



# COSATU NEWS

*Cosatu News No.1 February 1989*

## Forward to the Workers Summit



Several hundred worker delegates from COSATU, NACTU and all other independent unions will meet in March to discuss a united response to the Labour Relations Amendment Act (LRAA), a programme for building trade union co-operation in South Africa and united action against repression.

Last year workers showed in struggle that despite all the attacks from Botha and the bosses, our spirit of resistance is still strong. When COSATU Special Congress called for a three day action against the Labour Bill - which NACTU supported - over three

million took part in the biggest ever general strike in our history. When the Botha regime tried to impose their puppet elections on us - and repressed all open opposition to the elections - less than 2% of black people of voting age went to their polls.

These were major victories for the mass democratic movement. They showed the spirit of struggle is still burning. They showed the weakness of Botha behind his state of emergency repression. Now - for the first time ever - there is going to be a Workers Summit. Only worker delegates will go to the

Summit. COSATU and NACTU will each have 250 delegates. The delegates of the independent unions will be according to their membership.

The Workers Summit is a chance to take our spirit of resistance forward. Discuss the Worker Summit in every structure of your union and COSATU.

Make sure the Summit speaks your language and answers your needs. Make sure the Summit builds a way forward against the LRAA and strengthens worker unity. (See page 3)

## One Country One Federation



# WHAT IS COSATU?



AFTER four years of unity talks between the majority of independent trade unions in South Africa, the Congress of South African Trade Unions (Cosatu) was formed on December 1, 1985, in Durban.

Cosatu, by far the largest trade union federation ever in South Africa, represented over 800 000 paid-up organised workers in 14 industrial unions at the end of 1988.

With signed-up members, Cosatu's membership is over a million workers.

Cosatu is a non-racial, worker controlled, democratic federation of national industrial unions formed to fight for everything workers need.

Cosatu is committed to fighting for a worker controlled society, free from economic exploitation and racial oppression.

The only other trade union federation in South Africa is the National Council of Trade Unions (Nactu) which has 140,000 paid-up members in 28 affiliates. Nactu affiliates were originally part of the unity talks to form Cosatu - but they withdrew at the last minute.

After the successful 3-day national protest action in 1988, which was jointly supported by Cosatu and Nactu, relations between Nactu and Cosatu improved.

Cosatu believes that a lot of hard work still has to be done to bring together unorganised workers and all unions outside Cosatu into one federation in South Africa.

**One Country - One Federation**

## Editorial

### Code of Conduct

There is a lot of discussion in COSATU and the mass democratic movement about a code of conduct for work in the liberation struggle.

In COSATU's Discussion Paper of 1987 some principles of a code of conduct were raised. Another code of conduct was previously discussed in UDF affiliates.

This code was adopted by COSATU's Johannesburg Local and circulated to all COSATU structures. Some COSATU affiliates have adopted their own codes of conduct.

**What is a code of conduct?**  
A code of conduct lays down guidelines for disciplined behaviour of leadership, membership and activists. It answers questions like: what makes someone a leader; what is the duty of a leader; why do we need structures; what is worker control and democracy; why do we need mandates.

In discussing these questions, we need to ask ourselves: am I democratic; am I open to criticism; do I respect democratic decisions; do I report back to, and get mandates from, my fellow workers; do I build unity; do I build COSATU's principles and policies. Or am I just a loudmouth accountable to no-one but myself and my clique.

To move forward we must straighten out these problems. COSATU is bigger than all of us. Our task is to build COSATU; to strengthen COSATU and to unite COSATU through commitment, democracy and discipline; through putting the principles and policies of COSATU into struggle.

All our discussion on a code of conduct should help workers and leaders develop a way of doing these things properly everyday.

## COSATU unites - bosses divide



Since COSATU's formation in December 1985 more than half a million workers have joined COSATU affiliates. COSATU's paid-up membership is about 800,000 members now.

Towards the end of last year the 20,000 strong Post Office and Telecommunications Workers Association (POTWA) joined COSATU. POTWA has had a close relationship with COSATU and mobilised workers in militant strike action in 1987/8.

Presently talks are going on between COSATU's ACTWUSA and the 110,000 strong Garment and Allied Workers Union (GAWU). GAWU has organised mainly coloured and Indian workers in the Western Cape and Natal and has branches in the Transvaal and Eastern Cape. Last year GAWU ran a very successful Living Wage Campaign. ACTWUSA and GAWU are expected to merge before COSATU's Congress in July.

At the same time, COSATU Education is co-ordinating merger talks between all black teachers unions in SA - and some white unions - with the idea of forming one national teachers union. Giant teacher unions like ATASA and the

CTPA are taking part, as well as progressive teacher organisations like WECTU, PTA and DETU. One teachers union would represent over 100,000 teachers nationally.

Other sectors - especially amongst professional white collar workers who have never been properly unionised - have also approached COSATU to help build organisation and unity in their sectors.

Some whites only unions have approached COSATU affiliates about joint discussion and action over common issues.

COSATU is the home of the whole working class. Every worker should be a member of COSATU affiliates. And every COSATU member should be an organiser. Workers are joining hands together in COSATU to build a house of unity against the bosses and Botha.

### Write to Cosatu News

Cosatu News is your paper. Make sure it is your voice. Write letters and stories and send them to The Editor, Box 1019, JHB 2000. Cosatu News is heavily restricted under the Emergency. Fight the Emergency & the restrictions

# Every worker a COSATU member!

# Cosatu Principles

## • WORKER CONTROL

This is Cosatu's most important principle. Cosatu believes that workers must control all structures and committees in the federation. Union delegations to Cosatu structures must always have a majority of workers.

