his latest copy of the Shopsteward is coming out at a very busy time for the federation as we prepare for the upcoming National Congress in September. Workers are reeling from the high cost of living and the employers are on the offensive against collective bargaining and worker rights. The recent fuel hikes and electricity hikes have put a strain on the workers and their families. This round of wage negotiations has seen many workers embarking on strikes because of the intransigent attitudes of the employers.

There is a sharp rise in lay-offs and unemployment and a growing call for the privatisation of public enterprises. There are cuts in social expenses and workers are subjected to low wages and low pensions and there is also a concerted effort to undermine social security. We are seeing serious attacks on labour rights and growing rise of precarious and temporary work.

We need to unite the working class regardless of colour, religion and sexual orientation. We need to unite them around aims which reflect their class interests, starting in their workplaces. All workers need real increases in wages and pensions. Our campaigns and struggles should prioritise access to unemployment benefits for everyone out of work. We should insist on employers respecting trade union freedoms, collective bargaining and democratic rights. As a progressive and class oriented federation of workers, we need to fight for the full respect of wage and labour rights of migrant workers.

Our federation’s message to all workers is that we cannot afford as the working class to fight each other, when we the economic crisis is deepening. Capital continues to manoeuvre its way out of the crisis by shifting its burden to the working class, whilst at the same time opening more policy and political space to deepen their accumulation agenda.

Monopoly capital has successfully shifted the blame of ideological and economic failures of capitalism to the poor. We have seen an increase in VAT while at the same time there is no increase in corporate tax. Our government has already succumbed to the temptation of adopting regressive and contractionary policies by cutting social expenditure.

Our legacy of Colonial and Apartheid Capitalism has seen the socio-economic conditions of the working class being worsened. Despite enormous progress made in improving the lives of the people, our country remains confronted with the challenges of persistent poverty, unemployment and extreme inequalities.

The policy choices made by the democratic government have failed to decisively deal with the essence of colonialism and apartheid capitalism. The colonial and apartheid economic and political policy platform is firmly intact. Redistribution of income has not occurred; the means of production and power remain concentrated in white capitalist hands; Control of the economy is still in white hands; the structure of the economy remains mineral-dependent and is now finance-led: the strategic sectors of the economy remains highly monopolised and foreign owned.

These has led to rising popular discontent, a growing sense of alienation, frustration and sometimes despair amongst a significant stratum of the youth, the unemployed, and the working poor.

We have also seen an increase in the number of mine fatalities with over 51 workers dying in the last six months. Millions of lives have been destroyed by the reckless failure of mine bosses to ensure that mineworkers are not exposed to the silica dust. The mine bosses through greed, mismanagement, short-sightedness and narrow focus on their profits have destroyed the mining industry and the people’s lives. On top of the mine fatalities, we are seeing mining companies closing down mines leaving behind a trail of poverty, illnesses and environmental damage. They are not even retraining their workers or investing in the communities that have hosted them and allowed them to operate their mines.

Our government has already failed them by not speeding up its investigations on their abuse and killing. Their killers are given small bails if they are arrested at all! This systemic failure leaves the federation with an unenviable task of leading from the front to demand change on their behalf. We should be ready to organize and support these workers and demand justice for them.

COSATU is also busy with a recruitment campaign. Each member of a union has a responsibility to recruit more workers to join a union and the best way to do this is to celebrate union success and spread good practice in our local branches. Workers should be able to understand that unions are not just there for their protection if they have problems at work, but they also help with education and training plus other membership benefits.

As COSATU shop stewards, organizers and members, let us all recruit, mobilise and consolidate our campaigns in the workplace as a way of pushing back against monopoly capital. The only way we will build the federation is by addressing the worker’s day to day and bread and
Editorial Note

We welcome all workers and newly elected leadership from all provinces.

COSATU consciously took the resolution of Going Back to Basics. We must continue to have a good balance between theory and practice to strengthen unity and cohesion of the federation.

With the 4th Industrial Revolution upon us, we have the opportunity to pro-actively shape the Fourth Industrial Revolution to be both inclusive and human centered. This revolution is about much more than technology.

It is an opportunity to unite global communities, to build sustainable economies, to adapt and modernise governance models, to reduce material and social inequalities, and to commit to value-based leadership of emerging technologies. (Schwab, 2018)

Deconstructing a new but different campaigning and organizing and workers’ education paradigm shift as a scientific process within COSATU to strengthen the unity and cohesion of the federation to attain the goals of the National Democratic Revolution, is a must.

Mao has argued that ‘good ideas come from social practice and from it alone. They come from three kinds of social practice: the struggle for production, the class struggle and scientific experiment.’

We reflect on leading scientifically and progressive campaigns on the ground to strengthen the organization at all Locals and workplaces. We acknowledge the zeal displayed during the launch of COSATU Red Fridays!

In this edition, we reflect on key policy influence in the corridors of power in Parliament such as the Traditional Courts Bill, the safety of the guardians in the transportation of monies in the country and how political funding should promote principles of accountability and transparency.

We exposing how gender equality is undermined in the world of work in the current conjuncture in terms of the exposition in the Employment Equity Report by the Department of Labour and also exposes the ILO World Employment and Social Outlook: Trends for Women, to our readers. Gender struggle is a political struggle to be fought by men and women in trade unions.

We congratulate all shop stewards who continues to appreciate the importance of workers’ education whether informal, non-formal and formal. We continue to appreciate the feedback from all readers and workers on issues raised in the magazine. We welcome new writers to contribute articles from a working class perspective.

Hamba Kahle to all workers who passed prior to the release of this edition.

It is not yet Uhuru!
Last month, the South African Commercial, Catering and Allied Workers Union [SACCAWU] made a challenge at the Constitutional Court of South Africa against an employer, Woolworths which procedurally and unfairly dismissed around 44 workers who were SACCAWU members around 2002.

The case was presided before other judges by Deputy Chief Justice Zondo. SACCAWU and other argued that ‘the parts of the orders of the Labour Court which relate to the remedy of retrospective reinstatement granted must be upheld’. ‘Woolworth’s employees were engaged on full-time contracts with fixed hours totalling 46 hours per week. In 2002, Woolworths decided that it would in future only employ workers on a flexible working hour basis, which was limited to 40 hours per week,’ said Bones Skulu, SACCAWU General Secretary. ‘Woolworths first initiated a voluntary process of all the fulltime employees, save that 144 employees opted for early retirement, voluntary severance or actual conversion to flexi-time,’ elaborated Skulu.

He said ‘Workers who did not agree to severance packages was reduced to 92 employees of whom 44, were members of SACCAWU. And consultation ensued and Woolworths disagreed with the proposals for workers to be allowed to work a flexi-time for 40 hours and be paid those hours but at a lower rate. Woolworths disagreed at retrenched 92. SACCAWU launched a Labour Court battle, with a ruling later made for reinstatement’. ‘Labour court ordered reinstatement of the 44 workers retrospectively from the date of their dismissal without loss of pay’, said Skulu. The employer challenged the ruling to the Labour Appeal Court which ruled that the reinstatement is impractical because the ‘full-time posts are redundant’ and instead the Labour Appeal Court awarded the ‘payment of 12 months compensation’.

SACCAWU brought the matter to the Constitutional Court arguing that the ‘substantive fairness of the dismissal should be assessed in terms of section 189A[19] of the Labour Relations Act’.

Without prejudging the outcome, i urge the parties to work together on modalities should reinstatement be granted’, said Deputy Chief Justice Zondo, concluding all the arguments by all parties.

COSATU 1st Deputy President, Comrade Tyotyo James acknowledged all the workers for having declared their confidence in the union for such a taxing time to represent them.

‘The arguments by the employer do not hold water. We have full confidence that the Court will rule in our favour’, said James. A judgment has been reserved on the matter. COSATU CEC members and affiliated trade unions came in number to support SACCAWU and the workers.
The Joint Mandating Committee of COSATU Public Service Unions (JMC) leadership at a press briefing

COSATU Affiliated Public service trade unions sign public service collective wage agreement

The General Secretary of the Public Service Coordinating Bargaining Council (PSCBC), Mr Frikkie De Bruin confirmed on the 8th June 2018 that majority of public service trade unions have appended their signatures of a collective agreement for public servants. Organised labour and employers in the state have been in talks since September 2017. The objective of the signed collective agreement was to provide for a three-year multi-term agreement on the salary adjustment and improvement of conditions of service for employees in the financial years 2018/2019, 2019/2020 and 2020/2021.

The collective agreement enjoyed the majority support of 65.74% of the of trade unions admitted to the PSCBC and De Bruin further said the National Professional Teachers Organization of South Africa (NAPTOSA), the Suid Afrikaanse Onderwysers Unie (SAOU), and the South African State and Allied Workers Union (SASAWU) have also signed the agreement. The Council will now monitor the implementation of the agreement and ensure compliance to the agreed to terms. Announcing the agreement signed, COSATU Public Service Negotiator and General Secretary of SADTU, Comrade Mugwena Maluleke, representing the Joint Mandating Committee of COSATU Public Service Unions (JMC) said South African Democratic Teachers Union (SADTU), Police and Prisons Civil Rights Union (POPCRU), National Education Health and Allied Workers’ Union (NEHAWU), Democratic Nursing Organisation of South Africa (DENOSA), Public and Allied Workers Union of South Africa (PAWUSA) and South African Medical Association (SAMA) have signed the collective agreement.

On economic crisis faced by South Africa

Earlier when the public service negotiations had started, the government had offered increases of 7% for the most junior employees for the year up to end March and 6% for senior staff, including managers, a document seen by Bloomberg shows. Consumer prices rose 3.8% in March. The unions had demanded a 12% increase — more than double the Reserve Bank’s forecast of 4.9% for average inflation this year — and lowered the request to 10% on May 4, according to an official familiar with the talks who declined to be identified. It was widely reported in the media that the National Treasury wants to reduce the budget deficit to 3.6% of GDP in the year to end-March 2019 from 4.3% in 2017-18, it said in the February budget. Wages accounted for about 35% of total state spending in fiscal 2018, up from about 33% in 2008. He said the negotiations took place under very difficult conditions including the credit rating agencies threatening the sovereignty of our country. The changes in the government added to the frustrations as the new administration dragged the negotiations even further.

The downgrading of the economy had already had a negative impact on the workers and the poor. The new delaying tactics used by the employer as a result of an undertaking made by government to the credit rating agencies that it would not accede to any increase above inflation made negotiations very difficult hence the delay. Maluleke said, it was the 59.39% majority of the workers under COSATU who pushed the employer to accede to an average nominal increase of 2.2% above inflation for all the public servants. This didn’t come because of the social media negotiations by the Public Service Association (PSA) but by the only unions in the true sense of the word COSATU affiliates that are known for fighting for the workers. It’s through the political maturity of the COSATU and other Independent Labour Caucus (ILC) unions except the PSA who value labour unity in collectively bargaining with the employer. The PSA miscalculated and prematurely broke ranks from the rest of the collective because they are a social media union and not a genuine union.

The 6th round of negotiations government was able to improve its initial offer, said Maluleke. And the improvement was as follows:

- Pay Progression: Employer has agreed to bring forward the implementation dates as follows; Educators and TVET Lecturers: the Government Employee Housing Scheme the development of funding model specifically addressing the needs of employees on salary level 1-5.
- Abolishing of salary levels 1-3: Employer shall effect the delinking of the housing allowance on the 01st September 2018.
- Salary levels 6-12: Employer shall effect the delinking of the housing allowance on the 01st September 2019.
- Delinking of housing allowance: This will bring to an end discrimination against married couples in the public sector as the delinking will mean that each spouse will be entitled to the housing allowance. The employer has agreed to bring forward the implementation which will cover Salary levels 1-5: Employer shall effect the delinking of the housing allowance on the 01st September 2018.
- Employer has agreed to bring forward the implementation which will cover +/- 400 000 public servants who were excluded from the housing allowance as follows: Salary levels 1-5: Employer shall effect the delinking of the housing allowance on the 01st September 2018.
- Delinking of housing allowance: This will bring to an end discrimination against married couples in the public sector as the delinking will mean that each spouse will be entitled to the housing allowance. The employer has agreed to bring forward the implementation which will cover the 0.2% shortfall on the 01st July 2019. Police: the employer shall implement the 0.2% shortfall on the 01st July 2019.
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- Salary Adjustments: Salary Levels 1 to 7=

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Worker Issues

7%, Salary Level 8 to 10=6.5%; and Salary Level 11 to 12=6%.

The wage deal will see 7% increase for junior employees for 2018/19. Mid-level employees will receive 6%, 5% increase and senior officials will receive 6% increase. The salary adjustments will take place as follows: Those receiving their salaries on the 15th, will receive a separate supplementary run and those who are paid between the 25th and 30th, their increments will be included in their end of June salaries. We would like to put it on record that these negotiations were the most challenging. Government auctioned the power to negotiate to the ratings agencies and lending institutions, they seemed to indirectly influence the negotiations towards a particular outcome through threats of a ratings downgrade. They purported that this higher than expected government’s debt burden.

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Government stance on PSCBC Negotiations

Government has welcomed the conclusion of another three-year multi-term Public Service wage agreement after a long and difficult negotiations process. The agreement has now been signed by a 65.74% majority of all parties, therefore Government we are glad that all forms of industrial action now fall away. Government will initiate a process to implement all aspects of the agreement, including all salary adjustments for public servants,” said Minister for the Public Service and Administration, Ms Ayanda Dlodlo. She said “The adjustments are inclusive of employees on Occupational Specific Dispensation (OSD) and are effective from 1 April 2018. The OSD employees are those employed as professionals in the Public Service such as doctors, nurses and teachers among others.” As government we are glad that we have reached another multi-term agreement. The agreement proves that it is possible for both parties to reach an amicable agreement. The agreement has now been signed by a 65.74% majority of all parties, therefore as Government we understand that all forms of industrial action now fall away. The 2018 MTEF (which covers the period from 2018/19 to 2020/21) made a provision of R110 billion for salary adjustments and improvements in other conditions of service for employees falling within the scope of the PSCBC.

