to the Mtshali family and the South African Communist Party – the party that he served until his last days,’ Ntuli said ‘What saddens us is that his departure is a depletion of solid leaders who are the custodians of the culture and values of the Alliance. He had a rare ability of analyzing the political environment under which we operate and assess the balance of forces and their influence in the success of our programmes.

In all meetings he offered analysis on the challenges experienced by the ANC in implementing programmes aimed at driving the transformation of society and offered solutions on how to turn things around. Cde Stahl was known within the ANC and the Alliance as a solution-driven leader. He represented a long list of trade unionists and SAPC leaders who became pillars of the National Democratic Revolution. A Chief Mobiliser and a disciplined Commissar of the MK, he was a leader whose conviction that our cause would triumph never for one moment flagged.

The military and political training that he received in Tanzania and Russia strengthened his resolve to ensure the total defeat of the apartheid system. He remains credited for mobilizing urban and rural communities to join the ANC and ultimately the struggle against apartheid in the 40s, 50s and 60s.’

‘May the departed soul rest in peace,’ concluded Ntuli. 

South African Communist Party

The General Secretary of the South African Communist Party, Blade Nzimande said ‘the SAPC honours the long standing SAPC leader, Comrade Eric ‘Stalin’ Mtshali, The man of steel.’

‘The SAPC conveys our heartfelt condolences to the family of Mtshali, our entire movement and the people of South Africa as a whole.’

Nzimande said ‘In recognition of the sterling contribution of Comrade Eric ‘Stalin’ Mtshali, the struggle, including against our own weaknesses, continues and must intensify! We must not engage in any retreat or surrender, particularly in waging the struggle against our own weaknesses. The generation of Comrade Stalin and other class-conscious workers read Marx, Engels and Lenin veraciously, in-depth and during a time when, especially back in 1950, it was illegal to do so in South Africa. The SAPC says: Hamba Khale Mkhonto."

Liberated Metalworkers Union of South Africa

The Liberated Metalworkers Union of South Africa extended its heartfelt condolences and the General Secretary, comrade Cedric Gina said ‘LMUSA mourns the passing away of the struggle veteran, Comrade Eric “Stalin” Mtshali. Comrade Stalin is best known for his commitment to the festival of the oppressed. He dedicated his whole life to the struggle for the total emancipation of the oppressed. He was an epitome of hope for the working class of his country, the continent and across the world. He was a true socialist until his last day of life. He leaves behind the legacy of a revolutionary that has been corrupt or stolen from the poor. He was a disciplined leader and encouraged all those that knew him to never steal from the people. He was really exemplary. He was part of the Luthuli detachment and played a role in many ways and was given many responsibilities. However, what made him exemplary is that he never made demands or made the movement feel as if it owed him for his contribution unlike what we see from many today. After he came back, he became a ward councillor in EThekwini and later became an ordinary Member of Parliament. He was a true internationalist and nothing without the word internationalism can best define him.

He worked in the head quarters of WFTU in 1976 building the trade union movement, fighting against the apartheid regime and uniting workers across the continent. He occupies a special place in the hearts of young people. When the SAPC took a decision to rebuild the YCLSA, he was given the task and indeed his work is evident even today. He will forever be a member of the YCLSA as he was given lifetime membership for the role that he played in the life of the league. He was the Che Guevara of the African continent; a man that dedicated his life to the struggles of others. He viewed the struggle of others as his own struggle and always worked towards emancipating the oppressed.’

Gina said ‘LMUSA is grateful for the life of this revolutionary giant. He leaves behind a legacy to live for and to continue. He is indeed a true example of a revolutionary raised by the trade union movement and a vanguard party. We dip our banners to honour the life of this revolutionary giant; a true communist to the end; a dedicated struggle for the people; in his own right an agent of change; a struggle veteran; a true MK soldier; founder of the military wing of the military wing of both the South African Communist Party and the African National Congress, Umkhonto we Sizwe.’

Gina said ‘It was with great sadness that we have lost a true leader, a true communist to the end, a true pioneer.’

‘We send our heartfelt condolences to his family, the South African Communist Party, the trade union movement, the Young Communist League of South Africa, the ANC, MK and the entire Mass Democratic Movement.’

National Education, Health and Allied Workers’ Union

The General Secretary of the National Education, Health and Allied Workers’ Union (NEHAWU), Zola Saphetha honoured comrade Eric ‘Stalin’ Mtshali as ‘he played a central role in the advancement of the socialist struggle and building of the World Federation of Trade Unions (WFTU) in the African Continent.’ He said ‘Just last year NEHAWU through WFTU bestowed a Recognition Award to Comrade Stalin for the sterling role he played in the broader struggles of the working class and the proletariat in particular throughout the world.’

Saphetha said ‘As NEHAWU, we will forever be grateful for the sterling role Comrade Mtshali played in building the class oriented World Federation of Trade Unions which today stands with 92 million members drawn from 26 countries in all 6 continents. Cde Mtshali who grew up in the trade union environment had a passion for trade unions and workers struggles and had the opportunity of working for the World Federation of Trade Unions (WFTU) in Prague, Czechoslovakia. The national union97 dips its banners after the passing on of an unwavering communist, assuming trade unionist, champion of our liberation struggle, and a founder of the military wing of our glorious liberation movement the African National Congress (ANC). He was a true embodiment of the tripartite alliance, to speak about him in idealistic terms.’

‘Having been affectionately known as the ‘youngest member of the YCLSA, we take it as our responsibility as the YCLSA to live up to his teachings in pursuit of a socialist-communist order,’ said Dlelanga.

Hamba Khale Mkhonto!

May your soul rest in peace!
Workers within the Congress of South African Trade Unions have for many years argued that the future of the global trade union movement depends on our ‘possibility to repel the neoliberal fundamentalism and corporate greed, to stand for the human and trade union rights in every country, and to promote the social dimension of the globalization.’

COSATU 13th National Congress held at Midrand under the Theme ‘Deepen the Back to Basics Campaign, Consolidate the Struggle for the NDR & Advance the Struggle for Socialism,’ rose to the occasion to unite workers against any form of exploitation at the point of production, any form of discrimination or prejudice at the workplace. Delegates effectively were content that ‘the character of any organization is naturally and inevitably determined by the content of its activities’ as Lenin used to argue many years ago. Workers at Gallagher Convention Centre were truly inspired by the founding slogan of ‘working class solidarity.’

Workers were tasked by the Constitutional powers to ‘adopt general and specific policy measures by means of resolutions which further the aims and objectives of the federation.’

Guided by the Constitution of the federation, a leadership collective was duly elected unopposed under the supervision of Elexion, an election Agency appointed by the Central Executive Committee to oversee the proceedings to elect national office bearers.

The Congress was attended by international guests such as Sharan Burrow from ITUC, George Mavrikios from WFTU, Ayuba Wabba from the Nigerian Labour Congress, John Odah from OTUWA, Molly Olamini from the Western Sahara Solidarity Network, H.E Mrs Mairin Moreno Mérida, the Ambassador of Venezuela, Keith Jacobs from the UNI Global–Africa Office. Other organizations included the ILO Office in Pretoria, WFTU Africa Office, BDS South Africa.

Other notable national guests were Mr. Patrice Motsepe, government Ministers, representatives from civil society, labour Service Organizations, Progressive Youth Formations, Social Partners participating at NEDLAC, former COSATU National Office Bearers and also Alliance partners. The elected leadership unanimously received messages of congratulations from across the globe. In a Statement released the Thabo Mbeki Foundation said ‘we convey our congratulations to the Congress of South African Trade Unions (COSATU) on its successful 13th National Congress’.

In the 32 years of its existence, COSATU has been an important force for progressive change. It has shaped both the direction of the struggle for liberation and the post-1994 democratic order and still has an vital role to play in the realisation of such important national tasks as the:
The reconfiguration is the basis upon which the SACP will participate in the 2019 elections to secure a decisive victory for our movement and people, the majority of whom is the working class and poor.

ANC Women League

The African National Congress Women’s League (ANCWL) wishes to congratulate the African National Congress (ANC) National Executive Committee member, Cde Zingiswa Losi on being elected as the first female to be the President of Congress of Trade Unions (COSATU). Cde Losi is not just a woman but a leader in her own right who has earned her stripes in the struggle. Her election is applaudable and is a true reflection on the calibre of women leaders with within the ranks labour unions. Her election as the President of COSATU affirms women and contestation must be embraced as a democratic process of organization. Organizations must be united pre and post-elective conferences.

The ANCWL extends best wishes to Cde Losi and her collective on their election. We trust that they will utilise their roles to effectively address labour issues with particular interests to women at workplaces who are still subjected to sexual abuses and gender parity wages.

Affiliated Trade Union’s Messages

The strength of the working class lies in organization. Unless the masses are organised, the proletariat is nothing. Organised—is everything. Organization means unity of action, unity in practical operations. But every action is valuable, of course, only because and insofar as it serves to push things forward and not backward, insofar as it serves to unite the proletariat ideologically, to elevate and not degrade, corrupt or weaken it. Organization not based on principle is meaningless, and in practice converts the workers into a miserable appendages of the bourgeoisie in power.’

The National Education, Health and Allied Workers’ Union (NEHAWU) congratulates the Congress of South African Trade Unions (COSATU) for hosting a successful and united 13th National Congress which ended today 20th September 2018. The Congress was held under the theme ‘Deepen the back to basics campaign, consolidate the struggle for the National Democratic Revolution and advance the struggle for socialism.’

NEHAWU hopes and trusts that workers will emerge out of this congress ready to implement their resolutions to defend their interests and pursue their goals and dreams, including those of the working class in general. The National Union of Mineworkers (NUM) General Secretary, David Sipunzi said ‘we congratulate the newly elected Cosatu leadership that was elected unopposed at the 13th COSATU National Congress held at the Gallagher Convention Centre in Midrand from the 17th to 20th of September 2018.’

Sipunzi said ‘History was made in labour federation COSATU as it elected its first female president in comrade Zingiswa Losi. The election of comrade Zingiswa Losi affirms that women are ready to occupy senior positions within the trade union environment. The 13th COSATU National Congress has also affirmed its commitment for gender equality.’

‘The newly-elected leadership has a mammoth task of forging maximum unity within COSATU. We believe that the leadership has the mandate to confront the battles that lie ahead in the interest of the workers and the poor. The NUM is happy that the 13th COSATU National Congress afforded the federation an opportunity to reflect on the current and pressing challenges faced by the workers and the poor of our country at the point of production and society broadly.’

The Liberated Metalworkers Union of South Africa (LIMUSA) congratulates COSATU on a successful, fruitful and informed 13th National Congress. LIMUSA General Secretary, Cedric Gna said ‘We are indeed satisfied that the National Congress was a parliament of workers which was aimed at sharpening the strategy and tactics of COSATU to
Workers indeed deserve a COSATU that is united to best champion the fight for a living wage. We are hopeful that the newly elected leadership collective will focus on deepening the back to basics campaign, consolidate the struggle for the National Democratic Revolution and advance the struggle for socialism.

Gina said ‘We thank the National Congress on affirming the space of young workers and women in the federation. Young people are indeed a social stratum in society and although young workers experience the same exploitation in the work place like any other worker, they cannot be denied their legitimacy of belonging to the social strata of young people in our society. We are equally happy that the gender structure is formally part of the COSATU constitution. This reaffirmed COSATU’s commitment to the ideals of the National Democratic Revolution. We are confident that COSATU is best positioned to confront the atrocities of the 4th Industrial Revolution on the working class. We congratulate Cde Zingiswa Losi on her historic election in the history of the alliance as the first ever women president in our alliance. We congratulate the entire leadership collective of the federation that has been elected by the 13th National Congress. LIMUSA commits itself to defend and advance the resolutions and ideals of the National Congress of COSATU’.