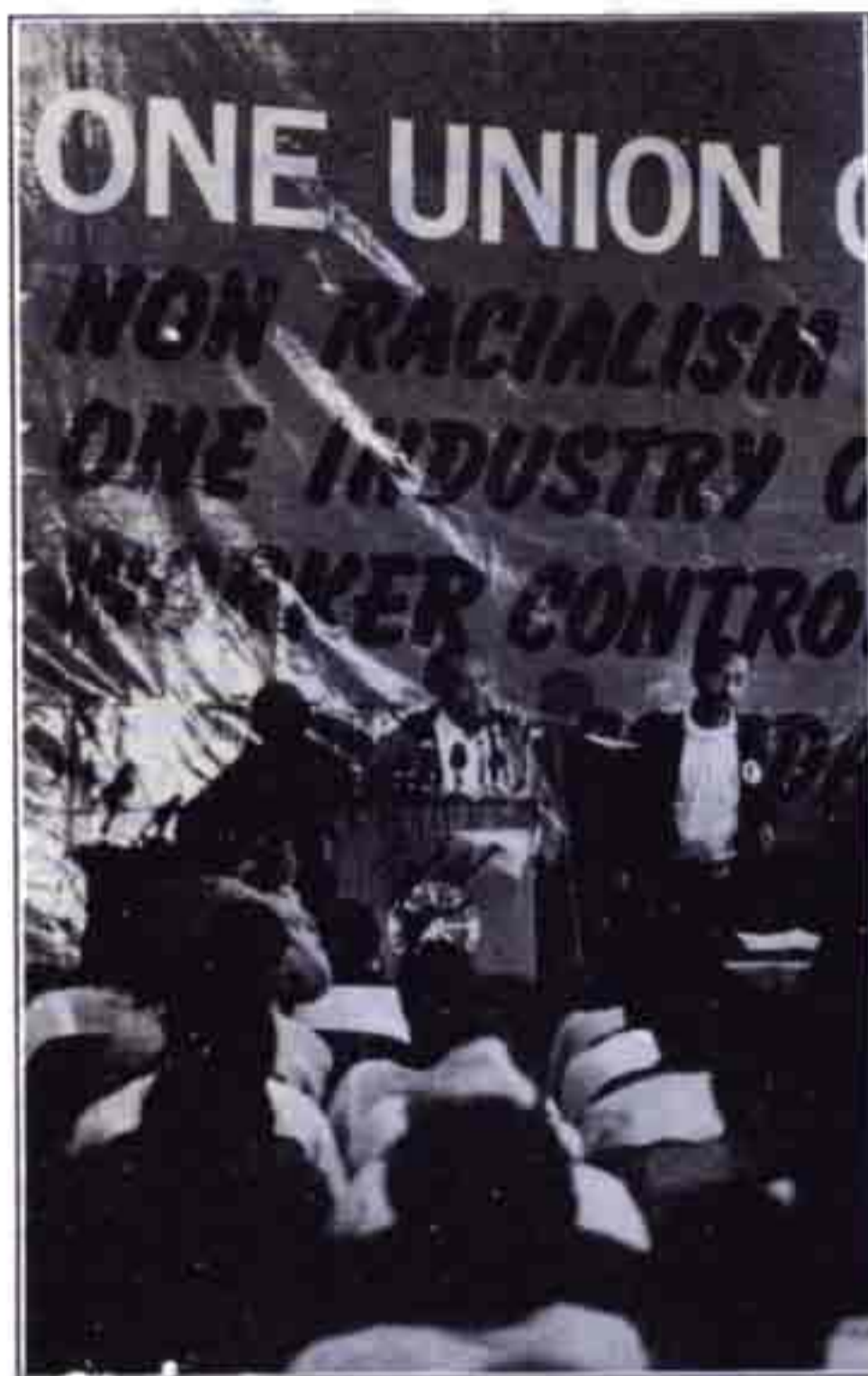
Cosatu functions on the basis of worker democracy. This means that all workers must participate in making the organisation's decisions. All ideas are discussed and those that are supported by the majority become the positions of Cosatu.

Leadership are controlled by members through report-backs and mandates from the rank and file. Cosatu is completely independent of, and opposed to, the policies and practices of the bosses and government.

## • NON-RACIALISM

Cosatu rejects apartheid in all its forms. Cosatu believes that to unite the entire working class all workers, regardless of race, should be organised. It is a little known fact that Cosatu has several hundred white workers as members and tens of thousands of coloured and Indian workers.

The vast majority of Cosatu membership are African workers. Cosatu is to embark on a campaign to organise many more non-African workers to join up.



**In just two years COSATU united almost every big union in the country in all major industrial sectors under the banner of ONE COUNTRY - ONE FEDERATION**

## • ONE UNION, ONE INDUSTRY

Cosatu believes that workers should be organised into national industrial unions.

Workers in each major industrial sector should join one national union. All Cosatu unions - except those in transport and the public sector - are already fully-formed national industrial unions after mergers between unions in the same industry. By organising in national industrial unions

workers are able to more effectively challenge the national power of the big capitalist companies which dominate the economy.

## • PAID-UP MEMBERSHIP

Cosatu believes that if workers pay a fixed amount of money (union subscription) monthly to their union, it strengthens the control of members over their union and its finances.

The number of paid-up organised workers within a union reflects the level of representation that union is allowed in Cosatu structures. At the moment, all Cosatu affiliates pay Cosatu a monthly subscription of 5c per member.

## • NATIONAL CO-OPERATION

Cosatu believes that joint actions amongst the affiliates are vital

to fight against the bosses and their racist government.

Unions from different industries should work together on a local, regional and national level in order to build national campaigns and protests.

