

RESOLUTIONS OF THE COSATU 8TH NATIONAL CONGRESS

PART 1: POLITICAL POLICY RESOLUTIONS

1 Alliance

Noting

1. There have been tensions within the Alliance, which often fails to meet for long periods of time and has weak grassroots structures.
2. The ANC does not always keep its end of the bargain such as the Ekurhuleni Summit; some of its leaders denounce the Federation whenever it disagrees with the government, and some of its leaders also show a degree of intolerance against open debate and discussion within the Alliance.
3. The current impasse on economic issues is the major cause of tension and intolerance amongst Alliance partners.
4. Small right wing and extreme left opportunist tendencies exist within the Alliance, which while a minority, if not contested have potential to threaten the sustainability of the Alliance.
5. Differing class interests and ideologies within the ANC and the Alliance have emerged.
6. Our membership does not fully participate in the Alliance structures but decisions taken in the Alliance affect and bind our membership.
7. The concept of an Alliance political centre has not only been resisted, but has also been vulgarised.
8. The strategic objectives of the NDR have not yet been achieved.
9. Decisions on policy and legislation have undermined participation of Alliance partners.
10. At provincial level, government is the only actor in governance issues to the exclusion of Alliance structures in terms of policy making. Significantly, the ANC caucuses ignore the participation of other Alliance partners.
11. The absent of a tangible programme to engage at local level has limited participation of COSATU structures in terms of decision making arrangements and implementation. To this end, there is no long-term perspective on what is needed to sustain issues at local level.

Believing

1. The Federation continues to be committed to the Tripartite Alliance with the ANC and the SACP.
2. Progressive changes in our country were brought about as a result of the existence of the Alliance.
3. The Alliance remains the only vehicle capable of consolidating democracy, carrying forward the NDR, and leading the process of transformation.

4. While there are differences of approach within the Alliance, the common ground is ideological – the attainment of the aims of the National Democratic Revolution (NDR).
5. It is essential to constantly struggle to assert a working class and pro-poor perspective within the Alliance.
6. The Alliance must be made to work as an Alliance of equal partners.
7. COSATU must retain its political independence to represent its members and workers in general, and involve itself in community and working class struggles beyond the workplace.

Resolve

1. To reaffirm COSATU's commitment to the Tripartite Alliance between ANC, SACP and COSATU.
2. To work with our allies in the Alliance to improve the functioning of the Alliance as a political centre to lead a people-based movement to deepen the gains of the NDR and for social transformation. In this regard, the Alliance should, as spelt out by the Ekurhuleni Alliance Summit, acknowledge and respect the right to disagree. It should work out mechanisms to solve disagreements as soon as they emerge instead of allowing them to be unattended and fester.
3. To constantly struggle to strengthen the working class component and ethos within the Alliance, and to encourage members to actively participate in the structures of the Alliance, the SACP and the ANC.
4. The Alliance, as the political centre, must agree on policies and devise a strategy and structures to ensure that political leaders and government departments implement agreed policies.
5. To strengthen the Alliance we must build strong, self-sufficient, capacitated and well-functioning Alliance partners at all levels of our organisation. COSATU members should be encouraged to participate in all structures of the Alliance as members of those structures. This means that they should be encouraged to join those structures so as to be able to influence positions and to build the ANC and SACP as well as SANCO.
6. COSATU continues to pursue the standing resolution on the establishment of political centre/s that will:
 - 6.1 Allow Alliance partners to participate equally on matters of national, provincial and local importance.
 - 6.2 Serve as platforms to develop common positions that would be of benefit to the people of the country as a whole.
 - 6.3 Serve as forums for the Alliance partners to debate and discuss their different positions, e.g. on economic policy, privatisation, etc.
 - 6.4 Influence events in all parliamentary structures be it at a national, provincial or local level.
7. The Alliance Secretariat is mandated to meet on a frequent and regular basis to ensure that the Alliance functions effectively, with the active support of the Alliance National Office Bearers collective.
8. To continue to maintain an independent political role for COSATU to represent the interests of members and workers generally.

9. An Alliance Summit must be convened at least every two years to ensure the drafting and reinforcing of policy frameworks for governance that are biased towards the working class.
10. The Federation's ability to keep its members mobilised and being able to defend the interests and aspirations of its members will ensure that other Alliance partners respect it.
11. Our "consolidating working class power for quality jobs towards 2015 programme" otherwise referred to as the 2015 plan, will ensure that other Alliance partners need us as an equal partner, and our energy must be spent in implementing this programme.
12. The Federation must contest other interests and unashamedly project itself as a working class formation.
13. COSATU must investigate the possibility of establishing provincial parliamentary offices to track changes in legislation and events that occur at provincial level. A report must be taken to CEC and CEC shall take a final decision on the matter. In the meantime, better coordination of national and provincial legislative processes is required.
14. ANC caucuses should include other Alliance partners.
15. COSATU must draw up a clear plan for effective engagement at the level of local government (unicipities, rural councils, metropolitan councils, etc.)

2 COSATU and Good Political Governance and Moral Regeneration

Noting

1. Good governance must be maintained in an effective manner in all structures, and corruption must be eradicated. Certain public representatives from all government levels prey on the people and on society for personal benefit. In the process they tarnish the image and reputation of government by promoting illegal activities and abusing power through political means.
2. Some public representatives have not been responsive to the present and future needs of the community. Some public representatives undermine legal frameworks and it becomes difficult to enforce impartial decisions.
3. COSATU has participated in and strongly supports the government's moral regeneration movement, aimed at forging a new South African morality, promoting non-racialism, non sexism and non tribalism, combating corruption, and promoting a working class culture of caring and solidarity.
4. Capitalism as a system is inherently immoral and promotes corrupt practices. Private companies have continued to disregard corporate moral ethics by reaping financial rewards that cause economic turmoil and social upheaval. The private sector remains heavily untouchable and unaccountable with regard to ending corruption in their sphere, as well as undermines the King Commission report on corporate governance. This sector is a breeding ground for corruption.
5. Some companies are generating income and use their substantial reserves for orchestrating illegal or immoral activities. Many companies use tremendous amounts of capital to drive up equity-based compensation packages and transaction-based

bonuses instead of investing the money in workforce training development and other activities that would strengthen the company.

6. Some leaders and officials in the unions get tempted to access funds in the union's coffers for their own personal gains. There is no proper code of conduct that guides unions in combating corruption.

Resolve

1. COSATU must develop a comprehensive strategy to encourage good governance within its ranks and for public representatives.
2. To intensify our participation in the Moral Regeneration Movement.
3. Members of political parties in government, including ANC members in parliament and public positions, must fully declare individual assets to avoid undesirable practices and adverse publicity that tarnishes the image of the Alliance.
4. COSATU must educate members to be aware of white-collar crime and not to accept bribes. COSATU must encourage further government legislation to stricter restrictions on companies to ensure that they do not evade policies and rules governing their activities.
5. The Federation should monitor companies and report those illegal activities to the relevant authorities for prosecution. It should encourage government to be vigilant in its monitoring of private companies.
6. The proud tradition of worker control in South Africa has, amongst others, involved a strong discipline and sense of accountability in the handling of workers' money. A small minority however have violated this trust. These traditions need to be entrenched and codified to ensure that no elected leader or official is able to undermine financial accountability. There should be strict enforcement of the code of conduct to prevent the squandering of financial resources. Decisive action should be taken in terms of a clear set of procedures, processes and penalties, against anyone found to be transgressing the code of conduct.
7. The Alliance should develop a stringent policy framework on the funding of political parties. There should be minimum standards and rules on funding, and such funds should not be mixed with other programmes that serve different needs.
8. COSATU should lobby the democratic government to audit legislation to ensure that it excludes companies from government tenders that have been convicted of corruption in South Africa or other countries.
9. COSATU together with the government needs to put in place strategies to monitor the private sector as well as the public sector to ensure that anti-corruption policies are adhered to.

3 On Emerging Social Movements

Noting

1. Since the last COSATU National Congress in 2000 new social movements have emerged such as the Anti-Privatisation Forum, the Soweto Electricity Crisis Committee, anti-eviction committees in the Western Cape, the Concerned Citizens

Forum in Durban, etc.

2. In various constitutional meetings there have been discussions on how to relate to these emerging social movements.

Noting further

1. That some COSATU members are also members of these emerging social movements in their respective communities.
2. That some COSATU affiliates have been involved in the establishment of these social movements.
3. That counter revolutionary movements like the DA are doing everything in their power to make inroads into disadvantaged communities in an attempt to woo voters.

Believing

1. The emergence of the social movements hostile to the alliance and the democratic movement as a whole is a wake up call to the Alliance.
2. This development necessitates the immediate strengthening and consolidating of the political centre, with a view to lead the masses on the issues that have given rise to these single issue based movements.
- 3 There is a need to effectively co-ordinate issues affecting communities.

Resolve

1. COSATU and the Alliance as a whole must lead and mobilise mass campaigns to avoid opportunism and undermining of Alliance organisations.
2. The Federation needs to further consolidate relationships with traditional MDM organizations like SASCO, COSAS and SACC, SACBC and NGOs and movements like the Treatment Action Campaign (TAC).
3. We need to help build and strengthen SANCO in order to lead community-based issues.
4. Depending on the nature of issues and campaigns, COSATU should initiate talks with a broad range of progressive social movements in an attempt to strengthen the hand of the working class and communities as a whole, provide leadership, and bring them into our fold.
5. Differences in tactical approach should not distract the Federation from its key mission of uniting the working class, defending it and deepening democracy.
6. To use the criteria set out in previous COSATU Congresses in 1987 and 1989, as well as the following criteria, to determine which social movements we will work with:
 - 6.1. Whether the issue being taken up is genuine and affecting the working class and the poor.
 - 6.2. Whether the campaign and working together strengthens the working class, the labour movement and the broad democratic movement.
 - 6.3. Whether the organisations that the Federation wants to work with are mass-based or have an orientation to the masses.
 - 6.4. Whether the organisations adhere to the principles of internal democracy and working class leadership.

- 6.5. Whether the agenda of these organisations does not aim to liquidate or undermine the Alliance partners.
- 6.6. Whether the organisation has a track record of disciplined organisational practice, and does not foster divisions within COSATU affiliates.
- 7. COSATU must campaign vigorously against movements like the DA and other like-minded organisations that seek to promote capital and weaken the democratic movement and its gains.
- 8. The Federation should pursue our resolution on the *conference of the left* to plan for and fight against global capital, privatisation, war mongering imperialistic powers, etc.

4 2004 Elections

Noting

- 1. A national general election is to be held next year, and different organisations will be vying for workers' support.
- 2. Elections generally bring to the fore political questions and issues.
- 3. Gains made by the working class in this first decade of our freedom far outweigh the setbacks.
- 4. The ANC-led Alliance remains the only political alliance that can create space for the working class to struggle.
- 5. The counter-revolutionary threat remains a reality.
- 6. In the run up to the elections, especially in KZN, there is an orchestrated increase in levels of intimidation, violence and threats.
- 7. COSATU supported the ANC in the previous two elections and has re-affirmed its support for the 2004 elections.
- 8. There are government policies that are not embraced by other Alliance partners.
- 9. On the second elections for both National and Local Government there was a decline in voters.
- 10. COSATU participated in drafting the Election Manifesto of all previous elections.

Believing

- 1. The challenges we face require maximum unity – more than any time before.
- 2. The Alliance led by the ANC is the only vehicle that can bring meaningful transformation in our country.
- 3. The ANC needs to win the upcoming elections in KZN and the Western Cape. To this effect more human and financial resources must be injected into these provinces.

Resolve

- 1. COSATU should support the ANC in the 2004 elections, encourage members and communities to vote for the ANC, and ensure maximum turnout to the voting stations.
- 2. Appropriate steps must be taken by the responsible authorities to ensure that elections in KZN are free and fair.
- 3. The Federation must mobilise enough financial and human resources to campaign successfully for a landslide victory for the ANC.
- 4. Affiliates should deploy a core of comrades to deal with election issues.
- 5. The Federation must participate in the formulation of the Alliance Elections Manifesto

6. The Alliance must put in place mechanisms to monitor the ANC's performance in government, post elections.
7. COSATU affiliates should convene general meetings with workers where their input will influence the outcome of the Elections Manifesto.
8. The Federation must clearly pronounce on the gains and the victories since 1994 for the working class as well as reflect on the issues on social development, which still need more attention.
9. Our support for the ANC must maintain the space for the working class movement to protest against any policy that is tilting the balance of forces against the working class.

5 Electoral System

Noting

1. We have proportional representation for the political parties as the election system.
2. The electoral system reduces the role of the membership of the party, making the public representatives more accountable to leadership of the party.
3. Report back to the constituencies is weak and is mainly done through constituency offices.

Believing

1. Public representatives must be made more accountable to the people.
2. The local government system works much better and forces people to report much more regularly.

Resolve

1. COSATU is calling for a mixed electoral system at national, provincial and local level supported by oversight institutions such as parliament to ensure accountability of public representatives. To that end we propose 65% constituency-based and 35% proportional representation.

7 Deployments and Accountability of Public Representatives

Noting

1. The leader of the ANC is currently appointing Premiers and Mayors.
2. The involvement of members and Alliance structures in the deployment of public representatives at provincial and local level is weak.
3. There has been weak reporting to communities on the achievements of and challenges for government.

Believing

1. Public representatives must be made more accountable to the people

Resolve

1. The Alliance should develop a deployment strategy for all public representatives with the Alliance structures playing a much stronger role in the appointment of Premiers and Mayors.

2. The acceptance of the deployment of such public representatives be nurtured and built to ensure support and ownership by the structures.
3. Report backs to communities be built into the Alliance Programme of Action.
4. The Party programme and policies be implemented at all levels of government thus closing the gap between the Party and government policies and programmes.