The 2018 salary agreement exceeds this amount by R30 billion over the Medium Term Expenditure Framework (MTEF). Importantly, the agreement also provides for equalisation of pay progression of all employees in the public service to 1.5 percent per annum.

Key occupations affected are Police and Educators. Also included, is that the housing allowance of R1 200.00 will now be increased annually by the average CPI of the preceding financial year on an annual basis. The adjustment will be effected on the 1st of July of each year as per clause 4.6 of PSCBC Resolution 7 of 2015. To add to the housing allowance, there is a provision for the delinking of payment of the allowance to spouses employed within the Public Service. Spouses will now enjoy the benefit of individual housing allowance. The 2018 MTEF (which covers the period from 2018/19 to 2020/21) made a provision of R110 billion for salary adjustments and improvements in other conditions of service for employees falling within the scope of the PSCBC.

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This then calls for cost containment measures to ensure that the wage bill remains within the existing compensation ceilings. Firstly, an employee-initiated severance package that will focus on encouraging public servants between the ages of 60-65 years to go on early retirement will give government the ability to absorb more youth into the public service. The Youth Unemployment rate is currently at 32.4% and the employee-initiated severance package will go a long way towards dealing with the problem of youth unemployment in the country. The programme will have short-term costs, but long term gains such as reducing the overall wage bill and create employment opportunities for the youth,” said Minister Dlodlo.

Secondly, the interventions that will assist with streamlining government for improved service delivery and sustainable earnings management include, but are not limited to:

- Early retirement without penalties
- Employee initiated severance packages
- Review of performance management and incentive system
- Centralised job grading and evaluation
- More effective management of allowances, including base amounts and frequency of adjustments.

"The wage negotiations happened during very difficult economic conditions, they were very gruelling and demanding on all negotiation teams, therefore a great deal of gratitude is owed to all the teams for their professionalism, dedication and commitment to the country,” said Minister Dlodlo. The Minister also expressed great appreciation to the Committee of Ministers for their hard work and also the Minister lauded public servants for showing great patience with the negotiation process. Collective Bargaining must be utilized fully to unite workers.

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An injury to one is an injury to all.
The most historic and progressive changes to South Africa’s labour legislation were overwhelmingly adopted by the National Assembly on the 29th May 2018. These are the most significant and progressive amendments to our labour laws since end of apartheid and the dawn of our new democracy in 1994. On Tuesday, 29th May 2018 the National Assembly adopted the Labour Relations Amendment Bills.

It will now be referred to the National Council of Provinces for consideration, further public hearings, possible additional amendments and deliberation. The Labour Relations Amendment Bill has been the subject of much media hype and hysteria. Sadly, most of it political posturing and deliberate disinformation. Whilst its critics have said it will collapse the right to strike, nothing could be further from the truth.

**Balloting before strikes and lock outs have been required to conduct ballots of workers to be included in their constitutions. The provision has had for union members before embarking upon strikes or lock outs. This provision has had a significant impact on the conduct of strikes during this second ballot. This proposal was soundly defeated by COSATU, FEDUSA and NACTU when presented at Nedlac as it would have in effect collapsed strikes by suspending them and was simply unnecessary. The agreement in the LRA Amendment Bill is simply for unions to consult their members on the proposed offers. It’s a pity that we give airtime to people who have not bothered to read the agreements where parties may not be 51% of their workforce or sector but are sufficiently representative. This will see millions of outsourced, sub-contracted or labour broker employed workers enjoying the benefits and cover of agreements won by trade unions. This is particularly important in the retail, mining and other industrial and services sectors where the rise of labour broking and outsourcing has grown massively in the past two decades.

Currently more than a million South African workers are employed by labour brokers. Those workers are essentially casual or permanently temporary. If they join unions to assert the rights, they are simply replaced. This provision will enable collective agreements e.g. covering salary increases, benefits, leave, working hours etc. that unions have been able to negotiate with employers to be extended by the Minister to cover these vulnerable and exploited labour broker workers. It is a huge leap forward to improving their working conditions.

**Strikes and Balloting**

Critics have said it will force workers to ballot before going on strike, that it will allow the bosses to monitor this ballot and take this to court if they think the ballot was not done secretly and placed all sorts of onerous obligations on workers.

Fortunately, this is pure sloganeering and does not contain a single iota of truth. Balloting before strikes and lock outs have been required to conduct ballots of their members before embarking upon strikes or lock outs. This provision has had to be included in their constitutions. The provision for ballots to be conducted in secrecy has been in the Act since 1995. Not once over the past 23 years have any of these critics complained about this requirement.

In fact, SAFTU’s General Secretary in his previous incarnation as COSATU’s General Secretary frequently praised the LRA as the best and most progressive labour law in the world. Today for reasons of political posturing we are now told it is terrible and collapses the right to strike. The sole change with regards to balloting in the LRA Amendment Bill is the clarification of the secret or confidential nature of a ballot. This is in line with South African voting traditions. In fact it reinforces worker control of unions. It is in fact already spelt out in the existing act.

The bill simply clarifies it. So in simple words, there is no fundamental change here. The LRA further states in section 67 (7) that no employer may litigate against a strike in court upon the basis of how workers conducted their ballot. Business had attempted to require unions to ballot members when a wage offer was proposed and to suspend strikes during this second ballot. This proposal was soundly defeated by COSATU, FEDUSA and NACTU. It will greatly assist workers to force the employers to the negotiating table. The LRA Amendment Bill has been painstakingly negotiated over the last three years at Nedlac and Parliament between government, business, labour and civil society organisations. It protects the rights of workers to strike.

Workers strike as a means to an end, not as the end in itself. Workers battles during strikes as employers apply the no work, no pay practise. The proposed advisory arbitration will greatly assist workers to force the employers to the negotiating table. The LRA Amendment Bill will be an important factor in the ability of workers to negotiate with employers to be extended by the Minister to cover these vulnerable and exploited labour broker workers. It is a huge leap forward to improving their working conditions.

**Picketing Rules**

A code of good practice picketing rules will be negotiated by the Department of Labour with COSATU, other unions and business at Nedlac to protect the rights of workers picketing or demonstrating. This will assist in providing labour market stability. It will help to avoid violence and confrontations. It will protect the right to picket by workers. This will help thousands of retail and industrial and other workers whose right to peacefully picket is often abused and disrupted by employers and security companies hired to intimidate these vulnerable workers.

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**Advisory Arbitration**

The CCMA will be empowered to assist with the resolution of strikes when negotiations have collapsed and have no prospect of being revived, where violence has broken out or people’s constitutional rights are at risk. It does not stop the right to strike nor does it suspend strikes as critics falsely claim. It merely allows the CCMA to propose settlement offers to employers and employees. This will assist workers facing intransigent employer who refuse to talk. Parties will then be provided 7 days to accept, reject or counter the proposed offer. If that is not enough time, they can then request an additional 5 days.

**A living wage now!**

The National Assembly, during its plenary sitting on the 29th May 2018 passed the Basic Conditions of Employment Amendment Bill, the Labour Relations Amendment Bill, the National Minimum Wage Bill and the Communal Property Associations Amendment Bill. These bills will now go to the National Council of Provinces for concurrence.

COSATU Parliamentary Coordinator, Matthew Parks writes to put all arguments raised into perspective.
A Shopsteward must be a social justice campaigner to strengthen trade unions in the workplace: Deconstructing a new but different campaigning paradigm shift within COSATU

by Norman Mampane

In this edition of a series of articles on ‘Going Back to the Basics,’ we wish to (re)emphasize the outstanding importance of leading campaigning which resonates with the rank and file and also appeals to new and un-organised workforce who are new entrants in the labour market to strengthen the trade union movement. Campaigning must and should become a scientific development concept of correcting the flaws that have stemmed from the continuing impact of the old planned economy on the one hand and from the ‘inherent contradictions and drawbacks’ of the market economic system on the other. Newly-elected comrades and cadres within the federation must regard ‘campaigning’ as a conscious deconstruction of ‘systems engineering’, requiring ‘comprehensive planning’ and ‘scientific mastery’. When implementing campaigns, Mao argued that all comrades must appreciate the objectives of the campaign. He said ‘We must not miss this opportunity. (campaign) is for mass mobilization.

Mao argued that ‘if our cadres do not have a clear idea about this and stick strictly to it, opportunities will be created for counterrevolutionaries...’ All comrades must be forthright against challenges which may be encountered on the ground and also issues which must be raised from the ground by the rank and file. Mao warned all campaigners against the scourgé of ‘...officials who had taken bribes, shown leniency or favouritism towards business interests, or were deriving excessive benefit from their position’. Research results released by many has eloquently argued that ‘...the loss of a campaign capacity in any era has meant that the contemporary progressive organizations ‘no longer can build broad-based social coalitions to pursue its policies and defend itself. Many organizations have invested hugely on campaigning based on research and evidence to capture the market’ in business terms. And the narrative must and should be different in progressive organizations. Ours is about to radically change society! Respect for Mass line is possible!

Going Back to Basics! COSATU has resolved to go back to Basics across its structures and engines. Locals become the focal campaigning points to build from the bottom-approach. That is why we need an ever stronger labour movement, whose mass base is the trade unions, to conduct a united struggle on the industrial, political and intellectual fronts with a clearly defined goal, to the system of exploitation by monopoly-capitalism, with its wars and economic crises, its enslavement of the masses, and to replace it with the socialist order of society. Mao argued that ‘the increasing intensity of labour, speed-up, the reappearance of an unemployed army after the brief period of full employment, the growth of crisis, the crime in education, industrial accidents, freezing of wages, the debt burden, the “cold war” and threat of a new war, recurring “recessions”, leading to a new economic crisis.’

All of these are the factors indicated by Marx’s teaching of the absolute impoverishment of the masses. Our trade union movement is taking an ever-growing part in the struggle for peace, for the banning of nuclear weapons, for peaceful co-existence between the two world social systems.

Comrades in the unions must study the conditions and problems of union members and draw up programmes of demands, for the union to be able to give a lead, in good time, on all matters affecting the union and strive at all times to unite the union membership and foster good relations with other unions. ‘Speaking in the union is also an art. We do not want to bore the workers with long and windy speeches, or go over their heads by being too “theoretical.” We must deal with the questions before the meeting in an attractive fashion. This does not mean that we confine ourselves solely to economic questions. “No politics in the union” means bourgeois politics in the union. We must skillfully seize appropriate moments and opportunities to discuss politics and socialism with the workers at union meetings and elsewhere. Our goal is to raise the consciousness of the unionists to the level of a socialist understanding,’ argued Mao.

At the recent global movement platforms, workers continue to declare that ‘we will never rest until we have social justice in our lifetime’.

So, there is an ever growing need to campaign!

First things first! What is a campaign?

- A series of military operations intended to achieve a goal, confirmed to a particular area, or involving a specified type of fighting,
- work in an organized and active way towards a goal such as people campaigned against child labour"

A campaign is a planned set of activities that people carry out over a period of time in order to achieve something such as social or political change:

- A campaign is any series of actions or events that are meant to achieve a particular result, like an advertising campaign of television commercials
- Campaigning is about creating a change
- Complete, planned course of action formulated to achieve defined objectives in marketing, public relations, quality enhancement, revenue generation, safety standards, etc

Campaigning also exposes trade unionists to Strategic objectives of a particular undertaking. And strategic objective simply put means a broadly defined objective that an organization must achieve to make its strategy succeed.

Strategic objectives are, in general, externally focused and (according to the management guru Peter Drucker) fall into eight major classifications:

1. Market standing: desired share of the present and new markets;
2. Innovation: development of new goods and services, and of skills and methods required to supply them;
3. Human resources: selection and development of employees;
4. Financial resources: identification of the sources of capital and their use;
5. Physical resources: equipment and facilities and their use;
6. Productivity: efficient use of the resources relative to the output;
7. Social responsibility: awareness and responsiveness to the effects on the wider community of the stakeholders;

The history of mankind is one of continuous development from the realm of necessity to the realm of freedom. This process is never-ending. In any society in which classes exist class struggle will never end. In classless society the struggle between the new and the old and between truth and falsehood will never end. In the fields of the struggle for production and scientific experiment, mankind makes constant progress and nature undergoes constant change, they never remain at the same level. Therefore, man has constantly to sum up experience and go on discovering, inventing, creating and advancing. Ideas of stagnation, pessimism, inertia and complacency are all wrong’.

In their social practice, men engage in various kinds of struggle and gain rich experience, both from their successes and from their failures. It is well known that when you do anything, unless you understand its actual circumstances, its nature and its relations to other things, you will not know the laws governing it, or know how to do it, or be able to do it well.

The fundamental cause of the development of a thing is not external but internal; it lies in the contradictoryness within the thing. This internal contradiction exists in every single thing, hence its motion and development. Contradictoryness within a thing is the fundamental cause of its development, while its interrelations and interactions with other things are secondary causes.

What future lies for the working class facing a ‘shrinking economy’, with many jobs on the line and all the hopes precluded...
everyday by markets that a ‘new dawn’ is possible fading away on their faces? In campaigning, we need comrades to analyse all the challenges by balancing both the subjective and objective factors obtaining. When Sun Wu Tsu said in discussing military science, “Know the enemy and know yourself, and you can fight a hundred battles with no danger of defeat”, he was referring to the two sides in a battle. Wei Cheng of the Tang Dynasty also understood the error of one-sidedness when he said, “Listen to both sides and you will be enlightened, heed only one side and you will be benighted.”