Cosatu's slogan is: "An injury to one is an injury to all". This sums up the real meaning of Cosatu - to unite workers together in solidarity with one another against the attacks of the bosses and the government.

# Worker leaders give direction

*About 150 COSATU worker leaders - officebearers from all COSATU's local and regional structures - came together in a 4-day workshop at the beginning of February. One of the issues discussed was the Workers Summit and the struggle for worker unity. These are some points made by the workshop :*

**Workers said COSATU must:**

- Build joint programmes of action with NACTU and all independent unions on all issues facing workers.
- Invite NACTU and all independent unions to our Locals and Industrial Area Committees (IAC's) as full participants.
- Build joint campaigns and action between all unions in the same industry e.g. Living Wage Campaign and Campaign against Repression.
- Build closer links with all unions in the same industry through talks, joint education workshops, joint general meetings and by building solidarity action when any group of workers are attacked - no matter which union they belong to. Aim always to build unity and work towards one union per industry and one country one federation.
- Build unity within COSATU and between COSATU, NACTU and independent unions on issues of policy and strategies. When

building unity with others, we should not criticise them and praise ourselves.

- Give practical assistance to other unions e.g. during wage negotiations. Talk unity with other workers all the time.
- Be confident in our organisation and policies.
- Explain that we are workers like you are workers. We are exploited like you are exploited. We must unite and struggle against the bosses together.
- All affiliates, regions and locals should build unity now and find ways of taking the decisions of the Summit back to joint meetings of all workers.
- There should be more Worker Summits to continue the process of building unity.
- The Workers Summit should elect a joint Organising Committee to co-ordinate nationwide mass meetings to report on the decisions of the Summit.



## Workers at the seminar

\* Society has two main classes - the capitalist and the working class. All the wealth is created by the workers, but it is enjoyed by the bosses. Take hotels for example. We built the hotels. We work in them for starvation wages. But the bosses are eating luxury food there made by us. And they are paying for the food with the money stolen from us.\*

\* It does not matter whether we are in COSATU, NACTU, or the Boilermakers. We are exploited by the same bosses. The only way to achieve liberation is to unite all workers and fight the ruling class. Many unions only benefit the bosses. They control us with divide and rule tactics. We must form one federation in South Africa and unite with workers in other countries. Our struggle only ends when workers rule the world.\*

\*We should avoid political differences - the only important thing is unity. When we are one we will discuss political policy. We have differences even in Cosatu on political policy. There are differences there and there. Our members and their members do not know all these differences. The songs we are singing are one. Our leaders are one. Differences should not be a stumbling block to one federation.\*

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# Workers unite!

# Some important Cosatu campaigns

## Living wage campaign

Cosatu adopted a resolution demanding a minimum living wage for all workers at the founding Congress in 1985. In 1987 Cosatu launched a campaign with the following demands: 40-hour week; jobs for all at a living wage; abolition of migrant labour; the right to decent housing and proper education; Sharpeville Day; and May Day and June 16 as paid holidays.

Many victories, like May Day, June 16th, maternity rights, a 40-hour working week in some industries and massively increased wages in many sectors, have been won by Cosatu affiliates.

The three-week mineworkers strike in August 1987, the railway and postal workers strikes, the OK Bazaars strike, the Mercedes



Benz strike and many others gave real life to the Living Wage Campaign.

During 1987 there were more strikes than ever before in the history of the workers struggle in South Africa. This campaign contributed a lot to the growth of Cosatu with Cosatu membership increasing by a third during 1987. Cosatu unions have consistently won real wage increases over and above the inflation rate.

## United action against apartheid

Disciplined alliances with progressive organisations like the UDF, SAYCO, NECC and SACC resulted in a united campaign against the state of emergency in 1987.

As the attacks on Cosatu increased - with many offices being bombed, thousands of union members detained, Cosatu media confiscated, banning of mass meetings and rallies - the campaign developed into a Hands Off Cosatu campaign.

Cosatu demanded the right

to meet, speak, organise and publish freely. A one-day national protest action was mobilised against the repression on Cosatu and the democratic movement in 1987.

Unity amongst all mass-based anti-apartheid organisations is necessary to fight oppression and exploitation.

The June 6, 7, 8 national protest action in 1988 was successful because of the unity in action of Cosatu and other mass-based organisations.

Since the launch of Cosatu, dramatic developments have taken place in the struggle for freedom in South Africa. Cosatu has embarked on many campaigns to mobilise, conscientise and educate workers about their rights. In the process, Cosatu has established itself as a leading force in the mass democratic struggle in South Africa.



## Organising the public sector, domestic and farmworkers

Domestic and farmworkers and public service workers are the most exploited workers in South Africa.

Even basic trade union rights are denied to these workers.

Domestic workers and farmworkers earn an average of R50 a month and are not

protected by any of the labour laws.

Public service workers are denied the right to strike.

Cosatu has affiliates in these sectors and is campaigning to highlight the position of these workers and to help organise them properly.

## The Labour Law

The Labour Relations Law is a direct attack on the working class. It severely restricts the workers' legal right to strike and take solidarity action. It is aimed at smashing Cosatu's Living Wage Campaign.

Cosatu mobilised all its members in a national campaign against the law

This culminated in three days of successful protest action - the biggest ever in South Africa's history.

After the protest action Cosatu/Nactu and the bosses organisation (SACCOLA - South African Co-ordinating Consultative Committee) agreed that the law must be changed.

Despite this, the



government passed the law with no opposition from the bosses. The struggle to stop the law still continues and Cosatu will fight it to the bitter end.

Since the Labour Law was passed the bosses have used it to lock out and dismiss thousands of Cosatu members.