8. Building the SACP

Noting

1. The resolution of the SACP to form the Young Communist League.
2. The need to build working class consciousness in COSATU and the working class in general.
3. COSATU's commitment to socialism.

Believing

1. The SACP is the vanguard of the working class in our country.
2. A strong SACP will help to advance working class interests.

Resolve

1. COSATU should continue its endeavours to build the SACP as a party of workers and encourage workers to join the SACP and provide financial support. The CEC should, at its first opportunity, work out a formula that would be used for financial contributions. Such a formula should strengthen and not weaken the ongoing bilateral relations between the SACP and affiliates.
2. To encourage young workers in COSATU and the working class youth in general to join the Young Communist League.
3. Workshops should be held with the SACP to raise class-consciousness, including work on the establishment of SACP industrial units. In this regard, to continue holding joint political schools with the SACP including at affiliate level.
4. We should strive towards fully participating in the Chris Hani Institute for purposes of advancing the political education programmes.
5. To intensify the debit order campaign in the organisation and in communities in general.
6. COSATU should continue working closely with the Party so that we continue supporting each other's main campaigns in a manner that deepens the relationship between the two organisations.

PART 2: ORGANISATIONAL POLICY RESOLUTIONS

The detailed proposals emerging from the 1st Central Committee and 2nd Central Committee as summarised below are adopted as policies of the Federation.

The organisational section of the “consolidating working class power for quality jobs towards 2015 programme” was adopted as the policy of the Federation.

1. Building COSATU’s Engines (CEC and EXCO)

1. One Central Committee between Congresses, rather than annual Central Committees.
2. Eliminate EXCO, and the CEC should meet four times a year. The Constitution must still permit special meetings of the CEC when necessary.
3. CEC should take on all EXCO functions except those defined in Constitutional clauses 6.1.1.1, 6.1.1.2 and 6.1.1.8, which relate to correspondence, oversight of units within COSATU and preparation of agendas.
4. Replace referral to Vice President and Vice Chairperson and replace it with Deputy President and Deputy Chairperson.

2. CEC Substructures

1. The organisational development process in COSATU head office should develop a proposal to rationalise CEC substructures and table it at the November 2003 CEC.

3. Regions and Locals

1. The Constitution should be amended so that regions have a Regional Congress once in three years. Regions would then hold regional shop stewards councils, which would however not become a constitutional structure, at least once a year, in the other two years of the cycle.
2. In consultation with affiliates, a team of Naledi and COSATU’s Organising Unit should develop a proposal for the first CEC in 2004. The CEC should then use its power in terms of section 5.1.6 of the Constitution to demarcate the regions appropriately. The proposal to CEC should be based on a study with the following terms of reference:
 - The organisational and political principles to underpin demarcation, with a consideration of the advantages and disadvantages of different models.
 - Assessment of the current demarcation of affiliates.
 - The level of membership, the number of affiliates and locals in existing and proposed regions.
 - Cost implications.
 - Implications for ROBs.
3. The discussion on the re-organisation of COSATU Head Office should clarify the role of units in supporting regions and locals, and consider adding a position to assist regions in policy engagement.

4. All regions would be required to develop proposals on coordination of affiliates and the role of locals. They should address, amongst others, recruitment, organising, and sharing of resources.
5. The Locals Summit held in 2002 developed and clarified the role of COSATU locals. The head office and regions should monitor locals and submit quarterly reports to the CEC.

4. COSATU Head Office

1. The Secretariat should continue the process of organisational review within COSATU head office structures, and table proposals to the November CEC.

5. Support to Affiliates

1. The Congress adopted the proposed early warning system and systematic assistance to affiliates previously adopted by the Central Committee. COSATU's Organising Unit should indicate regularly what kind of support each union needs. The system should help define the kind of intervention and support each unit within the Federation must prepare.
2. The COSATU NOBs should continue with yearly in depth discussions with affiliates' NOBs and table, once a year, the organisational developments in each union.
3. Congress adopted the basic framework for interventions developed by the First Central Committee and added to by the Second Central Committee, and directs the NOBs to develop more detailed guidelines.
4. The Constitution should lay out the basic principles on interventions with guidelines for condoning affiliates that have exceeded six months' backlog on affiliation fees, based on the framework adopted by the CEC.

6. Workplace Structures

1. Each union should embark on a systematic analysis of the state of workplace structures. COSATU's Organising Unit and NALEDI will support this work; help affiliates share experiences, and draw out key strategic issues.
2. Based on the study referred to above, each union should define a framework to support their shop stewards.
3. COSATU must develop a model policy on workplace restructuring, backed by appropriate educational material.

7. Principles for Demarcation

1. Demarcation must take into account conflicting needs. As far as possible, it must support:
 - The greatest possible industrial power of affiliates in both collective bargaining and sectoral policy.
 - Enough scope for each union to grow to a viable size.

- Protection for vulnerable workers through solidarity with workers in more strategic jobs or in jobs connected in the supply chain. This means demarcation should not be based on professions.
 - Common conditions across the union, as far as possible, to facilitate negotiation and action.
 - Continuous membership if the employer hives off activities, for instance by outsourcing or privatisation.
2. The public sector unions should hold a meeting to develop a common programme of action for demarcation and mergers, and attach timeframes.

8. Demarcation Programme

Phase 1. To the Ninth National Congress (2006)

1. Finalise the integration between FAWU and SAAPAWU.
2. Begin to reduce fragmentation in the health sector and facilitate the merger/integration of DENOSA and SADNU.
3. Conclude work in NEHAWU and kick-start support for SACCAWU.
4. Revive and support the NEHAWU-SAMWU merger process.
5. Initiate and finalise discussion for mergers between SACCAWU and SACTWU.
6. Initiate and finalise discussion for mergers and the integration of SAFPU, MUSA and PAWE into a single union for entertainment.
7. Undertake a process to review the proposals on cartels and ensure broader buy in and effectiveness. In particular,
 - Review the scope of all affiliates in terms of the criteria proposed here.
 - Develop a programme to rationalise demarcation in the period up to 2015.

Phase 2. To 2015

1. Reform demarcation within COSATU in terms of the programme. Each Congress should review progress and, if necessary, change the programme.

9. Unifying the Federations

1. COSATU should develop a detailed proposal for unity with either NACTU or FEDUSA, or both. NOBs should be mandated to meet with either NACTU or FEDUSA or both, in 2004 and report to the CEC.
2. Each COSATU affiliate should initiate unity talks with unions outside of COSATU in 2004 and report to the CEC on progress.
3. COSATU should debate the issues of category of **associate membership**. This category would allow members who go on pension and/or who are unemployed to retain organisational and political links with COSATU. It would also permit organisations that are not typically industrial unions to affiliate to the Federation on a limited basis. The Constitution should stipulate the conditions of membership, fees and the rights of such organisations.

10.Improving Service to Members

1. COSATU should commission a larger study on the state of service to members. On the basis of the study, it should develop guidelines and benchmarks, and develop systems to enable affiliates to share experiences and to monitor progress.
2. Unions should provide information regarding the benefits they provide to members by November 2003. The Organising Unit will convene a workshop to take this matter forward.
3. Affiliates must review their systems and resourcing for organisers and shop stewards. COSATU will assist by providing an evaluation framework and, if necessary, NALEDI will support the process.
4. COSATU should systematically explore ways for unions to support each other during negotiations and strikes, including secondary strikes, boycotts and demonstrations. It should develop realistic proposals for strike funds at both the Federation and affiliates. In principle, COSATU should establish a 'war chest' and commit to fund campaigns internally.
5. COSATU should set up a national database of shop stewards so as to facilitate the distribution of material and education, as well as regional and local organising.
6. Regions should report regularly about steps taken to pool resources together in rural areas to maintain high levels of service.
7. The call for "going back to basics" means revival of our cultures and traditions - in particular report back and respect of mandates and worker control.

11.Recruitment

1. Affiliates should immediately set in place structures to carry out the implementation of the Second Central Committee resolution on recruitment.
2. COSATU should support implementation of the resolution by:
 - Monitoring union density by sector.
 - On a regular basis monitoring affiliates' resourcing for recruitment and their progress.
 - Assisting with training and helping affiliates exchange experiences in workshops and Constitutional meetings.
 - Developing model systems for tracking membership and managing subscriptions.
 - Expanding general education on unions for the public, and especially young people.
 - Developing common materials for use in recruitment.
3. Carrying out these tasks requires that COSATU itself reviews its resourcing for recruitment.
4. Finally, COSATU should develop a more detailed analysis of the opportunities and problems for recruitment and causes of membership losses. In particular, it should explore the potential for recruitment amongst small employers, young people and casual workers. It should also develop an analysis of how bargaining structures and agreements on agency shops affect membership.

12. The Living Wage Campaign

1. COSATU must obtain collective agreements from affiliates so that it can analyse trends and isolate strategic issues for discussion at a workshop. This process should be co-ordinated with NALEDI's project to set up a database for use in bargaining.
2. COSATU must establish a more systematic approach to bargaining, including monitoring compliance with established policies. That in turn requires we review internal co-ordination of workplace and organisational issues.
3. Prioritise sectors for support and intervention and assist affiliates struggling with bargaining strategies.
4. COSATU must study the impact of multi-year agreements on affiliates.

13. Education

Congress endorsed the resolutions of the 2003 COSATU Education Conference, which centre on:

1. A systematic review of our education to ascertain the actual state of union education.
2. On that basis, to develop a long-term plan to ensure that all unions have at least an education infrastructure and provide education to members, shop stewards, leaders and officials.
3. Use a targeted, project-based approach to providing education and training for members, leaders, shop stewards and officials. The project will define the targets, the resources required and benchmarks.
4. To improve our education by reviewing methodologies, materials, service providers, and to develop a mechanism to track the learning cycle of participants in our courses.
5. The Education Unit and NEDCOM must develop an implementation plan to be considered by the November CEC, together with a report on implementation of the 1999 resolution that 10% of subscriptions of each affiliate go into education.
6. COSATU must fast track implementation of accreditation of the union's education and training.

14. Gender

The resolutions of the 2003 Gender Conference were endorsed, and in particular:

1. The NALEDI study on gender in the unions should proceed and the report should be tabled at the National Gender Conference (NGC).
2. The NGC should develop a project plan on aspects of our gender policies and resolutions with clear timeframes and benchmarks.
3. Affiliates should determine whether to appoint gender co-ordinators, as long as there is provision for this area of work with clear lines of responsibility.
4. Affiliates should develop gender policies and reflect on their gender programmes. They should submit a detailed report for discussion concurrently with the NALEDI report.
5. Affiliates should define gender issues for collective bargaining and strategies to achieve them.
6. Gender work must be linked to the Education Department.

7. Gender co-ordinators should be trained in project management skills and other important competencies, such as gender methodology. The NGC must develop guidelines to serve as a beacon for gender coordinators in their daily work.
8. The gender support structure - the office bearers designated to gender, the Head of Departments, and Vice President and the committee - should have a programme to ensure its effective utilisation.
9. The quota system applicable to the Federation shall be set by the CEC, and quota systems applicable to affiliates shall be set by affiliates. Quotas shall be based on the share of women in membership and the need to rapidly develop women leadership.

15. Management

To implement the resolutions of the Second Central Committee on management,

1. COSATU should develop a project on management, including financial management that will identify best practice and provide training and education for staff and office bearers. It should establish a monitoring mechanism to ensure it is effective. If necessary, we should raise funding and mobilise external expertise for this purpose. The project proposal should be submitted to the November CEC. COSATU's Education Unit should elaborate a plan for education on finances.
2. We should convene a workshop of financial accounting officers to ascertain the types of systems and needs across affiliates. The workshop should develop and approve financial guidelines for affiliates.
3. FINCOM should be empowered to monitor affiliates' finances with a view to proposing corrective measures if necessary.
4. COSATU's Organising Unit should conclude the study on membership systems and, jointly with affiliates' membership officers, agree on a mechanism to coordinate systems and share experiences.
5. COSATU's Administration Unit should conclude the study on staff benefits and systems. It should then convene a workshop of comrades from affiliates responsible for staff development to develop a proposal on common employment conditions in the union movement and norms for staff management and development. The proposal should be tabled at CEC.
6. COSATU should finalise work to develop a common labour market for COSATU and its affiliates staff members.
7. COSATU should continue working to investigate how best we can use our numbers to maximise benefits to members on issues such as funeral schemes.

16. Amendment of Constitution on election of members not in good standing

Noting

1. The Constitution now permits members of affiliates not in good standing to stand for election.

Resolve

1. Amend the Constitution to specify that only members of affiliates in good standing can stand for election as COSATU office bearers.

PART 3: SOCIO-ECONOMIC POLICY RESOLUTIONS

The socio economic section of the consolidating working class programme for quality jobs towards 2015 was adopted as the policy of the Federation. In addition, the Central Committee is directed to develop a much more detailed policy on industrial policy. COSATU shall reaffirm its rejection of GEAR and will continue to campaign for the development of macro economic policies that have zero unemployment as the main target.

1. Growth and Development Summit

Noting

1. The conclusion of an agreement between Nedlac constituencies that was unveiled at the Growth and Development Summit.

Further noting

1. The commitment to increase public investment, and an enhance public works programmes.
2. The broadening and deepening of the local procurement campaign.
3. The promotion of co-operatives on a wide scale.
4. The commitment to sector summits.
5. The expansion of workplace based training and learnerships.
6. The target of 5% of investible funds that should be directed towards economic activity that promotes decent work and social development.

Believing

1. That there are a number of significant opportunities available to organised labour to ensure a better life for all, and to promote decent work and quality jobs in the South African economy.