But our comrades often look at problems one-sidedly, and so they often run into snags. ... Lenin said: ... in order really to know an object we must embrace, study, all its sides, all connections and “mediations”. We shall never achieve this completely, but the demand for all-sidedness is a safeguard against mistakes and rigidity. We should remember his words. To be superficial means to consider neither the characteristics of a contradiction in its totality nor the characteristics of each of its aspects; it means to deny the necessity for probing deeply into a thing and minutely studying the characteristics of its contradiction, but instead merely to look from afar and, after glimpsing the rough outline, immediately to try to resolve the contradiction (to answer a question, settle a dispute, handle work, or direct a military operation).

This way of doing things is bound to lead to trouble. ...To be one-sided and superficial is at the same time to be subjective. For all objective things are actually interconnected and are governed by inner laws, but, instead of undertaking the task of Reflecting things governed by inner laws, but, instead of 

analysing all the challenges by balancing both the subjective and objective factors obtaining.

After growing by 3,1% in the fourth quarter of 2017, the South Africa economy wobbled in the first quarter of 2018, shrinking by 2,2% quarter-on-quarter (seasonally adjusted and annualised). Source: STATSSA

Agriculture’s relatively strong performance in 2017 is one of the positive factors that helped keep the economy afloat in 2017. This momentum failed to carry through to 2018, with decreased production in field crops and horticultural products contributing to the decline in the first quarter. Mining entered into recession with its second consecutive quarter of economic decline. Production was down 9,9% in the first quarter of 2018, following on quarters of robust growth in 2017, the agriculture industry lost ground in the first quarter of 2018, contracting by 24,2%, the largest quarter-on-quarter fall since the second quarter of 2006. Agriculture’s relatively strong performance in 2017 is one of the positive factors that helped keep the economy afloat in 2017. This momentum failed to carry through to 2018, with decreased production in field crops and horticultural products contributing to the decline in the first quarter. Mining entered into recession with its second consecutive quarter of economic decline. Production was down 9,9% in the first quarter of 2018, following on quarters of robust growth in 2017, the agriculture industry lost ground in the first quarter of 2018, contracting by 24,2%, the largest quarter-on-quarter fall since the second quarter of 2006.
Nontsikelelo Albertina Sisulu was a political activist and nurse and one of the most important leaders of anti-Apartheid resistance in South Africa. She is often referred to as the ‘Mother of the Nation’.

“I did not mind going to jail myself, but when my children went to jail, I felt that the Boers were breaking me at the knees.”

Mama Albertina Sisulu

June/July 2018 • The Shopsteward

www.cosatu.org.za
Nelson Rolihlahla Mandela was a lawyer, anti-apartheid activist, MK Commander in Chief, 1956 Treason Trialist, Robben Island prisoner, Nobel Peace Prize winner and the first elected President of a democratic South Africa.

“May your choices reflect your hopes, not your fears.”

“The greatest glory in living is not in falling, but in rising every time we fall.”

“Real leaders must be ready to sacrifice all for the freedom of their people.”
Worker Issues

Union bashing is a rejection of democracy and an onslaught on human rights

by Dloze Matooane, LIMUSA National Media Communication Officer

For the mere fact that it is the working class which fought the brutal apartheid regime and all forms of oppression across the world, it means that society cannot begin to define democracy outside the working class. However, to leave this phenomenon this narrow is also misleading, more especially because different sectors, classes and ideologies in society have their own definition of democracy. To avoid such, it should be stated that workers fight for their rights to either be legislated or protected, and this is what is common outside classes, sectors and ideologies in society.

Union bashing is by nature an attack on workers’ rights. There is a universal agreement that union bashing is an attack on workers rights and international law. Equally, in South Africa, union bashing is undermining the supreme law of the land which is the constitution. Therefore, union bashing should be considered a criminal activity or act recognised as such by both the South African Constitution and international law. In the metal sector of our economy, this criminal activism is customary practice. These actions find expression in two ways: firstly, through employers who reject unions in the workplace, and secondly, through employers who collaborate with a specific union in isolating and preventing workers to join any other union.

Whichever practice, whether the latter or the former, is prohibited by law and should be regarded as criminal and an action which undermines human rights. The employers in the metal sector have deployed such tendencies of late to actually avoid the National Minimum Wage and have been practicing such tendencies all along to keep practices in the sector which are prohibited by law.

According to LIMUSA, such tendencies cannot be left unchallenged and should be combatted as they reflect criminality. Firstly, International legal instruments establish rights that need to be applied and respected worldwide, and one of the most important rights, as stipulated in the international acts, is the right of workers to form and join unions, to promote and protect their rights and interests. Part of human rights that are recognized by the international community are the union rights and freedoms contained in international documents, conventions and recommendations, such as the United Nations assess the relevance of this important right. The right to form and to join a trade union is also a subject to the International Covenant on Economic, Social and Cultural Rights of 1966. The International Covenant on Economic, Social and Cultural Rights of the United Nations assess the relevance of this important right. The right to form and to join a trade union is also a subject to the International Covenant on Economic, Social and Cultural Rights of 1966. The International Covenant on Economic, Social and Cultural Rights of 1966 clearly stipulates that “the right of everyone to form trade unions and join the trade union of his choice, subject only to the rules of the organization concerned, for the promotion and protection of his economic and social interests”.

South Africa is equally subjected to these laws and much as they are viewed to be workers rights, they are actually a critical part of democracy. South Africa’s most brutal regime, the apartheid regime, could not also avoid the importance of worker representation even though conducted along racial lines. The foundation of collective bargaining legislation in South Africa was the Industrial Conciliation Act of 1924, which provided for the voluntary establishment of permanent collective bargaining institutions, namely Industrial Councils (ICs), by employers’ organizations and registered non-African trade unions. Despite the lack of racial representation within the bargaining structures, it could set minimum wages for the sectors concerned.

The most important laws for workers in South Africa are those formulated post the 1994 just transition. The two most relevant acts in the post-apartheid period to understanding South Africa’s labour regulatory regime are the Labour Relations Act 66 of 1995 (LRA) and the Basic Conditions of Employment Act (BCEA) 75 of 1997 and now the recent National Minimum Wage Bill. These two acts complement each other, while the other speaks to the rights of workers like joining a trade union, the other refers to the minimum or basic working conditions.

Anyone who contradicts both international law and the constitution of South Africa (which include the above mention laws) is practicing criminality. Therefore, LIMUSA cannot tolerate criminal activism at the expense of the workers. Anyone or any company that practices such activities at the expense of the rights of workers, such as Engen Garage and Total Garage both in Clayville, Hundais and VW amongst others, should be fought to protect the constitution of the Republic of South Africa.

LIMUSA will be marching to all these companies in Gauteng to protect the rights of our members. The LRA is a victory won out of the struggle of workers and LIMUSA will protect the struggle waged by workers for decades as we take union bashers head on in the battlefield.
Parliament continues to improve the legislative landscape to consolidate workers’ victories and rights. As we conclude commemorations for Workers Month - during the year in which we also mark the 100th birthday of the founding president of democratic South Africa, Nelson Mandela - Parliament has amended two existing laws, while also considering a new one to ensure that the laws governing employer-employee relations in South Africa further bolster the successes achieved since the advent of democracy in 1994. **COSATU Parliamentary Coordinator, Matthew Parks** looks at the benefits, which may come with the adoption of Unemployment Insurance Amendment Act

COSATU strongly supports and welcomes the soon to be implemented Unemployment Insurance Amendment Act. Parliament will soon adopt the Labour Laws Amendment Bill. This will enable the implementation of the Unemployment Insurance Amendment Act.

This act will significantly increase access to the Unemployment Insurance Fund for hundreds of thousands of retrenched and dismissed workers. It will benefit thousands of mothers going on maternity leave or who were previously denied maternity leave due to a still born birth or third trimester miscarriage. COSATU’s only regret was that it took five long years for government and Parliament to pass this very progressive and badly needed law and intervention in the economy.

If this critical Act had been adopted earlier it could have helped thousands of mine, retail, farm, banking and other workers who have painfully lost their jobs over the past few years. It would have helped thousands of families in their time of need. COSATU has been a key supporter of the amended act and helped champion and negotiate its way through Nedlac and Parliament including the many delays it encountered. Key progressive aspects in it that will benefit thousands of retrenched workers, mothers and their dependents include:

**Unemployment Cover:**
- Increase UIF benefits from 238 to 365 days, in other from 8 to 12 months.
- Include public servants under the UIF and thus be covered in the event of dismissal.
- It will significantly expand workers’ access to the UIF by reducing the credit cycle workers need to build to claim UIF.
- Reduced and short time workers will be included who went from full time to part time work due to their companies’ financial distress will be covered at their previous full time income levels if retrenched or dismissed or on maternity leave.
- Maternity Leave:
  - Not exclude workers from UIF and maternity leave benefits if they are members of the Government Employees Pension Fund.
  - Maternity leave benefits will be separate from UIF benefits, e.g. a woman who was on maternity leave last year will be entitled to UIF benefits this year if she loses her job. Thus removing a unfair discrimination against women simply for being mothers.
  - Women, who had miscarriages in their third trimester or still born births, will be entitled to maternity leave to allow them time and space to heal physically and emotionally.
  - Domestic workers will be targeted to ensure that they receive maternity leave benefits.
  - Maternity leave benefits will be increased from 54% to 66% of salaries within the salary limit caps.
- Protection of Vulnerable Workers:
  - Prohibit the charging of fees by any party to a UIF claimant.
  - Allow the Minister for Labour to issue regulations for domestic workers and employees of small businesses and enterprises to ensure that they are covered.

Dependents:
- If a worker receiving UIF or maternity leave payments passes away, his or her beneficiaries (e.g. family dependents) will be entitled to the remainder of their UIF or maternity leave payments. Beneficiaries include spouses or life partners or dependent children. They will now have 18 months to claim their benefits.
- We cannot continue to have a R150 billion UIF surplus whilst we have a rising 35% unemployment level. The expansion of access to UIF benefits and cover will help funnel billions of UIF funds into the pockets of those unemployed workers and mothers on maternity when they need it most. This will help them to care for and feed their families. It will enable them to buy food, electricity, water, transport etc. It will be money spent in the local economy. It will thus help spur local economic growth and to protect and create badly needed local retail and manufacturing jobs.

The increased expansion of access to the UIF has been costed and calculated. It has been set at levels that will protect the sustainability of the UIF and ensure that it will continue to protect workers needing its assistance. It is important to remember that the UIF is a worker’s tax. It is their insurance against women simply for being mothers.

This is another historic milestone in parliamentary victories for workers. COSATU is proud that it has led this fight for its members and all workers and mothers and their new born children.

The article was written by Matthew Park, COSATU Parliamentary Coordinator based in Cape Town
COSATU submission on Cash in Transit Heists

COSATU Parliamentary Coordinator, Matthew Parks has made a presentation before the Portfolio Committee on Police and argued that the scourge of heists is devastating for the economy as CIT heists have doubled from 152 in 2017 to 158 in the first half of 2018. ATM bombings have increased by 3000%. CIT vehicle bomb attacks by 30%. COSATU through its affiliates, SATAWU and POPCRU, represents the overwhelming majority of security workers and SAPS members. They are at the forefront of the war against crime and in particular cash in transit (CIT) heists. Many of them have laid down their lives protecting ordinary South Africans.

Government has been too soft on this scourge. COSATU welcomes the Portfolio Committee’s initiative in bringing stakeholders together to share thoughts, experiences and proposals on how to combat the scourge of cash in transit (CIT) heists. COSATU’s input is based upon the experience of our members from the South African Transport and Allied Workers’ Union (SATAWU) who serve as security guards for cash in transit companies and banks and our members all South Africans. It has been growing across all indicators. SAPS has not been able to cope with it. Cash in transit heists have seen a massive rise.

Cash in Transit heist statistics vary considerably but all point to a significant rise. 2006 with 460 heists was the highest recorded year. After this with concerted efforts by SAPS it declined. 2017 saw between 147 and 152 CIT heists. An 11% increase over 2016. Half way through 2018 we have seen it virtually double to 159. We are on track towards achieving a daily CIT heist. We have seen a 30% increase in CIT vehicle bombings with attacks on guards increasingly violent and lethal. We have seen a 3000% increase in ATM bombings. Needless to say the 15 000 ATMs present vulnerable targets. COSATU’s submission will highlight some of the key challenges our members and society have experienced as well as specific proposals to address them.

1. Collusion, Corruption and Vetting
COSATU believes that key to the spike and success of these CIT heists has been that most of the heists are conducted not by lone criminals but rather highly sophisticated, well resourced and most importantly well informed criminal syndicates. There is ample evidence that most heists are provided with up to date inside intelligence.

This is provided by employees of the CIT security companies themselves, e.g. controllers, dispatchers, drivers, guards etc. They are poorly paid and vulnerable to bribery or blackmail by these syndicates with ample money and means to bribe and blackmail. Often innocent workers are the first to be blamed and subsequently unfairly dismissed by employers and law enforcement authorities.

There have been numerous instances captured in the media where syndicates have been able to bribe SAPS members. These SAPS members have then assisted to delay their response time to the heist or deliberately allowed the chase or case to collapse. Reports have also been received of magistrates also being bribed and threatened by syndicates. Vetting procedures inside the security industry itself are poorly and infrequently done.
COSATU Proposals:
- Compulsory industry wide vetting procedures and standards must be instituted.
- All members of the CIT companies must be required to undergo regular vetting.
- These should be monitored by enforced by a joint structure representing the Private Security Industry Regulatory Authority (PSIRA), SAPS, the State Security Agency (SSA) and unions.