The Police and Prisons Civil Rights Union

Workers’ Union (SACTWU) congratulates the newly elected COSATU office bearers, including the National Treasurer, Cde Frieda Goethusens, a clothing worker and the SACTWU Treasurer. The South African Democratic Teachers’ Union (SADTU) released a statement before the Congress and ‘vouched the Congress of South African Trade Unions (COSATU), a successful 13th National at Gallagher Estate in Midrand. SADTU General Secretary, Muqvena Maluleke said ‘the Congress is taking place at a time when the country is imposing austerity measures which seek to threaten the livelihoods of workers through increased taxation and job losses, more especially in the public sector. We hope the Congress will resolve strongly against this and take us out of this impasse.’

‘We would like to see our beloved COSATU emerging from the Congress with more vigour as a militant campaigning federation that seeks to ensure that our hard-fought gains, such as the right to strike, are not eroded. As a union in the education sector, we face the threat of declaring of education as an essential service which is a direct threat to our right to strike. This is despite the Constitutional Court having given extensive consideration to what is entailed in the right to strike and how this right is to be interpreted.

The essence of the Constitutional Court judgments

The following are important conclusions of the Court in SATAWU v MOLOTO (2012) ZACC 19: “It is thus important to recognise that the right to strike protected in the Constitution must be interpreted in the general context that it is a right that is based on the recognition of disparities in the social and economic power held by employers and employees.”

“Another feature of the right to strike is that it is an integral part of the collective bargaining process. As noted in Bader Bop, the committees engaged with the supervision of the ILO Conventions have asserted that the right to strike is essential to collective bargaining. This was also recognised in the First Certification case.”

SADTU makes a point in plenary at the Congress

Maluleke said ‘Our workplaces are no longer safe. Our members are subjected to threats, abuse and are even dying at the hands of the learners they teach. We are attending this Congress mourning the death of a young energetic teacher who was stabbed by a learner in the classroom at Ramotho Secondary School in North West. Our communities have become brutal to our teachers and leaders are silent when we are attacked inside the school premises where we thought safety should be essential in building the nation.

A society that treats teachers this way is a sick society because teachers are builders of the nation and deserve the protection of everyone. A society that keeps quiet when a student organization is calling upon learners to attack the teachers is a society in denial and complicit about the difficulties teachers are facing in their line of duty. We hope the Congress will once more resolve on the safety not only of the teachers but of police, nurses and other public servants as well. As an affiliate in good standing, we must strengthen the Federation in order for it to have authority to give guidance to affiliates and ensure that they, among others, abide by the basic principle of one sector one union in order to provide effective service to members.’

A stronger COSATU strengthens affiliates! One country, one Federation!
COSATU has participated fully in advocacy work to have the International Labour Organization create a platform for gender activists and gender coordinators from the labour movement to debate all possibilities for the adoption of a new labour standard around issues of elimination of harassment and also violence at workplaces.

At the 13th National Congress, COSATU National Gender office created a platform through a campaign for all delegates to sign a pledge against violence and harassment in the world of work. COSATU has taken issues relating to gender seriously such that the Gender structures were some of the debates which ensued in plenary to have these structures included in the Constitution of the federation.

Reports of the Standard-Setting Committee on Violence and Harassment in the World of Work
COSATU participated in a meaningful dialogue at the International Labour Organization 2018 International Labour Conference held at Geneva which, amongst others, had a Fifth item on the agenda: Violence and harassment against women and men in the world of work on its committees and agreed that ‘the draft resolution to be placed as an item entitled ‘Violence and harassment in the world of work’ on the agenda of the next ordinary session with a view to the adoption of a Convention supplemented by a Recommendation’.

Many social partners agreed that ‘the instruments should be ambitious, flexible, practical and effective. The broad definition adopted by the Committee meant that a wide range of tools would need to be used to implement its provisions. It would be important “violence and harassment” that recognized a range of behaviours and practices. Discrimination against diverse groups was an important issue to take into account when discussing violence and harassment. The Committee’s responsibility was to aim high, which required a broad concept of ‘world of work’, among other things. The current points relating to the scope and definitions of the instruments were indeed ambitious, whereas the operative sections were balanced and focused. She looked forward to the discussions in 2019, which would prove the strong reason d’être of the ILO on its centenary.

‘Violence and harassment would have to be addressed holistically, and through tripartite social dialogue,’ said government representatives.

Generally speaking the ILO Labour Conference called on the ILO to assist its members in strengthening social dialogue in all its forms and at all levels in line with ILO standards through capacity building and strengthening development cooperation, enhanced research and training, as well as standards-related action and improving policy coherence.

What is sexual harassment and workplace violence?
Some argued that the definitions of “violence and harassment” and “worker” needed further attention.

The term ‘sexual harassment’ may range from a sexist joke to rape. This is creating all sorts of confusion in terms of what is harassment, what is violence. There is a variety of ways whereby violence and harassment at work can be dealt with and it is important to ensure there is some sort of shared, common understanding of what we are talking about. Some argued that violence and harassment was a topic of high relevance and could stir up.

Delegates at the 13th National Congress signs a pledge on Elimination of Violence and Harassment in the World of Work
By Norman Mampane

What must be done?
COSATU will have to work with various human rights organizations and trade unions to ensure women and men are protected at the workplace.

Trade unions must be upfront through capacity building and strengthening development cooperation, enhanced research and training to prepare the ground to effectively implement the new labour standard once adopted in 2019.

Manuela Tomei, Director at ILO’s Conditions of Work and Equality Department said ‘ILO is considering a legally binding treaty that could protect all workers from violence and harassment in the workplace, if individual countries adopted and ratified the measure. The idea has been considered for the past decade, but conversations around a potential treaty have been ongoing for the past four years. There is no international treaty that deals with the issue of violence and harassment in the world of work, so this is really filling a regulatory gap. The fact that there is no international treaty explains why you have such a diversity of terminology and why, in some cases, one word is used to refer to different situations, and vice versa.’

She said ‘The convention gives rise to obligations for a country that ratifies it, one obligation is reporting back to ILO on what practical measures have been taken and then, what are the challenges, etcetera. Then we have a commission that reports and points to problems.

The convention, because of its universal nature, has a degree of flexibility, but it needs to be implementable and to cover all workplaces. Depending on the size of the enterprise, depending on whether it is semiformal or informal, the strategies that can help will differ. It is not just the instrument, but it’s a battery of other tools you need to provide more practical, on the ground, hands-on guidance. ’
The election of Cde Zingiswa Losi as the first female President of COSATU since its inception in 1985 is a milestone that should be celebrated by the nation at large. In her own words, she captured the sentiment succinctly when she delivered a rousing message and encouraged the Congress to confront critical issues affecting the workers and the economy.

He called on COSATU to bring to the table practical suggestion on tackling issues of mutual interest.

The robust engagements on critical challenges confronting the federation demonstrated COSATU’s resolve to realise its historic mission of “One country one federation.”

The ANC joins the nation in congratulating COSATU at the successful hosting of its 13th National Congress. President Ramaphosa, in his capacity as President of the ANC, which is the leader of the Alliance delivered a rousing message and encouraged the Congress to confront critical issues affecting the workers and the economy.

I bring you revolutionary greetings from the entire leadership and membership of the ANC; said ANC President Cyril Ramaphosa at COSATU Congress.

The ANC joins the nation in congratulating COSATU at the successful hosting of its 13th National Congress. President Ramaphosa, in his capacity as President of the ANC, which is the leader of the Alliance delivered a rousing message and encouraged the Congress to confront critical issues affecting the workers and the economy.

The ANC joins the nation in congratulating COSATU at the successful hosting of its 13th National Congress. President Ramaphosa, in his capacity as President of the ANC, which is the leader of the Alliance delivered a rousing message and encouraged the Congress to confront critical issues affecting the workers and the economy.

The election of Cde Zingiswa Losi as the first female President of COSATU since its inception in 1985 is a milestone that should be celebrated by the nation at large. In her own words, she captured the sentiment succinctly when she reflected in her closing address, “COSATU is communicating a clear message for the world and the country to know that women within the ranks of this radical trade union movement are ready to take the responsibility at the sharpest end of the struggles for the emancipation of all women in our society. We are gearing ourselves to occupy the front ranks and coalface as the organised and class-conscious detachment of the broader working-class women, which is the primary motive force of the women’s emancipation struggles.

We must strengthen and advance women’s struggles at the workplace, in our communities and in the broader political terrain – practical and active involvement in struggles is itself part of the emancipatory process. And together with our progressive allies in our trade union movement we have at this congress built and advanced on the long and proud history of women leadership in the workers’ struggles.

Comrades, this should not be an isolated achievement, but part of our sustained and conscious effort of broadening active participation of women at all levels of their unions, and we must seriously take the task of building capacity and ideological training on gender and patriarchy not only for women but also for our male members, shopstewards, officials and leaders.

It is not an exaggeration to say that this class-conscious detachment of organised workers in South Africa in the fold of COSATU is once again making history and opening a new chapter that would go down in our proud historical annals of trade union women leadership. We indeed have a long chain of pioneering trade union leaders – now for over a century – from the militant Mary Fitzgerald, Johanna Cornelius, Ray Alexander Simons, Frances Baard, Liz Abrahams to Charlotte Maxeke, the founder member of the South African Native National Congress, the fore-runner to the ANC and the Bantu Women’s League (ANC WL) and the Industrial and Commercial Workers’ Union (ICU) – who in the publication Umnteteli wa Bantu sharply raised and addressed the “Woman Question”.

These are the icons, heroines and martyrs not only of the working people, but also of the broader working class, that have laid the foundation of our militant trade union movement.

Your collective decision in this regard is indeed a tribute to these women leaders, the shop-stewards and countless others who were ordinary members – and all of those who for years tirelessly worked to build strong women leaders inspired by our long-standing battle cry, ‘Wathint’ Abafazi, Wathint’ Imbokodo!’

COSATU’s commitment to a frontal engagement on the challenges of the 4th Industrial Revolution is a direct response to President Ramaphosa’s call and will no doubt sharpen the country’s perspective and approach in tackling these challenges.

As we prepare ourselves for the Jobs Summit to tackle the challenge of unemployment and job losses, we cannot agree more with COSATU’s assertion that this Summit must find realistic solutions in creating and sustaining jobs to stimulate our economy.

We are equally under no illusion that chronic unemployment undermines our efforts to effectively deal with our triple challenges of poverty, inequality and unemployment.

The stimulus package announced by President Ramaphosa gives priority to those areas of economic activity that will have the greatest impact on youth, women and small business.

We have no doubt that this intervention will have a decisive impact in turning our economic fortunes around and sets the stage for creative solutions in addressing the unemployment challenge.
This, the 13th National Congress of Cosatu coincides with a very difficult economic and social period in our country. South Africa is technically in a recession. The SACP is looking forward to your resolutions in this regard and on other important issues. These include the shift that has been occurring at the workplace from permanent employment relationships with relatively better pay and benefits to low paying, casualised and temporarised employment relationships with no benefits.

In July the Constitutional Court made an important ruling on labour brokering. It confirmed the correct interpretation of the 2014 Labour Relations Act amendments making a client of a labour broker the sole employer of an affected employee after three months of his or her temporary employment service period in the event the work continues. The question remains on whether this ruling is being respected by employers.

The labour broker, Assign Services had the audacity to challenge this correct interpretation. It initiated the case through a referral to the Commission for Conciliation, Mediation and Arbitration (CCMA) in 2015 following the amendments. After losing, the labour broker referred the CCMA award to the Labour Court for review. It appealed each time after losing the case until the Constitutional Court. This was an effort NOT merely of one modern slave master.

The SACP supports a further reduction of the temporary employment service period to zero months, thus completely abolishing the problematic jointly and severally liable or dual employer relationship involving a labour broker.

The labour movement as a whole must rally behind the Constitutional Court judgment and ensure that all employers comply with it. The struggle to deal with labour brokering is however not over.

The SACP supports a further reduction of the temporary employment service period to zero months, thus completely abolishing the problematic jointly and severally liable or dual employer relationship involving a labour broker.