Resolve

1. To commit to an intensive education programme of COSATU members and shop stewards on the contents of the Growth and Development Summit agreements, and on its full implementation.
2. To ensure that summits take place at local and provincial level.
3. To activate locals to utilise the opportunities for local development, including through approaching the municipalities and local authorities to finance the hosting of regular worker locals comprised of shop stewards in each area, to take forward the campaign around implementation.
4. To mobilise for the conference of retirement fund trustees, in order to ensure that an appropriate mandate is set for investment managers, and that worker funds are used to promote the broader goals of development and decent work rather than the narrow interests of fund managers.
5. To take forward the review of all macroeconomic policies (including trade policies) to ensure that they create, not destroy, quality jobs.

6. COSATU must develop an implementation programme and monitor progress through NEDLAC.

2. Import-Parity Pricing

Noting

1. Most of the manufacturing and service industries are experiencing high input costs, which is largely caused by import-parity pricing.
2. Import-parity prices mean that the prices of raw material are not related to the actual costs of production and delivery, but to the cost of importing the product.
3. Import-parity pricing undermines beneficiation and also fabrication (i.e. the last phase of production in the value chain) of raw material.
4. Fabrication and beneficiation structures that are beneficial to growth and employment must allow profit realisation downstream rather than upstream.
5. Import-parity pricing has also raised barriers of entry to small and medium enterprise and co-ops, stifling their growth.

Resolve

1. Import-parity pricing that is stifling the growth of the industry must be corrected. This problem can be effectively addressed through one of the following:
 - Prices should be adjusted down to the level suitable to the local market and ensure that local companies enjoy the advantages of geography.
 - Primary and processing producers increase their discounts.
 - Primary and processing producers increase their cash rebates, officially.
 - If the import parity pricing is not removed, a windfall tax should be instituted, where companies are taxed 90% of their excess profits. The revenue generated should be used to aid the companies that are negatively affected by the import parity pricing.
2. A tripartite body must be created to investigate and monitor whether companies are making windfall profits.
3. Import-parity pricing must in particular be controlled with respect to food, medicine and medical equipment.

3. Black Economic Empowerment

Noting

1. Black ownership in the formal private sector remains small and marginalised.
2. Debates on the concept of black economic empowerment currently occupy prominence in the public discourse.
3. Government has introduced legislation and a policy document on achieving black economic empowerment goals.
4. The tendency is to conceptualise black economic empowerment only:
 - To increase representivity in ownership, promoting black elites and black enterprise, while under emphasising broadening of ownership and control.

- To overemphasise the notion of inequalities in terms of race and under emphasise other inequalities such as gender and class.
 - To promote privatisation of state assets as a way to promote black enterprise.
 - To under emphasise the promotion of co-operatives.
5. The tendency amongst big companies to use “fronting” as a way of avoiding the real issues of transformation and the promotion of broad-based black economic empowerment.
 6. Narrowly defined Black Economic Empowerment policies have failed to redistribute wealth equitably elsewhere in our continent.

Believing

1. Black economic empowerment needs to be broad-based in nature to accrue benefits to the masses of black people, including the working class and the poor and not to be elitist in nature to enrich few black individuals.
2. Black economic empowerment should be understood as part of the NDR in which the three contradictions. (i.e. the legacy of racism, gender inequalities, and class-income and wealth-ownership disparities) are addressed in their total relationship.
3. Black economic empowerment should be about poverty eradication, employment creation and better life for all.
4. As currently conceptualised by the government, black economic empowerment will not transform our economy or build the basis for socialism.

Resolve

1. To promote the broad-based Black Economic Empowerment strategy that socially and economically empowers all the disadvantaged communities still suffering under the legacy of apartheid, and eradicates gender and class as well as racial inequalities.
2. To call for land reform, public works, infrastructure rollout and other programs to serve as broad-based empowerment vehicles.
3. To restructure the government’s BEE scorecard to ensure a broader approach, rewarding substantial points for areas such as employment creation, support for co-operatives and employment equity.
4. To encourage government and the private sector to ensure that more financial and other resources are available to fast-track development and increase black ownership in SMMEs, co-operatives, etc.
5. To strengthen the role of the state in addressing the historic marginalisation of the majority and to reverse the privatisation of state assets, which is being justified in the name of black economic empowerment.
6. To promote the active participation of labour and the community constituency in the development and implementation of transformation mechanisms such as BEE charters, and to demand the inclusion of labour in the BEE Advisory Commission.
7. To call on government to put measures in place to ensure that tendering and procurement policies:
 - Do not undermine labour standards, cause job losses or undermine local production, and promote black economic empowerment only in that context.

- Only accept applicants with broad-based empowerment credentials and reject those with narrow-based and fronted empowerment status.
- 8. To campaign against a self-interested interpretation of black economic empowerment as a project to privilege and enrich a few black aspiring bourgeoisie.
- 9. To reinforce and support a progressive government stance (such as the Minister of Minerals and Energy's call for broad-based empowerment and condemnation of few empowered gate-keeping tendencies).
- 10. To reject the Brent Hurst Initiative put forward by the Oppenheimer family as the typical example of narrowly defined BEE that would only empower a new black elite whilst condemning the majority to perpetual poverty and underdevelopment.

4. Declaration On The Strength Of The Rand

This Congress of COSATU has taken note of the rapid and significant appreciation of the Rand against the dollar and currencies of other key trading partners.

This shift in the value of the currency impacts on the lives of workers. The debate on the value of the currency is now too important to be left to economists. As organised workers, we enter this debate with employment and quality jobs as a critical focus.

Congress notes that this appreciation of the currency has made imports cheaper into South Africa, resulting in local jobs being destroyed; makes exports of minerals and manufactured goods more expensive, resulting in local jobs being destroyed; and results in a significant brake on economic growth. It places pressure on the already low wages of workers in trade-exposed sectors, on top of massive job losses in such sectors.

Many sectors of the economy have been negatively affected, and some have been devastated. Thousands of textile, clothing and leather workers have been retrenched, as a result of a flood of imports into the country, and the loss of export orders. Significant mineral deposits cannot be mined economically at the current exchange rate. Agricultural workers and sections of the chemical industry have been negatively affected. Auto component plants have been faced with price pressures, and retrenchments loom large in the sector.

Congress notes the mandate of the Central Bank that its *"primary object is to protect the value of the currency in the interests of balanced and sustainable economic growth in the Republic"*. Congress believes that protecting the value of the currency at its current level has a deeply negative effect on economic growth, and a devastating effect on workers and employment.

The Rand at R7, 50 is bad for jobs, bad for workers and bad for the economy. When the Rand strengthens under these conditions, jobs are destroyed. Congress calls for a Rand valued more appropriately, and designed to take into account employment, and the needs of local industry and mining.

Congress calls for:

- A Rand valued in a band between R9 – R10 to the dollar.
- A review of the constitutional mandate of the SA Reserve Bank, to make employment an explicit objective of monetary policy.
- To initiate a discussion on these matters, through the Alliance, with the Reserve Bank.

Congress commits the Federation and its membership to act to achieve the objectives set out in this Declaration. The CEC will discuss and add detail to these proposals.

5. Proudly South African Campaign

Noting

1. The significant levels of unemployment in our country, and the massive job losses and retrenchments.
2. Cheaper imports have increased in the manufacturing industries, which undermine local production and result in rise of unemployment.
3. The rise of cheaper imports is encouraging people and local companies not to buy local products.
4. The tendency for firms not to promote the local content and local production
5. The tendency of companies and people to buy cheaper imports is threatening to undermine the growth of the industries
6. The need to ensure that members of the Proudly South African campaign comply with all its requirements, including those related to labour standards and local procurement.

Recognising

1. The need for a policy framework that prioritises saving and creating jobs, and a review of all economic and social policies to ensure that we attain decent work and quality jobs for all.
2. One immediate area of focus is to develop the domestic market and to strengthen campaigns to promote local content, through Proudly South African and other campaigns.

Believing

1. That the retail sector needs to fulfil its patriotic duty to help achieve the goal of quality jobs for all, through sourcing more of its goods from local manufacturers.

Resolve

1. Government and business must ensure they “Buy Proudly South African.”
2. Proudly South African should be tied to job creation.
3. Companies that adhere to Proudly South African should be prioritised with regard to government and parastatal procurement process.
4. Tax rebates must be given to companies that source their material locally.
5. To campaign to obtain a commitment from retailers to substantially increase their local sourcing. To achieve this, COSATU will campaign that at least 80% of all goods sold at key retailers such as Pick ‘n Pay, Edgars, Woolworths, Spar, Shoprite-Checkers, Mr Price, Truworths, Pep Stores, and all others, should be made locally under fair labour

conditions. Where appropriate, we should aim for an even higher level of local content.

6. The steps COSATU will take include:

- Meetings of affiliates to co-ordinate the campaign, and struggles for jobs and for local content.
- Tabling a demand to all retailers to enter into an agreement with COSATU to achieve the 80% goal.
- Taking action against retailers who are opposed to this demand, including through S77 action.
- Launching a 'buy local' campaign during the Christmas period in 2003, focusing on key sectors.
- Campaigning for the introduction of labels of origin on consumer goods, commencing with clothing in 2003, and then including food from 2004 and all other consumer articles in 2005.
- Issuing an annual award for 'least patriotic retailer' in September every year, to the retailer who is most resistant to the 'buy local' campaign, and to declare Mr Price to be the first recipient of this award for 2003.
- Calling on Provident Funds and Pension Funds to adopt investment policies to require investment managers not to invest in unpatriotic retailers.
- Educating our membership on retailer sourcing policies, calling on them to use their buying power to create quality jobs, and mobilising COSATU locals and provincial structures in support of the campaign.
- Mobilising support of community organisations to back the campaign.
- Supporting the Proudly South African campaign in practical and concrete ways.

6. Restructuring and Job Losses

Noting

1. Current restructuring of workplaces leads to job losses.
2. That job losses are further worsened by continued privatisation of parastatals and casualisation of quality jobs.
3. That the affected affiliates continue to grapple with these changes that are systematically eroding workers gains.
4. The Presidential Job Summit, which was subsequently augmented by the Growth and Development Summit, whose focus was, amongst others, quality job creation and retention.
5. The Federation and affiliates have been actively engaged with government on restructuring processes affecting SOEs and more broadly within the economy.
6. There is room for improvement in our participation in restructuring processes. In particular, there is a need for tighter coordination of restructuring engagements across sectors, increased membership involvement and education, and more campaigning. Experience has shown that the best source of information and ideas on restructuring lies amongst the affected workers.

7. Thousands of jobs in the plastic sector and related industries are at risk as a result of restructuring currently underway in this sector. Major retailers deliberately misled the public and the consumers in general through placing of advertisements in the media stating that the law required charging for plastic bags, which was untrue. Moreover, they did not reduce the overall cost of consumer goods to offset charges for plastic bags, so that consumers end up paying twice.

Further noting

The historic public service Job Summit of January 2001, and the ICT Sector Summit of 2002, which resolved:

1. That ICT is one of the key drivers of the economy.
2. To expand the size of the public service.
3. Workers in lower grades in the public service would be retrained, reskilled and redeployed where necessary.
4. Massive staff shortages exist in the health, social development, education, safety and security and correctional service sectors.
5. The public service summit was made a resolution of the Public Service Coordinating Bargaining Council (PSCBC).
6. That despite the above, the Minister for Public Service and Administration has announced that 20 958 workers are in excess in the public service.

And noting

1. The conduct of government in the restructuring of SOEs and other public services has been unpredictable and patchy. In some instances the process was in-depth and serious, but in others the government has simply dictated the form restructuring would take.
2. The NFA clearly states that, “the process will involve the assessment of socio-economic imperatives; a sectoral approach; and an enterprise-by-enterprise case study focus”.
3. The government has deviated from the NFA in this respect, most recently with respect to ports.
4. Even where engagement has been serious, follow up is not always adequate. Often the management of the enterprise has not been brought on board, which causes great difficulties. This was the case in Spornet.
5. In any event, the NFA does not apply to provinces or other public services.

Believing that

1. Privatisation has never secured the jobs of workers.
2. Restructuring should not lead to job losses.
3. Effective employment strategy is key to addressing the creation and retention of quality jobs.
4. A national democratic state with a developmental agenda requires a substantial increase in current personnel.
5. The recent announcement of excess staff in the public service is in conflict with Resolution 7 of 2001 of the PSCBC and the spirit of the Growth and Development Summit.

6. The current announcements by Telkom to retrench staff, undermines the spirit of the ICT Sector Summit Declaration.

Resolves

1. COSATU and affiliates must develop strategies and build capacity to deal with restructuring issues and its impact to protect and create jobs at all levels.
2. All casual workers must be employed permanently, directly by the employer and not through labour brokers, and must have the right to freedom of association as well as the benefits achieved through collective agreements.
3. Sector specific strategies that would ensure job creation should be developed.
4. All affiliates must fight and mobilise against intended restructuring processes that lead to job losses, including in the public sector and parastatals, and specifically to mobilise against the intended dismissal of 20 958 workers in the public service post June 2004, and the intended 7 000 job losses over five years in Telkom.
5. That all these workers be reskilled, retrained and redeployed to created funded posts.
6. An immediate political intervention be sought in the plight of the above workers.
7. COSATU must ensure intensification of the broader campaign against privatisation, and develop a definite programme for this purpose.
8. Affiliates affected by privatisation should establish a restructuring co-ordinating team to focus and build capacity around restructuring and engagement.
9. These affiliates should raise funds to secure resources for a three-year programme including contracting additional researchers and/or advisors; hold national and regional meetings and workshops of workers in affected serfdoms sectors; and produce detailed reports and/or publications.
10. To use every opportunity to demand that government sticks to the letter and spirit of the NFA.
11. To continue to demand the NFA's extension to provincial parastatals.
12. To demand to government that the NFA be reviewed to take account of problems caused by the lack of buy-in from managers of SOEs when agreements are reached.