## Organising the unemployed

Due to continuous dismissals and retrenchments as a result of new technology and the economic recession, mass unemployment has grown to over 6 million now.

Unemployed workers have virtually no benefits and are often used against employed workers in strike situations.

The National Unemployed Workers Co-ordinating Committee (NUWCC), a project of Cosatu, is organising the unemployed to unite the employed workers and the unemployed in the struggle for jobs for all at a living wage.



Presently, efforts are being made to improve UIF benefits. Unemployed workers are being trained to develop necessary skills for co-operative projects.

# Defend Steele Brothers

*Every day bosses are dismissing and retrenching workers. Bosses want to make workers pay for the crisis of their capitalist system. Workers lives and needs mean nothing to bosses. They worry only about their profits.*

*We in COSATU worry only about workers needs. Workers need jobs at a living wage. That is why COSATU wants a ban on all over time - to create jobs. That is why COSATU stands for work-sharing on full pay - to defend existing jobs. That is why COSATU policy says there must be a system of public works - to employ the millions of unemployed. That is why COSATU demands that the books of the bosses be opened to workers - to expose the business secrets of the bosses and prove that we can have jobs for all at a living wage.*

*In this pamphlet, issued by PPWAWU, Steele Brothers workers give a strong way forward in the fight to defend their jobs. Any group of workers threatened with retrenchment, dismissal or victimisation, can use the example of the Steele Brothers workers to build the strongest solidarity action. Defend the Steele Brothers workers!*

At the end of February Steele Brothers bosses will throw 400 workers onto the streets. Many of us will not find other jobs. Over 2000 of our family members face poverty and starvation. The strong and militant organisation that PPWAWU has built at Steele Brothers will be destroyed.

Steele Brothers makes lounge furniture - sold all over South Africa. Now the bosses have decided to move factory from Johannesburg to Garankuwa, Bophutatswana.

They will employ another 400 workers. The bosses will escape PPWAWU, and pay starvation wages to their new workers - furniture workers in Bophutatswana get payed R35 for a 48 hour week. Like all bosses, Steele Brothers bosses will do anything to make bigger profits. Workers at Steele Brothers are ready to fight, but we cannot fight alone. We need support from other organised workers and COSATU.

At the COSATU launching Congress we resolved to defend against all retrenchments. This is one of the reasons we built COSATU - so we could use our united strength to defend against the attacks of the bosses.

We call on all workers with links to the Steele Brothers factory to put pressure on their bosses. To the workers and youth we say, today it is us, but tomorrow it will be you. Let us build and struggle to defend against these retrenchments.

In particular we call on these work-

ers to act in solidarity with us:

- TGWU workers in Hendlers Main Carriers who transport the furniture.
- SARHWU workers who transport furniture to the docks.
- ACTWUSA workers at Feltex, Strandfoam and Vitafoam who will produce foam for Steele Brothers, after the foam department is closed down.
- CCAWUSA workers in Joshua Doore, OK, Russels, Morkels, Lewis, Score, Beares, Geen and Richard, Rudicks, Bradlows, Hyperama and Danhands - who sell the furniture that we make. CCAWUSA workers in Ellerines whose bosses own Steele Brothers shares.
- PPWAWU workers who produce the packaging at Jiffy and NP corrugated.
- PPWAWU workers who supply wood and board from Steel and Barnett, Mondi, Sappi and Hans Merensky.
- NUWCC comrades who know the suffering that comes from unemployment.



**Build solidarity  
against bosses greed for profits  
Job security for all!**

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## OFS/Northern Cape Seminar

*How to strengthen union organisation - this was the focus of a seminar of Western Tvl and the OFS/Northern Cape regions of COSATU held in Soweto last month. Over 100 shopstewards and organisers, including local and regional office bearers, attended.*

The OFS/N.Cape and Western Transvaal regions are big in area and in membership. But most unions there have a problem of weak structures. And there are divisions - especially among the organisers. These regions have not mobilised well around COSATU campaigns. The seminar aimed to address the problems.

The seminar dealt with: Why we need structures; the role of shopsteward councils in affiliates; the problems of locals; affiliate problems in the region; consolidating organisation in the factory; building leadership; qualities of leadership.

The seminar proposed:

- Organisers must motivate workers to attend locals from every workplace.
- Local Office Bearers and members must be disciplined and punctual.

- There must be training on how to run meetings.
- COSATU should draft a guideline on the importance of Locals.
- Office Bearers must meet to plan the agenda.
- There must be general meetings.
- Office Bearers must attend affiliate Locals.
- There must be ongoing education within affiliates.

The workshop noted that affiliates in the Region need more education and resources, and that the problem of unpaid organisers must be sorted out.

On factory organisation, these ideas came up from shopstewards:

- Survey potential membership.
- Establish contacts in the factory.
- Form a Steering Committee.
- Arrange meetings during lunch time or after work.
- Introduce the union - aims and objectives.
- Identify problems of the workplace and discuss what workers can do.
- Sign up members.
- Apply for recognition agreement and negotiate.
- Form structures - Shopsteward Committee.
- Educate workers through mass

- meetings and seminars.
- Educate workers about recognition agreement etc.
- Build the Shopsteward Committee.
- Encourage workers to take decisions.
- Establish capable and effective leadership.
- Distribute union pamphlets, newsletters etc.
- Members should be encouraged to take up small campaigns in the workplace.
- Link with other workers through participation in union and COSATU Locals.