The struggle to abolish the labour brokering practice must continue and be intensified. Cosatu must not make the mistake of only letting government and the laws to fight this struggle. Laws and policies can be changed by government, but not implemented by employers! The labour movement has the support of the SACP in this and other struggles based on the common interests of the workers.

There is nothing in principle that should be allowed to stand in the way of the labour movement working together
to win common demands and goals. These include the abolition of labour broking, the transformation of the financial sector; the development of an overarching social security system; driving more investments into the productive economy; and building working class power in the workplace in particular and the economy in general.

The SACP fully supports Cosatu's commitment to wage the 'back to basics' campaign. We will do all we can to be part of this effort as part of playing our own vanguard role as the SACP.

A new era is also emerging, the so-called fourth industrial revolution industry 4.0; or the second machine age as others call it. The labour movement has to consistently study the changes that occur in work methods and production organisation, including technological changes and product development, and the impact these already have and are likely to have on the future of work. Dedicated departments may become necessary in all trade union organisations to look at these and other labour process changes, their impact and new opportunities.

The labour movement requires coherent and well-co-ordinated responses to the deepening technological revolution not only on industrial and national bases but also internationally. This approach is required on the broader economic and political struggle internationally. For instance how do we explain the utterances, behaviour and actions of the United States president?

These include his utterly ignorant and actually racist tweet he made recently, against the necessity for land reform in South Africa, his neo-fascist tendencies, his ultra-right-wing populism and the opportunism that goes hand in hand with it, his recklessness and intensification of the imperialist agenda of unilateralism. What must be the response of the working class both in South Africa and internationally? Donald Trump is obviously the persisting capitalist crisis and its consequent bourgeois frustrations personified. As we all know, the crisis first broke out in the country he was to later emerge as the president without popular electoral support. He is the chief representative of the most backward strata of the United States-based capitalist ruling class.

This is the time for the working class both in South Africa and internationally to build and deepen unity and cohesion. The proletarian movement as a whole needs to give practical expression to this sustainable way forward. This requires joint labour movement and political action both within and across borders. We need to step up proletarian solidarity and internationalism. The working class is not faced here merely with the utterances, behaviour and actions of a desperate person. At the centre of the problem is the crisis-ridden system of capitalist exploitation and imperialism.

This is why as the SACP say: "Socialism is the future, build it now!" All of these and the other tasks that the progressive trade union movement is facing require the building of strong industrial and public service unions, and an intensified focus on quality service to members and organising the unorganised. We welcome the positive developments and determination to tackle many of these challenges, including government's commitment to fight corporate capture of the state. The working class needs to mobilise in support of these measures.

**Dismantle corporate capture and combat parasitic networks**

The SACP fully supports the work of the Commission of Inquiry into State Capture. The Commission must conclude the work in time and save South Africa the scarce monetary resources that it needs to advance democratic transformation and development. We are saying this bearing in mind the importance of the Commission itself to this course. The Commission must assist us through its findings and recommendations to deal with both the rot that has occurred and put in place appropriate legislative and other measures to tackle private and corporate state capture.

While as the SACP we were the first to call for the Commission, it is a fact that all Alliance partners welcomed its establishment. This was in response to "The State of Capture" report produced by the former Public Protector, Advocate Thuli Masepla after conducting her investigation into this problem of corruption.

Those who are still throwing up their hands in horror within the ranks of our movement, pretending that corporate capture does not exist, should be reminded of the Alliance Summit Declaration adopted by all Alliance partners on 1 July 2015. The Summit took place over five days from 27 June 2015. This was in response to a request, first made by former President Jacob Zuma, then the President, for sufficient time to consider all matters that required attention. This is what the declaration of the Summit says: "Discussions in the Summit focused considerably on a range of internal weaknesses, difficulties and challenges found across all our formations. These include: "A growing social distance between leadership and our mass constituency, including: "a disconnect between the focus of branch activities and the social and economic realities of communities "crass displays of wealth and arrogance."

These problems reinforce and are connected to the deliberate manipulation and subversion of internal democratic processes through the manipulation of membership through gate-keeping and the use of money to advance individual ambitions and factions based on patronage and nepotism. This behaviour is also the entry-point for corporate capture and private business interests outside of our organisations to undermine organisational processes.

"The Summit resolved that these deviations must be dealt with firmly and without fear or favour."

The Summit further attributed the governance decay that had plunged the SABC into crisis to, inter alia, corporate capture. This is what the declaration says on this score: "The Summit expressed deep concern at the erosion of the SABC's ability to fulfil its public mandate. This is caused by inadequate public funding, private corporate capture and the virtual monopoly of pay-TV by a single company. Linked to this has been the sale of the SABC Archive to MultiChoice and thus the privatisation of what should be our shared national heritage. A further consequence is that public access to live parliamentary debates and continuous news coverage is limited to those who can afford pay-TV."

It is important to attach great importance to revolutionary discipline in our struggle to dismantle corporate capture and combat parasitic networks. This requires all members to uphold the centrality of collective decisions. A revolutionary cadre is a disciplined cadre who subordinates his or her private interests to those of the movement and the people as a whole – rather than the other way around.

We would also like to take this opportunity to clarify the issue of the state and revolution. Our state is based on our territorial integrity, population, national sovereignty and the rule of law. It is made up of many institutions over and above parliament, the executive and the judiciary. It is a fact that there are many state institutions that are not part of the three basic branches.

In addition, we have state owned entities, financial institutions and different spheres of government all exercising state power. All in all there are warm bodies in the state who are assigned specific responsibilities as a function of division of work. When one of them or when one authority of the state, or any of its duties or functions has been usurped by private or corporate interests, we must confront and uproot the capture. We must not wait for the corruption to annex the state in its entirety before recognising that the problem of private or corporate capture exists. Our struggle is a struggle for liberation and complete social emancipation. It was never started with the mischievous aim of handing over state power to corrupt interests and private profiteers. Our struggle was started to overthrow colonial, apartheid and imperialist domination. These forms of oppression arose from the class rule of the capitalist class over the working class and its worldwide expansion.

There can be no doubt that in our case where the state arises from class contradictions it was created as an instrument of the rule of the oppressor class over the oppressed class. In contradiction, our struggle was started to win state power democratically, transform and transfer it to the people as a whole, the majority of whom is the working class. It is actually treasonous to hand over our hard-earned democratic power to, or use it to the benefit of corrupt and private profiteer interests.

Those who are arguing that we must allow the decay to take root because it long occurred under colonialism and apartheid must be told, and in no uncertain terms, that we did not wage our struggle in order to perpetuate the corruption of the colonial system and the apartheid regime. This is why we call ours a national democratic revolution and the struggle for socialism. Our main objective is to uproot corruption, economic exploitation, class inequalities and social insecurity. We did not fight in order to go back. We waged the struggle in order to move forward!

**Tackle the nasty fight-back decisively!**

Coming out of our May 2018 Central Committee, the SACP warned against what we saw as an emerging fight-back campaign to undermine the fight against corporate capture of the capture and corruption in general. We even pointed out where this fight could possibly be emanating from. As the SACP we are therefore not surprised...
at all about political plots as we had already warned against these. This fight-back campaign has also been accompanied by some of the most regressive and reactionary tendencies that should not be allowed to find space in our movement, like tribalism, black chauvinism and racist slurs. One of the most dangerous components of this fight-back is that it is carried out under the pretext of advancing “radical economic transformation”. This false version of radical economic transformation is synonymous with a campaign to defend the parasitic capturers and those complicit in their corrupt deeds. As the SACP and as the working class as a whole we must refuse to be intimidated on these matters. This fight-back campaign is essentially not only directed at President Ramaphosa or an ANC trying to renew and cleanse itself. It is in essence an attack on the working class, the poor and all South Africans who would like to see progress, and see our movement coming out of its recent dark period. Defeating this reactionary fight-back is an essential part of defending the gains of the first phase of the national democratic revolution. Some of these gains include a progressive constitution, progressive labour laws, a new legal framework for gender equality, as well as our democratic institutions. Corporate state capture is a direct threat to the consolidation of these gains. It is therefore important that we isolate all those fighting back through a broader mobilisation of all patriotic South Africans beyond our movement and the working class. The SACP has expressed its full support for all those who are standing up to corporate state capture, sometimes at personal risk. We reiterate our commitment to remain a steadfast ally in the struggle against the looters and their bedfellows.

Allegations have recently surfaced of a plot to topple the President. The SACP has noted statements from within the ANC that there was a clarification given on the allegations. This cannot end there. The Alliance as a whole must look at this matter and also satisfy itself that such actions are exposed and defeated. This is not a mere ANC internal affair. It is a threat to the national democratic revolution and the unity and cohesion of our Alliance and movement as a whole. This matter must be on the agenda of the next Alliance Political Council. However, it is important to bear in mind that the fight-back campaign can only be defeated through mass mobilisation and activism on the ground. This is one important front of mobilisation to be undertaken by the organised working class and our communities.

State power, alliance reconfiguration and the role of the working class

Our SACP 14th Congress in July 2017 adopted a clear-cut resolution on the Party and state and popular power. We summed up our post-1994 experiences, both negative and positive. We looked at the way in which our Alliance is configured. We assessed whether the policy perspectives and resolutions of all Alliance partners, rather than those of the ANC alone, find expression in government policy direction at all levels. We further examined the electoral strategy of the Alliance, its overall relationship to state power and the manner in which it has been exercised. This includes policy-making, implementation, monitoring, evaluation and accountability, deployments, including recall.

It is undeniable that there have been many problems leading to the strategic importance of the Alliance being undermined. The rebounding in recent years of the tendency to marginalise the Alliance worsened the situation. It is a fact that corporate capture succeeded to take the centre stage and relegate the Alliance to the periphery. This is the context in which the lack or absence of consultation eventually took root. The Cabinet reshuffle of March 2017 exposed the decay for all to see. The leaders of all Alliance partners had to come out. They denounced the decision by open public statements. They made it very clear for all to know that there was no consultation, and that the decision was probably made elsewhere for rubber-stamping by the movement and therefore cheering.

As Alliance partners, we all fought to achieve democracy in our country. We have since been campaigning together to win elections on a single Alliance electoral campaign headed by the ANC. However, we cannot say the same when coming to state power and its exercise. The Alliance, viewed holistically with all levels taken into account, is virtually excluded from many governance processes. There is no direct Alliance participation and the Alliance is not involved in making decisions in so far as those processes are concerned. It is a fact that from a mandate point of view reference is made only to the perspectives of one Alliance partner, rather than the Alliance as a whole. This regressive path must be stopped.

We therefore resolved as the SACP that the Alliance must be reconfigured, if going forward it is to be able to hold together the motive forces of our revolution. As part and parcel of the reconfiguration, we must deal a heavy blow to the networks of factional and parasitic interests and corporate capture. If the Alliance was adequately configured in keeping with the new – that is the post-1994 realities of state power and related governance processes, corporate capture and other forms of corruption would have been nipped in the bud. Our state owned enterprises would not have been plunged into crisis. We would have succeeded to hold accountable, as the Alliance, those within our ranks who were either driving or complicit in the rot.

A reconfigured Alliance has collective policy coherence and functions fundamentally differently from just being a mere elections campaigning machinery. A reconfigured Alliance is a truly governing and campaigning Alliance in a democratic context where state power as well as its exercise, and related governance processes have become an important pillar for advancing, deepening and defending the shared objectives of our revolution.

It must be an Alliance rooted amongst the mass of our people and daily taking up, through mass campaigns, issues that face ordinary people. In short, a reconfigured Alliance is a National Democratic Revolutionary Alliance rather than an electioneering coalition.

A reconfigured alliance is an alliance that works together to set the policy agenda for transformation and development. It is an Alliance that works together to train, select and deploy, on its behalf, those who should be charged with the responsibility to implement this national democratic revolutionary agenda. A reconfigured Alliance is therefore an Alliance that works together not only in words but also in practice to take all major policy, deployment and accountability decisions and to implement those
decisions. It is an Alliance that acts decisively in recalculating those who are underperforming, become corrupt or captured by private or corporate interests. A reconconfigured Alliance cannot wait until irreparable harm has occurred in order to act.