And further resolves,

1. There should be a moratorium on charging for plastic bags as a means of drastically improving the public demand of plastic bags thereby saving thousands of jobs currently in jeopardy.
2. To issue a public statement clarifying the confusion created by retailers' advertisements on whether charging plastic bags was required by law.
3. To challenge attempts by the Department of Environmental and Affairs and Tourism to table a Bill to make it compulsory for retailers to charge for plastic bags.

Resolutions Adopted by the CEC as mandated by the 8th National Congress

Cluster 1: Economic development

6 Infrastructural Investment

Noting

1. The investment record has been very poor and is closely related to the poor growth of the South African economy in general.
2. Lower investment rates from the early 1980s have been due to the investment strike by both the public and private sectors.
3. In the 1990s, weaker investment has been largely due to lower levels of investment by government and public corporations.
4. There has been low investment in infrastructure.
5. Similarly, investment in non-residential buildings has fallen by 5% over the decade.
6. Investment in economic infrastructure from government and public corporations rose at an annual average rate of merely 0,7% from 1993 to 2000, far below the rate of growth of the economy, and far below the necessary growth rate.
7. If government and public corporations had consistently maintained their rate of investment in infrastructure (construction works and non-residential buildings), then investment in 2000 would have been equivalent to 17.7% of GDP in 2000, or higher than the rate of investment at any point since 1991.
8. Low investment in infrastructure has stifled the local demand and as a result negatively affected the growth of the manufacturing sector.

Resolve

1. The government and public corporations should increase infrastructure investment at least to R45 billion to boost short-medium local demand, which will stimulate growth and provide positive spin-offs to the economy in general.
2. Government infrastructure investment must prioritise infrastructure in rural areas to close the urban and rural disparity.
3. Road building must be expanded and telecommunication infrastructure should be extended to the rural areas.

7 Supply-Side Measures

Noting

1. Government's supply-side measures have not proven adequate to deal with the fundamental obstacles to investment.
2. Government supply-side measures are not linked to sectoral strategies that would plot a way forward for economic development.

3. Most firms, especially in downstream sectors, do not utilise the supply-side measures due to the fact that they are not known by firms and thus are not accessed.
4. The failure of local companies to utilise the measures is undermining the growth of most sectors.

Resolve

1. The supply-side measures must be made to support labour-intensive growth and encourage investment.
2. Supply-side measures must be linked to job creation.
3. The supply-side measures should not only be geared for exports, but should also focus on promoting local production.
4. Government must make supply-side measures accessible to many potential beneficiaries in the industries by marketing them better, and set up a team that must link up with shop stewards to assist the industry to access the supply-side measures.

8 Jobs and Competition Policies

Noting

1. The Competition Commission and Competition Tribunal currently interpret the Competition Act in a manner that downplays employment concerns.
2. Company mergers and takeovers often result in job losses, even where these are avoidable.

Believing

1. The Competition Act should balance the needs of competition with the need to ensure decent work and protect employment.

Resolve

1. To call for a review of the Competition Act to strengthen the rights of workers in relation to job security, conditions of employment and centralised bargaining.
2. To meet with the competition authorities to ensure that greater emphasis is placed on employment issues.

9 Trade Agreements

Noting

1. Since the drastic reduction of import tariffs the manufacturing industry has witnessed the rise of cheap imports that are harming most of local companies.
2. Instead of making companies more productive, the rise of imports has caused bankruptcy and closure of many companies and substantial job losses.
3. Therefore, the rise of cheaper imports is stifling the growth of local industry.
4. Most of our trading partners (the EU, USA etc.) have erected non-tariff barriers that make it difficult for South African manufacturing industries to penetrate their markets.
5. These non-tariff barriers are many and varied and are contributing negatively to the growth of industries.

Further noting

1. The South African government has negotiated and continues to negotiate bi- and multilateral trade agreements with a range of countries and trading blocks throughout the world.
2. South African continues to participate in the affairs of the World Trade Organisation (WTO).
3. The South African government has instituted a tariff phase-down regime, which is faster and to lower binding levels than that required by the WTO.
4. Many of the trade agreements, combined with the fast-tracked tariff phase-down regime, have contributed to severe job losses.
5. The proposed Southern African Customs Union (SACU) - US free-trade agreement is likely to aggravate this process, reversing any gains from the American Growth and Opportunities Act (AGOA); moreover, the US wants to include the "new issues" such as procurement, competition and investment, which will reduce the ability of the government to support an industrial strategy.
6. Many trade agreements are concluded without proper impact and analysis on their implications.
7. There is very little review of the negative consequences in terms of job losses after the implementation of the tariff phase-down regime and the negotiated trade agreements.
8. The volatility in the exchange rate and the strengthening of the rand impact negatively on the economy.
9. The WTO remains an institution that does not prioritise the needs of poor and developing countries.
10. The Doha Ministerial Conference that took place in late 2001 set a timetable for the General Agreement on Trade in Services (GATS). The timetable required all member countries, which want other member countries to liberalise their trade in specified services, to formalise those requests to the later countries before the end of June 2002.
11. The countries requested to liberalise specified services had until the end of March 2003 to respond to those requests before full negotiations with all member countries commence in Cancun in September 2003.
12. COSATU has not been very active in campaigning against GATS.
13. South Africa, as a member of WTO, has been requested to liberalise specific services.

However, South Africa is not co-operating with other African countries that are opposed the operations of GATS.

14. It is strategically vital to obtain an approach that is sensitive to the poor and to workers through a common Africa-wide acceptable position and alliances with like-minded governments from across the world.
15. GATS (Article 19) formally require an impact assessment.
16. Negotiations on GATS relate fundamentally to the need to ensure that all service sectors (both public and private) play essential roles in economic development and growth, socio-economic well-being and human rights, environmental security and sustainability, cultural and other basic needs within our country, the rest of Africa and the world.
17. The developed countries of the North promote the inclusion of procurement, investment, and competition in a new round of WTO negotiations, which will adversely affect the growth and development of the developing world.
18. Contrary to the developing world's general opposition to the inclusion of new issues in a new round of the WTO, the government supports the inclusion of the new issues in the WTO negotiations.
19. COSATU has participated in the WTO negotiations as part of the government delegation.

Resolve

1. To call on government to freeze the current tariff phase-down programme.
2. The existing tariffs should be raised at least to the level of the WTO binding rate; if that is impossible, safeguard tariffs should be introduced for appropriate years for specific products and sub-sectors that are experiencing hardship.

3. Government must actively work to eradicate all non-tariff barriers affecting our local industries in foreign markets; if that is impossible, it must introduce non-tariff barriers to protect local industries against rising cheap imports.
4. To call for stronger labour involvement in all trade negotiations. COSATU must assess and evaluate participating in the WTO trade negotiations as part of the government delegation. Where there are clear agreements on trade issues between government and the Federation, the Federation can be part of the government delegation to influence the negotiations. Where on balance there are fundamental disagreements and participation is unlikely to yield positive results the Federation should not form part of the government delegation.
5. In all current and future trade negotiations, within SACU or elsewhere, the approach should be to safeguard the interests of workers and the poor, including the safeguarding of jobs, political and economic sovereignty, and social support to address the negative consequences of trade agreements. To that end we call for a publicly funded impact study on the effects of all current and planned bi- and multilateral trade agreements, in particular the job-loss consequences.
6. Against this background the proposed SACU-US free-trade agreement should be pursued only if:
 - 6.1. It will not lead to job losses or the closure of companies,
 - 6.2. It does not include the "new issues,"
 - 6.3. It does not cut tariffs below WTO rates, and
 - 6.4. It addresses US non-tariff barriers against SACU goods.
7. COSATU should work with Southern African Trade Union Coordinating Council (SATUCC), the SACU countries and US unions around the proposed SACU-US free-trade agreement, and conclude a balance sheet on the impact of AGOA to inform its positions.
8. Concrete social adjustment programmes to transfer workers into new jobs must be introduced when tariff reductions lead to retrenchments.
9. To request an urgent meeting with the government and demand full disclosure of information on services they have been requested by GATS to liberalise in terms of GATS, and to disclose which services they have offered to open/liberalise.
10. This right to information must be placed above the "confidentiality" demand of the foreign governments acting as watchdogs on behalf of their large multinational companies.
11. The government must review any offer(s) made to allow proper consultation and full engagement with all stakeholders. In order to fulfil this requirement, our government should call for an immediate moratorium on any further negotiations within the GATS framework.
12. An Alliance meeting must be called through COSATU to lobby for support for the contents of this resolution.
13. That South Africa must co-operate fully with other African countries to achieve a common African stand and also encourage like-minded governments around the world.
14. COSATU must play a leading role by actively participating in all international trade-

related events that advance working class interests, subject to the availability of resources and strategic importance.

15. COSATU must also play a role in making our communities and local government aware of the disadvantages when services are opened up to the market and tariff-reductions are fast-tracked.
16. To actively oppose negotiations on the “new issues” at the WTO, in line with the position of the majority of the developing countries.
17. To actively oppose the government’s support of including the “new issues” in WTO negotiations.
18. To support struggles against including the “new issues” at the WTO and for promotion of fair international trade.
19. To connect with other international trade unions struggling to promote fair international trade.

10 Land Reform and Agricultural Transformation

Noting

1. That land reform can be a useful source of economic growth and development, as was the case for East Asian “tiger” countries.
2. The high levels of landlessness, unemployment and grinding poverty in rural areas, particularly the former Bantustans.
3. The high levels of land degradation especially in former Bantustans, caused by overcrowded settlement, barren land and poverty.
4. The slow pace of land reform, both restitution and redistribution, and consequently the continued racially skewed land and agricultural wealth ownership patterns.
5. The continued suffering of farm workers, as employees and citizens, in their working and living conditions in spite of new tenure legislation.
6. That the new policies. (i.e. Land Reform and Agricultural Development, or LRAD) have a prerequisite for potential beneficiaries to put funds upfront (so-called “sweat equity”) which serves to exclude many of the working poor, especially women.

Believing

1. That large-scale land reform is needed to address the legacy of apartheid, to restore the dignity of the poor and heal the injustices of the past.
2. That land reform could be utilised to reduce income inequality and to help eradicate poverty by enhancing food security, particularly given mass unemployment levels.
3. That the labour movement can successfully lobby Government and pressurise big business and landowners to accede to speedy land reform.
4. That land reform is a political and socio-economic justice issue that can translate the Freedom Charter clause, “Land shall be shared among those who work it,” into a reality
5. That the property clause in the constitution has been elevated above other clauses on civil rights, blocking speedy delivery and effectively revoking the expropriation clause.

Resolve

1. To call on government to increase the budget allocation for land reform significantly in its 2004/5 budget.
2. To call for an expanded and intense rural development strategy, with speedy land reform as a key component.
3. To campaign for government to begin utilising the expropriation clause in the constitution without fear or favour.
4. To call on government to immediately abandon the policy of so-called sweat equity, where applicants have to provide resources upfront before benefiting from land reform.
5. To push government to avail unused and under-utilised land in the ownership of parastatals and the three spheres of government for the purpose of fast-tracking land reform.
6. To ensure that government provides extension services and infrastructure facilities such as public transport, road and rail facilities, irrigation and damp schemes, etc.
7. To call on Primary Agriculture Education and Training (PAETA) to expand its National Skill Fund program to support land reform beneficiaries, irrespective of their participation in the export market.
8. To call on farm owners to immediately end all forms of human rights abuses and violations; those continuing with such practices should be prosecuted without delay.
9. To call for a review of current compensation formulas, such as the Gildenhuis Formula, to secure better arrangements with more favourable terms.
10. To campaign for public works programmes to be initiated in drought stricken areas as a way of mitigating drought effects and to combat desertification.
11. To urgently engage the ANC to amend proposals in the Communal Land Rights Bill that entrench undemocratic control of land by traditional leaders and privatise land currently in state hands.
12. To campaign for amendment to the Communal Land Right Bill to ensure democratic control of Land Administration Committees, not through traditional councils, and the retention of communal ownership of productive land.

11 Co-operatives

Noting

1. Co-operatives or co-ops are enterprises that subscribe to the values and principles of member control, collective ownership, member education and training, democratic distribution of surplus, solidarity, non-racialism and non-sexism.
2. Co-ops have a distinct identity which is defined by its principles and values and which is different from capitalist enterprise and other types of enterprises.
3. Historically many affiliates of COSATU have promoted the concept and practice of co-operatives, recording a mixture of success and setbacks.
4. Since the April 1994 democratic breakthrough, a new wave of co-operatives associated with the trade union movement and the broader democratic movement has emerged as a response to the huge problems of unemployment and retrenchments, financial

exclusion of workers and the poor by financial capitalist institutions, homelessness and the rising costs of basic foods and household items.

5. COSATU and the government played a significant role in the shaping and adoption of the 2003 ILO Recommendation on the Promotion of Co-operatives.
6. We have registered important gains at Financial Sector Summit (2002) and the Growth and Development Summit (2003) with regard to support of co-operatives and removal of legal barriers to co-op development.
7. Government plans to introduce a Co-operative Bill before the end of 2003 and is developing a policy and strategy on co-operatives.
8. Lack of institutional capacity exists within COSATU to implement Congress resolutions on building the co-operative movement.

Believing

1. Co-ops are one of the key elements, capacity and momentum for building working-class power for socialism. They therefore have a political and economic role to play in our struggle by building democratic control of production and distribution.
2. Many lessons can be drawn from past experiences and setbacks from past and the present in order to develop successful co-operative models for development.
3. It is hard to build strong co-ops; many skills have to be learnt.
4. The relationship and association of the co-operative movement and the trade union movement is fundamental and necessary and must be based on our long-held principles of autonomy and independence of each organisation.
5. Co-ops can only be politically effective if they are economically viable.
6. Co-ops are not a panacea for all social and economic problems brought about by capitalism, but they can play a significant role in addressing such problems.