2. Working Conditions
Workers in the security industry work under very difficult conditions. Some of the typical conditions that security sector workers face include:
- They work extremely long shifts, often 12 hours at a time.
- They work long hours, often 12 hours per day.
- Many undocumented migrant workers are deliberately employed as they will accept out of desperation, low paid and unsecure work.
- Workers do not have the security of permanent jobs but are frequently on short term contracts of 3 or 6 months that are subject to renewal. They have become permanent temporary workers.
- Workers are often employed without pension, medical aid, disability and life insurance.
- The insurance provided for injury or death on duty is often insufficient emotional and financial compensation for families who have lost their bread winners during a CIT heist.

COSATU Proposals:
For the bargaining council to agree that all workers in the sector should:
- Workers should be guaranteed a 40 hour work with no reduction in wages and not be forced to work 12 hours shifts etc.
- Minimum wage levels for security guards need to be pushed to a living wage.
- Minimum wage level for CIT security guards need to be pushed from R1 000 to R2 000 per month to reduce the temptation to be bribed by syndicates.
- Workers, as per the Labour Relations Act, should be made permanent by their employer after 3 months.
- All workers should be provided with pension, medical aid and insurance.
- Compensation for families who have lost bread winners etc. should be sufficient to cover their full losses.

3. Training
The CIT heist syndicates are well known for being highly trained, skilled, equipped and resourceful. They are often military veterans. CIT security guards are entrusted to hold off these syndicates against all orders whilst protecting millions of Rands.
Yet often security guards are deployed after only a week’s training. Frequently security guards are told to pay a bribe in exchange for passing their exams and to receive their certification. Their training is far below the length and quality of that provided to members of SAPS or SANDF.
To continue on this road is to ask for CIT heists to simply become a growth industry!

COSATU Proposals:
- Standardise quality and compulsory training across the industry.
- External oversight of the training to be provided e.g. with a joint structure including PSIRA, unions, SAPS and the Department for Higher Education and Training.

4. Equipment
CIT workers are frequently provided old and faulty equipment. Examples of the equipment challenges include:
- Guards are often given old and faulty weapons which often misfire or jam. Whilst the syndicates use automatic rifles especially AK 47’s, guards are usually issued with pistols.
- The armoured vehicles frequently do not have working air conditioning. These are armoured vehicles and this is not a luxury as they cannot drive with the windows open for security reasons.
- Armoured vehicles often do not in fact have armoured plates, bullet proof windows or protected or suitable tyres.
- There are often only two security guards in one armoured vehicle.
- Some of the vehicles are out of order and the protection are not usable by syndicates.

5. Broader Sectoral Support
The security industry has largely been left on its own to deal with this violent explosion of crime. It is simply overwhelmed and not equipped to handle it. The challenges at SAPS and across the law enforcement sector are well known. The recent changes have given some hope to our members. Police officers are heartened to have a new minister for police who shows support for them and a determination to deal with crime.

Our members are also pleased with the appointments of new permanent heads of crime intelligence and the Hawks. More especially that these are police veterans well known for their integrity and commitment to fight corruption. They have also welcomed efforts by IPID to root out corruption within SAPS. COSATU is also pleased by the initial steps to clean up SSA. There are still huge problems of corruption, wastage, maladministration across the law enforcement agencies. Some can be dealt with in the short term and others will need longer term interventions.

COSATU Proposals:
- A joint task team consisting of PSIRA, banking sector, unions, SAPS, SSA, National Prosecuting Authority, Departments of Justice and Correctional Services to deal with this crisis.
- SAPS support and escorts for CIT transits.
- Recruitment of SANDF veterans by the CIT companies.

6. Conclusion
COSATU hopes that our highlighting of the conditions faced by our members and our proposals for interventions by Parliament, government and the security and banking industry will be taken into account during the Portfolio Committee’s deliberations and will be of use to finding a solution to the CIT heist crisis. COSATU will remain available as always to assist the committee in any way possible.
COSATU submission on Political Parties Funding Bill

COSATU Parliamentary Coordinator, Matthew Parks has made a presentation before the Ad-Hoc Committee on Funding of Political Parties and COSATU joined other political parties and interested parties such as the Counsel for the Advancement of the South African Constitution, South African National Editors Forum, My Vote Counts, Free Market Foundation, Right-to-Know, Corruption Watch and the Economic Freedom Fighters.

The massive extent of corruption across all spheres of South Africa is well known. Political parties and businesses across the board have been heavily implicated in this. And Political Parties must also be put under scrutiny, argued Parks. COSATU strongly welcomes Parliament’s Political Party Funding Bill. COSATU believes that it is important and in fact long overdue initiative in response to growing public anger at corruption across society and in particular our political realm.

COSATU like most of South Africa is deeply concerned and alarmed by the ever increasing levels of corruption in both the public and private sectors. This is a cancer that if left unattended threatens the very fabric of our hard won democracy with a robust judiciary. Our courts have not been afraid to rule against governments at all levels as required. Currently, we have 13 parties represented in Parliament. The majority of these parties are represented in Parliament. The majority of these parties are represented in Parliament. The majority of these parties are represented in Parliament.

COSATU like most of South Africa is deeply concerned that Section 9 of the bill will potentially collapse the anti-corruption objectives of the Bill. Section 9. (1) (a) provides for prescribed thresholds below which parties do not need to disclose donations to the Commission. This is further provided for in Section 24 dealing with regulations. Schedule 2 states that the limit below which a party does not need to disclose donations is R100 000.

COSATU rejects this provision in its entirety and calls for the deletion of Section 9. (1) (a) as well as its consequential references in Section 24. (1) and Schedule 2 under definitions and sub-section 9 under Disclosure limit. R100 000 is a large amount. There are sufficient examples of officials and politicians who have been bribed by such amounts. Persons can easily circumvent this arbitrary amount by making donations of for example R99 999 repeatedly to a political party. The party would then be under no legal obligation to make such disclosures to the Commission.

COSATU accepts the principles of the Bill and the provisions it makes for political parties represented in Parliament and the Provincial Legislatures to be provided with reasonable public funding in exchange for the required accounting principles attached to it.

COSATU welcomes and supports the various transparency and accountability provisions in the Bill as well as the various enforcement and sanctions provisions. The Bill is critical as there are growing examples of a vicious cycle where business persons seek to bribe parties with funding in exchange for tenders or favourable government policies. Likewise, there are growing cases of politicians demanding bribes or funding in exchange for tenders or favourable access to government leaders or favourable policies.

Historically many political parties objected to such proposals for private funding transparency on the basis of potential intimidation. Whilst there might be a potential for that, however it is of smaller consequence when compared to the rapidly growing crisis of public private sector corruption at all levels of the state.

Furthermore, South Africa is a growing and vibrant constitutional multi-party democracy with a robust judiciary. Our courts have not been afraid to rule against governments at all levels as required. Currently, we have 13 parties represented in Parliament. The majority of these parties are represented in Parliament. The majority of these parties are represented in Parliament.

COSATU proposes amendments to the Bill’s disclosure thresholds with the view to strengthening the Bill. Section 9 Disclosure of donations to political party. COSATU is deeply concerned that Section 9 of the bill will potentially collapse the anti-corruption objectives of the Bill. Section 9. (1) (a) provides for prescribed thresholds below which parties do not need to disclose donations to the Commission. This is further provided for in Section 24 dealing with regulations. Schedule 2 states that the limit below which a party does not need to disclose donations is R100 000.

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COSATU opposes the principle which COSATU and much of society are calling for is simple. There must be full transparency. All donations that all parties receive, whether it is 5 cents or R100 000 etc. must simply be disclosed in full to the Commission. Any dilution of this principle will put the Bill’s progressive objectives at risk. COSATU is thus calling for Section 9. (1) (a) and its consequential references in Section 24 and Schedule 2 to simply be deleted. There must be no threshold below which donations do not need to be disclosed to the Commission.

2. Conclusion COSATU hopes that the Ad-Hoc Committee will take its submission and proposed amendments into account during its deliberations. COSATU would further like to request the chance to make an oral submission if the committee during its public hearings on this critical matter facing the nation.
DITSELA holds graduation for shopstewards

“Unexamined life is not worth living.” - Socrates

The Development Institute for Training, Support and Education for Labour (DITSELA) Workers’ Education held the DANLEP programme graduation for shopstewards from three federations in South Africa, COSATU, FEDUSA, and NACTU at the University of Western Cape on the 29th June 2018. This was a programme out of a partnership between DITSELA, the University of Western Cape (UWC) and the University of Cape Town (UCT).

DITSELA had five programmes with UWC (Political Economy, Labour Law, Leading and Managing Trade Unions, Organizer Development, and Women Development) and Educator Development was with the University of Cape Town.

The graduations were held under the Theme “Reimagine Workers Education: Build International Working Class Power”.

There were 105 graduates from different federations, with a few from the African region, said DITSELA Executive Director, Ntsilo Molumaele.

Addressing the augst occasion, Mr. Molumaele said ‘This is a journey, which is precisely defined as the solid strong hold because no one can fully satisfy the human desire to know. What you are celebrating today is not the attainment of certain knowledge; you are celebrating the self-liberation from the world of taking things for granted and casu ally, into the life of self-thoughtful examination. As you continue, studying, you realise that there is still more to learn and that you still want to know more.’

Molumaele said ‘We would like to remind you that what you accomplished you have the mammoth tasks before you, that of growing the membership of your organisation, improving the quality of service you give your members, guarding the job security of your members and improvement of their working conditions.

You are equipped with skills that are on demand in many organisation and trade unions. Please serve, your unions between workers and communities, between employed and unemployed, formal and casualised workers, before you look at the greener pastures. Ditsela carries a responsibility of implementing the Educator Conference undertakings, which serve as our basis for Worker Education landscape. Your completion of various streams has never come at the right time, as you shall be the torchbearers in the establishment of a Charter of Demands. This will create a pool of activists who are learned, biased and passionate to advance the noble cause of Worker Education Movement.’

DITSELA is funded by the Department of Labour under the Strengthening Civil Society Fund to provide development, training, and support and education interventions for organized labour.

DITSELA has been able to access other funds from National skills fund, ETDP-SETA, CHEITA-SETA, and Services SETA.

Note: DITSELA is the Development Institute for Training, Support and Education for Labour. It was established in 1996 by the main trade union federations in South Africa, to help build a strong trade union movement.

DITSELA is a section 21, non-profit organisation, funded by the Department of Labour through its Strengthening the Civil Society Fund. It also receives limited programme specific funding from the ETDP Seta and other funders
The Education International (EI) Second World Women’s Conference, which took place in Dublin, Ireland from April 7-9, 2014, resolved that women in trade and in education at large must from words to action to implement programmes to promote gender equality. Responding to the call, SADTU in KwaZulu-Natal held a Women In Leadership Conference held at Coastlands Hotel, Durban, which was attended by around 420 delegates from 80 branches in seven (7) Regions. ‘The Conference is aiming to address gender equality issues in the union as part of a capacity development programme for female members who are in leadership,’ said Dorcus Sekabate, SADTU Vice President: Gender. ‘SADTU KwaZulu-Natal is hosting the first ever Provincial Women in leadership conference.

The conference is going to take all female leaders from eighty branches and seven regions of KwaZulu-Natal, including one female site steward per branch. This conference is informed by the programmes of Educational International (EI), of which SADTU is an affiliate. The Provincial Working Committee of KwaZulu-Natal organised this conference, as an initiative to contribute to women emancipation and women empowerment particularly in our organisation with a hope that it will then spread to the society as a whole.

The conference is going to spend time on navigating the challenges that young and old women of South Africa in the main are facing in the society and in the workplace as to how they can liberate themselves from the identified challenges. According to the Education International, ‘Education has the power to transform people’s lives. Promoting equality and encouraging diversity is core business for education, through questioning gender stereotypes, providing windows of opportunity, opening doors of access, and building positive, inclusive learning environments. Teachers are at the heart of education. Quality education needs qualified and motivated teachers with fair working conditions, including equal pay for women and men. Teachers must be trained to deal with the dynamics of sexism, racism, and homophobia in the classroom.’

‘Education unions should promote gender equality in a volatile, polarised and deeply unequal world’, said Sekabate. Since its Founding Congress in 1995, Education International (EI) has consistently highlighted the need to achieve gender equality in unions, in education and in all societies. Concrete measures are needed for change to occur and the EI Gender Equality Action Plan (GEAP) sets out EI’s priorities for the work on gender equality up to the 8th World Congress in 2019. EI’s gender equality work is framed by the GEAP and implemented through the work of the EI Secretariat and the regional and sub-regional EI women’s networks: the African Women in Education Network (AWEN), the Education Workers' Women’s Network in Latin America, the South Asia Association for Regional Cooperation (SAARC), the Association of South East Asia Nations (ASEAN), the Council of Pacific Education (COPE) women’s network and the Arab Women’s Network (AWN).

All EI member organisations are encouraged to ensure their own plans and priorities for achieving gender equality in their unions and in education at the national and regional levels are in alignment with the GEAP priorities. As trade unions, we prove time and again that our strength lies in our willingness and ability to act collectively; this is no less true in the struggle to achieve gender equality.

2015 marked the 20th year since the visionary Beijing Declaration and Platform for Action was adopted at the 4th UN World Women’s Conference in 1995. September 2015 was the deadline for achieving the Millennium Development and Education for All Goals. Although none of these Goals were met fully and global implementation of the Beijing Platform for Action remains limited and uneven, there have been some improvements for women and girls:

- Women are the majority in education
- Women own only 1% of the titled land in the world
- Globally, women earn on average 24% less than men and do 2.5 times more unpaid domestic work than men
- Women are the majority in education trade union in most regions, but they are underrepresented in the union leadership; the higher the decision-making body, the lower the percentage of women.