The reconconfiguration of the Alliance must happen at all levels, including at the local, at the branch level!

We call upon this Congress to support our stance of a reconconfigured alliance and the building of a broad popular left front as the only way forward to realise the goal of a second, more radical, phase of the national democratic action.

The SACP calls the working class to action!

The Freedom Charter remains centrally important as the basic programme of our national democratic revolution, and must find profound expression in the policy direction of a reconfigured Alliance. Its complete implementation must therefore underpin the main policy focus of the second radical phase of the revolution. The Freedom Charter remains the beacon in our day to day struggles.

We are not going to achieve any of our aforementioned goals or even the aims of the resolutions we adopt here, unless the working class undertakes extensive mobilisation, particularly at this stage of our revolution. The tasks that lie ahead require mass action and activism by the working class and the poor in order to change conditions for the better for the overwhelming majority of our people.

Our August Central Committee took a resolution to use our Red October Campaign to revitalise working class activism on a range of fronts and struggles. In fact Cosatu itself cannot claim to be going back to basics unless this is accompanied by mass mobilisation! The first site of struggle around which we need to intensify mobilisation must be for the implementation of the National Health Insurance Scheme (NHI). Big capital in the health industry has been waging a massive organisational, financial and ideological offensive against the NHl. Unfortunately, they have now reached out to sections of our progressive professionals to denounce the NHI on the false ground that it is unaffordable and will not benefit ordinary people. This is indeed a lie aimed at the distortion of organisations and institutions struggling for the realisation of the NHI.

The SACP has also decided to take up the many challenges and problems at local government level. This requires revolutionary and disciplined leadership in overcoming the problems. For instance, one of the most immediate problems at local government is that already identified by the 2015 Alliance Summit — the growing distance between the leadership and the people. There is a widespread failure to provide services to communities and our people as a result of corruption, lack of proper prioritisation of services to the people, and lack of skills. Often at the centre of all these problems is factionalism and money politics in our structures. The working class cannot continue complaining about these without doing anything about them.

One specific mode of intervention must be strategies to link workplace and community struggles as these two key sites of struggle are deeply interrelated. Retrenchments throw workers into poverty and further inaccessibility to basic services. Another big campaign that we are calling upon Cosatu to take up in earnest is that of building an affordable, accessible, safe, reliable and integrated public transport system that properly services the working class. Working together with government, the organised trade union movement must up the stakes in its involvement in addressing all the problems facing our still fragmented public transport system. An important component and dimension in this regard is the need for Cosatu and the Alliance as a whole to have an urgent and detailed discussion on how we fund and resource our public transport system. At the heart of this is also the question of addressing problems in commuter rail, the taxi industry and buses. In particular, we need to address the issue of how do we fund our national road network. Tackling these issues will also assist us greatly in finally addressing the issue of e-tolls here in Gauteng Province.

The SACP’s view is that the model of the e-toll system was flawed right from the beginning, from conception. However, the reality we face still remains how do we fund current commitments like the e-tolls, as well as funding our national road network going forward? User Pay? Fuel Levy?

As Minister, I am ready and have already agreed to engage Cosatu on these and other matters immediately after your Congress.

The SACP also calls upon organised workers to play a role in the mobilisation of the motive forces for land and agrarian transformation, including urban land. A broad front of progressive forces needs to be built, including farm workers, urban dwellers, the rural poor and those who live on the land, as well as the middle classes and professionals who have a genuine interest in land transformation. Much as land restitution is important, however the SACP is of the view that much more energies must be spent on driving land redistribution. This will speed up access to productive land. The working class must also actively engage ideologically in the land debates also in order to counter reactionary views as well as cheap populist stances!

The SACP is prepared to work with Cosatu in strengthening its affiliates with a particular focus on the weak industrial unions. This must also embrace supporting and strengthening public sector unions so that they are in the forefront of servicing our people.

Comrades, lack of political education still remains a major challenge. Two of the biggest enemies to political education are factionalists and gatekeepers. Factionalists do not like an informed membership because they are unable to manipulate such members.

It is a fact that factionalism, gate-keeping and lack of political understanding are the terrible triplets that can completely undermine our revolution. But political education is not only for fighting regressive tendencies. It is crucial for empowerment, cadre development and solidifying our revolution.
The role of Cosatu as a defender of a clean effective state is vital, says Minister Patel

The honourable Ebrahim Patel, Minister of Economic Development, addressed COSATU 13th National Congress on the 19 September 2018 at Midrand. The Minister is the former general secretary of the South Africa Clothing and Textile Workers’ Union (SACTWU) and championed a campaign on promotion of local products through the Buy Local Campaign led by Proudly South Africa. Minister Patel said ‘Thank you for the opportunity to address this Parliament of workers, where I come to account to you as a deputy.’

2018 marks many important dates in the history of workers:

- 70 years ago in 1948 the National Party came into power and started the process to introduce the policy of Apartheid, and started the process that led to the breakup of trade unions and the arrest of worker leaders.
- 30 years ago, in 1988, COSATU was engaged in a massive struggle against labour law changes that wanted to roll back the gains workers had made to build trade union organization; culminating in a general strike supported by 3 million workers. That strike laid the foundation for today’s Labour Relations Act.
- 10 years ago, in 2008 the global economy went into a deep recession following a melt-down in Wall Street, and the American government stepped in to save the banking and auto industries in an extensive public sector bailout. That crisis led to a recession that caused the loss of one million jobs in South Africa and many millions more elsewhere in the world. But it also galvanized Cosatu, working with government and business, to adopt a social pact to deal with the recession.
- Next year, in 2019, the movement celebrates important milestones;
  - It is the 100th anniversary of the formation of the Industrial and Commercial Workers Union on the docks in Cape Town, a powerful forerunner to COSATU that organized 250,000 black workers at its peak. I hope COSATU will celebrate this important event next year.
  - It’s also the 100th anniversary of the International Labour Organisation, the ILO, which is the only global body that brings together the voices of workers, employers and government, to develop international labour standards on union rights, collective bargaining and worker protections.
- Next year is also the 25th birthday of SA’s democracy.

This Congress comes at a key moment for workers, for the poor, for the unemployed, indeed for all South Africans. On the eve of democracies first quarter century, we can see a country that has been transformed beyond recognition, creating 7.3 million more jobs; building millions of houses; extending electricity to most South Africans whereas the majority lived on paraffin, wood and candles as sources of energy previously and changing conditions in townships and elsewhere. It is an impressive story and we will put together that story so that shop stewards can communicate the story to members in every workplace.

But I want to use the few minutes today not to tell that story but to reflect on challenges we currently face, on work that we have not completed. These challenges range from the current economic recession, the effects of state capture and corruption on jobs and the economy, the number of young people who cannot find jobs and the pressures on our industrial base.

COSATU has led the thinking of the movement on economic issues a number of times in the past. It provided ideas, proposals and commitments from workers in 1994 when the ANC drafted the Reconstruction and Development Programme. In 1998 when President Mandela convened the first ever Jobs Summit, and in 2009 when the economy went into a deep recession.

Not only did Cosatu lead with ideas, but it also helped to build partnerships between members, business and the state, to take our society forward. Today society looks to workers and the movement as a whole to offer solutions that transform the economy, create jobs and boosts growth on a scale. Above all, for us to take our society forward.

Today society looks to workers and the movement as a whole to offer solutions that transform the economy, create jobs and boost growth on a scale. Above all, for us to address our challenges, we will build trust between the state, citizens and investors; inject integrity in public life and build a new partnership on the shopfloor and in the economy. Cdes, as you know, the economy went into recession after two quarters when economic output dropped, mainly as a result of a sharp drop in agricultural production.

We will of course recover from this recession and the President will announce a stimulus package shortly that the state will implement. But we have a bigger challenge than the recession:

- Need to lift the rate of growth
- Increase the number of jobs created
- Improve lives of SA

The partnership we are talking about cannot avoid some hard choices, real changes in the economy and also better implementation.

The first challenge I want to speak to is that of economic inclusion, creating an economy that is open to all, by addressing economic concentration. COSATU has for many years drawn attention to the high levels of economic concentration in many sectors of the economy. Congress after Congress raised the issue that inclusive growth and job creation requires that the structure of the economy must change, that monopoly power must be curbed.

Two years ago, the ANC NEC Lekgotla, where the Federation had delegates present, agreed that the time was right to change the law to address the issue of economic concentration. During 2017, I appointed an expert panel to draft possible changes to the Competition Act, to empower the competition authorities to investigate whether a sector of the economy was concentrated, and to have powers to deal with it. At the same time, the Competition Commission did a major study that showed highly concentrated markets.

The Competition Commission analysed over 2,150 merger reports to identify product markets with dominant firms for the period 2009 to 2016. The study used the statutory presumptive threshold requirement, namely that a firm with more than 45% market share is assumed to be dominant.
The study found there were 294 dominant firms in defined markets identified in the 31 sectors considered. 70% of the sectors have dominant firms in some of their defined product markets.

Average market share of a dominant firm in a defined product market within each sector
Sector Average market share HHI (a)
Communication Technologies 55.2 3,539
Energy 60.8 2,832
Financial Services 68.8 2,788
Food and agro-processing 60.5 2,861
Infrastructure and construction 52.6 2,859
Intermediate industrial products 63.3 2,958
Mining 62.0
Pharmaceuticals 59.6 3,003
Transport 67.4 3,254
Total 61.6

Note: Market shares serve as inputs to producing the HHI index, with market shares:
- below 1500 deemed to be unconcentrated
- between 1500 and 2500 being moderately concentrated
- above 2500 classified as highly concentrated.

In November last year, Cabinet approved a Competition Amendment Bill for public comment that had provisions to deal with this issue. We took the Bill to NEDLAC for consultation and COSATU and the other two federations were active participants in the discussions. Your team included cdes Tony Ehrenreich, Etienne Vlok and with the support of cde Bheki Nhlabatsi.

That Bill with changes made, has now been referred to Parliament and is being debated by the Portfolio Committee on Economic Development right now, today as we gather here. A number of unions have written to parliament to support the Bill, including COSATU itself, the NUM, Nehawu, Sactu, Fedusa, Nactu, Nulaw and research unit NaLeDI. Both the ANC and SAPC have come out in support of the Bill. A tripartite alliance forum was held to explain the Bill to activists.

The Bill gives the Competition Commission and the Minister the power to convene a Market Inquiry into the structure of any sector or market, including level of concentration and ownership in the market, prices of products and employment outcomes in the sector. The authorities will have the power to take action to address concentration that leads to the exclusion of small and medium enterprises and the entry of black South Africans into the economy.

In cases where there is no other remedy available, the Competition Tribunal can order that a dominant firm is broken up.

This has been done to ensure that we help to deconcentrate ownership levels, build a more inclusive growth model and an economy that is more dynamic and efficient. This is essential to provide opportunities for young people, for new investment, for innovation.

Together with these measures, we have introduced tough new provisions to deal with abuses of dominance by large firms against smaller firms.

These include action against:
- Excessive prices charged by big firms to their customers;
- Predatory prices that are used by large firms to drive out smaller competitors;
- Price discrimination by dominant firms against small and medium firms and companies owned by historically disadvantaged persons; and
- Abuse of buyer power by dominant firms, like retailers, that squeezes small manufacturers.

The penalties for contravening the law has been made much tougher. We made it easier for large and small firms to get an exemption work together so if we can see the benefits in terms of greater employment and output in the market, so that we grow the economy and build new partnerships.

Larger firms can use this to build a more inclusive eco-system of small businesses in the supply-chains.

The Bill also includes a proposal that COSATU argued very strongly for: a clause in the law that allows the state to veto/prohibit a takeover of a local firm by a foreign firm, like retailers, that squeezes small manufacturers.