Resolves

1. COSATU support the development of the co-operative movement within the framework of the international principles of the movement.
2. A comprehensive support project will be developed by COSATU Education Department to assist affiliates to effectively utilise successful co-op development models in situations of retrenchments, plant closures and job creation, and also in the provision of services to members on a co-op basis.
3. COSATU should source funds to build its own capacity in building co-operatives.
4. COSATU will develop a co-operative strategy that will be informed, among others, by the experience of the affiliates in promoting co-operatives (savings, and credit co-operatives, coop insurance and a coop bank), consumer co-operatives and workers co-ops as key intervention areas.
5. COSATU will work together with the co-operative movement and the democratic state to ensure that capacity is built within the trade union movement to strengthen the development of co-ops. This could include joint projects in education and training and financial and organisational activities.

Cluster 2: Public sector

1 Restructuring of State-Owned Enterprises (SOEs) and other public services

Noting

1. The Federation and affiliates have been actively engaged with government on restructuring processes affecting SOEs and more broadly within the economy.
2. There is room for improvement in our participation in restructuring processes. In particular, there needs to be more co-ordination of restructuring engagements across sectors, increased membership involvement and education, and more campaigning.
3. Experience has shown that the best source of information and ideas on restructuring lies amongst the affected workers.

Further noting

6. The conduct of government in the restructuring of SOEs and other public services has been unpredictable and patchy. In some instances the process was in-depth and serious, but in others the government has simply dictated the form restructuring would take.
7. The National Framework Agreement on restructuring state-owned assets (NFA) clearly states that, "the process will involve the assessment of socio-economic imperatives; a sectoral approach; and an enterprise-by-enterprise case study focus."
8. The government has deviated from the NFA in this respect, most recently with respect to ports.
9. Even where engagement has been serious, follow up is not always adequate. Often the management of the enterprise has not been brought on board, which causes great difficulties. This was the case in Spoornet.
10. In any event, the NFA does not apply to provinces or other public services.

Resolves

1. Affected affiliates establish a restructuring co-ordinating team to focus and build capacity around restructuring and engagement.
2. Affected affiliates should raise funds to secure resources for a three-year programme including contracting additional researchers and/or advisors; holding national and regional meetings and workshops of workers in affected serfdoms; and producing detailed reports and/or publications.
3. To use every opportunity to demand that government sticks to the letter and spirit of the NFA. To that end, to call for the comprehensive review of the NFA, to ensure among others, that managers of public utilities comply with agreements arising from NFA.
4. To continue to demand the NFA's extension to provincial parastatals.

2 Electricity Restructuring

Noting

1. Despite government's failure to do an adequate, broadly focused cost-benefit analysis of the restructuring electricity industry, and to properly adhere to the requirements of the NFA, restructuring and privatisation of various aspects of the industry is going ahead.
2. The government intends to go ahead with the restructuring of the distribution industry by setting up six regional electricity distributors (REDS), and establishing a competitive market within the Electricity Supply Industry (ESI) through the introduction of Independent Power Producers (IPPs).
3. Throughout our engagement in the run-up to the adoption to the 1998 Energy White Paper and in NFA discussions, we have been resolute in our opposition to private sector involvement in the electricity industry.
4. As a compromise and as way of rationalising the electricity distribution industry (EDI), COSATU agreed to the setting up of regional electricity distributors, provided there was a single, national holding company (EDI Holding Company). The holding company was regarded as absolutely necessary, since without it, "the regionalisation of distribution could maintain and worsen the spatial inequalities left by apartheid." (COSATU submission November 2002)
5. Among other reasons, a National Holding Company is important because it will be able to reallocate resources between REDs where there is necessary for redistributive purposes, and ensure that all of them are able to fulfil their service delivery responsibilities.
6. Since the adoption of the 1998 White Paper, the discovery of new energy sources such as gas has drastically changed the "energy sources nexus" on the basis of which the restructuring exercise is proceeding.

Believing

1. The main drivers and beneficiaries of the proposed ESI restructuring will be the big corporations, which will be able to source the electricity directly from generators, as well as financiers who will speculate on the price of electricity.
2. The transfer of electricity distribution from municipalities to the REDs could have very severe effects on the financial viability of municipalities and their ability to deliver their constitutional mandate with regard to service delivery.

Resolve

1. To reject the restructuring of the electricity industry in the form proposed by government, since it will result in electricity being driven by market forces.
2. To call for a halt to the current process of ESI restructuring until a proper cost-benefit analysis of the restructuring exercise is undertaken. Changes to the energy sources nexus must be factored into this exercise.
3. In our engagement on EDI restructuring, to maintain our position that the EDI Holding Company be the end-state situation and not a transitional arrangement as proposed by government
4. On EDI restructuring, to call for a proper analysis to deal with the following:
 - 4.1. The financial impact on local government of the transfer of electricity to the REDs.
 - 4.2. The implications for municipal and Eskom electricity distribution workers.

- 4.3. The impact on the Constitutional responsibility of local government to ensure all has access to decent services.
- 4.4. The electrification roll-out programme and the ability of residents to afford electricity.
- 4.5. The possible impact on cross-subsidisation and other measures to make electricity more affordable for poor households.

3 Campaign on Privatisation of Prisons

Noting

- 1. Government has embarked on a programme of privatising prisons (i.e. APOPS).
- 2. Negative experiences from the international arena on the privatisation process of the prisons.
- 3. Privatisation of prisons means the state abdicates its responsibility on rehabilitation and other programmes.

Believing

- 1. The privatisation of prisons means the government abdicates its responsibilities to provide services, which will have negative repercussions.
- 2. The privatisation of prisons will result in poor service delivery, division amongst workers and job losses.

Resolve

- 1. To reject privatisation of prisons in all forms.
- 2. To engage in a campaign to stop further privatisation of prisons.

4 Integration of Public Administration

Noting

- 1. The NDR requires an ongoing transformation of state machinery in order to meet the objectives outlined in the RDP, encompassing the public sector as a whole – the spheres of government, SOEs, agencies and subsidised institutions.
- 2. In our 2015 vision, we recognise the need to engage with all sites of power where decision are made, and to seek to maximise participatory democracy mechanisms at community, institutional and local government level – hence people-driven delivery.
- 3. The government has embarked on a policy that delegates many more service functions, over time, to local government. For this reason and the improvement of service delivery, it has embarked on an exercise that seeks to integrate or align wages and conditions of employment across the public service (central and provincial employees) and local government employees.

Believing

- 1. The investigation in 2001 initiated by the Presidential Coordinating Council, and headed by the Minister of Public Service and Administration through a cluster of affected departments plus SALGA, is flawed by its exclusion of all public sector unions.

2. The lack of transparency is unacceptable and counterproductive, and is based on an arrogant assertion that the employer will unilaterally impose and enforce deadlines for the process.
3. The public sector affiliates need to meet urgently to develop their own model for transformation and the process for engaging integration.
4. Government and SALGA have a strong ideological attachment to the “new managerialist” approach to public administration, with its inherent drive for a reduction in jobs and casualisation, and a widening wage gap that privileges an elite management group that moves alongside and with the capitalist class.
5. The state must recognise that the rationalisation of conditions of service will require substantially increased funds to align conditions and close the wage gap (both horizontally and vertically) across the local government and the public service.

Resolve

1. To support the broad thrust of rationalising conditions of employment and remuneration across workers in all spheres of government, to create an effective framework for the transfer of workers from the provincial and central spheres of government, and in some cases from SOEs, to local government and *vice versa*.
2. In the context of the common vision of COSATU and its affiliates of a national democratic state with a developmental agenda, to develop a more detailed approach to the spheres of government and what functions should be located with which sphere of government, and the role of state entities and SOEs.
3. To support a stronger role for local government as part of the process of asserting the need for more people-driven development, participatory democracy and governance from below.
4. Public-sector affiliates, together with COSATU, should meet urgently to develop a common platform and address in more detail issues raised above, including the question of the appropriate structures of forums through which to engage government and SALGA, the nature of bargaining relations and other matters.
5. To demand that the integration and restructuring process within the state cease to shed jobs and be designed to increase employment in permanent and quality jobs within the public sector, in keeping with the outcomes of the Public Service Job Summit and the Growth and Development Summit.
6. There must be a process to increase parity between rural and urban public-sector workers, particularly with regards to skills development and for more equitable basic pay, no matter what a worker’s location.
7. To call on managers in the public sector to be there because they have a commitment to nurturing an ethos of public service and the provision of quality public services, and not because they want to line their own pocket and develop their skills to engage in business ventures. We need a cadre of managers committed to the public sector.

Cluster 3: Social protection

5 Basic Income Grant (BIG)

Noting:

1. Considerable progress has been made since we adopted the Seventh Congress resolution on the Basic Income Grant (BIG).
2. The government-appointed Taylor Committee investigation into Comprehensive Social Security recommended the introduction of a BIG.
3. The ANC's 51st Conference resolved to engage with civil society around the BIG.
4. BIG is not an alternative to other important programmes aimed at poverty alleviation, but forms part of a comprehensive approach to a social protection package, which is an integral part of an overall development strategy.
5. Economic research has shown that BIG has the potential within a relatively short period of time to radically impact upon destitution, and seriously impact upon poverty at higher levels than can be achieved through a full take up of existing grants.
6. BIG will promote redistribution and equitable development while assisting the unemployed to enter the economy and engage in small-scale collective capital activities, thus raising productivity and promoting employment.
7. The Taylor Committee concluded that the package of comprehensive social protection measures that were recommended was affordable when seen from the long-term perspective.
8. BIG is affordable in the short term based on economic research that has been commissioned, and that over time, the relative burden on the fiscus is actually diminished as level of poverty decrease.
9. There is a deepening crisis of poverty, unemployment and inequality taking place in our society.
10. The existing social security net is unable to cushion this crisis.
11. Poverty is undermining social delivery and is a barrier to economic development.

Resolve

1. That we need to negotiate a solution with government on the BIG, and that space must be opened up for this negotiation.
2. That the current economic research of the BIG coalition on the economic viability of BIG must constitute a major part of our engagement.
3. The BIG be aligned with appropriate socio-economic strategies to address poverty including employment creation, asset redistribution, social wage measures and access to affordable public services.
4. That BIG must be aligned to what has flowed out of the Growth and Development Summit and become part of the discussions in the relevant chambers of NEDLAC in taking forward GDS commitments.
5. That we continue to campaign for mass support for the BIG within civil society.

6 Food Prices and Food Security

Noting

1. The extraordinary rise in food prices in 2001/2, with maize prices having risen by 112%, which contributed to great hardship for our people.
2. In this period, South Africa produced a maize surplus, the amount of maize in its storage rose substantially and South Africa did not export maize to neighbouring countries on a large scale.
3. The growing number of citizens who experience regular hunger and the reported incidents of malnutrition in some parts of Limpopo, Eastern Cape and KwaZulu Natal.
4. The declining share of the country's income by the working people, rising income inequalities and increasing expenditure on food as a percentage of the poor people's incomes resulting from skyrocketing food prices.
5. The rising and grinding nature of poverty (59% of the population) and massive unemployment (43% using the expanded definition that includes those too discouraged to seek work.)

Believing

1. That skyrocketing food prices, maize prices in particular, were caused by speculation and profiteering, initially driven by big companies that dominate the market.
2. That deregulation of agricultural markets has created market failures and anti-competitive behaviour, such as big trade dominance (amongst others on the South Africa Futures Exchange and in milling and other stages of the food production and supply chain) and collusion. The markets are largely allowed to dictate food price formation.
3. That the competition authority and the government-convened Food Price Monitoring Committee have failed to adequately investigate factors behind skyrocketing food prices. The former did not use its legislative powers to summon and search in its investigations while the latter merely observed price formation and price movements without embarking on actual investigations as required by its terms of reference.
4. That while price controls should be a last resort, government can initiate some non-price control interventions to address food-price crises and enhance household food security.
5. That enhanced food security at household level remains critical in pursuit to poverty eradication in society, and an improved diet will help in prolonging the life expectancy of people living with HIV/AIDS.

Resolve

1. To call on government to develop parastatals to participate in key stages of the food chain, such as storage and infrastructure handling, milling, wholesale and retail trade facilities.
2. To discipline the markets through a parastatal that can stockpile basic foods when prices are low and charge cost-price when prices are high.
3. To call on government to increase the value and volume of social grants in real terms.

4. To campaign for government to put measures (legislative, regulatory and otherwise) in place to prevent hoarding, big trader dominance, speculative and profiteering behaviour in the food supply chain.
5. To call on government to introduce windfall taxation on companies located in the food supply chain.
6. To accelerate land reform in ways that support household food security and production of basic foods.

7 Public Education

Noting

1. That whilst access to general education has been greatly improved, access to early childhood development (ECD), adult basic education and training (ABET), further education and training (FET) and inclusive special needs education remains limited, especially for poor and working class communities.
2. Educators in ECD and ABET are largely unorganised and subject to poor conditions of service.
3. Inadequate learning materials and training have compromised the introduction of the new curriculum – Curriculum 2005.
4. South Africa experiences a massive skills shortage as a result of the legacy of apartheid education policies.
5. The need for competent and qualified teachers to ensure quality public education and to raise the professional status of the teaching profession.
6. Inequalities in the provision of public education persist.
7. That school governing bodies (SGBs) have received insufficient training and support and have not developed as organs of people’s power in the education sector, and have often been reduced to the status of fundraisers and fee collectors.