Responding to the Challenge

Article 2 of EI’s Constitution forms the basis of EI’s equality work, and sets out the aims and objectives of EI and its member organisations in this area of work: h) to combat all forms of racism and of bias or discrimination in education and society due to gender, marital status, sexual orientation, age, religion, political opinion, social or economic status or national or ethnic origin; i) to give particular attention to developing the leadership role and involvement of women in society, in the teaching profession and in organizations of teachers and education employees.

The aim of the GEAP is to provide a framework to enable EI and its member organisations to contribute to the creation of societies in which women and men have an equal share in the distribution of power, knowledge and
resources, and enjoy equal opportunities, rights and obligations.

What is the GEAP?
The EI Gender Equality Action Plan is a framework, which will enable EI and its member organisations to translate education unions’ policies, rhetoric and activities relating to gender equality into action. The 2011 EI Resolution on Gender Equality states that unions are responsible for ensuring the full participation of women in union structures and at all levels.

The GEAP highlights three main priorities:
1. Promoting gender equality within unions
2. Securing girls’ access to and participation in quality public education
3. Promoting and securing women’s economic empowerment

Concrete measures are needed for change to occur, and the Gender Equality Action Plan (GEAP) sets out EI’s priorities for the work on gender equality up to the next World Congress in 2019. The GEAP is addressed to all of EI’s affiliates across the world, argued Sekabate.

The Women conference made women exposed to other presentations on Gender and Patriarchy, Women and Health, Gender Based Violence, Understanding Gender and participation in the union, Position of Women in Society.

Glossary and Definition of Terms

Gender: refers to the differences and commonalities between women and men which are set by convention and other social, economic, political and cultural forces.

“Sex”: refers to biological differences, the term “gender” focuses on roles, relations, power dynamics and inequalities that are socially created.

Gender-based discrimination: The systematic, unfavourable treatment of individuals on the basis of their gender, which denies them rights, opportunities or resources, and participation in decision making.

Gender equality: describes equality between men and women in all areas of society, politics, economy and life planning. It means that there is no discrimination on grounds of a person’s sex in the allocation of resources or benefits, or in the access to services. It is the direct opposite of gender based discrimination.

Women’s rights: refer to the freedoms and entitlements of women and girls of all ages. This includes institutionalised and non institutionalised rights, regulated by law or implicit in the behaviour and custom of society. Women’s rights are differentiate from the broader notion of human rights, because they often differ from freedoms and entitlements that are inherently possessed by men and boys.

Equality of opportunity: Equality of opportunity means that everybody has an equal chance, especially for equal access. In other words, equality of opportunity means that there is no structural discrimination standing in the way of any individual or social group. Equality of opportunity for women would mean an end to all gender discrimination.

Gender neutral: Not shaped by gender role models and stereotypes; not implicitly excluding one gender.

Gender role (models): A set of perceived behavioural norms associated particularly with males and females (e.g. women cook and clean, men fix cars).

Mainstreaming a gender perspective: The process of assessing the gender implications of any planned action, including legislation, policies and/or programmes in order for women and men to benefit equally, and to achieve the goal of gender equality.

Pay Equity: is a means of eliminating gender discrimination in the wage setting system. It is sometimes called “equal pay for work of equal value”. Women who perform work that has equal levels of skill required or responsibility involved, under the same or comparable conditions, should be paid the same as men.

Gender pay gap: refers to differences and general gap in the average pay of men and women, with women earning on average less than men. It is defined as the difference between average gross hourly earnings of male paid employees and of female paid employees as a percentage of average gross hourly earnings of male paid employees.
Before the dawn of the 1994 democratic dispensation, the provisions of the Black Administration Act, 1927, and some provisions of former homeland legislation still regulated the resolution of disputes by the institution of traditional leadership, which many agreed that they were 'in stark conflict with constitutional values'. Many argued that 'there is a need to provide a legislative framework to replace the current inadequate legislative framework in order to address certain abuses prevailing in some traditional courts as they currently exist; to protect the public interest; and to enhance accountability in the resolution of disputes in accordance with evolving customs and practices in the new constitutional dispensation'.

COSATU National Gender Workshop held at the Easy Stay hotel, at Berea received a presentation from COSATU Parliamentary Coordinator, Matthew Parks about the Traditional Courts Bill which was presented before the Portfolio Committee on Justice and Correctional Services in the National Assembly. COSATU argued that the traditional courts are a matter of great concern and important to workers and their families whether they live in urban or traditional areas. COSATU was strongly opposed to the previous drafts of the Traditional Courts Bill as our members felt it gave too much power to traditional leaders at the expense of creating one country, one judicial system and the need to advance the rights of women and other vulnerable persons in particular.

COSATU has many reservations about traditional courts and leaders. However, we recognise the reality of their existence that the Constitution provides roles for them and that within the current legislated framework can play a positive role in the development of the country.

Women Coordinators attending COSATU National Gender Workshop at Berea

‘Patriarchy must be uprooted in the institution of traditional leadership’
role in their communities. We recognise that many of our members come from traditional areas and that it is important to find a consensual approach to the role of traditional courts. We believe that many community disputes are better off being resolved in a community or in a traditional court as opposed to remote, inaccessible and expensive magistrate’s courts.

COSATU notes and welcomes the many important and progressive changes that the Department of Justice in conjunction with the panel of civil society and other experts has made to the Bill. These improvements have gone a long way to address many of our member’s concerns. Having noted these positive amendments, there are still critical areas that COSATU feels we can make further improvements to strengthen the progressive intent of the Bill and in particular to protect the rights of women and vulnerable groups.

Improvements to the Traditional Courts Bill

COSATU commends the Department of Justice for having held extensive engagements with key civil society organizations. COSATU appreciates the establishment of a panel by the Department to make improvements to it in response to civil society’s critical concerns. COSATU welcomes and supports the following amendments that have been made to the Bill:

2.1 Opt Out
COSATU appreciates and welcomes as an important victory to protect the rights of citizens who do not want to fall under traditional courts, the insertion of the clause guaranteeing the accused the right to opt out of traditional courts.

2.2 Jurisdiction
COSATU welcomes the limitation of the jurisdiction of traditional courts to civil matters and not to cases involving amounts valued at below R 000. This will help to avoid duplicating judicial processes and allow traditional courts to focus on community and traditional matters.

2.3 Anti-Discrimination Measures
COSATU welcomes the various provisions that seek to protect women and vulnerable persons from discrimination and to promote gender representivity in the traditional courts. We specifically welcome measures to promote persons from discrimination based upon gender or sexual orientation.

2.4 Sanctions
COSATU welcomes the limitation of sanctions to no more than R 000 and to measures that are not abusive, exploitative, involve detention or are inhumane.

2.5 Appeals and Grounds for Review
COSATU welcomes the right to appeal to High Courts and the various grounds for automatic review. This helps to ensure the inherent right to appeal.

2.6 Department of Justice Supervision
COSATU welcomes the oversight role provided for the Department in ensuring minimum national norms and standards with regards to the functioning and roles of traditional courts.

3. COSTTU Proposals to strengthen the Bill
COSATU is generally not keen on traditional courts or expanding their role. We are also wary of diluting the role of the judiciary throughout the territory of the Republic and would prefer the expansion of community or small claims courts. However, we recognise the reality of traditional courts and are proposing the following measures to further align the Bill with the progressive ethos of the Constitution and to protect the rights of women and vulnerable persons.

3.1 Opt Out
COSATU welcomes the provisions providing for the accused to opt out of a traditional court. However, we concerned that this progressive provision is not sufficiently binding and that the accused may not be aware of this right.

COSATU Proposals
COSATU thus proposes that the Bill be amended to compel the clerk to inform the accused of their right to opt out of a traditional court and to have the matter referred to another court of their choosing.

3.2 Jurisdiction
COSATU appreciates the provisions to limit traditional courts to matters below the values of R 000 and that are not before any other court or under investigation by SAPS. However, we are worried that traditional courts will still be entitled to deal with criminal matters of theft up to the value of R 000.

COSATU believes that all criminal matters should be dealt with by criminal courts and not traditional courts. The federation is concerned that a role is provided for traditional courts to make recommendations about matters relating to Ukuthwala. COSATU is of the view that Ukuthwala is not legal or provided for in law and that this is a matter of great debate and thus how can recommendations be made about such matters? COSATU is of the understanding that a separate Bill is drafted by the Department to deal specifically with Ukuthwala.

COSATU Proposals
COSATU thus proposes that the provision for traditional courts to deal with criminal matters must be removed in its entirety. COSATU requests that matters relating to Ukuthwala be deleted in their entirety from this Bill and deferred to a future Bill and a discussion.

3.3 Gender Representivity and Discrimination
COSATU welcomes the various provisions to provide for gender representivity and prohibit discrimination. However, we are worried that the commitment to ensure gender representivity in traditional courts is not sufficiently binding. COSATU is of the belief that women are vulnerable persons and in particular in matters under traditional courts.

COSATU Proposals
COSATU proposes that the traditional courts be required to secure a 50/50 balance in favour of gender representivity. COSATU proposes that women be included in the categories defined as vulnerable groups in the Bill.

3.4 Sanctions
COSATU welcomes the various limitations on the types of sanctions that traditional courts may set. However, we believe that based upon recent experiences, these should be further specified with the intention of protecting the accused.

COSATU Proposals
COSATU proposes that the limitation on sanctions specifically prohibit corporal or physical punishments, the deprivation of land rights and expulsion from the community. COSATU proposes that financial sanctions and their payments timeframes should be reasonable and affordable.

3.5 High Court Referrals
COSATU welcomes the right of appeal to a High Court. However, High Courts are not accessible geographically to most rural areas and are also prohibitively expensive to ordinary residents.

COSATU Proposals
COSATU thus proposes that the Bill be amended to allow persons to appeal traditional court judgments and sanctions to magistrate’s courts as these are much more accessible and affordable in terms of legal representation. COSATU also proposes that legal aid representation should be automatically offered to persons seeking to appeal cases to higher courts in order to make this right of appeal affordable and a practical reality.

3.6 Grounds for Review
COSATU welcomes the various grounds for automatic review.

COSATU Proposals
COSATU proposes that failure by traditional courts clerks to inform the accused of the right to opt out, intimidation against the accused not to exercise their right to opt out or punishments for them exercising their right to opt out should all be grounds for automatic referral to higher courts.

3.7 Transgressions by Traditional Leaders and Clerks
COSATU welcomes the code of conduct and possible sanctions for transgressions by traditional leaders and court clerks. COSATU is still concerned that these sanctions may not be sufficient and in some cases amount to a slap on the wrist.

COSATU Proposals
COSATU thus propose that an additional sanction be provided for traditional leaders and court clerks who are found to have committed transgressions can be removed from presiding or participating in future traditional court cases if their offense is of a serious nature.

Conclusion
COSATU welcomes the significant improvements made to this Bill by the Department after engaging with civil society on its deep concerns with regards to the previous version. The amendments to the Bill have gone a long way to addressing the need to ensure traditional courts operate within the confines of the Constitution and to protect women and prohibit unfair discrimination. COSATU is still concerned with regards to several key areas of the Bill and has thus made the above proposed amendments. We hope that the Committee will look at our proposals favourably and include them into the final draft of the Bill.
It has been 20 years since the promulgation of the Employment Equity Act and one is naturally inclined to want to investigate the degree of transformation in the country as a result of the Employment Equity Act. A reflection of the first CEE Annual report, compared to the current status, is significant. The first Annual CEE report was launched in 2001. A total of 12 980 employers submitted their EE reports to the EE Registry for the first year of the EE reporting cycle. Of these reports, 8 250 complied with the requirements in accordance with the Act, whilst 4 730 were excluded from the analysis for various reasons. During the 2017 employment equity reporting cycle, 27 163 employment equity reports were submitted by designated employers, representing 7 299 428 employees. This represents at least three times the number of reports submitted since the first reporting cycle. This improvement in reporting is to be applauded.

I purposely focused on the total number of reports in the initial 2001 reporting cycle, including the non-compliant reports, based on the premise that the excluded reports indicated the willingness to report despite the errors in those submissions. It is accepted that designated employers might still have been familiarising themselves with reporting requirements and that these errors were made “in good faith”. However, as in the first reporting cycle, the CEE was still faced with challenges in 2017 with a number of reports from designated employers being excluded because they did not report correctly. Some errors are negligent and inexcusable, which should not be used as an excuse for submitting inaccurate reports. In 2017, 30 employers reported that their total staff compliment were Persons with Disabilities.

Negligent errors typically reflect on some employers who report “just for the sake of compliance” in an effort to simply “tick the boxes” at the end of the reporting cycle. Although it could be argued that the country has made progress in reporting compliance, it is clear from these inaccuracies that there are still pockets of designated employers who appear not to be committed to the spirit of the law at all.

When analysing progress in terms of the objectives of the Act, the number of persons from designated groups, in Table 1 on the following page, reflects the shift. The table cannot be considered to be an absolute comparison, as the number of reports received varied and a number of other variables might have impacted on the nature of the reports. The information however, still presents a measurement of progress.

Although the possibility existed for an employer to have a full staff compliment of persons with disabilities, the CEE was suspicious that this was highly improbable. Upon further investigation, the CEE found that these employers simply repeated the same number of employees in the Table on Workforce Profile for all employees and in the Table on Workforce Profile for Persons with Disabilities only, most probably as a “copy and Paste”.