The Bill also includes a proposal that resulted in the largest competition fine yet in SA corporate history, R1.5 billion, for its abuse of dominance against smaller firms, and the settlement also curbed their prices for a five-year period.

We introduced tariff protection measures against steel products that were being dumped onto our market, mainly from China. These trade measures were accompanied by a commitment by the largest company not to close its factories and to save jobs. Similarly, we also gave tariff support to the sugar industry, gas stoves and car batteries. We introduced anti-dumping measures for chicken, garlic, polyethylene used for making plastics, and various glass products, like mirror glass.

State-owned companies were directed to buy locally-made products, including through the use of local steel. Finally, we introduced a benefit-sharing measures using our trade regulations, when Government gazetted a restriction on the export of scrap metals. The scrap metal currently has first to be offered to a local metal foundry of steel mill at a price discount before it can be exported.

After the measure was published, exporters of scrap metal took government to court to have the decision set aside, arguing that we were in breach of our commitments to the WTO and the terms of our trade and development agreement with the European Union.

The first case went to the Gauteng High Court, and government won the case. Then the exporters took the case to the Cape High Court, and we won the case again. Then they took the matter on appeal to the Supreme Court of Appeal, and we won the appeal. Then they petitioned the Constitutional Court for leave to appeal, which we objected to, and the ConCourt threw their case out.

I would like to acknowledge that COSATU and affiliates strongly supported government in the fight to use policy tools to process scrap metal locally into industrial products. As a result of the measures that were introduced, a foundry like CDCO in Cape Town opened creating 367 jobs and introducing a worker ownership component to their shareholding.

A company like AGNI-steel is able to stay in business in Nelson Mandela Bay, with 300 workers. Many other companies have written to government to say they would like the measure to be extended when it expires at the end of this month because it has helped their businesses.

While I give these positive examples, it is clear we will need to do much more to beneficiate the minerals that workers – members of the NUM – dig out from the earth every day, so that the wealth underground create more jobs above ground. Concrete, practical proposals from Cosatu about strategic minerals where we can manufacture high value-add products have been made, will be very helpful.

The 3rd challenge I want to talk about is jobs. Employment is at the centre of any strategy to fight poverty and inequality, to give dignity to ordinary people, to provide hope for young people. Our unemployment figures stand at crisis levels. Six million people are jobless, able and willing to work, but the economy is not creating jobs fast enough. They are a growing army of young people who are excluded, who feel the promise of the democracy is empty when you are hungry.

Let me start first with what we have achieved, before looking at what we need to do. Since the last COSATU Congress, over the past three years, 631 000 new jobs have been created. There are now 162 000 million people working, the highest yet in our history, and almost double the number of workers in 1994 on the eve of our democracy.

The jobs growth since the last Cosatu Congress was as follows:
- Business Services added 235 000 jobs
- Government added 144 000 jobs
- Trade and tourism added 100 000 jobs
- Transport added 92 000 jobs
- Construction added 75 000 jobs
- Utilities added 25 000 jobs
- Private household added 5 000 jobs
- Mining lost 11 000 jobs
- Manufacturing lost 1 000 jobs
- Agriculture lost 26 000 jobs

Some of the job-creation is the result of policies to localize production of.
Let me take the example of the new car factory that was built in Coega in Nelson Mandela Bay. The first car, partly assembled locally, rolled off the production line in July this year. It is up to South Africa to watch and manage the relationship with foreign countries, including China, to ensure that jobs are created locally and that South Africans benefit from the relationships we forge. No-one else will do it.

Let me take another example, of the acquisition of SAB Miller by the AB InBev – as part of the terms of the merger approval, the company agreed to support the emergence of a group of black farmers in its supply-chain, and create 2 600 new jobs in the process. A final example: the sale of the Chevron plant in Cape Town was accompanied by an agreement to save the jobs of workers at the company and to invest in upgrading the refinery capacity.

But while we create large numbers of jobs, there are also huge pressures that have resulted in job losses. The mining sector lost jobs in the past and currently a number of mines have announced plans to retrench. A company like Edcon has gone through a difficult time after its sale many years ago to a US-based private equity firm. Today it finds some of its local market share eaten away by newcomers, including H&M, CottonOn and Zara and others who all largely import their products.

We have been in discussion with H&M, a Swedish based company, who was at the centre of a storm about its t-shirt advert. We have called on the company as atonement to source from local manufacturers – and regrettably we have not yet had the commitment from the company to source locally. On the other hand, a company like Walmart has given support for local producers as a result of the mandatory requirements put on the company by the Competition Appeal Court as a condition of the merger. The outcomes have been positive for more than 30 local mainly smaller suppliers who are now providing locally-made products to the company.

The Jobs Summit

The Jobs Summit provides an opportunity for Cosatu to come forward with ideas and proposals of what workers can do to help create jobs and support the development of the economy.

These could include:
- A broader agreement on jobs in the economy, including during collective bargaining.
- More efforts by Union investment companies to grow jobs and to publish annually the number of jobs created or sustained.
- Union coops that can provide opportunities for retrenched workers.
- Buy local campaigns, drawing in support from consumers and engagement by organized labour with local manufacturers, foreign and local retailers and consumers in communities.

The 4th challenge I want to talk about is the need to increase investment in the economy, investment in the public sector and investment by the private sector. Investment is the basis to factories and workplaces opening and expanding their production. It is capital that is made to work and to create work. The levels of investment in the economy is too low to achieve our goals of creating millions of new jobs. Let me share briefly the story of Old Mutual, one of the country’s largest insurance companies. It decided in the late 1990s to shift its global headquarters to London and to have its primary listing on the London Stock Exchange.

Last year the company committed to return home and decided to make Joburg its global headquarters and to have its principal listing on the JSE. It also committed to bring highly-skilled jobs back home from London, not to retrench any worker as a result of its homecoming, to up its IJE shareholding to the best in the industry over a period, and to set up a fund of R500m to create local jobs and support SMMEs.

Infrastructure development is another area of investment, largely public investment, that we have focused on. In the past three years, the levels of investment have come down. We are committed to increasing it – this will be a standout feature of the stimulus measures we will be introducing.

Investment in infrastructure is vital to economic growth but also to the provision of schools, clinics, universities, water and electricity for citizens.

If we scale up infrastructure, the question is where will the money come from? If we fund part of it from within the state, it requires that we shift the composition of spending to investment, away from consumption. It is the right time for that dialogue between government and the labour movement.

In October the President will convene an Investment Conference that will help to identify new sources of investment in the economy. The 5th challenge I want to talk about is the challenge of new technologies, what is called the Fourth Industrial Revolution. Technology innovation is changing the world we know. Smart robots will increasingly be used in production processes. Artificial intelligence, together with powerful algorithms and the use of big data is reshaping banking, retail, service-driven industries and work that we regard as essentially ‘human’. These technological changes are disruptive – that is the nature of technology – but today the deep concern we must have is the impact of these new technologies on societies. They can be a force for good. Or they can cause enormous job losses in blue and white-collar occupations.

In December last year we held a Symposium attended by the Cosatu affiliate, the Communication Workers Union, business, academics and others, to look at the new technologies and our response to it. Government has identified a few key areas where we need to put measures in place to harness technology for human development.

These include areas such as:
- Skills development for the new jobs of the future, developing flexibility, empathy-skills and learning to learn.
- A Social Plan to assist those displaced by technologies.
- Rethinking the income-work nexus as wages become, potentially, a smaller source of incomes.
- Investment in new technologies, particularly through R&D spending to acquire the intellectual property rights.
- Evaluating the macro-economic impact of production that is increasingly disconnected to workers who earn incomes, with significant impact on aggregate demand in an economy.

Government announced the setting up of a new Digital Economy Commission. It is important that the discussion on the needs of workers and working class communities are high on the agenda.

The 6th challenge I want to talk about is the challenge of corruption and state capture. Corruption is not a victimless crime. It affects workers and the poor in very concrete ways. Last year, I commissioned research looking at the cost of corruption and state capture. We used what are called ‘proxy’ measurements to estimate that, based on an assumed 10% over-payment on the state’s infrastructure programme, the annual cost of corruption could be R27 billion. That would be equal to R17 000 per year for every COSATU member, or the member fee income of COSATU for 365 years! We estimated as many as 76 000 jobs may have been lost that would otherwise have been created: almost the size of membership of CCEPWU or SACTWU and bigger than the membership of the SASSA, the Communication Workers Union, PAWUSA, LIMUSA or SAMLA.

While we have made some strides in dealing with corruption, the battle is not over. We need to ensure that we clean up the state-owned enterprises and enable these important entities to serve the people as a whole. The role of Cosatu as a defender of a clean effective state, is vital. The 7th challenge I want to talk about is the challenge of transformation. The focus of empowerment has been on individual entrepreneurs. Increasingly, many workers feel left out. We have put forward a proposal for workers to be included on boards of companies and for the workforce as a whole to own part of the shares of a company. This should be accompanied by coops and social economy enterprises.

The new Competition Amendment Bill I spoke of earlier, has a clause referring to increased worker ownership in companies. Unions will need to build capacity in this area to grow the share of a business that is socially-owned and able to generate increased incomes for working people.

Conclusion

These seven challenges are among many that we need to address, including:
- Dealing with the renewable energy value chain jobdynamic, so that we build a less intensive carbon-emission economy while addressing the employment and income needs of workers in coal-mining and workplaces with high emissions.
- Engaging with China to enable a greater shift to it being a supplier of capital rather than exported products on the African continent, opening its markets to manufactured goods from our continent, creating jobs for South Africans and creating opportunities for local entrepreneurs.

Cosatu’s back to basics approach can be taken to your approach to the economy and the creation of jobs. I am reminded of the late Joe Slovo reminding us that when we are in government, our job is to bake bread, not to bake slogans. South Africa needs a strong labour movement, a COSATU that represents the working poor and has a reach in every workplace, every factory, every mine, shop and bank, every construction site, helping us to create jobs, build the economy and transform the lives of our people. South Africa needs a united labour movement.
COSATU is a significant player in international space, as is very much familiar with the global challenges we face, says Minister of Labour, Mildred Oliphant.

The Minister of Labour addressed the 13th National Congress at Gallagher Convention Centre at Midrand on the third day of the Congress and was warmly received by the delegates.

"Labour movements across the world, are, just like policy makers, grappling with challenges of scale, never seen before. Cosatu as a significant player in the international space, is very much familiar with the global challenges we all face. We are all familiar with the new forms of work some of which are off-shoots of dominant mega-drivers of change," said Minister Oliphant.

Job cuts

The recent announcements by many companies of possible job losses in various sectors including the mining sector is a course for grave concern for all of us. To what extent are these job losses as a result of new technology and the uncertainty of the future of work, requires much deeper understanding of the forces at play.

Safety at the workplace

"We wish to extend our heartfelt condolences to the families of the workers who lost their lives at the Denel establishment in the Western Cape, the firefighters who lost their lives, whilst trying to save lives at the Johannesburg building recently, and the mine workers who have lost their lives in mining accidents in the intervening period since the last congress. Sithi akwehlanga lungehlanga!"

"Always bear in mind that the people are not fighting for ideas, for the things in anyone's head. They are fighting to win material benefits, to live better and in peace, to see their lives go forward, to guarantee the future of their children. . ." argues the Minister of Labour, Hon Mildred Oliphant.

Fourth Industrial Revolution

The internet of things, mechanisation of production methods, artificial intelligence and the list goes on. We know that the complexities that accompany these key drivers, made it necessary for the ILO to establish a Global Commission on the Future of work, led by eminent persons which include our very own, His Excellency President Ramaphosa.

The Commission is investigating every facet of the fourth industrial revolution, the challenges and opportunities that it may bring. Whilst the scale of causality cannot be quantified, likewise the opportunities that it will bring, are not known at this stage, it is better to prepare for all possible scenarios.

Universal Right to Work

The ANC led-government has always placed protection of workers in general, and vulnerable workers in particular, at the centre of its policies.