Believing

1. That free quality public education for all is a basic human right.
2. That universal education is crucial to broadening the skills base and economic development.
3. That all workers should be organised, recognised and fairly remunerated.
4. A comprehensive teacher development strategy involving the Ministry of Education, South African Qualifications Authority (SAQA), unions and the Education and Training (ETDP) SETA is crucial to the success of an effective education transformation.
5. That education transformation must be underpinned by principles of equity and redress to ensure equal access by all to quality education, and that funding mechanisms must seek to achieve this.
6. That education transformation requires major changes in the curriculum – along the lines set out in Curriculum 2005 - to ensure that education reflects the democratic, non-racial and non-sexist values of our constitution, is learner-centred and geared towards the wider needs of social and economic reconstruction and development.

7. That the SGBs' role as fee collectors has been divisive and in some cases oppressive of poor parents; and that these bodies must rather be transformed into organs of peoples' power to ensure community involvement in the transformation and rebuilding of education

Resolve

1. COSATU reaffirms its call for free and compulsory quality education from grade R to grade 12, and universally accessible education for ECD, ABET and FET.
2. COSATU confirms its support for curriculum transformation to break from the apartheid curriculum of the past, with the following concerns:
 - 2.1. There must be adequate training and learning materials – particularly in poor schools - to support curriculum change (including the introduction of the Revised National Curriculum Statements and the new FET curriculum).
 - 2.2. Curriculum reform must adequately address the values are reflected in our democratic non-racial and non-sexist constitution; must impart basic knowledge about our society and history, without sacrificing a critical approach to learning; and must offer a working-class perspective amongst the perspectives provided.
3. COSATU reaffirms its commitment to the principles of equity and redress as the foundation of education transformation. This requires the following:
 - 3.1. The speedy removal of all barriers to access, including addressing the problems around user fees, transport, uniforms, feeding schemes, physical access and equipment for learners with special needs.
 - 3.2. The current post-provisioning model for educators, which accounts for 90% of the education budget, must be transformed to ensure equity and redress, as has already been done with non-personnel spending that accounts for only 10% of the budget.
 - 3.3. Proposals to make donations to schools tax-deductible must ensure that the funds raised – which would be subsidised in part from the public fiscus – be distributed in favour of poor schools.
 - 3.4. The Education Department must commit itself to address the apartheid backlogs in basic infrastructure – buildings, libraries, sanitation, etc. – by 2005.
 - 3.5. The Department must commit itself to a comprehensive teacher development strategy, involving the Ministry of Education, SAQA, unions and the ETDP SETA, to address the challenges in teacher development.
4. COSATU and SADTU must organise the unorganised in the sector, particularly in ECD, ABET and tertiary education.
5. COSATU confirms its call to members to join SGBs with the following objectives:
 - 5.1. To bring to bear their organisational skills
 - 5.2. To develop a working class perspective within education
 - 5.3. To campaign for the ending of fees, and in the meantime to ensure that the legal right to exemption from fees for poor families is enforced
 - 5.4. To mobilise the community to encourage a culture of learning, to fight HIV/AIDS and to combat crime, drugs and other social problems in our schools.

8 Differentiated Amenities in Healthcare Provision

Noting

1. The concept of differentiated amenities has evolved in countries where medical aids play a prominent part in healthcare provision.
2. This concept arose in an era of the development of neo-liberal economic policies globally, and especially in the UK under Margaret Thatcher.
3. In South Africa, this concept arose during the fiscally restrictive GEAR years of the late 1990s, when the health budget was reduced by the government, forcing healthcare institutions to look for alternative sources of funding merely to keep functioning.
4. The concept entrenches inequalities in the healthcare system by providing a better standard of care within a public health institution for those who can afford to pay.
5. Revenue generation within healthcare institutions is now being pursued, not because to improve healthcare provision, but because of budget cuts. The institution keeps any monies generated, but its budget is accordingly reduced by the provincial department, forcing a vicious cycle of competition for medical scheme patients to assist the healthcare institution to break even.
6. Healthcare workers are shifted into the private wards of the institution where revenue is generated. Only when those needs are served are they shunted back to outpatients and sections of the institution that serve patients who cannot pay. Patients who can't pay end up waiting long hours, while healthcare workers are tired and thus deliver a lower standard of care, causing tensions to rise between patients and workers.
7. This is a policy and practice that has never been negotiated with organised labour at a central level in the health and welfare sector bargaining council.

Resolve

1. To take up an active campaign at institutional level, with provincial departments of health and with the national department to end the discriminatory nature of differentiated amenities.
2. Any revenue that a health institution raises should not be offset by a reduction in their operational budget.
3. A meeting with the National Treasury is convened to ensure that there is adequate healthcare financing at institutional level across provinces so as to bring an end to this practice.
4. Similar meetings be held with provincial treasuries with the same objective.
5. A Constitutional Court challenge to this practice be investigated and taken forward pending advice given, on the grounds that healthcare provision is a concurrent constitutional responsibility that government has to provide, and that the practice of differentiated amenities seriously infringes upon the quality of healthcare provision for those who cannot afford to pay.
6. The CEC to establish a task team to review current and proposed government health policies against our existing policies. The report should be tabled in the February 2003 CEC.

9 Access to Free Basic Services

Noting

1. Basic services like water and electricity are vital for social, health, and environmental reasons.
2. Many people in poor communities cannot afford to pay for services at all.
3. The government policy to provide a limited quantity of water and electricity for free was a positive move, however nearly three years after it was first announced it has not been implemented in all municipalities. This is particularly a problem with electricity.
4. Even in municipalities where the free basic services are being implemented, it is often not implemented on a universal basis.
5. In any case, most municipalities provide only six kilolitres (kl) of water per household per month and 50 kWh of electricity per household per month, which are inadequate basic amounts that do not allow the poor to move out of the trap of poverty.
6. In addition, some municipalities impose a tariff structure that charges a very high rate for water and electricity used immediately in excess of the free amount.
7. A very large number of South Africans, mostly the poor, have been disconnected from their water and/or electricity supplies at one stage or another because of an inability to pay. This has had very negative effects on the health and lives of poor communities. The irony is that business and industry are the biggest account defaulters.

Believing

1. Free basic services should be implemented on a universal basis, and as an absolute right. Nothing, including arrears, connection fees, and non-payment for services must be allowed to affect people's ability to access their free service.
2. The universal implementation of the free basic service does not mean condoning non-payment of services for those who can afford it, and in cases where progressive block tariffs exist.

Resolve

1. To build a campaign for the free basic services policy to be implemented immediately in all municipalities on a universal basis.
2. To demand between 50-100 litres free water per person per day as the basic minimum necessary for sustaining and improving life. This increase is consistent with the RDP, which almost ten years ago committed the government to progressively increase the amount of free water.
3. To demand piped water into a yard or a house tap connection as the minimum service level.
4. To determine, as a matter of urgency, and in consultation with the broader community, the minimum service levels for electricity to which each resident should be entitled.
5. To support the Masakhane campaign in terms of its original principle that those who can afford must pay for services.

10 Affordable Tariffs Policy

Noting

1. The free lifeline service with a progressive block tariff system is not being applied universally or consistently across the country.
2. Some municipalities are implementing the free basic service policy using some kind of targeting, or a means test.

Believing

1. Means tests have many problems:
 - 1.1. The cost and difficulty of administering such a policy.
 - 1.2. Poor and rural people do not always have easy access to registration offices, or do not have enough information about where and how to register.
 - 1.3. The difficulties involved in registering.
 - 1.4. The ease of maladministration, which has in some case crept in.
 - 1.5. The difficulty of defining what is "poor."
 - 1.6. The difficult of determining appropriate, fair and just criteria for a means test.
 - 1.7. The danger that many of the needy will fall through the gaps.

Resolve

1. We reject means testing as a way of determining who should get access to free or cheaper services.
2. Instead we demand sufficient free basic water or electricity per person per day, coupled with a progressive rising block tariff.
3. A national water and electricity tariff policy should be structured so that:
 - 3.1. The initial free amount should be given free to everyone unconditionally (This means that nobody would ever be disconnected from this amount of water).
 - 3.2. The next block should be an equivalent amount, which is charged for at a nominal, level and could be targeted at specific residences or areas.
 - 3.3. Thereafter a sharply rising block tariff should be put in place, so that heavy users of water are paying enough to allow for cross-subsidisation.

11 Pre-Payment Meters

Noting

1. Municipalities are increasingly introducing pre-payment meters as a means of credit control, particularly in the low-income urban and rural areas where water is being extended for the first time.
2. Pre-payment meters often result in the poor effectively disconnecting themselves because they cannot afford up-front payments. This means that the Council or Eskom absolves itself from political responsibility for ensuring service delivery to all.
3. In other countries, for example the UK, where pre-payment meters have been used, self-disconnections have been shown to lead to serious health and environmental problems. For this reason they have been outlawed in the UK.
4. Users of both water and electricity pre-payment meters are generally charged more than users of standard meters.

5. The introduction of pre-payment meters could lead to job losses for meter readers and workers in the billing section.

Believing

1. Residents are much less able than the state to bear the up-front cost of a service like water or electricity.
2. Credit (i.e. paying after consumption rather than before) is an important way for poor households to ensure their continued access to water.
3. Pre-payment meters serve to individualise the problems of poverty and the inability of poor people to pay for services. In this way, social solutions to collective problems are undermined.
4. The introduction of pre-payment meters is in line with the general trend towards the commercialisation of service delivery.
5. Even if pre-payment meters are introduced with the technology that ensures that everyone has access to the lifeline free basic water supply without having to pay any money up front, these broader social and political problems with pre-payment meters will continue to exist.
6. In addition, introducing pre-payment meters with the technology to allow for unconditional access to free services would only work in a context where the amount of the free service is adequate, and a progressive block tariff system is in place. These two pre-requisites, however, are not in place.

Resolve

Reaffirm our commitment and support to the Masakhane campaign. This will include campaign to get all those who can afford to pay for service to pay and relief measures for the poor. In that vein campaign for:

- 1.1 An appropriate billing system that will take into account equity and development considerations.
- 1.2 The outlawing of the pre-payment meters as they have a detrimental impact on the poor and jobs of municipal workers. If local government are bent on introducing these pre-paid meters then they should install them in the richer areas where the biggest defaulters are found.

Cluster 4: Labour market issues

12 Dispute settlement institutions

Noting

1. Since the 1994 elections, we have set up a number of important institutions of social dialogue and labour market interaction, which lay the basis for solid transformation.
2. These institutions include NEDLAC, the National Skills Board, the CCMA, the Employment Conditions Commission, SETAs, etc.
3. The issue of costs at the level of the CCMA for what it calls “vexatious and frivolous cases” will have a negative effect on a members' right to representation in this institution.
4. Unions will have the difficult and onerous task of deciding which cases to take to the CCMA if the issue of costs becomes the overriding factor.
5. Union members will insist on their cases being taken forward even if the union advises them that their case is weak.
6. Unions have an obligation to protect and defend the interests of their members.

Further Noting

1. The attack by forces hostile to the agenda of organised workers on institutions that promote transformation.
2. The resource constraints faced by the labour movement, resulting in commitment of insufficient representatives and resources.

Resolve

1. To launch a campaign to publicise the benefits of these institutions, and to defend them from attacks.
2. To develop systems to improve the representation of labour, particularly COSATU and its affiliates, on all labour market institutions.
3. To ensure that these institutions serve the goals of social development and the promotion of social justice.
4. To avoid the wholesale privatisation of the functions of public institutions, by ensuring that they become quality institutions that are the institutions of choice for all South Africans.
5. To campaign that Bargaining Councils receive a full subsidy from the Department of Labour for all dispute resolution services that they provide.
6. To develop, through NEDLAC, guidelines to improve the extension of Bargaining Council agreements to non-party employers.
7. To demand that the LRA be amended to ensure that the CCMA and accredited dispute-resolution centres in Bargaining Councils are free at the point of service and that no cost orders are awarded against losing parties. For that reason Section 138(10) of the LRA, which gives the commissioner the power to award costs, should be scrapped.

8. To further demand that the LRA be amended to exclude advocates and attorneys who practice for their own account from representing parties in individual dismissal cases, and that the prohibition be as it was before the amendments.

13 Section 189A

Noting

1. The introduction of Section 189A to the Labour Relations Act was intended to improve the protection of workers facing retrenchment and thereby improve security of employment.
2. The introduction of thresholds in Section 189A excluded large numbers of workers who work in enterprises that employ less than 50 employees.
3. The exclusion of these workers from the provisions of Section 189A is a further restriction on the right to strike.
4. The thresholds serve to protect the interest of some of the worst employers, who cannot be in any way described as small employers who need protection.
5. The current legislation sets out a minimum severance package of one week's pay for each completed year of service, which is unreasonable and exploitive.

Further noting

1. The thresholds are arbitrary and have no logical reason for inclusion.

Resolve

1. The LRA must be amended to exclude the thresholds in Section 189A.
2. All of the rights conferred in Section 189A, including the right to strike, be extended to all workers and included in a new section of the Act.
3. The LRA should be amended to expressly exclude the implementation of technological changes and the desire to make more profits as *bona fide* operational requirements.
4. In relation to severance packages, the Basic Conditions of Employment Act (BCEA) should be amended to a minimum of one month's pay for every completed year of service.

14 Family Responsibility and Sick Leave

Noting

1. In terms of the BCEA, employees are entitled to
 - 1.1. three days' family responsibility leave a year, and
 - 1.2. 36 days sick leave in a three-year cycle.
2. The three days' family responsibility leave is totally inadequate.
3. The increasing incidence of HIV/AIDS infections and other diseases cannot be accommodated within the current provisions.

Resolve

1. Family responsibility leave be increased to five days per occurrence.
2. For workers suffering from HIV/AIDS or a terminal illness, the 36 days per three-year cycle be extended indefinitely.

15 Unemployment Insurance

Noting

1. Since the amendment to the Unemployment Insurance Act, employees who resign do not receive access to the Unemployment Insurance Fund (UIF).