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Employers must commit to the elimination and prohibition of unfair discrimination in the workplace’, says the Commission for Employment Equity by Ms Tabea Kabinde

‘Employers must commit to the elimination and prohibition of unfair discrimination in the workplace’, says the Commission for Employment Equity by Ms Tabea Kabinde
Data on the trends of the number of Foreign Nationals employed across various economic sectors commenced in 2009 when the EE reporting instruments were amended. As a result of the late start of reporting on Foreign Nationals, we are unable to do a direct comparison with the 2001 figures at the top four occupational levels reported by designated employers.

In 2001, designated employers reported that 1% of their total employees were Persons with Disabilities across all occupational levels of their organisations compared to the 1.3% in 2017, which is an insignificant increase. In terms of race, the biggest shift from the White population to the Black population, in particular the Indian Population has been at the Top and Senior management levels. The White Population at Top Management level decreased by 20% whilst at Senior Management level a 24.9% decrease is noted. This represents around a 1% increase of the Black Population year on year and is considered be a very slow rate of transformation.

Again, it should be remembered that the table cannot be considered to be an absolute comparison, as the number of reports received varied and a number of other variables might have impacted on the quality of the reports. At Professionally Qualified level, there has been a decrease of the White Population of 13.8% and at the Skilled Technical level their representation increased by 1.6%. The picture in terms of gender remains particularly discouraging. The highest increase in representation of women, is noted at Senior Management level, which is 18.8% increase. This bleak picture is after 20 years and is far from desirable. In the first CEE Report, the Commission indicated that: “The EEA (Employment Equity Act) and the SDA (Skills Development Act) also provide the basis for addressing other indicators of inequality in the labour market. These two Acts must complement each other in addressing inequalities and unfair discrimination in human capital development and thus helping this country to harness fully the potential of its diverse human capital.”

Twenty years later, the 4th Commission of Employment Equity can clearly report that the impact of the Skills Development Act to redress the inequality in the workplace appears to have been minimal. Employers still complain of a lack of a skilled labour pool from which to draw from to increase the percentage of employees from designated groups at the top four occupational levels of organisations. This is particularly concerning when the Training and Development activities reported by designated employers seem to favour the White Population group. Year-on-year, the statistics indicate that the White Population Group remains favoured for training and development, while males remain favoured in terms of gender. Thus the two pieces of legislation that are supposed to be supporting each other in driving transformation are not achieving the desired outcome. What could be the problem, one might ask? The CEE embarked on Sectoral Engagements during 2016, which provided great insights on the perceptions of employers and the reasons for the slow pace of transformation.

One of the key reasons offered was the lack of commitment from the Top Management of Designated Employers.

There is simply no real "political will and commitment" to transform. If the implementation of the SDA was supposed to have bared fruits in creating a pool of suitably qualified candidates from the designated groups for promotion to the top four occupational levels of organisations, why is it that these results are not evident, while training and development is taking place at these levels?

The statistics indicate that the intended beneficiaries of the Act are overlooked in training and promotions. This is totally counterproductive to the very objectives of the Act. Cynthia Rose of Ethics Monitor suggests that Leaders with low ethics focus on compliance, as opposed to commitment in response to legislation. The Low Ethics Leader often focuses on the quality and consistency of enforcement, as opposed to embracing shared values and sustainability of outcomes in making a decision on how to respond to legislation. This paradigm is totally devastating to transformation, which results in Policy Makers and Enforcers doing a lot of things, but achieving very little in transformation. South Africa is in dire need of ethical leaders. It is common knowledge that we get what we reward. The country therefore needs to be preoccupied with answering the questions: "How do we create ethical leadership and how do we reward ethical leadership?"

Twenty years on and we are still nowhere near celebrating effective implementation of transformation legislation. We cannot even begin to contemplate the implementation of a “Sunset” clause on this legislation. The Commission is now preoccupied with advising the Minister on exploring other effective implementation and compliance mechanisms for this Legislation and also creating an environment where the focus goes just beyond compliance, but commitment from ethical leaders in the South African labour market.

In conclusion, I thank Minister Mildred Oliphant for entrusting us with this vital responsibility as Commissioners to advise on matters related to Employment Equity. We remain committed to provide sound and well thought through advice to her. I would like to also thank my fellow Commissioners for their commitment to fulfilling the CEE mandate. I appreciate each one of you Commissioners, and the value you add. I also thank the Director-General, Mr Thobile Lamati, for supporting the work of the CEE by ensuring that the Directorate of Employment Equity has the necessary resources to provide both the technical and logistical Secretariat services required for the work we do. For this, I am very grateful.

Finally, I would like to thank our strategic partners. Together we can make a difference to the lives of South Africans who need to experience transformation, and feel included in their workplaces.
Gender equality takes centre stage at COSATU's national workshop on gender development

Today than ever before, there is a popular view held by Commissioners at the United Nations [UN] Women's latest report Turning Promises into Action shows that just 63 per cent of women aged 25-54 participate in the labor force, compared to 94 per cent for men in the same age bracket, and that on average women continue to earn 23 per cent less than men. Meanwhile, women do about three times more unpaid care and domestic work than men, including school runs or caring for elderly relatives. Violence in all its forms takes an unacceptable toll of women and their livelihoods. Studies have found that women who are survivors of violence are likely to miss work due to injuries and earn up to 70 per cent less than non-abused women. It is time to end this.

UN Women has longstanding work on empowering women in the workplace; from the thought leadership of flagship reports, like our 2015 Progress of the World’s Women on making economies work for women, to practical resources, like our online platform, EmpowerWomen.org which allows women to share evidence, experiences and good practices on economic empowerment and is a useful resource for employees and business leaders. And the Women’s Empowerment Principles (WEPs), created in partnership with the UN Global Compact, offer companies concrete guidance on empowering women in the workplace, marketplace and community. We know what makes a difference to women at work: access to decent jobs, with equal pay and opportunities; active mentorship and sponsorship programmes; promoting women’s entrepreneurship; greater flexibility in remote working; and provisions such as health and child care, parental leave and pension schemes. Now, we need others to join in and take concrete actions to ensure women’s economic empowerment and a more equal workplace for all employees and staff.

How do these transformations in profession, skills and workplace culture affect and impact women?

With employees increasingly seeking out flexible working arrangements, emotional satisfaction and quality of life in their jobs, the new constant in the workplace seems to be change itself. It is up to us to ensure that women, men, girls and boys have the skills to adapt to these changes. If girls and women do not have access to, control over and full use of technology, they will simply be left behind.

The principle of equality of women and men and the corresponding prohibition of discrimination is a fundamental principle of international human rights law. The Universal Declaration of Human Rights (UDHR) adopted by the United Nations General Assembly in 1948 proclaims that:

**Article 1:** All human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood.

**Article 2:** Everyone is entitled to all the rights and freedoms set forth in this Declaration, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status. (…)

Gender equality is both, a human rights principle and a precondition for sustainable, people-centered development (adapted from UN Women).

**Goal 5:** Achieve gender equality and empower all women and girls

While the world has achieved progress towards gender equality and women’s empowerment under the Millennium Development Goals (including equal access to primary education between girls and boys), women and girls continue to suffer discrimination and violence in every part of the world.

Gender equality is not only a fundamental human right, but a necessary foundation for a peaceful, prosperous and sustainable world.

Providing women and girls with equal access to education, health care, decent work, and representation in political and economic decision-making processes will fuel sustainable economies and benefit societies and humanity at large.

In sub-Saharan Africa, Oceania and Western Asia, girls still face barriers to entering both primary and secondary school. Women in Northern Africa hold less than one in five paid jobs in the non-agricultural sector. The proportion of women in paid employment outside the agriculture sector has increased from 35 per cent in 1990 to 41 per cent in 2015. In many countries around the world, a woman who learns that she has lost her husband knows that the years ahead of her will involve two struggles: in addition to overcoming her grief, she has to provide for herself and her family while surmounting enormous social and economic challenges.

When widows with young children lose property, income and other assets—especially in the absence of support for unpaid care work—they may be forced to take their daughters out of school to work or help take care of siblings and housework. This is how gender inequality perpetuates itself, continuing the cycle of disadvantage for girls and women for decades to come.

In South Africa, at least women organization and gender activists are still inspired by the brave women who charted the path for gender equality in South Africa, and in particular the women who marched to the Union Buildings in August 1956. We still have Chapter nine Institutions such as...
Gender Agenda

the Commission for Gender Equality playing its influential role to change society at attain the vision of a non-sexist society.

How far are we winning the gender struggles?
Recently the Commission for Employment Equity released its 18th Report for the season 2017/2018 which painted as 'particularly discouraging,' in the words of the Chairperson of the Commission and the Minister of Labour.

addressing indicators of inequality in the labour market. These two Acts are complementing each other in addressing inequalities and unfair discrimination in human capital development and thus helping this country to harness fully the potential of its diverse human capital.

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Both the Commissions admits in their observation and concluding remarks in their reports that 'Lack of equitable representation at the Top Management level does not bode well for the future sustainable economic growth of the country as we continue not to be inclusive and representative of the demographic population distribution in the workplace in terms of population groups, gender and disability. In order to reach equity at the Top Management level, the CEE believes that multi-pronged strategies should either be strengthened or developed'.

There is a huge responsibility that the Commission for Gender Equality (CGE) and the Commission for Employment Equity (CEE) are ceased with in our society; to achieve gender equality.


According to the World Employment and Social Outlook: Trends for Women 2018 – Global snapshot, released by the International Labour Organization (ILO) said ‘The past 20 years have witnessed some progress for women in the world of work and in terms of gender equality in society. This report looks at the progress (or lack thereof) made during the past decade and assesses women’s labour market prospects.’

The adoption of the 2030 UN Agenda for Sustainable Development and the resolve of world leaders “to achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value” (Sustainable Development Goal (SDG) 8, target 8.5.) and “to achieve gender equality and empower all women and girls” (SDG 5) by 2030 are proof of that awareness. Yet, despite the progress made thus far and the global commitments to secure further improvement, women’s prospects in the world of work are far from being equal to men’s. It shows that not only are women less likely to participate in the labour force, but when they do participate, they are also more likely to be unemployed and more likely to be in jobs that fall outside the scope of labour legislation, social security regulations and relevant collective agreements.

These findings complement ILO’s recent work on women’s labour market conditions and wages1 by providing an up-to-date quantitative assessment of the extent and depth of women’s disadvantages and how these are likely

They said ‘The highest increase in representation of women is noted at Senior Management level, which is 18.8% increase. This bleak picture is after 20 years and is far from desirable…’

Admitting to the ‘discouraging situation,’ the Chief Executive Officer for the Commission for Gender Equality, Ms Keketso Maema in the Annual Report for the year 2016-2017 said ‘Within the confines of our limited financial, human and other critical resources we conducted our work in line with our constitutional mandate and are therefore pleased to state that we have made significant achievements.’

The EEA (Employment Equity Act) and the SDA (Skills Development Act) are providing the basis for addressing indicators of inequality in the labour market. These two Acts are complementing each other in addressing inequalities and unfair discrimination in human capital development and thus helping this country to harness fully the potential of its diverse human capital.

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participation among youth and, at the other end of the scale, older workers’ retirement choices. The headline finding, however, is that, on average around the world, women remain much less likely to participate in the labour market than men.

At 48.5 per cent in 2018, women’s global labour force participation rate is 26.5 percentage points below that of men (table 1). Since 1990, this gap has narrowed by 2 percentage points, with the bulk of the reduction occurring in the years up to 2009. The rate of improvement, which has been slowing since 2009, is expected to grind to a halt during 2018–21, and possibly even reverse, potentially negating the relatively minor improvements in gender equality in access to the labour market achieved over the past decade.

Gender gaps in labour market participation are especially wide in the Arab States, Northern Africa and Southern Asia, and are expected to remain wide in the near future, mainly due to the extremely low participation rates of women in the labour market in these regions. Underlying this trend, there is concern that owing to restrictive gender and cultural norms women in these countries are more constrained in terms of their options to seek paid employment (ILO, 2017a).

Women are more likely than men to be unemployed in large parts of the world. Not only are women less likely than men to participate in the labour force, but those who do are also less likely to find employment.

As of 2018, the global unemployment rate of women, at 6 per cent, is approximately 0.8 percentage points higher than that of men. This translates into a ratio of female-to-male unemployment rates of 1.2 in 2018. By 2021, this ratio is projected to remain stable in developed countries and to increase in both developing and emerging countries, mirroring the deterioration in the relative position of women in terms of global unemployment observed over the past decade. Developing countries show the highest ratio of female-to-male unemployment rates across income groups, at 1.3 in 2018.

This largely reflects the fact that unemployment rates among men in these countries are low by international standards, while the rates among women are only slightly above the global average. Such a relatively low unemployment rate, however, is far from being an indication of a healthy labour market, either for men or for women. Indeed, the rate of unemployment is not considered a robust test of labour market performance in developing (and, to some extent, developed) countries.

This reflects the complexities of informal employment and the limited access to social protection systems, both of which pressure women and men to take up any employment opportunity, regardless of the working conditions. At the same time, entrenched gender roles and labour market discrimination continue to hamper women’s access to decent jobs (ILO, 2016b and 2017a).

In fact, the female unemployment rate is expected to increase further in this group of countries (while the rate among men is expected to remain stable), thus increasing the ratio of female-to-male unemployment rates by 2021. Vulnerable employment is more severe for women in developing countries.

Globally, over 42 per cent of workers are either own-account or contributing family workers (categories defined as “vulnerable employment”; ILO, 2018a). This translates into over 1.4 billion workers who are more likely than those in other categories of employment to be in informal employment and living in poverty, and to have limited or no access to social protection systems. In developing and emerging countries, progress in reducing vulnerable employment is stillling, as the number of own-account and contributing family workers has been rising in line with the increasing labour force.