## ATTACKS

(Taken from reports sent to Head Office)

- 2 CAWU members shot dead by SAP at Crecey, Naboomspruit at building site of army base. CAWU starts investigations and calls meeting with management - 20/11/88.
- Isithebe. PPPWAWU member wearing t-shirts assaulted by UWUSA members. PPWAWU members strike. Later a COSATU member stabbed, another's house burned down - 21/11/88
- Isithebe. House of Siphos Sithole's burnt down. UWUSA member among the attackers. Windows and doors of COSATU local chairman broken down - 24/11/88.
- Isithebe. House of NUMSA worker attacked with petrol bombs which did not explode. Same attackers attack PPWAWU member and his wife with cane knives - both in hospital - 27/11/88.
- N. Tvl Regional congress in Mamelodi surrounded by SAP and SADF. Delegates searched 4 times. Police video Congress - 29/11/88.
- Dept. of Manpower tells CWIU that the union cannot represent workers at a CB unless they comply with certain sections of the

LRA. This section means the union must supply membership returns, names of office bearers and financial statements. Then the Registrar issues a certificate.

- Comrades Phillip Ziqubu and Raymond Sibanda of FAWU were released from detention. They had been detained for 8 months - 2/12/88.
- N. Natal region forced to cancel Culture Rally because hall sprayed with powder gas similar to teargas - 17/12/88
- Comrade Komane of CAWU severely beaten up. Told to report to SB offices to give name, address ID etc. SBs question comrade Morris of SARWHU about Save the Patriots t-shirt. Also to report to SB offices - 15/12/88
- CWIU organiser Vusi Mavusa released - but with heavy restrictions. Was detained for nearly a year - 19/1/89.
- Dunlop worker Gabriel Thanjekwayo shot, his brother killed and his son injured by impis. The attack followed Inkatha Rally in Inanda - 16/1/89.
- PPWAWU General Secretary detained at roadblocks in Beaufort West and Parys. Held for about 4 hours each time - 2/2/89.

# Organise against repression!

# Cosatu Policy

## • POLITICAL POLICY

Cosatu adopted the Freedom Charter as a guiding document for building a democratic society where workers will have full control of their lives.

Cosatu works together with progressive organisations that are democratic, non-racial and have national mass-based support.

Cosatu fights for the leadership of the working class in the mass struggle against apartheid and capitalism.

## • INTERNATIONAL POLICY

Cosatu is not a member of any international workers organisation.

Cosatu believes in building good working relationships with overseas workers' organisations. This helps to fight against imperialist forces and multinational companies.

Cosatu believes that workers' struggles around the world are linked together in many ways. Cosatu encourages worker solidarity around the world and direct worker to worker contact.

## • WOMEN

Cosatu believes that the struggle of women against sexual harassment in the



**COSATU adopted many important policy resolutions at its Congresses. These decisions lay the foundation for all Cosatu plans and activities.**

workplace, inequality in the community and discrimination in society, is an important part of the struggle for freedom in South Africa.

Women must get maternity benefits, job security and legal protection against harassment. Cosatu's first national Women's Conference was held in April 1988 where a number of

workers live in single sex hostels under inhuman conditions.

Cosatu believes that the indecent hostel system must be completely scrapped and that hostels should be replaced with proper houses near the workplace.

The Group Areas Act must also be abolished.

important resolutions were adopted.

## • TRADE UNION UNITY

A resolution adopted at Cosatu's inaugural congress states that Cosatu is committed to organising the broader working class into one trade union federation.

One Country - One Federation is the slogan to unite the disorganised, unorganised and unemployed workers into one massive federation on common principles.

## • MIGRANT LABOUR

Cosatu believes that the Group Areas Act restricts workers' rights to work where they would like to.

It also forces people to travel long distances to their workplaces. Foreign workers from neighbouring countries are employed by huge companies for their cheap labour. These

# State of emergency on the mines



Behind Anglo's anti-apartheid talk lies vicious anti-worker action. Ask any mineworker and they will tell you - "Anglo's anti-apartheid talk means nothing. Our reality is starvation wages, mass dismissals, naked racism and vicious repression. Capitalism and apartheid are two sides of the same bloody coin. Our struggle is to change these things - against both Botha and the bosses."

A recent survey by NUM into the state of emergency of the mine bosses on Anglo mines reveals an all out attack on the NUM. The NUM has been built from the sweat and blood of workers. Through determination and struggle workers forced management to recognise the union and negotiate on wages and working conditions. The NUM became the backbone of COSATU and a thorn in the flesh of the apartheid-capitalist cheap labour system.

But since the 1987 strike, when the bosses dismissed over 40 000 workers in a legal strike, the bosses have waged war against the union in

an attempt to roll back the gains mineworkers have made. There have been dismissals, physical assaults, disciplinary charges, police-style raids and terrible harassment. They have one aim: to break the power of NUM and turn it, as NUM President James Molatsi has said, "into a toothless welfare association of mineworkers".

NUM's investigation into Anglo's state of emergency on the mines found:

- mass dismissals and retrenchments
- assaults on workers by mine security
- banning of union meetings
- shaft stewards harassed
- workers intimidated by mine security on horses
- 38% of recognition agreements have been cancelled
- not recognition of shaft stewards
- closing of NUM offices on the mines
- stopping telephone use by the union
- spiteful charges against workers
- refusal to negotiate wages and

- working conditions
- union officials denied access to mine premises
- stopping union officials and outside speakers from addressing union meetings
- bans on workers songs at meetings and on mine premises
- union meeting agendas censored and controlled
- time restrictions on union meetings
- union meetings recorded on video and tapes
- distribution of anti-union pamphlets
- anti-union propaganda through intercom systems and bosses radios
- dog squads and patrols by armed casspirs and hippos
- racism
- overcrowding compounds
- encouraging tribalism and ethnicity

This brutality is an attack on the worker power of COSATU as a whole. All unions and COSATU structures should discuss ways to mobilise to defend NUM now.