Resolve

1. To call for a comprehensive review of the UIF to look at:
 - a. The performance of the Fund since the introduction of the new legislation.
 - b. Review of the financing of the Fund and the scope for including of public servants.
 - c. Review the level of benefits, including maternity benefits.
 - d. Ensure that workers who resign are entitled to unemployment benefits.

16 Essential Service Legislation

Noting

1. An essential service is defined as a service “the interruption of which endangers the life, personal safety or health of the whole or any part of the population.”
2. Parliamentary services and police are simply prohibited from taking strike action in any circumstances.
3. Other public-sector workers are shackled in strike action by gazetted determinations on essential services that are far wider than they should be and effectively leave a minority of workers to strike.
4. It is impossible to achieve reasonable Minimum Service Agreements (MSA) that will free up greater numbers of workers to strike because it is not in the employers’ interest to reach such agreements.
5. The Essential Services Committee set up by the LRA has failed to make any effort to protect the right to strike and denies it has any responsibility to resolve disputes over MSA.
6. The provision of compulsory arbitration cannot substitute for the right to strike as a means of promoting worker interest, since employers protected from any threat of a strike don't bother to negotiate.
7. The essential service issue creates division between workers because some work and are paid while others strike and loose pay.
8. In some countries the issue has been dealt with by allowing an unfettered right to strike, with unions providing minimum services voluntarily and recognising that the state has its military services to stand in if real threats emerge to life or health.

Believing

1. The ethical principles involved in the maintenance of essential services to prevent endangerment of a whole or part of the communities' health or life must be seen in the context of the following social realities:
 - 1.1. That many of our communities do not receive essential services and live in conditions that are a permanent threat to health and life.
 - 1.2. Essential services are regularly cut-off when people cannot afford to pay for them.

- 1.3. Much municipal and state infrastructure, such as sewerage systems, is outdated and a threat to workers worker's health and safety.
- 1.4. Our public hospitals are under resourced and under-staffed to a point where workers cannot effectively carry out their life preserving duties.
2. There is a major difference in the threat posed by withholding labour in essential services in rich communities with good infrastructure and those of the poor communities who suffer every day.
3. Limitations placed on the right to strike must take into account the extent to which prior public warning of interruption of the service enables communities and persons to take precautions.
4. We should always strive to ensure that strike action does not cause a threat to health or life and will educate our members accordingly.
5. It is essential that in striking we always consult communities to forewarn them and to build an understanding of the link between bad working conditions and disempowered workers and poor service provision.

Resolve

1. To campaign against unreasonable limits on the right to strike arising from the way in which essential services legislation is interpreted.
2. To conclude progressive minimum service agreements.
3. The law should provide a system through which trade unions may voluntarily enter into an agreement to maintain a minimum service once a substantive dispute has been declared.
4. The Parliamentary services and police must have the right to strike on the principle as other essential-service workers.

17 Discouraging micro-loans and promoting collective saving

Noting

1. Micro loans do not alleviate poverty, but dig workers more deeply into poverty.
2. They detract from workers' capacity and spirit to struggle for a living wage and better conditions.
3. The micro loans industry is there to make profits and not to rescue workers from poverty and need.
4. The industry is characterised by practises of paying commissions or other inducements to unions, leaders or member's to promote loan taking.
5. The Micro-Loan Board has brought some improved regulation but more needs to be done.

Believing

1. The massive resort by workers to micro-loans and debt has arisen from:
 - 1.1. Real economic and social factors arising from increasing unemployment and general poverty.
 - 1.2. The example set by our political leaders, councillors, managers and business leaders and the mass media, encouraging excessive and conspicuous consumption.

2. We made a mistake in entering into this scheme of things simply to compete with others, including FEDUSA unions, in a commercial market and not in keeping with the spirit of trade unionism that informed our foundation.

Resolve

1. Affiliates running such micro-loan schemes must inform COSATU so that the Federation working with the affected unions can find a way to phase them out.
2. Affiliates should support counselling and education programmes for workers to encourage them to avoid excessive debt.
3. COSATU and affiliates must discourage loan sharking by union members.
4. We should support and promote the savings and credit co-operative movement based on principles of collective saving and mutual solidarity as the working class alternative, and demand immediate implementation of the NEDLAC agreement to develop enabling legislation for co-op banks.
5. Continue our struggle for a living wage and a society based on equality in the distribution of material resources.

18 International Poaching/Recruitment of Professionals from Developing Countries

Noting

1. The current poaching of South African education and health professionals by industrialised countries.
2. That the shortages of these workers in industrialised countries are projected to increase.
3. That these workers are often subject to second class status and poorer conditions of service relative to local workers in the countries where they go to work.

Believing

1. That South Africa – and developing countries in general – can ill-afford to lose skilled labour, trained at great expense to the country.
2. That the poaching represents a massive transfer of resources from poor developing countries to rich industrialised countries – a new aspect of imperialism.
3. That all workers are entitled to equal treatment and trade union protection.

Resolve

1. COSATU and affected affiliates to meet with relevant Ministries and other stakeholders to develop policies and strategies to combat poaching with a view to further developing international protocols to govern the trade in skilled labour.
2. A joint team between government and labour should be established to look at the emigration of skilled personnel; the factors influencing the migration; and the conditions of South Africans working abroad. The investigation must also interrogate the extent to which South Africa is attracting skilled personnel from other African countries and on that basis develop proposals for action.

3. To call on the government to improve working conditions for public servants to stem the brain drain. To that end South Africa requires an integrated HRD strategy to develop and retain skills.
4. COSATU and affected affiliates to meet with their counterparts in the industrialised countries responsible for poaching to develop policies and strategies to protect Third World skilled workers whilst they are working in the industrialised countries.

Cluster 5: Crime and prisons

19 Prison Overcrowding

Noting

1. Various correctional institutions were closed down before and after 1994 in South Africa have been built to replace them.
2. Under-resourced local and provincial governments are unable to cope with growing urbanisation, resulting in higher rates of unemployment and an increase in informal settlements and crime.
3. Many people arrested cannot afford to pay bail imposed by the courts, resulting in a high number of petty crime offenders detained in our correctional institutions.

Believing

1. Overcrowding in prisons causes unsafe and unhealthy conditions for correctional service community.
2. Overcrowding causes inmates to be unmanageable, impeding the implementation of rehabilitation programmes.
3. The criminal justice system is inadequate in dealing with cases.

Resolve

1. Petty crime offenders be put into community corrections programmes.
2. A criminal justice cluster must review cases that warrant the setting of bail conditions for petty crimes.
3. The infrastructure of the entire judicial system must be improved to ensure efficient and adequate utilisation of resources.
4. More public correctional institutions must be built to reduce overcrowding.

20 Police Killings

Noting

1. The degree to which the police are maimed and killed in the country signifies the extent to which social fibre is eroded.
2. The psychological pressure on the police personnel results from the realistic expectation of delivery of quality service to the community.
3. In the light of the national population and workforce profile, the police form a very thin layer between the criminal population and law-abiding citizens.
4. The easy access to legal firearms exacerbates the rate of crime and police killings.
5. The lack of a dispute-resolution mechanism in the curricula in schools and in our communities as well as the lack of sufficient quality social programmes leads to poor police and community relations.
6. That the hostility created deliberately by apartheid system policing methods still prevails, despite the new democratic conditions. This historical role played by the police led to sentiments of antagonism between police and communities. The current

police training and methodology is not sensitive and/or geared towards bridging this gap.

7. The recent pronouncement by government on compensation on police killings in the line of duty.

Believing

1. That the police are an important element to upholding democracy.
2. All institutions of our society have a duty to create a climate conducive to a violence-free society.
3. The present socio-economic situation also creates a breeding ground for this onslaught.
4. The continuous killing of the police undermines the social order and if not stopped will lead to a national catastrophe.

Resolve

1. To embark on a campaign aimed at integrating and realigning the policing systems, culture and methodology within the South African context.
2. To engage the employer in making sure that full responsibility is taken for the victims in all respects.
3. To further engage government to strengthen the current legislation on sentences of people found guilty of killing police officers and to improve on the compensation announced to sustain a better life for the dependants.
4. The government should strategise the operations of ICD in deeply dealing with cases involving police *vis-à-vis* police killings.

21 Safety and Security

Noting

1. The current high levels of crime committed throughout the country.
2. Soaring unemployment has led to an escalation in criminal activities.
3. The effects of the macro-economic framework in the country has imposed downsizing of personnel with disastrous consequences to service delivery.
4. The unstrategic deployment of security personnel and skewed allocation of resources creates an imbalance in the police-community ratio as well as a decline in service standards.
5. The current security components and their operations are not properly integrated or co-ordinated.
6. The lack of legislative powers for Community Policing Forums (CPF) hinders them from delivering on their mandate. This is compounded by under-resourcing, exploitation by unscrupulous elements, lack of accountability and reporting to the community.
7. The current culture of the police as well as the policing methodology and systems are to a large extent in need of a transformation because of their continued militaristic and authoritarian nature.

Believing

1. The rendering of quality service based on the needs of the communities is the cornerstone of our young democracy and is inseparable from quality social life.
2. The current failure to transform the safety and security sector in terms of its culture, methodology, and content militates against the creation of a climate that is conducive for needs based delivery.
3. There are not enough quality rehabilitation programmes and processes in either civil society or the criminal justice system.
4. Corrupt practices within government and public sector circles present an unfortunate picture to the poor masses.

Resolve

1. To embark on an integrated programme aimed at maximising and speeding up quality transformation in the criminal justice system.
2. To engage in programmes aimed at transforming the training component of the whole criminal justice system, in terms of culture, methodology and content, and to inculcate a strong sense of patriotism.
3. To restructure the community policing structures to have an ongoing active relationship with local government and SAPS, and to serve as catalysts in relationship-building between all community structures, and most importantly to serve as mentors to youth and parents on ethics and morality.
4. To maximise our struggle for equitable redistribution of resources in an integrated way, and to eliminate duplication of responsibilities in the criminal justice system.
5. In light of the unacceptable ratio of police to community, to engage all Ministries in the criminal justice system to increase the establishment in order to be able to meet the needs of the community and to reduce negative psychological pressure exerted on members.
6. To push for quality job creation and better conditions of service.
7. To embark on programmes aimed at mobilising SANCO and other organs of civil society as well as the Ministries to develop programmes and embark on processes aimed at rehabilitating both social delinquents and the prison population.
8. To encourage affiliates to be part of the CPF structures and ensure their continuous activism.
9. To maximise the anti-crime campaign by involving schools, churches, workers and the broader movement as well as the youth.
10. To ensure that crime summits are held, involving all stakeholders, to debate crime and its impact as well as related issues such as transformation, resources, etc.
11. To engage other Alliance partners and government on the issue of legislative powers for CPFs.
12. To ensure that COSATU takes part in the peace and stability committees of the ANC in particular at areas where we are living in order to input positively at ward level.
13. To encourage members of the Alliance to join the reservist section of the police service.
14. CPF to mobilise the entire society to actively participate in condemning the killing of the law enforcement officers.

15. To engage for Safety and Security to develop all the programmes needed, informed by legislation, to prevent police killings.

Cluster 6: Environmental issues

22 Food safety and genetically modified crops and food (GMOs).

Noting

1. The continued disagreement on the safety of Genetically Modified Organism (GMOs) between the US and EU as well as some countries of the South with some in the North.
2. The continued donation of GMO maize and other food products by the US to some famine-stricken African countries, and accompanying black-mail by the pro-GMO camp and accusation of guinea-pig experiments by the anti-GMO camp.

Believing

1. That new technologies, including GMOs and other biotechnology initiatives, needs to be tested for their safety for human health and environmental protection.
2. That the masses of famine-stricken or threatened people cannot wait for long and at the same time should not be pushed to use GMOs, but that reasonable time needs to be set aside for research on perceived or actual after-effects and benefits of GMOs.

Resolve

1. To call on government to zone current trials on GMO experiments to limited areas and ensure adequate protection from human use and environmental application.
2. To call on government to mobilise its research agencies to join with the relevant university's departments in conducting an independent and objective research project on the efficacy, efficiency and safety of GMOs, including for human consumption and environmental sustainability
3. To call on government to convene a food safety and GMO summit in which all civil society formations are invited to participate and debate the role of GMOs.
4. to convene a CEC workshop on Food safety and genetically modified crops and food (GMOs) and develop a paper that would serve as the COSATU position on this subject.

23 Nuclear Power and Pebble Bed Modular Reactors (PBMR)

Noting

1. The Seventh National Congress resolved to oppose the development of PBMRs and to call for a nuclear-free zone in Africa.
2. Since then the programme to develop PBMRs has continued, and Eskom and the Industrial Development Corporation (IDC) have spent more than R1-billion just on the demo unit.
3. African countries are targeted as the market for the PBMRs.
4. The programme to develop PBMRs has not factored the discovery of enormous gas reserves, which change the energy nexus in South Africa.
5. Eskom spends on renewables a negligible amount compared to expenditure that has gone into the PBMR development.
6. NECSA's (Nuclear Energy Corporation of South Africa) plans to smelt and sell existing waste on the open market.

7. The Kyoto Protocol excludes nuclear power as a strategy for minimising greenhouse gas emissions.

Believing

1. The nuclear industry as a capital-intensive sector will not produce jobs that the country desperately needs .
2. Developments around the PBMR have the potential to make South Africa and the rest of the continent not only a dumping ground for radioactive material, but a place where people will be subjected to radiation.
3. Despite all the talk of nuclear power being a clean energy source, if one considers the entire chain from uranium mining to management of waste radioactive material, the activity is more greenhouse-gas intensive than renewables.
4. As part of our internationalist responsibilities we have a duty to ensure that no destructive South African-produced equipment is dumped on our brothers and sisters in the rest of the continent and the entire world.
5. Eskom's investments on PBMRs will at some stage be passed onto consumers through increased electricity tariffs.
6. The R40 billion to be spent on PBMRs can be used to generate safe, sustainable, clean and work-generating energy sources.