As a result, the share of workers in these categories of employment in developing and emerging countries is particularly high, reaching 76.4 per cent of total employment in developing countries and 46.2 per cent in emerging countries in 2018. There are important gender disparities in terms of the relative composition of own-account and contributing family work. While for men both categories experienced a slight decline over the past decade, women’s share during the period up to 2021. Emerging countries, in contrast, have experienced a substantial reduction in the female share of contributing family workers, which decreased from 22.8 to 17 per cent between 2009 and 2018. According to the latest available estimates, women account for less than one-third of senior and middle management positions in the majority of developed countries, and represent less than 5 per cent of chief executive officers (CEOs) of publicly listed companies (ibid.).

Women are over-represented in informal employment in developing countries, in part because there is a higher proportion of women who work as contributing family workers – a category which accounts for around one-third of the overall informal employment in developing countries. According to the ILO, the share of women in informal employment in developing countries was 4.6 percentage points higher than that of men, when including agricultural workers, and 7.8 percentage points higher when excluding them, in the latest year with available data (ILO, 2018b).

This gender gap is much higher in some sub-Saharan African countries, where the gap stands at over 20 percentage points (ibid.). In close to one-third of sub-Saharan countries with available data, the share of women in non-agricultural employment who are in informal employment is over 90 per cent, while for men the share hovers at around 82 per cent.

Gender disparities also persist with regard to average wages. Across a sample of developed, emerging and developing countries, for example, women are found to earn, on average, 20 per cent less than men (ILO, 2016a). A significant proportion of this gap is due to the over-representation of women in sectors and occupations with a higher incidence of low pay. In addition, a weakness or absence of well-functioning labour market institutions and policies, such as collective bargaining and minimum wages, are also partly responsible for persistent gender wage inequality (ibid.).

Role of Trade Unions today!

COSATU recently held their National Gender Workshop at Easy Stay Hotel at Berea in Gauteng in which gender equality was the trending word.
Gender Agenda

amongst all the gender coordinators and activists. Holding of positions of power by women is still a rare occurrence across the globe. ‘Gender equality must be promoted in society,’ said Gender Coordinators. The question young and old must ask is what makes a country sexist?

Ms Magdalena Zawisza, Senior Lecturer in Psychology, Anglia Ruskin University argued that ‘another consideration which future studies should take into account is the countries’ wider political system – not just the gender attitudes themselves. One theory suggests modernisation leads progressively to democratisation and liberalisation – including that of attitudes to gender roles. The society’s heritage, whether political or religious, influences the society’s values. Indeed, our studies on cross-cultural attitudes to women and men show that they are more liberal in longstanding democracies such as the UK than in countries transitioning to democracy (such as Poland and South Africa).

We found that gender attitudes were also affected by the preceding political systems: they were more conservative in the post-apartheid South Africa and less conservative in a post-communist Poland. So national histories of institutionalised inequality (apartheid) vs forced emancipation (communism) have left a long lasting impact on national levels of sexism.’

UNI Global Union has recently elected its first general secretary after eighteen years. Christy Hoffman was elected the new General Secretary of UNI Global Union during the labour federation’s Fifth World Congress in Liverpool. COSATU and all affiliated trade union’s gender coordinators also congratulated SACCAWU National Gender Coordinator, comrade Patricia Snyman for being elected as UNI Women president.

Assuming her leadership role, Hoffman said: ‘At an early age, I learned about the power that unions have to address inequality—economic inequality, gender inequality, and racial and ethnic inequality—in my workplace,’ she said. ‘Now, I know that unions are a solution to the ravages of inequality not just at our jobs, but in our communities, countries, and around the world. Globally, gender activists contend that having girls in technological fields need to be redefined as vital for our future. Faced with the fact that by 2040, it is estimated that only 1% of the tech sector will be female, if there are no interventions. At the UNI World Congress presenters gave an illuminating presentation on the near nonexistence of female involvement in technology and how we must act to improve this gender imbalance.’

Education International (EI) has also consistently highlighted the need to achieve gender equality in unions, in education and in all societies. Concrete measures are needed for change to occur and the EI Gender Equality Action Plan (GEAP) sets out EI’s priorities for the work on gender equality up to the 8th World Congress in 2019.

South African Minister of Labour has said at the release of the Employment Equity Report that ‘There are times when one feels that even the Employment Equity Plans are put together grudgingly with no real will, to implement them. Twenty years since the Employment Equity Act was introduced, there is not much to show for it.’

She argued that ‘inequality carries high economic, social and moral costs. Inequality is capable of undermining economic growth and social cohesion, inflate health care costs and drive up crime. It is also important to highlight that since introducing the principle of equal pay for work of equal value, it has become relatively easier for vulnerable groups to take up unfair discrimination cases relating to pay disparities in the workplace. It is also encouraging that the Commission for Conciliation, Mediation and Arbitration (CCMA) and the Labour Court have also played their part in ensuring that these cases get the attention they deserve. Our resolve is to ensure that there is equity in a workplace, by ensuring that everyone receives fair treatment, is a non-negotiable.

This we will do because we know that when equity exists, people have equal access to opportunities and by extension, create an environment conducive for all-inclusive growth and development. Accordingly, I invite all our social partners to join hands with us in rooting out the culture of non-compliance.’

What are the sustainable solutions?

Reducing gender gaps in the labour market therefore requires comprehensive measures, tailored specifically to women (in recognition of their widely varying circumstances), which will ultimately contribute to the welfare of society (ILO, 2016b and 2017a).

In developing and emerging countries, there remains the unresolved challenge of fostering the transition from informal to formal jobs, particularly among rural women in the agricultural sector.

Promoting economic diversification, within both agricultural and non-agricultural activities, will contribute to achieving a higher degree of formalization, while reducing the incidence of working poverty through income diversification. Continuing to foster female enrolment in formal education, vocational training and entrepreneurship programmes is crucial in supporting the transition of women into decent jobs.

More generally, it is imperative for all countries and all constituent interest groups (especially governments, employers and trade unions) to work towards achieving the Agenda for Sustainable Development through measures that ensure quality jobs for women, reduce gender stereotypes and discrimination in both education and the workplace, and recognize, reduce and redistribute the disproportionate burden of care and household responsibilities that women currently bear.

Other areas to be taken care for are that:

• Both democratisation and the reduction of stereotype threat – especially through the mass media, such as advertising involving non-traditional gender roles – are important. These efforts should be our focus in bringing greater equality across a range of skills for women and men across the globe.
• Education systems also need to adapt to the changing world of work, for example providing opportunities for multidisciplinary learning, where foundational or optional technology courses can be introduced to non-technology majors. An even more urgent gap to fill is that of training teachers to become competent Information, Communication and Technology (ICT) users who can embed technology in all the subjects they teach.
• We need a political will to tackle gender disparities and a multi-pronged approach to current challenges must be fostered by progressive Trade unions and other organs of civil society, the Commission for Employment Equity and the Commission for Conciliation, Mediation and Arbitration to tackle equity at the workplace, in liaison with law enforcement agencies to report cases of unfair discrimination and gender based violence at the world of work
• COSATU will reprioritise to participate actively in the Progressive Women Movement of South Africa (PWMSA) to set the agenda to ensure the progressive movement represent the aspirations of working class movement in all rural areas and the vulnerable groupings in society

It is greatly agreed by many gender activists that the past 20 years have witnessed some progress for women in the world of work and in terms of gender equality in society. Today, more women than ever before are both educated and participating in the labour market.

We must continue to assess the women’s labour market prospects by examining the gaps between men and women according to a selection of ILO statistical indicators, namely labour force participation, unemployment, informal employment and working poverty.

These efforts should be our focus in bringing greater equality across a range of skills for women and men across the globe.

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Towards the urgent elimination of hazardous child labour

Children are more vulnerable to risk than adults. Urgent action is needed to ensure no child under the age of 18 is in hazardous child labour,” said ILO Director-General Guy Ryder on the occasion of World Day against Child Labour.

On World Day Against Child Labour 2018, the spotlight is on ending hazardous child labour. It is a priority in the wider ILO campaigns against child labour and for safe and healthy work for youth of legal working age – “Generation Safe & Healthy.”

About 73 million children are in hazardous work – almost half of the 152 million children aged 5 to 17 still in child labour. These children are toiling in mines and fields, factories and homes, exposed to pesticides and other toxic substances, carrying heavy loads or working long hours. Many suffer lifelong physical and psychological consequences. Their very lives can be at risk.

No child under the age of 18 should perform hazardous work as stipulated in the ILO’s Conventions on child labour, namely the Minimum Age Convention, 1973 (No. 138) and the Worst Forms of Child Labour Convention, 1999 (No. 182). They require governments, in consultation with the social partners, to establish and enforce a national list of hazardous work prohibited for children. Ratification of these Conventions by 171 and 181 ILO member States respectively – close to universal ratification – reflects a commitment to end child labour.

The report outlines the crucial and mutual link between education and health: lack of education increases the risk of negative health outcomes from work and conversely, quality education has positive and protective effects on health. Although the overall number of children in hazardous work has decreased over the past years, progress has been limited to older children in hazardous work. Between 2012 and 2016, there was almost no reduction in the number of children aged 5 to 11 in child labour, and the number of these most vulnerable, youngest children in hazardous work actually increased. This is unacceptable.

The 2030 Sustainable Development Agenda reaffirms the urgency of eliminating the worst forms of child labour, which includes hazardous work, and sets the target of ending all forms of child labour by 2025. If we are to keep the solemn promises we have made to the world’s children, we must, once and for all, “turn off the tap” and stop children from entering child labour in the first place of many of whom, especially in agriculture, commonly start when they are six, seven or eight years old.

Join us on this World Day in committing to urgent action to combat hazardous child labour and to accelerate progress towards ending all child labour by 2025!

ILO reaffirms the urgency of eliminating the worst forms of child labour, which includes hazardous work.
Earlier in 2018, South African National AIDS Council (SANAC) Civil Society Forum (CSF) Sectors has called for the South African Parliament and National Treasury to urgently institute an inquiry into funding of HIV & TB programmes, excluding other main funding streams: (1) the Global Fund, (2) PEPFAR and (3) the South African government.

Jacqueline Bodibe argued that the article in the weekend newspaper was ‘very insensitive for them as a reputable news paper to create such a catch phrase to sell news papers at the expense of the communities’.

The Congress of South African Trade Unions has passed resolutions at the 2009 COSATU 10th National Congress calling for urgent implementation of a comprehensive national health insurance scheme for a long and health life for all South Africans through universal health care. The working class is gravely affected by the current crisis in the public health system and the majority of members of COSATU are public health facility users. The well being of South Africans is the base need to effectively deal with the triple challenge of unemployment, poverty and inequality.

COSATU as a member of the South African National AIDS Council participated at the SANAC Civil Society Forum consultation held on 5th April 2018, which advocated for transformation in the HIV sector as we resolved that funding in HIV and tuberculosis is highly racialised in South Africa with funds allocated in the HIV sector as we resolved that funding in HIV and tuberculosis is highly racialised in South Africa. The callously misuse of disastrous occurrences such as the Life Esidimeni tragedy raises serious questions in the authenticity of those raising concerns regarding these tragedies, as these misfortunes seem to be convenient incidences to advance their ulterior motives.

The misleading report from City Press that the Limpopo Health MEC says AIDS is a black disease and the subsequent complaint filed at the Equality Court illustrate the concerns raised by COSATU. It has been 24 years since the fall of apartheid and we cannot have a democratic constitutional South Africa that represents the remnants of apartheid that advanced white supremacy. The developmental funding agency has dismally failed principles of social justice.

NGOs rooted in communities that are affected by HIV and TB remains marginalised and excluded from resources allocated for the HIV response. Only white founded, owned and managed organisations have ascended and monopolised the HIV sector through the billions of rands poured into the country to respond to the HIV epidemic.

The apportioning of blame of a single death in Moutse on a government that is catering anti-retroviral therapy through a decentralised primary health care, where nearly all of the more than 3 000 public primary health facilities provide comprehensive management, care, treatment and support for the 3.9 million HIV positive patients on anti-retroviral therapy indicate the levels of deceit and malice by these so called civil society grouping.

Using the pain of the poor, marginalised Black people in our communities to advance ego-centric predatory capitalist agenda under the guise of social justice is a beyond repulsive. It represents a level of immorality that has no place in a developmental constitutional state of South Africa that is still grappling with liberating itself from the shackles of colonialism and apartheid.

These are the same ‘social justice organisations’ that have never raised a whisper on the crime against humanity by the private health sector that contribute a mere 7% and practically nil contribution to the HIV and TB epidemics respectively, despite the private sector sitting on the largest human resource and infrastructure of the available assets for health in South Africa.

The call for an AIDS Inquiry is urgent; taking into consideration the psycho-social impact of HIV in our communities and the billions of rands circulating in the country in the name of HIV. This is illustrated by Limpopo Health MEC quote that “the total costs the department incurs for the centre has now escalated to almost R24m a year which covers antiretroviral drugs (ARVs) and administration for 3700 patients only.

This does not make financial sense considering that it costs us about R4m and R7m a year to run a fully comprehensive healthcare centre/clinic, which provides for all sorts of care.”

This is a clear indication that we have an AIDS Mafia that has found the condition of blacks as a lucrative commercial venture for exploitation. The exploitation of the ailments that disproportionally affect Black communities, especially by external forces will not be tolerated and will be exposed by COSATU.

COSATU supports the calls for an AIDS Inquiry to investigate the channelling of HIV monies to the few elite organisations who have monopolised the HIV response. Just as we are grappling with the white monopoly capital cartels in the finance, construction, audit and other industries, it is high time we investigate these AIDS cartels. We further would like to caution the City Press that is very insensitive for them as a reputable news paper to create such a catch phrase to sell news papers at the expense of the communities.