**Defend the NUM!**

# Cosatu Departments

## • ADMINISTRATION DEPARTMENT

The general-secretaries are responsible for carrying out the decisions of the federation on a day to day basis.

The administration department assists them in the running of Cosatu.

## • ACCOUNTS DEPARTMENT

This department handles Cosatu finances.

It runs accounting seminars and assists Cosatu unions with their accounts.

## • INFORMATION DEPARTMENT

This department deals with the press and other organisations.

The information officer disseminates information within Cosatu structures and also co-ordinates the international interests of the federation.

## • MEDIA DEPARTMENT

This department produces Cosatu publications, like Cosatu News and other Cosatu media.

The media department provides training to Cosatu members so that they can bring out their own newsletters, posters and pamphlets.

It also services Cosatu affiliates.

## • EDUCATION DEPARTMENT

This department co-ordinates seminars and workshops to educate Cosatu members.

Research is done on various educational subjects. A resource centre keeps books and videos for use by the different unions.



Cosatu headquarters are administrated by a number of officials who ensure that the federation serves the needs of its unions. Cosatu has got seven different departments.

## • CULTURAL DEPARTMENT

This department co-ordinates Cosatu cultural activities on a national, regional and local level.

It also has workshops to promote worker culture in South Africa.

## • SALES AND DISTRIBUTION

This department looks after the sales and marketing of Cosatu publications and T-shirts.

It also distributes books, newsletters, posters etc. to the regions and branches.

# Ban overtime

## Create 100 000 new jobs

Cutting overtime could create more than 100 000 new jobs. A study by the LRS (Labour Research Service) for the Unemployed Workers Movement in the Western Cape shows that at least 100 000 new jobs could be created by cutting overtime.

At present, the average worker in the manufacturing sector is working 4,7 hours per week overtime. The average construction worker is doing 3,2 hours per week. A lot of overtime is being worked while about 13 000 000 workers and youth have no work at all!

The LRS study says that the extra 100 000 jobs could be created by reducing overtime to an average of 2 hours per week. These two hours per week could cover rush jobs for emergency situations. The remaining overtime hours could provide new jobs for 100 000 unemployed workers. If overtime was banned completely many more jobs could be created. And workers could have more free time.

Cuts in overtime were demanded at COSATU National Congresses in 1985 and 1987. These COSATU Congresses passed resolutions which said that all workers should have the right to work. But under conditions of capitalist exploitation, this right is denied to millions. Unemployment helps scabs and

anti-union vigilantes to operate. COSATU has begun to organise a national union for unemployed workers (NUWCC).

COSATU called for a ban on overtime so that extra jobs can be created". COSATU demands a 40-

500 overtime hours each year. The Transvaal Motor Transport industry's "limit" is 1250 hours per year!

Other countries discourage overtime by making bosses pay a high "premium". This means that bosses have to pay an extra 50% or even 100% for overtime work. But most workers in South Africa get only 33,3% more for overtime. Some overtime hours worked in South Africa don't even get extra pay!

Overtime hours have been rising since 1985. The economy has caused bosses to increase overtime for workers without any increase in the number of workers employed! So fewer workers must work longer hours to cope with increased production. This must stop.

### We demand:

- 40 hour week without loss of pay
- Worksharing on full pay
- Public works to create jobs
- Jobs for all

## BAN OVERTIME CREATE JOBS FOR THE UNEMPLOYED

1955 The People's Congress says we need a 40 hour week and this becomes a demand of the Freedom Charter.

1985 COSATU launching Congress resolves to ban overtime, implement a 40 hour week and share available work with the unemployed.

1987 COSATU resolves in January to make the living wage the campaign of the year - one of the living wage demands is for a 40 hour week and a ban on overtime.

1987 Second COSATU national congress held in July resolves again, to ban overtime and fight for a 40 hour week.

**Now in 1988** The May Special COSATU congress - unions call for a national ban on overtime, as one of our weapons against repression.

hour week on full pay.

More overtime is worked in South Africa than in many other countries. Many countries place strict limits on overtime. In some countries the limit is 120 hours per year. South African workers work up to

The National Unemployed Workers Co-ordinating Committee (NUWCC) is co-ordinating the organisation of unemployed workers in all major regions. They can be contacted at (011) 299069 for more information on unemployed organisation.

# Jobs for all!

# STRUCTURE OF COSATU

## AFFILIATED UNIONS



Mines Metal Food Paper Construction Chemical Catering Transport Domestic Municipal Public Sector Textile Unemployed

- Members: the workers who form the affiliated unions

- Union: one union, one industry



### SHOP STEWARDS COUNCIL



### SHOP STEWARDS COUNCIL



## EXECUTIVE COMMITTEE

- Limited power - assists the General Secretary
- Two delegates from each affiliate of which at least one must be a worker

- Meets once between meetings of the Central Executive Committee
- Cannot make policy or amend any policy decisions of the Federation
- President, Vice-President, Second Vice-President, General Secretary, Assistant General Secretary

## CENTRAL EXECUTIVE COMMITTEE



### REGIONAL EXECUTIVE COMMITTEE

- Administers the Region between meetings of the Regional Congress
- Regional Chair, Vice-Chair, Treasurer and Regional Secretary



### REGIONAL EXECUTIVE COMMITTEE

- Two delegates from each affiliate with under 8 000 members and four delegates from union with more than 8 000 members



### REGIONAL CONGRESS



- Carries out decisions of the NC and the CEC
- Each affiliate with a branch in the region elects 5 representatives for the first 1000 members and then one representative for every 250 members