This can be gleaned from the ANC Election Manifestos from 1994 all the way to the most recent 2014 Manifesto. It is also evident that all the ANC labour relations policies, take the cue from Chapter 7 of the Freedom Charter where its states that, "All who work, shall be free to form trade unions, elect their officers and negotiate wage agreements with their employers."

The state shall recognise the right and duty of all to work, and to draw full employment benefits; Men and women of all races shall receive equal pay for equal work; There shall be a forty-hour working week, a national minimum wage, paid annual leave, and sick leave for all workers and maternity leave on for all working mothers; Miners, domestic workers, farm workers and civil servants shall have the same rights as all others who work; Child labour, compound labour, the tot system and contract labour shall be abolished."

In the post-apartheid South Africa, these aspirations are very much taken care of as relatively close to what the Freedom Charter called for in a democratic South Africa. I am using the word ‘relatively’, because I know that some of you may want to debate the extent to which we can claim to have met all the Freedom Charter demands. Well I guess we can leave that debate for another day. You also know, that when we craft labour market policies, we strive to find the delicate balance between providing protection to workers without stifling economic activity.

The fact that in every bargaining council agreement, there is a provision for exemptions, speaks volumes about how much we care about not choking the economy.

The fact that we use the Basic Conditions of Employment Act earnings threshold, to determine the applicability of some of our laws, is again a testimony that indeed we care about flexibility of our labour laws. Last, but not least, the extent to which we go out of our way, even at the risk of workers protesting, to provide Small Businesses and start-ups some flexibility, in some instances even two years, before they are expected to comply with certain provisions of our labour laws.

Those who continue to accuse our labour market for being over-regulated, are actually those who are generally allergic to the protection of workers. The recent Con-Court judgement in its interpretation of Section 198A(3)(b), has vindicated our argument all along, that the legal instrument in Section 198 deals with all conceivable abuses that “are”, maybe should we say “were”, inherent in temporary employment services.

If there are still abusive practices that exists, it would not be the problem of how the law is crafted, but the administration thereof including enforcement. I hope that this Court Judgement will help us to accept that it is not in all instances, where we need to change the law when the problems we want to solve persist, but strengthening enforcement could just be the solution.

National Minimum Wage

The National Minimum Wage dispensation that is on the verge of being signed into law, as a lot has already been said about this milestone achievement for the vulnerable workers in South Africa. Let me rather underscore the point that this achievement is the first ever negotiated national minimum wage in South Africa.
collective agreements where, organised labour contracts out of the minimum conditions set out in the Basic Conditions of Employment Act. The Minimum conditions in the BCEA should ordinarily be non-negotiable if such negotiations will result in varying the BCEA conditions downwards. The public transport bargaining councils main agreement has a couple of such cases, where it sets some working conditions worse than the basic minimum thresholds in the BCEA.

There are also instances where labour negotiates conditions that are far less favourable than those in the LRA. The classic case is one Collective agreement where the unions have agreed to give the employers at least 30 days’ notice instead of the 48-hours-notice prescribed in the LRA of their intention to go on strike. I urge you to pay special attention to these matters and be vigilant in how the minimum standards are set in the collective agreements. This may require the union leadership to ramp up the training of shop stewards on all our labour laws.

Non-Compliance

The fourth area of concern, is the non-compliance with the quota and ratio of foreign nationals to nationals in the workplace. We need to understand the applicability of the quota and the ratio vis-a-vis, a foreign investor setting up an operation in South Africa and a Domestic Employer.

There is a view which we need to verify, that the 60% locals and 40% foreign nationals’ ratio applies to foreign investor setting operations in South Africa. If this is the case, then domestic employers are required to employ 100% domestic nationals unless they can show cause and a plausible business case, why they should be allowed to employ foreign nationals.

Freedom of Association

The fifth concern relates to workers who are choosing associations to demonstrate their anger with employers. The often violent NJ blockages by trucks, is a classical case in point. When you ask some of the workers involved why resort to violent protest, they complain that their unions or their bargaining councils are not helpful.

Some of the truck drivers complain about traffic fines relating to overloads and vehicle offences being shifted from the truck owner to the driver. For the first time, some of the drivers became aware that the law has changed in favour of the driver, in that the overloads offences become the liability of the consignor and the consignee and no longer the driver.

The lesson in this particular case points to the lack of information on the rights and responsibilities in terms of applicable laws and regulations. I am hoping that some of the resolutions on organisational matters, will address this challenge.

Turning the attention to the Department of Labour. We are concerned about the many occupational Health Safety incidents of the recent past. The Sandlron bridge collapse, the Tongaat Mall, the very recent Denel facility Blast in the Western Cape and the Building that caught fire in Johannesburg are but some of the recent incidents in point. The investigators looked at different stages on these cases with the older one being referred to prosecuting authorities.

One fatalty, is one too many as we strive on zero fatality target for our inspectorate. The trouble of course, is the lack of capacity to cover all sites and workplaces for purposes of enforcement.

We do not have enough labour inspectors in the department, and our efforts to get more resources to address this challenge have been unsuccessful, given the current austerity measures. We are however examining other alternatives to boost the capacity of our inspectorate and enforcement.

We are committed to meeting our obligations in the enforcement front, and, we will not rest until our capacity is raised to the necessary levels. I urge you that in the meantime, please partner with us by providing us with information of possible workplace or sites that are suspect in order for us to direct our limited resources more efficiently.

Labour Legislation

I am very pleased to report that the Basic Conditions Amendment Bill, The Labour Relations Amendment Bill, The Unemployment Insurance Amendment Bill, have all passed the Parliamentary processes and as such are now before the President for his consideration. It is now a matter of weeks before these important Bills become Law.

I want to thank you for your guidance and contribution in the processes of shaping these much-needed changes in our labour laws. We will always look up to you, for leadership and foresight, when dealing with such delicate matters. You must really congratulate yourselves for the job well done.

I must also mention that the Employment Equity Regulations, where we seek to promulgate Section 53 of the act has also been published for public comments. Again, we call on you to provide leadership in ensuring that these important amendments are expedited swiftly. You will recall that promulgating Section 53 of the Employment Equity Act is critical give that it will give the transformation of the workplaces a new impetus.

As you know, Section 53 places compliance with the Employment Act as a conditionality for any company seeking to do business with the state and its entities. This means therefore, that once this regulation is promulgated, all companies seeking to do business with the state will need to produce a letter and/or a certificate of compliance before its proposal could be considered.

Compensation Provisions

Another Bill that is of critical importance, is the Compensation for Occupational Injuries and Diseases Amendment Bill which is before Parliament. The Bill seeks to make legal provisions for habilitation and rehabilitation of workers who suffered injuries or contracted occupational diseases whilst in the line of duty. The Bill also seeks to extend its scope to cover domestic workers. A long overdue provision, I must say.

The Occupational Health and Safety Amendment Bill is also before parliament. This Bill seeks to consolidate health and safety regulatory framework in order to ensure that the various legislations that govern occupational health and safety, talk to each other.

For example, some of you may be asking why the Department of Mineral Resources has its own health and safety inspectors for the mines. At times there is no synergy between the Labour Inspectors and other inspectors, and this Bill seeks to correct that anomaly. Again, we will count on your support and guidance in making sure that these amendments are dealt with swiftly.
Many years ago dating back to 1991 COSATU took sound resolutions to empower working women in particular to tackle the challenges of gender inequality. COSATU’s Growth Path towards Full Employment Discussion Document emphasised that skills development and training should be an integral part of employment equity and should be aligned to grading systems and pay structures. However, the country still has faced the question of pay gap between men and women at the workplace which was articulated in the 2018 Employment Equity Report by the Department of Labour and the Commission for Employment Equity (CCEE). The report said in 2016 that women who stand at 77.1% in top management whereas females are at a mere 22.3%. There is a low representation (3.3%) of persons with disabilities at the Top Management Level.

More than two thirds of employees (66.2%) in Senior Management are Male, while Females only account for 33.8%.

Working women continue to face a double shift of housework and care facilities for working mothers — intensify this double exploitation of poor working class women. This remains a struggle worthy to be pursued to have equal pay for work of equal value.

COSATU adopted resolutions to address the gender imbalances in its engines, and resolved, amongst others, to invest in development of women leadership at all levels, to advance women’s issues and sensitising all structures about women’s issues and lastly integrate women’s issues into the mainstream policies of the federation and its affiliates. Today, many women will celebrate that their goal was attained when finally COSATU implemented a 50/50 representation of men and women in leadership position at the national level. The implementation of the quota system most certainly offered a fresh culture to theorganisation, and lent a hand in the strengthening of the union. An empowerment strategy was put in place in the form of a gender education and training programme. Education around gender issues also became an integral part of normal organisational growth and development, argued many Gender Activists and Coordinators in the federation.

She paid a tribute to all women leaders who led in the Congress Movement over the years such as Mary Fitzgerald, Johanna Komelus, Ray Alexander Simon, Litzs, Alina Rosemary Cooper, Charlotte Mavele, Emma Mashinini, Violet Serbon, Alina Rantebe and countless others. COSATU first woman president after 32 years of its existence closed the 13th National Congress at Midrand with a powerful maiden speech by saying we have now come to the end of the resoundingly successful. 13th Congress of our glorious and class-oriented trade union movement; the Congress of South African Trade Unions (COSATU).

On behalf of the newly elected leadership collective of the National Office Bearers, I shall now make a few remarks to bid farewell to all of you, one and all, as we make our way back to our workstations and to implement our bold undertakings and programme of action. Similarly, to our Alliance delegates and the delegations of the formations of the Mass Democratic Movement and our international friends both from our own continent and abroad, we thank you for grace your congress with your attendance and pledge to strengthen our relations going forward.

Losi said now even more confident and convinced that indeed this militant trade union movement of Elijah Baray is once again rising. As the leadership we are confident that this COSATU emerging from this 13th Congress is on a stead but sure recovery trajectory and definitely ready to meet its workplace, organisational, socioeconomic, political and international challenges that lie ahead. She identified tasks ahead which the federation must tackle to win the hearts and minds of all workers in South Africa.

We must take the responsibility at the sharpest end of the struggles for the emancipation of all women in our society.

We must strengthen and advance women’s struggles at the workplace, in our communities and in the broader political terrain – practical and active involvement in struggles is itself part of the emancipatory process.

We must seriously take the task of building capacity and ideological training on gender and patriarchy not only for women but also for our male members, shopstewards, officials and leaders.

We must issue a clear directive to all layers of leadership in our ranks, to our provincial leaders, organisers, officials, shopstewards – that let us together build and deepen unity, fight corruption and factionalism in these workers’ organisation.

We must remain steadfast in proclaiming the call of the Communist Manifesto “Workers of the world unite!” This must remain our guiding principle in our active involvement in the activities of ITUC and WFTU and in working with all our international friends and allies – capitalism is a global system and the working class must unite if it is to defend itself in the face of intensifying exploitation and if it is to make advances for socialism. This must be our long-term objective, especially in our continent and region.

We must reach out and to strengthen our relations with the radical trade union movement in Swaziland, Venezuela and Cuba, and other revolutions that are under sustained attacks.

We must reaffirm our commitment to the internationalist and solidarity struggles on the side of the peoples of Western Sahara, Palestine and to step up our campaign against the US blockade on Cuba.

We must challenge ourselves, each of the Alliance components, to seriously commit to the goal of winning an overwhelming two-third majority victory in the 2019 election in order to secure the return of the land to our people, without compensation. The reconfiguration of the Alliance would be a massive boost towards the achievement of such a decisive victory.

Lastly, we must go back to basics to fight against job losses, low wages, inequalities and poverty and unemployment. For the working class the current recession is not technical, it is a real living experience, it represents declining incomes and rising costs of living. Mining, construction and manufacturing have been on a sustain decline for a long time, actually since the 2009 recession.

We are saying to the ANC government that the Job Summit must not be a public relation exercise for the bosses, it is a job summit and therefore it must help to deliver jobs. It must be a meaningful platform to agree on an immediate economic stimulus package, on the real moratorium on job-destruction by the bosses, and by the way this includes moratorium in the public service.