We believe that their responsibility is to educate South Africans.

by Jacqueline Bodibe

Article written by Jacqueline Bodibe, COSATU Occupational Health Safety, HIV and Aids Policy Co-ordinator
newly Elected COSATU Eastern Cape Provincial Leadership are; Chairperson - Cde Tabiso Kunene; deputy Chairperson Cde Nomonde Mthembu; Treasurer Cde Sithembele Mhlana; Provincial Secretary-Cde Xolani Malamlela. COSATU Eastern Cape held its Provincial Congress at the Orient Theatre in East London on the weekend of the end of June 2018.

COSATU Eastern Cape Provincial Leadership are:
Chairperson: Cde Tabiso Kunene
Deputy Chairperson: Cde Nomonde Mthembu
Treasurer: Cde Sithembele Mhlana
Provincial Secretary: Cde Xolani Malamlela

The Congress was addressed by COSATU General Secretary, Bheki Ntshalintshali and emphasised the importance of Going Back to Basics to service members and recruit all vulnerable workers.

Updates

COSATU Eastern Cape Provincial Congress

COSATU KwaZulu-Natal elected leaders on the 15 June 2018 are; Chairperson - Cde Skhumbuzo Mdlalose; Dep Chairperson - Cde Phumlani Duma; Secretary - Cde Edwin Mkhize; Treasurer - Cde Zodwa Mzindle
COSATU Eastern Cape Provincial Congress

COSATU Free State Provincial Congress

The Provincial Congress took place at in the heart of the intensifying struggles of the workers, with the unemployment rate of the province above the national average,’ said COSATU Northern Cape Provincial Secretary, Orapeleng Moraladi.

The congress elected the following comrades to serve for a period of three (3) years:

- Provincial Chairperson: Comrade Zamani Mathise
- Provincial Deputy Chairperson: Comrade Jacques Cupido
- Provincial Secretary: Comrade Orapeleng Moraladi
- Provincial Treasurer: Comrade Platinah Moletsane

The Provincial Congress which was attended by COSATU affiliated trade unions was convened under the theme: ‘Back to Basics: Defend and Service the Workers for a Strong and Campaigning Federation.’

‘The Congress resolved to focus on the following campaigns,’ said Orapeleng Moraladi;

- Fight against the Value Added Tax (VAT) increase
- Implementation of the National Health Insurance (NHI)
- Creation of decent work for All
- Anti-privatization/Ending Outsourcing
- Tackling Union bashing by some employers
- Fight against corruption at all levels

Congress fully pledged to support the vanguard of the working class (SACP) to contest State Power.

COSATU Provincial congresses are held in terms of the Constitution of the federation to, amongst others, to carry out the aims and objectives of the federation with regard to the organization of workers in the province, to facilitate and encourage cooperation between affiliates in the province, to examine provincial problems and coordinate activities and campaigns to address such problems, to consider reports of activities of affiliates and also elect provincial office bearers.

On the weekend of the month end of June, COSATU Free State held its provincial congress at Ferdie Meyer Hall in Welkom under the theme ‘Unity and cohesion of COSATU to Advance the National Democratic Revolution for Socialism.’

‘The Congress was able to assess the current employment relations landscape, the socio economic impact of such as well as to develop a clear program on how to respond to the challenges that have been identified. And going forward we must consolidate and advance the interests of the workers in the province through sustainable and high impact campaigns whilst heightening working class consciousness for the building of socialism,’ said Monyatso Mahlatsi, COSATU Free State re-elected provincial secretary.

Provincial chairperson: Moletsi Masuleka
Provincial Deputy Chairperson: Thibong Thole
Provincial Secretary: Monyatso Mahlatsi
Provincial Treasurer: Lindiwe Ncamane

Free State provincial leadership
more than 675 delegates participated in the successful COSATU Western Cape Provincial Congress held at the Old Mutual Auditorium at Cape Town. The Congress was addressed by Provincial Alliance components and National Office Bearers.

The Congress adopted a Declaration which stated that ‘Cosatu will be taking up campaigns on the various socio-economic areas that affect the members of Cosatu and the working class, which include are not limited to fighting against the implementation of Value Added Tax [VAT] which has worsened the cost of living for the poor masses. There is an urgent need to address the water challenges in Western Cape communities which, amongst others, must tighten regulations around the pricing of water and cutting off of water to communities by municipalities.’

‘There is an urgent need to campaign against the greed of financial services and we will campaign to promote for the establishment of a State Bank’ said the newly-elected Western Cape Provincial Secretary, comrade Malvern De Bruyn.

De Bruyn said ‘Cosatu will intensify its campaign against the dysfunctional transport system and demand decisive improvements to the system.’

The Provincial Congress resolved, amongst others, that ‘Cosatu demands that the Alliance must jointly decide on the Election Manifesto that includes workers’ interest and also demand to see joint Governance through an effective deployment policy. COSATU and the SACP must work together more closely to advance the interests of the working class and the socialist ambitions.’

The following leaders were elected at the Congress for the next three years.
- Provincial Chair Person – Motlatsi Tsubane
- Provincial Vice Chairperson – Andile Ngqameka
- Provincial Treasurer – Ingrid Leukes
- Provincial Secretary – Malvern De Bruyn

COSATU Western Cape elects new leadership

The National Union of Mineworkers held its 16th National Congress at Boksburg from the 20th-23rd June 2018. The Congress was held to take stock of the challenges facing the working class around the sectors the union is organising (mining, energy and construction sectors).

COSATU President Sdumo Dlamini representing the federation said ‘We want to salute the outgoing NUM leadership collective and all leaders from all levels of NUM for keeping the union intact under very difficult conditions. We thank you the delegates and all the members of NUM for your continued belief in the NUM and defending the NUM when it was severe attack. It is you who reminded those who may have forgotten that the continued improvement of working conditions in the mines are as a result of the struggles waged by the NUM. It is you the real owners of the NUM who declared openly that, this union of Elijah Barayi shall never die.’

The elected NUM leadership are:
- NUM President: Joseph Montisetse
- NUM Deputy President: Phillip Vilakazi
- NUM General Secretary: David Kolekile Sipunzi
- NUM Deputy General Secretary: William Mabapa
- NUM Treasurer: Mpho Phakedi
- NUM Health and Safety Chairperson: Duncan Luvuno
- NUM Health and Safety Secretary: Sipho Mungwe
- NUM Education Chairperson: Helen Diatile
- NUM Education Secretary: Olehile Kgware

Meanwhile, COSATU affiliated trade unions have congratulated the NUM after holding its successful national congress.

NUM holds a successful 16th National Congress

COSATU leaders and members thanking comrade Tony Ehrenreich for serving workers
COSATU North West Provincial Congress

North West became the sixth province to hold its provincial congress at Mahikeng and elected a leadership collective to lead the province for a period of three years.

The Congress was held to carry out aims and objectives of the federation with regard to the organization of workers in the province.

- COSATU North West Provincial Congress elected leadership are as follow;
  - Provincial Chairperson - Solly Mmetli Lekhu
  - Provincial Deputy Chairperson - Mxolisi Bomvana
  - Provincial Treasurer - Sankie Molefe
  - Provincial Secretary - Job Dliso

The newly appointed premier in North West Professor Job Mokgoro acknowledge COSATU and its affiliated for having fought for quality healthcare in the province.

COSATU 1st Deputy President, comrade Tyotyo James congratulated the leadership elected after addressing the provincial congress.

He said ‘COSATU must campaign vigorously against VAT increase which has worsened the cost of living, with petrol prices rising.’

POPCRU goes on a national march

POPCRU mobilizing workers for a national march to the Union Buildings. The Police and Prisons Civil Rights Union (POPCRU) convened a successful Collective Bargaining Conference in 2018 and resolved, amongst others, to ‘confront head-on the challenges that have for long been raised, but ignored; all of which have adversely affected our members within our scope of operation’.

The recent National Executive Committee held decided to embark on a national to various government departments to demand finalization of Occupation Specific Dispensation (OSD), overcrowding and understaffing, reviewing of the post establishment with Corrections, restructuring of the South African Police Services, a once-off promotion of all members with 10 years or more in one salary level, acceleration of promotions for personnel, finalization of grading for Public Service Act appointees’ levels, nationalization of traffic and also the reintroduction of the Transformation Task Team.

The union will march around July 2018 to demand the establishment of a State Bank for funding a housing scheme for government employees’, said Nkosinathi Theledi, POPCRU General Secretary.

The march will be taking place in Pretoria in which various Ministers such as the Police, Justice, Transport and Health will receive memorandum. ‘All outsourcing in the departments must be discontinued’, said Theledi. ‘As part of mobilising for the national march, there will be general meetings and lunchtime pickets taking place across all institutions in the country’, concluded Theledi.
Comrade Petrus Mashishi

Comrade Petrus Mashishi was elected SAMWU President at its inaugural congress in 1987 following a merger of a number of unions including the Transport and General Workers’ Union (TGWN) which he was a shopsteward of.

When can their glory fade?
O the wild charge they made!
All the world wonder’d.
Honour the charge they made!
‘Without your sacrifice, their cause would be lost
But you carried onward, no matter the cost.’

It was devastating to have heard the sad news about the passing on of a founding president of the South African Municipal Workers Union [SAMWU], Comrade Mashishi. What a privilege it was to work under comrade President, Petrus Mashishi, from 1997 - 2008. ‘Comrade Prez’ was a very key figure in municipal worker organisation during apartheid, in convincing several tiny unions to merge into one which rapidly grew to have a membership of 120 000.

He was key in the resistance to privatisation in immediately post apartheid South Africa, and in building SAMWU into a powerful force. ‘Comrade Prez’ rejected the attempts to channel union funds into dodgy investment companies, and to drive unions politically towards co-option by capital through endorsement of “public private partnerships”. ‘Comrade Prez’ was key in SAMWU being the most left and principled union for decades, and mainly achieved all this by encouraging and promoting unity and solidarity over factionalism and remaining true to socialist principles.

It was a sad day when he was ultimately ousted by the Stalinists. SAMWU of course, has never been the same since and descended into the depths of corruption that comrade Prez had fought hard to stave off, with its new leaders being investigated by the police.

He was also a very cheerful and pleasant personality, and never grew angry with us SAMWU staff. Once he called me up, laughing hard, saying the media had called him for comment on 1st vice president, comrade Boss, being strip searched by Israelis en route to Palestine and asking me why I had not warned him he would be getting such a call. During times of our national strikes, we could rely on comrade Prez to work 24/7 for the entire duration of the strike.

If a TV channel needed a union leader to meet them on a busy bridge with a view of Jozi’s early morning traffic in the background to do an interview on the strike, Comrade Prez was the man to arrange this with. He would never complain about getting such requests from me at 11pm the night before even though he would have to wake up at 4am to drive to the bridge in question. If it was good for the union membership, he would do whatever it took. And this was the least of what he did. What an everlasting inspiration! Hamba Kahle, ‘Comrade Prez’

Anna Majavu is former SAMWU Media and Communication Officer

Messages of Condolences for the late former SAMWU President

SAMWU said ‘Comrade Mashishi was loved and respected by municipal workers across the country which earned him the title of “the union’s man”. We are therefore saddened and devastated by his passing, the passing of a man who steered SAMWU towards its militancy in the workplace. We lower our banners in remembrance and honor of Comrade Mashishi. We further send our heartfelt condolences to the Mashishi family during this painful time.

Workers’ Poet, Thobile Maso said ‘A revolutionary and a gallant fighter for workers’ rights, it is our sincerely and our heartfelt condolences to the family, entire SAMWU membership and leadership. Rest In Peace Comrade President Mashishi.’

LIMUSA said ‘We extend our heartfelt condolences to the South African Municipal Workers’ Union, his family and the entire federation. We hope the SAMWU and the family will find strength during this difficult period of mourning a true leader and a dedicated servant of the working class. Our thoughts and prayers are with his family at this difficult and painful time.’

LIMPUS said ‘We extend our heartfelt condolences to the South African Municipal Workers’ Union, his family and the entire federation. We hope the SAMWU and the family will find strength during this difficult period of mourning a true leader and a dedicated servant of the working class. Our thoughts and prayers are with his family at this difficult and painful time.’

Anna Majavu is former SAMWU Media and Communication Officer.
Poem

Palestinian Gaza strip

Through the eyes of Dr Mads Giribert
Bombs, jets, blood and death
To respect individual is respect for humanity and dignity
If you do not want to compare with Nazi Germany but compare occupation with occupation

Any occupied country its people will do anything to throw out the occupier
Just imagine occupier remains in your country and when you want him to get out,
instead he is busy taking the country piece by piece and kill you.
For decades upon decades banished the people to the leanest areas
They took the fish in the sea,
took the land and took water and become more confined

They are prisoners because there was so much resistance
They become prisoners for many decades, standing together against the occupier
They bomb university, hospital, medical centre, killing ambulance workers and they bomb school, they
cut the power and bomb the power plant and shut down the water supply.

Would Palestinians give up?
Wave the white flag?
When Palestinian people did not do that they are bombarded and massacred
This is not a battle between a terrorism and democracy
Because Hamas is not the enemy Israel is fighting. Israel is waging war against the Palestinian people
and their sin is

Will to resist, the unbending determination not to submit to the occupation and it is Palestinian people’s
dignity and humanity that will not accept that they are treated as third, fourth and fifth ranking people.
Israeli uses Hamas as a scapegoat.

In 1938 the Nazi called Jews “untermensch” meaning sub humans, kafirs or nigros
Today Palestinians are treated as untermensch, sub humans who can be bombed, killed,
slaughtered by thousand.

Occupied nations have a right to resist as a weapon against the occupation and this is stated in the
international law. You are permitted to fight the occupier, even with the weapon.

Free! Free! Palestine

by Thobile Maso
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