- Manages the affairs of the Federation between meetings of the National Congress
- Meets once every three months
- Two representatives for each affiliated union with under 15 000 members. One must be a worker and four representatives for unions over 15 000.
- Chairperson of each Region has speaking but no voting rights
- President, Vice-President, Second Vice-President, Treasurer, General Secretary of the NC hold the same position - no voting rights

### REGIONAL CONGRESS



- Elects a Regional Vice-Chairperson, Treasurer, and Regional Secretary..
- Subordinate body to the CEC - decisions of the Regional Congress may be confirmed, amended or reversed by the CEC

## NATIONAL CONGRESS

- Highest controlling body of the federation
- Meets at least once every two years
- Adopts general and specific policy by means of resolutions
- Elects the President, Vice-President, Second Vice-President, General Secretary and Assistant General Secretary



- No official of the federation or its affiliates shall be eligible for the position of President, First Vice-President, 2nd Vice-President or Treasurer

- Each affiliate has one delegate per 500 members - workers must be in the majority of the delegation

*COSATU's 2nd National Congress adopted the Freedom Charter as a guiding document in our struggle against national oppression and economic exploitation. The Congress committed COSATU to developing a working class understanding of the Freedom Charter and to encouraging the fullest discussion on socialism and democracy. This series is a contribution to the workers' discussion of the Charter, democracy and socialism. Workers must decide how we see the Charter and the struggle to make the demands of the Charter a reality in our society.*

# The people shall govern

## The people shall govern

- Every man and women shall have the right to vote for and stand as a candidate for all bodies which make laws.
- All the people shall be entitled to take part in the administration of the country.
- The rights of the people shall be the same regardless of race, colour or sex.
- All bodies of minority rule, advisory boards, councils and authorities shall be replaced by democratic organs of self-government.

This clause is about democracy and government. What do we understand by democracy? Democracy means having real control over every decision that affects us - decisions on every law, on wages, on jobs, on production and distribution, on housing, on education, on health - on everything that concerns us in daily life.

Of course, we don't have any democracy in South Africa. But in our organisations, we build democracy everyday by giving every worker the space to say exactly what they think; by discussing together all the ideas we have and by democratically deciding on the best and strongest ideas by decision of the majority. Everyone is expected to carry out the decisions of the majority, while the minority ideas can still be fought for within the structures of our organisation.



When the Freedom Charter says the people shall govern, it immediately brings to mind that the people can govern if they have real power and they can only have real power if the means of production are in their hands. The Charter immediately goes on to say: The people shall share in the country's wealth.

Workers know from experience - real democracy can only come from strong organisation. That is why COSATU was built on the foundations of non-racial national industrial organisation, workers' democracy and workers control. That is why we have regular elections of our leaders, accountability of our leaders to the membership and mandates from our membership that our leaders must carry out.

In our mass democratic movement we are building the foundations of real mass democracy in our country. Through our workplace organisation and locals, our township committees and civics, our SRC's and youth congresses - workers

and youth are building the organs of democracy. These are the same structures that the people will use to build the democratic rule of the masses in a liberated South Africa. Our committees of today are the foundation for the democratic organs of self-government which the Freedom Charter calls for.

COSATU and our whole movement demands one person one vote in a democratic non-racial SA! But are we struggling every day, just to have a vote once in 5 years? Are we sacrificing every day, just to win the kind of "democracy" that whites have - where real power is outside parliament? One person one vote means much more than this in our organisations today. It means that we decide everything, every day, on the basis of majority decisions within our democratic organisations.

It means we need the same democracy tomorrow in our country, that we are building today in our movement. We are taking the question of democracy into our own hands. We are building democracy today in our struggles and in our organisations. Tomorrow, we will build that mass-based democracy in our society. Today we need to strengthen working class democracy. In this way, we will not only strengthen the foundation for the people's government - we will also be strengthening our organisational basis for the hard struggle to win liberation.

"The people shall govern". This means that democratic bodies controlled by the people will run the country, at the local and national level. That the parliament of the people should be directly controlled by the people. That every elected delegate should be accountable and recallable by those who elected him or her. That every person should have the right to participate in the people's democracy.

This is real majority rule - where decisions are taken every day according to the majority vote within democratic organisations and bodies.

**The people shall share the wealth!**

# Cosatu Unions



**ACTWUSA** (Amalgamated Clothing and Textile Workers Union of South Africa) organises textile and clothing workers.



**CAWU** (Construction and Allied Workers Union) organises building, painting, plastering and brick workers.



**CCAWUSA** (Commercial, Catering and Allied Workers Union of South Africa) organises workers in shops, banks, hotels, restaurants.



**CWIU** (Chemical Workers Industrial Union) organises workers in the chemical and petroleum industry.



**FAWU** (Food and Allied Workers Union) organises workers in the food, brewing, tobacco and farm industries.

Cosatu is the umbrella body that brings together all the different unions.

Each union organises workers in one industry. Cosatu has 14 separate unions in all the major industries.



**NEHAWU** (National Education, Health and Allied Workers Union) organises workers at schools, technicons, universities and hospitals.



**NUM** (National Union of Mineworkers) organises mine and electrical workers.



**NUMSA** (National Union of Metalworkers of South Africa) organises metal, automobile and engineering workers.



**POTWA** (Post Office and Telecommunications Workers Association) organise post and telecommunications workers.



**PPWAWU** (Printing, Paper, Wood and Allied Workers

Union) organises printing, wood, paper, and furniture workers.



**SADWU** (South African Domestic Workers Union) organises domestic and garden workers.



**SAMWU** (South Africa Municipal Workers Union) organises municipal workers.



**SARHWU** (South Africa Railway and Harbour Workers Union) organises workers at railways.



**TGWU** (Transport and General Workers Union) organises busdrivers, security and cleaning workers.



**NUWCC** (National Unemployed Workers Co-ordinating Committee) is not a union yet, but a committee that brings advice and organisation to the unemployed workers.