What needs to be done?

COSATU need to align its gender structures with progressive organizations which promote the interests of women workers in particular and women in society. Training for gender equality and women’s empowerment is an essential component for global Women’s Movement to advance gender equality and women’s empowerment.

Training for gender equality is a transformative process that aims to provide knowledge, techniques and tools to develop skills and changes in attitudes and behaviours. It is a continuous and long-term process that requires political will and commitment of all parties in order to create inclusive societies that recognize the need to promote gender equality. Let’s build strong women leaders inspired by our long-standing battle cry, Wathint’ Abafazi, Wathint’ Imbokodo!” She concluded.

Closing Address by the newly elected COSATU President Zingiswa Losi

13TH COSATU NATIONAL CONGRESS

Any views or positions expressed in this document are not necessarily those of the Shopsteward.
The South African Cabinet has welcomed the practical interventions signed for by social partners after the Two-Day Job Summit held at Midrand in October 2018.

The commitment to buy local products, a more aggressive approach to increasing exports, interventions in agricultural value chains and support for small and medium enterprises were welcomed by the Cabinet.

The Jobs Summit was held to restore economic growth and create much needed jobs in the country.

In a statement released by the Presidency and NEDLAC, which summarised all the inputs by all social partners, they regarded the Jobs Summit as a ‘landmark’ summit to deliver prospects for job seekers.

‘The Presidential Jobs Summit, under the auspices of the National Economic Development and Labour Council (NEDLAC), has delivered a landmark Framework Agreement consisting of high-impact actions to drive job creation, job retention and economic growth. The agreement is an enabler for the creation of an estimated 275,000 jobs annually; read the statement.

Social Partners – the government, business, labour and community – made firm commitments to strengthen the “Buy South African” campaign. This will motivate the government, the private sector and individuals to buy South African-made products, which increase domestic demand and, through that, stimulate job creation.

‘The Framework Agreement commits Social Partners to undertake concrete steps to avoid retrenchment and support companies in distress. This will be coupled with a Rapid Response Team of experts to assist struggling businesses. In addition, we have agreed that the Training Layoff Scheme will be immediately revived and improved to mitigate job losses’, said the Presidency.

‘The Jobs Summit was a milestone set by President Cyril Ramaphosa in his
2018 State of the Nation Address to ease the serious unemployment challenge facing the country. The Presidential Jobs Summit, which was held on 4-5 October 2018 at Gallagher Convention Centre Johannesburg, brought together all NEDLAC constituencies – the government, labour, business and community (civil society).

The Presidency said, "The Framework Agreement is the culmination of a collaborative effort that explored solutions for creating and retaining jobs, especially for the youth. Rigorous negotiations and alignment of efforts have led to real commitments by all sectors."

President Ramaphosa has welcomed the framework agreement and the Summit deliberations as a landmark that will bring hope and dignity to unemployed South Africans and inject new energy into the economy alongside the government’s recently announced economic stimulus and recovery plan.

NEDLAC constituencies have signed the historic Framework Agreement, which includes practical actions such as:

- Investment of R100bn (over five years) in black enterprises and firms in the industrial sector;
- Bizniz in a Box Youth Empowerment Programme to equip young people with entrepreneurial skills and actual business opportunities;
- Commitments at the sectoral and company level to support local procurement of goods and services to boost employment and job retention;
- Finfind youth employment and SMME funding to provide training for unemployed youth;
- R1.5bn for a news Smallholder Support Fund and R1.5bn for the Township Enterprise Fund;
- Various interventions to create career pathways for the youth through programmes at TVET Colleges, the Installation Repair and Maintenance Initiative, and in the fields of health and, travel and tourism;
- Expansion of a Hub Model and incubators for SMME development;
- Harambee, working with all social partners, will strengthen its pathway management system to ensure that 1.5-million young people are part of an active network of work seekers and, that 500,000 young work-seekers are able to enter first jobs or on pathways to generating an income to sustain themselves;
- Up-scaling the implementation of the 30% set aside of government spend for SMMEs and co-operatives;
- Strong focus on Early Childhood Development (ECD), including the KYB Enterprise Incubator, to support women-owned ECD centres;
- Building of 48 catalytic human settlement projects which will provide 635,000 housing opportunities by 2019;
- Workplace equity and representation on company boards;
- The Framework Agreement sets up a mechanism to address regulatory constraints to investment;
- Reporting by business on executive pay ratios in annual reports;
- Measures to address customs fraud and illegal imports;
- Extension of the Employment Tax Incentive for a further 10 years;
- Establishment nine Agri-parks to promote agriculture and agro-processing and value chain;
- Acceleration of productive land reform;
- Community-based and owned approaches to fast track rural water access;
- Increasing recycling tonnage to 2.7 million tonnes over five years;
- Establishing a Presidential Climate Change Co-ordinating Commission; and,
- Commitment to support the anti-corruption strategy and implementing a zero-tolerance approach to corruption.

Constituencies will now implement the agreed actions in their respective sectors and report back to the President on an on-going basis. All actions will be tracked through a monitoring framework and quarterly reports on progress will be provided to the President to ensure that they have real impact.

President Ramaphosa has expressed his appreciation for the spirit and content that characterised preparations for the Summit, as well as the positive and extensive interest shown by young South Africans who stand to benefit from the Summit outcomes.

“We have risen to the challenge of unemployment by working together as social partners representing all sectors of society and developing solutions in which we share ownership and pride,” said President Ramaphosa.

“The nation eagerly awaits our speedy and sustained implementation of this historic agreement which brings new hope to our country and to our partners in the global community.”
The President of Nigerian Labour Congress, Comrade Ayuba Wabba on the occasion of the 13th National Congress of the Congress of South African Trade Unions

It is our belief that the congress of trade unions is an important organ of trade union governance. It provides opportunities for the delegates to take stock and engage in robust debates on the plight of workers and come out with answers to the myriads of challenges facing the working class. It is this long cherished tradition of debates, submission of motions that trade union organization more inclusive and responsive to the needs of their members.

Permit us to state that COSATU has been a pillar of trade unionism not only in the SADC region, but to the entire Africa and the globe. Your decades of struggle from apartheid to post-apartheid order has been remarkable in the discourse of social movement unionism, where workers struggle in the factory is aligned to the community struggles in the townships.

It is on record that your campaigns against neo-liberal policies and state capture by political elite are unprecedented in the annals of South African popular agitations for the emancipation of the working class.

The Theme of your 13th delegates Congress which is ‘Deepen the Back to Basics Campaign, Consolidate on the Struggle for National Democratic Revolution and Advance the Struggle for Socialism’ re-echoes not only the current popular sentiments regarding the South African national question and the need for political commitment towards the freedom charter, but also reconnects with the COSATU traditional ideals for workers’ control and meeting the substantive democratic aspirations of South Africa citizens.

The theme for your Congress this year also rhymes with the lessons from the August 2012 Marikana shootings, which anniversary is a little over six years today. Marikana teaches us that the existential threats facing workers the world over do not prowl as stationary snipers but as moving missiles. Marikana instructs us that organized capital bares its most brutal canine in the dark alleys of trade union fragmentation.

Thus COSATU’s aspiration for socialism as a preferred destination to the national democratic revolution is not only discernible but also possible. It is our fervent hope that the outcome of the National Congress will further galvanize, energize and mobilize COSATU to emerge stronger in meeting the aspirations of the South African working class.

In Nigeria, the struggle for a new national minimum wage is on. Organized labour has already issued a two weeks ultimatum for government to respond to the demand by Nigerian workers for living wages.

We call for solidarity of COSATU and the entire trade union family in Africa and beyond as we strive for what is just for our workers.

In conclusion, the NLC hopes for continued collaboration with the new national officers.
Delegates at the 13th National Congress were addressed by the World Federation of Trade Unions General Secretary, George Mavinkos, who on behalf of 100 million members in 130 countries all over the globe conveyed a message of support to the 13th National Congress.

Dear friends and comrades, brothers and sisters, Revolutionary salute from the five continents. I am conveying to you here the solidarity and internationalism of the big class-oriented family of WFTU. As the world militant trade union movement, we reiterate our internationalist solidarity with the people of Venezuela. We condemn the statement of the General Secretary of the Organization of American States, who invited the imperialists to attack Venezuela. We reaffirm our stable position by the side of the people of Cuba, against the blockade that the USA imposes to them.

We firmly support the heroic people of Palestine, we stand by their side in their struggle for an independent state.

Allow me to welcome the heroic COSATU in the ranks of our large family, WFTU, as a full member. We have a common militant history. Higher cadres, South African militants occupied leading positions of WFTU. We respect the particularities, we respect all COSATU trade unions, we need the unity of all trade unions. Irrespective of ideological, racial, language and religious differences. All together we can be united.

Our unity is solid because it is based on principles, on common goals. On the principles of the class struggle and of the class unity. We are guided by the same humanitarian theory and the Marxist theory. We are united by the common concern for the improvement of the workers’ life today. We are united by our common position and goal for socialism.

This is unity based on principles. Unity based on values. This is the morality, the superiority of the class-oriented movement. Yellow trade unionism has no morality. It supports the capitalists, it cooperates with the Bourgeoisie. The yellow trade union leaderships are the voice of the IMF, of the World Bank, of the European Union and NATO. We are aware of the attacks that take place against COSATU. We know who have interest to divide your forces inside your country.

Those who slander COSATU, those who launch attacks against COSATU, do not care about the working class of South Africa. They are persons of the multinational. But their plans will fail. You are moving forward more strong and united. COSATU becomes stronger every day. Workers’ Confederation of Cuba said: “We express our solidarity message to the South African workers. Also receive greetings on behalf of the National Council and its General Secretary, Comrade Uniónes Gualatte de Nacimientos!” Our organization maintains historic relations of friendship with the African Trade Union Movement, to which we are united by indestructible bonds of brotherhood, forged in the struggle for the emancipation of the working class and the liberation of the dispossessed.

We want to especially thank COSATU and its affiliated unions for the support provided to make our presence possible in this historic conference. Our people are twinned by the same roots, here are our ancestors who were taken as slaves to our continent by the force of colonization, the strength of their culture and tradition could not be destroyed despite the suffering and estrangement, thousands of those humble men took part in our struggles for independence. For that reason and as our undefeated Commander in Chief Fidel Castro Ruz said, for Cubans to be internationalist is to pay our own debt to humanity, our soldiers and teachers took part in the liberation of the African continent and we are proud of that great epic, because together, Cubans and Africans shed their blood to eliminate the ignominious regime of apartheid. Today our country provides collaboration in the field of health, education and other spheres in more than 60 countries of the so-called third world, especially in the African continent, the South Africa-Cuba cooperation agreement on health, a legacy of the genius of Fidel and Mandela qualified as successful by the UN, in the current scenario it is necessary to give it a greater impulsion, in the same way to extend it to the rest of the areas of cooperation. As an example of cooperation, millions of lives have been saved by our Health System, with the miracle operation, a program through which different eyesight conditions are operated, hundreds of thousands of people without resource have had the opportunity to recover their vision, in the sphere of education through the Yes I Can program, more than 12 million people have become literate, mainly in the countries of Latin America and Africa, as a result of the political will of the Cuban Revolution. We can say that our brotherhood cannot be destroyed because we are also united by the common struggle to achieve the social justice that our workers deserve.

Today we are immersed in the process of transformation to strengthen the economy and especially, in compliance with the guidelines of economic policy and the objectives of political work approved in the 6th Congress of the party and the First Conference to strengthen socialism and to maintain the conquests reached.

Today we are immersed in the process of transformation to strengthen the economy and especially, in compliance with the guidelines of economic policy and the objectives of political work approved in the 6th Congress of the party and the First Conference to strengthen socialism and to maintain the conquests reached.

The people of Cuba and their workers will continue the struggle to maintain our independence, achieved by the sacrifice of men and women through more than 50 years of struggle, despite economic difficulties, the genocidal policy of the US government. The US maintains an economic, commercial and financial blockade against a people whose only crime was to achieve their independence and sovereignty.