Resolve

1. To continue to oppose further development of nuclear energy.
2. To call for the reallocation of resources from nuclear programmes to development of alternative clean and renewable sources of energy.
3. To call for an energy-demand management strategy that factors in recent developments such as the discovery of gas on our shores.
4. To immediately raise the issue within the Alliance.
5. To raise the issue of PBMRs within Eskom, in the NFA and in the IDC.
6. To educate our members on dangers of nuclear power.
7. To link up with progressive organisations who are opposed to the development of PBMRs and nuclear power.

Cluster 6: HIV/AIDS

24 HIV/AIDS

Noting

1. The increasing number of workers and the general population infected with and affected by HIV/AIDS, and the fact that AIDS is now the greatest cause of death for young adults in South Africa.
2. COSATU's existing policy on HIV and AIDS.
3. The treatment strategy on HIV and AIDS as developed in the COSATU/TAC conference on HIV and AIDS.
4. Some employers are not doing enough to combat the scourge of HIV and AIDS.
5. HIV causes AIDS.

Believing

1. The labour movement has an important role to play in combating the spread of HIV/AIDS among workers and the population at large, and must mobilise its membership to fight against the disease.
2. World AIDS Day (December 1 every year) is an important milestone to take stock of the nation's effort to combat HIV/AIDS.
3. The HIV/AIDS epidemic is a global and national crisis that affects society at every level, with far-reaching and complex social and economic implications.

Resolve

1. COSATU and its affiliates must step up the HIV/AIDS awareness, prevention and Voluntary Counselling and Testing (VCT) campaign, by
 - 1.1. Dedicating the month of November each year as a focus month on HIV/AIDS issues in society and in every workplace.
 - 1.2. Encouraging disclosure of status after VCT, but emphasising the completely voluntary nature of testing and disclosure.
 - 1.3. Leading the process of mobilising progressive institutions in civil society behind a common programme of action for the annual November focus month.
 - 1.4. Distributing printed material on HIV/AIDS to 1,5 million workers at their places of work every November, in line with the theme decided by the CEC.
 - 1.5. In December 2003, assisting in the distribution of the Department of Health's guidelines on the Treatment of Opportunistic Infections to medical staff working in medical institutions run by trade unions, or jointly controlled by trade unions.
 - 1.6. Running a TB awareness blitz on TB prevention and treatment in February 2004. In addition, we should run an awareness campaign around sexually transmitted diseases and other opportunistic infections.
 - 1.7. Launching a campaign to make shop stewards and workers aware of the provisions of the Promotion of Equality and Prevention of Unfair Discrimination Act, which protects them against unfair discrimination, particularly on the grounds of their disability and HIV status.

2. COSATU and its affiliates must step up the HIV/AIDS training and education campaign, by:
 - 2.1. Campaigning for all workplace skills plans to contain a HIV/AIDS training element for workers.
 - 2.2. Nominating 4000 shop stewards for intensive training, in a SETA accredited training course, as Workplace Educators and Treatment Officers. Their function will be to do regular HIV/AIDS awareness and treatment education at workplace level as part of the campaign to combat the spread of HIV/AIDS, to combat discrimination in the workplace and in the community, and to provide social support for HIV positive persons who are on treatment.
 - 2.3. Training a minimum of 2500 shop stewards to partake in support for people on treatment, which shall include home-based care, promotion of openness in the workplace and counselling of fellow-workers to ensure that a caring environment is created.
 - 2.4. Developing and, in conjunction with its affiliates, implement training programmes for shop stewards in dealing with grievances of HIV positive workers.
 - 2.5. Advocating for abstinence, faithfulness and the use of condoms.
 - 2.6. Training a minimum of 100 shop stewards per affiliate as DOTS-mentors.
 - 2.7. Training a minimum of 50 shop stewards per affiliate in home-based care skills.
3. COSATU and its affiliates must step up their HIV/AIDS workplace and anti-discrimination strategies by
 - 3.1. Campaigning for each COSATU-organised workplace to formulate, adopt and implement a HIV/AIDS workplace policy that addresses programmes of workplace education and awareness on HIV/AIDS, and workplace policies and programmes to end discrimination and ensure non-discriminatory benefits.
 - 3.2. Ensuring that the NEDLAC Code on HIV/AIDS at the workplace is displayed on all company notice boards, and together with the ILO and SADC Codes on HIV/AIDS made available to all shop stewards.
 - 3.3. Ensuring that all collective bargaining agreements contain provisions for a regular compulsory employer contribution to the HIV/AIDS programs of each affiliate.
4. COSATU and its affiliates must step up the HIV/AIDS treatment and support campaign by
 - 4.1. Committing to support the raising of funds for the National Prevention and Treatment Fund, from local and international donors.
 - 4.2. Helping, together with community organisations, to raise a minimum of R10 million through National Big Walks and other fundraising efforts, for a National Prevention and Treatment Literacy Programme.
 - 4.3. Committing to mobilise members at local level to assist and support orphans and vulnerable children with access to schooling and other basic necessities and to encourage the adoption of orphans.
 - 4.4. Undertaking to mobilise members to participate in anti-retroviral treatment pilots and implementation programs.
 - 4.5. Encouraging shop stewards to participate in home-based care initiatives.

- 4.6. Launching a campaign to raise awareness of the provisions of the child support grant, and registering at least 100 qualifying children per affiliate for this grant.
- 4.7. Developing strategies to ensure the roll out of anti-retroviral drugs. To that end, to ensure more training and recruitment of more skilled personnel to assist with the roll out.
- 4.8. Initiating an annual “collect-a-can” campaign, for distribution to HIV/AIDS infected and affected COSATU members and their families.
- 4.9. Campaigning for increased local efforts in vaccine research.

PART 4: INTERNATIONAL POLICY

The Congress endorsed the international programme of the consolidating working class power for quality jobs towards 2015 programme. In addition to that the following policies were adopted.

1. Global Solidarity

Noting

1. The continuing U.S. blockade against Cuba and against the Cuban revolution and the continuing incarceration of the Cuban five.
2. The sustained repression of SFTU, PUDEMO and other political formations including mass formations and the harassment of leadership by Swaziland's despotic monarch.
3. The deepening political and economic crises in Zimbabwe and steps taken by the ANC and South African government to help the people of Zimbabwe find a political settlement.
4. The current political/ethnic conflict in Burundi and the peace initiatives underway.
5. The continued occupation and state terrorism in Palestine by the Zionist Sharon government, with U.S. complicity.
6. Forced labour in Burma as part of the overall repression of democratic forces.
7. U.S. aggression against Iraq in the name of the "war against terrorism".
8. The continued repression of workers in South Korea.
9. The on-going campaign of murder and terror against Colombian workers and unionists.
10. The continuing Moroccan occupation of Western Sahara and the failure of the U.N. to implement its resolution for a referendum on self-determination.
11. The parallel existence of two trade union confederations, namely the ICFTU and the WFTU, together with global unions and the need for maximum cooperation.
12. The persecution of Amina Lawal, under the Sharia law in Nigeria, for alleged bearing a child out of wedlock.

Believing

1. Our struggle against global capital is inseparable from the struggle for national liberation, self-determination and social emancipation the world over.
2. That the U.S. neo-conservative worldwide programme represents the greatest threat to international peace, human rights and economic and political self-determination.
3. That the intended stoning of Amina Lawal is an attack at efforts to achieve gender equality and human dignity.

Resolving

On Cuba:

1. The US administration must release all the five comrades that were prosecuted unjustly and return them to the Cuban authorities.

2. The Bush administration must stop aiding activities of the Miami gangs and instead must arrest and prosecute those that have carried out illegal anti Cuban activities.
3. The US must immediately revoke the illegal economic blockade as it has proven to be illegitimate and in breach of international law.
4. To this end, the CEC must develop a campaign plan detailing our solidarity programme with CUBA and forge common programmes with the Friends of Cuba (FOCUS). All affiliates must develop a practical programme and report through the International Relations Committee.

On Zimbabwe and Swaziland:

1. To support the ZCTU in their struggle against the ongoing violations of worker rights. Further, encourage the already continuing dialogue by various parties in Zimbabwe.
2. To support the call by the international community for free political activity; the repeal of the draconian laws that limit freedom of speech and free political activity, and the restoration of the rule of law in both Zimbabwe and Swaziland.
3. To support the SFTU call, backed by other democratic formations in Swaziland, for the King to issue a *Declaratory Order* to create free political activity and restore the rule of law as a condition for genuine dialogue to usher in a new democratic dispensation in Swaziland. Failure of the King to meet these demands shall result in protracted mass action.
4. To lobby the South African government to pressurize President Mugabe and the Swaziland government to accede to the demands by the trade union movement for democracy, restoration of rule of law, free political activity and freedom of the press.
5. To send a fact finding mission to Zimbabwe comprised of all our affiliates before the November 2003 CEC.
6. To demonstrate active solidarity with the workers of Zimbabwe by supporting their actions and demonstrations. The Limpopo region will develop concrete programmes for demonstrations and pickets around the Beit Bridge area to highlight the plight of Zimbabwean workers and to work with the federations in Mozambique and Botswana as part of our campaign on this issue.
7. To continue with Swaziland solidarity activities currently driven through the Mpumalanga region of COSATU, all affiliates and the Swaziland Solidarity Network.
8. To maintain constant contact with the ZCTU and SFTU via the International Relations Unit and get updates.
9. To consistently use the media to highlight the demands of the trade union movement in Zimbabwe and Swaziland.
10. To encourage union-to-union exchanges and solidarity. To that end, the International Relations Committee must work with all affiliates to develop concrete programmes to demonstrate solidarity with the workers of Swaziland and Zimbabwe. The International Relations Committee should report regularly to the CEC on practical work.
11. To enter into a *technical and political exchange programme agreement* to share political, organisational and other experiences. The Secretariat of the three trade union centres will elaborate the terms of that cooperation agreement. COSATU will convene a

workshop with the ZCTU and SFTU to share its experience on the South African transition and also learn from their experiences.

Solidarity with Other Workers Movements and Peoples

1. To support efforts at bringing peace and stability in Burundi and the Great Lakes region.
2. To condemn Israeli occupation of Palestine and to oppose its threat to exile the Palestinian leader Yasser Arafat.
3. To support ILO action against violations of workers' rights in Burma and Swaziland.
4. To support the campaign against the continued occupation of Iraq, and to vigorously oppose any further U.S. aggression against independent states.
5. To pledge solidarity with the KCTU and workers of South Korea.
6. To campaign against the continued torture and murder of hundreds of unionists in Columbia and pledge our unwavering solidarity with workers of Columbia.
7. To strengthen solidarity with workers and people of Western Sahara and continue supporting the struggle against Moroccan occupation.
8. Continue to call for co-operation between the ICFTU and WFTU and extend this call to their International Trade Secretariats (ITSs) or Global Unions.
9. To campaign tirelessly against the stoning of Amina Lawal and through our government urge the Federal government of Nigeria to do all it can to stop the execution.

2. Globalisation

Noting

1. Previous congresses debated the issue of globalisation.
2. Since the Seventh National Congress, globalisation has revealed itself as nothing but naked imperialism.
3. Globalisation continues to deepen poverty and make the rich richer.
4. Organizations such as the World Bank, WTO and the International Monetary Funds are nothing else but instruments of imperialism.

Believing

1. The international working class is the only vehicle through which the evils of global policies can be addressed

Resolve

1. COSATU together with progressive International Trade Secretariats and social movements must continue to oppose globalisation that is directed at benefiting global capital and the power of multinationals, and instead globalise our struggles for social justice.
2. To campaign for the recognition of the right to self-determination by nations.
3. The Federation must do everything in its power to develop solutions to global and national social and economic problems.

4. To call for a global Reconstruction and Development Programme directed at creating decent work for all; an end to poverty, disease and malnutrition, as well as inequality between nations.
5. Ensuring the power of national governments to use policy tools to address development challenges.
6. A global stimulus package aimed at boosting employment and quality jobs, especially to protect or increase employment, and to address basic social needs.
7. To build a strong international working class movement able to take up this programme as its fighting platform, as part of the struggle for socialism.
8. To fight for transformation of the Multi National Corporations (MNCs) and ensure transparency and the promotion of core labour standards.

3. The Role of the US in World Politics

Noting

1. The demise of the Soviet Union has opened the way for the USA and its western allies to influence global politics and dictate policy to developing countries.
2. The USA and its allies have become global bullies, disregarding international law and protocols when it suits them.
3. The war in Iraq was completely unjustified.
4. Whenever these countries (the USA and its allies) meddle in the affairs of other countries, the UN is powerless to stop them.
5. Western powers use international finance capital to hold other nations to ransom.
6. The West is predominantly responsible for causing poverty, wars and pestilence in the world to-day

Further noting

1. That the UN has become the agent provocateur for US imperialism and plays the role of charity ambassador for the World Bank, WTO and the International Monetary Fund.
2. That globalisation continues to deepen poverty and make the rich richer.
3. That technology is not being used to promote social well-being and social development, but is primarily intended to boost the coffers of global capital leading to high levels of unemployment and job losses.

Resolve

1. The UN must be transformed into an instrument of peoples' power and not become a proxy for the USA and its imperialist allies.
2. The UN should play a developmental role and work towards eradicating poverty and economic injustice.
3. Action be taken against rogue nations that seek to discredit international laws and justice.
4. The USA & Britain are not above the law and should be dealt with for infringing the rights of international law and the invasion of Iraq.
5. The USA and Britain should withdraw their troops from Iraq and allow the people of Iraq to choose their own destiny and freedom.

6. More countries must be admitted to the Security Council - including those from the developing countries such as South Africa.