The blockade violates international rights and the UN Charter and is a policy that tries to surrender our people through starvation and needs, however, we are convinced that only unity, resistance, together with international solidarity will lead us to a definitive victory. Cuba continues to count on the support of many friends throughout the world, of which we are eternally grateful.

Long live to the international solidarity among workers!

We reaffirm our stable position by the principles, on common strategies, on ideological, racial, language and religious differences. All together we can be united. We firmly support the heroic people of Palestine, we stand by their side in their struggle for an independent state.

We want to especially thank COSATU and its affiliated unions for the support provided to make our presence possible in this historic conference. Our people are twinned by the same roots, here are our ancestors who were taken as slaves to our continent by the force of colonization, the strength of their culture and tradition could not be destroyed despite the suffering and estrangement, thousands of those humble men took part in our struggles for independence. For that reason and as our undefeated Commander in Chief Fidel Castro Ruz said, for Cubans to be internationalist is to pay our own debt to humanity, our soldiers and teachers took part in the liberation of the African continent and we are proud of that great epic, because together, Cubans and Africans shed their blood to eliminate the ignominious regime of apartheid. Today our country provides collaboration in the field of health, education and other spheres in more than 60 countries of the so-called third world, especially in the African continent, the South Africa-Cuba cooperation agreement on health, a legacy of the genius of Fidel and Mandela qualified as successful by the UN, in the current scenario it is necessary to give it a greater impulsion, in the same way to extend it to the rest of the areas of cooperation. As an example of cooperation, millions of lives have been saved by our Health System, with the miracle operation, a program through which different eyesight conditions are operated, hundreds of thousands of people without resource have had the opportunity to recover their vision, in the sphere of education through the Yes I Can program, more than 12 million people have become literate, mainly in the countries of Latin America and Africa, as a result of the political will of the Cuban Revolution. We can say that our brotherhood cannot be destroyed because we are also united by the common struggle to achieve the social justice that our workers deserve.

Today we are immersed in the process of transformation to strengthen the economy and especially, in compliance with the guidelines of economic policy and the objectives of political work approved in the 6th Congress of the party and the First Conference to strengthen socialism and to maintain the conquests reached.

The people of Cuba and their workers will continue the struggle to maintain our independence, achieved by the sacrifice of men and women through more than 50 years of struggle, despite economic difficulties, the genocidal policy of the US government. The US maintains an economic, commercial and financial blockade against a people whose only crime was to achieve their independence and sovereignty.

The blockade violates international rights and the UN Charter and is a policy that tries to surrender our people through starvation and needs, however, we are convinced that only unity, resistance, together with international solidarity will lead us to a definitive victory. Cuba continues to count on the support of many friends throughout the world, of which we are eternally grateful.

Long live to the international solidarity among workers!
You know only too well that our world is fractured and will not heal with the failed economic model of today. Inequality is at record levels, unemployment is destroying hope and fuelling the tensions of social despair. 85% of the world’s people tell us that the current minimum wages are not enough to live on and 70% of the world’s people are denied universal social protection - they simply have no safety net.

And the world economy could be simply sleepwalking into another economic disaster as we see emerging economic crises. Here in South Africa you have entered a recession and Indonesia’s rupiah joined currencies from Turkey to Argentina in tumbling toward record lows in the last month. Trade wars are fuelling instability and currency speculation. Monopoly corporate power is threatening competition and the too big companies like Amazon are exacerbating tax evasion, destroying data privacy, and threatening development.

Globalisation has produced a supply chain network of supply chains where 94% of the workers are a hidden workforce with short term contracts, low wages and often unsafe work. And we are increasingly seeing informal work and modern slavery emerge in global corporate trade.

And for working people the key engine of growth - wages - have stagnated.

It’s no wonder multilateralism is in crisis as trust evaporates and international institutions champion the same failed neo-liberal recipes that have given birth to the 1% while the hope of peace, development, shared prosperity and rights have become collateral damage.

And hothouse earth is bearing down on us with historic temperatures, cyclones, fires and floods causing massive loss of lives and livelihoods. There is growing alarm amongst people but still a lack of ambition from our national Governments who are in too many. Add to this increasing conflict, a military spend that is greater than WW2 and the picture is clear; humanity is running out of time and business as usual is a recipe for disaster. Indeed our democracies are fragile and the rise of the extreme right is a product of an economic model that has failed working people.

We need a new social contract. A contract that meets the test of the SDGs which chart a course for a zero poverty zero carbon world including:
- Human rights and fundamental labour rights including freedom of association for all workers.
- A minimum living wage and guaranteed rights to collective bargaining
- Secure contracts of employment
- Life long learning, income and reeducation support for workers and vulnerable communities as just transition guarantees to mitigate the social impact of climate action and changing technology
- Universal social protection for all including pensions, disability pensions, unemployment benefits, maternity and child protection
- An end to tax evasion to ensure vital public services and infrastructure including health education aged care and child care
- Fair migration rules to manage both mobility and the displacement of people.
- We demand to be back at the bargaining table at all levels. We want just transitions for all people effected by global shifts including new technologies.

With your nations president as co-chair of the ILO Future of Work Commission we hope this will frame a just future.

- Comrades our Unions are on the frontlines everywhere!
- I am proud of the work of the ITUC and I thank you for all your courage and solidarity in supporting these global efforts where you could. Bheki has been an invaluable member of our team on the ILO Workers Group which is a backbone for our ambitions.
- Our stand against corporate greed is now global. We have exposed the hidden workforce of 94% of workers and the oppression of global supply chains and have developed a clear strategy for our frontlines campaign to tame corporate power. We are involved in negotiating a UN Treaty for Business and human rights and we must achieve an ILO Convention on supply chains with mandated due diligence, grievance and remedy in all home countries of MNEs.
- A global wages campaign built on regional solidarity and support for national wages claims for minimum living wages and collective bargaining is having an impact. The fight is now for an African wage floor. With universal social protection the fight for a minimum living wage is an essential element of decent work and together we can win on both fronts. And I congratulate you on the progress you have made here.
- The fight against slavery in the Gulf states and the changes emerging in Qatar was secured by the stand members took you have made here.
- Comrades this is a backbone for our movement.
- Our stand against corporate greed is now global. We have exposed the hidden workforce of 94% of workers and the oppression of global supply chains and have developed a clear strategy for our frontlines campaign to tame corporate power. We are involved in negotiating a UN Treaty for Business and human rights and we must achieve an ILO Convention on supply chains with mandated due diligence, grievance and remedy in all home countries of MNEs.
- The ravages of climate change are now extreme, threatening our members’ jobs, livelihoods and communities in many regions. Our affiliates have argued for climate justice and just transition and together we won the commitment to Just Transition in the Paris Climate Agreement. Our new global ITUC Just Transition Centre is working to support unions in negotiations with employers, governments and cities.
- We have built the ITUC Global Organising Academy and expanded the number of lead organisers on the frontlines of growth and activism. And our digital organising centre is growing in support of affiliate, GUF and global campaigns.
- The ITUC has supported the organising drive with the IDWF to help affiliates sign up

Our stand against corporate greed is now global. We have exposed the hidden workforce of 94% of workers and the oppression of global supply chains and have developed a clear strategy for our frontlines campaign to tame corporate power. We are involved in negotiating a UN Treaty for Business and human rights and we must achieve an ILO Convention on supply chains with mandated due diligence, grievance and remedy in all home countries of MNEs.

The ravages of climate change are now extreme, threatening our members’ jobs, livelihoods and communities in many regions. Our affiliates have argued for climate justice and just transition and together we won the commitment to Just Transition in the Paris Climate Agreement. Our new global ITUC Just Transition Centre is working to support unions in negotiations with employers, governments and cities.

We have built the ITUC Global Organising Academy and expanded the number of lead organisers on the frontlines of growth and activism. And our digital organising centre is growing in support of affiliate, GUF and global campaigns.

The ITUC has supported the organising drive with the IDWF to help affiliates sign up
Sudan Peoples’ Liberation Movement-North

In a world where all the gains of the trade union struggle of the previous decades are at stake as all labour and social rights are under attack in favor of the profiting of the capitalists and selfish corrupt leaders; in a world where workers and their trade union leaders are displaced and imprisoned for their struggles; we need strong class-oriented militant trade unions who believe and implement in praxis the international proletarian solidarity, we need a strong militant and class-oriented COSATU.

Without COSATU, No future to the South African workers.

We reaffirm the support and solidarity of the Sudan People’s Liberation Movement North, celebrating this year its 7th years in our fight and struggle for freedom and democracy in Sudan.

The Pan African Women’s Organisation

The Pan African Women’s Organisation (PAWO), Secretary General Pinky Kekana said: “PAWO congratulates COSATU and its affiliates for conducting an effective and fruitful 13th National Congress. It is our sincere hope that under the theme “Deepen the Back to Basics Campaign, Consolidate the Struggle for National Democratic Revolution and Advance the Struggle for Socialism”, delegates were guided by the spirit of Mama Albertina Sisulu (one of PAWO’s foremost members) to resolve the question of equal pay for equal work in the workplace.

In the words of Charles Fourier a socialist revolutionary: “In every society, the degree of female emancipation (freedom) is the natural measure.” COSATU is one of the few organisations on the Continent that can pivot that expression. Simply because the modern-day mass struggle for the political equality cannot be separated from the struggle for women’s emancipation and gender equality. In essence, it is one expression and two sides of the same coin. It is common-cause that bourgeois society loathes and are generally suspicious of women’s suffrage, and that is why we must forge ahead and make gender equality everyone’s agenda.

Aluta Continua!
Gallery

National Congress
National Congress
Subscribe to The Shopsteward

THE SHOPSTEWARD is a unique magazine. Most newspapers and magazine owned by millionaires and reflect the outlook of the rich and powerful. The Shopsteward is produced by COSATU and gives the workers a point of view on the big issues in the workplace, the community, politics and the world. Why not make sure you get issues by subscribing?

Shopsteward Subscription
COSATU’s website offers an option to download the subscription form from there, you can print it out and resend it back to us.

www.cosatu.org.za

Subscription rates
The cost of six issues is

<table>
<thead>
<tr>
<th>South Africa</th>
<th>Foreign subscription</th>
</tr>
</thead>
<tbody>
<tr>
<td>Workers and students</td>
<td>R45</td>
</tr>
<tr>
<td>Salaried employees</td>
<td>R55</td>
</tr>
<tr>
<td>CBO’s and NGO’s</td>
<td>R80</td>
</tr>
<tr>
<td>Institutions</td>
<td>R80</td>
</tr>
<tr>
<td>Companies</td>
<td>R90</td>
</tr>
<tr>
<td>Airmail</td>
<td>R290</td>
</tr>
<tr>
<td>Southern Africa</td>
<td></td>
</tr>
<tr>
<td>Other countries</td>
<td>R310</td>
</tr>
<tr>
<td>Surface mail</td>
<td>R180</td>
</tr>
<tr>
<td>All countries</td>
<td></td>
</tr>
</tbody>
</table>

Payment options
- Cheque Enclosed, payable to COSATU
- Direct transfer:
  - Banking details:
    - Name of Account: COSATU CEC
    - Bank: First National Bank
    - Branch code: 255005
    - Account number: 62345348644
    - Account type: Current
    - Please put in reference: SSJ & Your name

Name of credit card □ Visa □ Mastercard
Card Number
CVC (Last 3 digits on the reverse side)
Expiry date ........../ ..........
Signature ...................... Date ....................

Please post, fax or email proof of payment to
COSATU House, 110 Jorissen Street, Braamfontein
P.O. Box 1019, Johannesburg, 2000 or
Fax to +27 (0) 11 339 5080/6940
OR Email nthabiseng@cosatu.org.za

For Subscriptions and Distribution please contact
nthabiseng@cosatu.org.za or Tel: +27 (0) 11 339 4911