**One Country - One Federation**





# Living Wage Campaign

## Mintek workers win

*Cosatu News* interviewed a Mintek shop steward after their victorious sleep-in strike.

**CN:** Tell us briefly about your strike ?

**SS:** Our struggle against the Mintek bosses lasted nine months. We were demanding a 30% increase to move towards a living wage. The bosses final offer was 7%.

Workers said we could not talk forever. We must let the bosses feel our united strength as workers. We must go on strike to pressurise them into making another offer. Workers decided to sleep-in at the factory during the strike. This was mainly to protect our jobs against the use of scab labour by the bosses.

**CN:** What is the power of the sleep-in strike ?

**SS:** The power of the sleep-in strike weapon is that it helps force the bosses to negotiate; it prevents scab labour; it brings production to a total stop and it asks everyone - bosses and workers - who is really in control of this factory? After all, that is what we are fighting for - worker control of production.

**CN:** What is the way forward for Mintek and NUM workers now the mine bosses are attacking the union so hard ?

**SS:** The way forward is to stay united and to fight for a living wage for all mineworkers. We know that the only way we can fight bosses and succeed is through unity and united ac-

tion. Also we need to build solidarity action with every strike. In our strike, T&GWU members gave solidarity support. They gave donations to Mintek workers and helped us inform people looking for work outside our factory that we were on strike.

During the Mintek strike, Mintek workers and COSATU produced a pamphlet to help build solidarity through COSATU structures. This is from the pamphlet.

Comrades - the Mintek strike is a taste of what is to come for workers this year...The agenda of the bosses and Botha for the working class is clear. More repression under the state of emergency; more political trials and political prisoners; more detainees; more bannings of our organisations and newspapers; more wage freezes; more privatisation; more deregulation; more co-option of puppets through municipal elections and upgrading; more JMC's control over our lives; more attacks under the Labour Relations Act; more mass dismissals; more suing of unions; more retrenchments; more unemployment; more poverty; more suffering. This is the price the bosses want to make workers pay so that they can get richer and richer from profits stolen from us.

COSATU's response is just as clear. We will fight all these attacks. We will use our organised strength and unity to defend ourselves and go forward to win what we need as workers. How ? Our slogan is : "An injury to one is an injury to all". We must

make this true for every single struggle. With every strike, like the Mintek strike now, we must struggle to build the maximum solidarity action. No group of workers must be left to fight the bosses alone. The COSATU Locals are the main place to build the solidarity we need.

**Viva Mintek Workers!**



**Unite and fight for a Living Wage!**

# The system of Botha and the bosses is rotten

Everyone can now see what workers have always known. The capitalist system is full of lies, corruption, manipulation, robbery, intimidation and secrecy. Despite massive protection of business and government secrets, many well-known big capitalists and apartheid politicians have recently been publicly exposed as completely corrupt. These are just some of the stories which tell some of the truth about some of the corruption that rules all of our lives.

**"If you want to be a businessman in South Africa, you play golf, flatter to the government and get rich." Chris Ball - 1st National Bank Chairman.**

Sol Kerzner, the boss of Sun International, is a hero of the capitalist class and a multi-millionaire. He is also a liar. And he is corrupt. He bribed Transkei bastards' Chief Matanzima with R2 million so that he could build a gambling hotel in the Transkei. And he denied this under oath in a commission of enquiry and in a full-page newspaper advert.

When this was exposed not one boss publicly condemned Kerzner's lying and corruption. Instead many big bosses rushed to support him. The Old Mutual-controlled Board of Directors of Sairon, Kersal and Sun International all "unanimously" extended their support to Kerzner and expressed their confidence in him." (FW: Jan 26th). They include Old Mutual Chairman JG Van Der Horst; Kersal Chairman Dick Goss; Sairon Chairman GA MacMillan and other big company directors like K Rosevear, LG Abrahamse, JE Aspin, GW Dunningham, A Van Bijl and MJ Finlay.

Tony Horok, President of the Johannesburg Stock Exchange

(JSE) - the biggest gambling den of the capitalists in the country - said that "R Kerzner was acting in the shareholders interest, the JSE regards this as important. Nobody can condone the situation, but one can understand it. My belief is that he acted in shareholders interests." Many others are involved in this scandal - among them the ex-Mayor of Cape Town and well-known attorney David Bloomberg. And this is only the Transkei. What happened in Venda and Bophuthatswana and Ciskei for a start?

Kerzner has built a hotel and gambling empire of 23 hotels all over South Africa's bastards. He has made huge profits - Sun Bophuthatswana (Sun City) made a profit of R103 million last year. This was 17 times bigger than the Southern Sun Group's profits of R6 million. Southern Sun is the biggest hotel chain in South Africa with 52 hotels. Kerzner owns big houses worth millions in Cape Town, Johannesburg and London. He has his own private jet. He has everything money can buy.

Kerzner has smashed unions whenever they have tried to organise. Ask SAAWU, who organised the Wild Coast Inn at the Transkei only to have a number of workers detained and others dismissed. Or HARWU/CCAWUSA, who have tried a number of times to organise Sun City - only to find that Kerzner hides behind the repressive laws of the Mangope regime which doesn't recognise "South African" trade unions.

Sun International workers are paid starvation wages for long hours. At Marolba Sun in the Ciskei - for example - workers are earning R180 per month for a 6-day, 54-hour week. All Kerzner's profits come from the labour of workers. So whose R2 million did he bribe Matanzima with? Is that not, like Kerzner's millions of rand profit every year, the workers' money?



Southern Sun owns a big part of Sun International. Right now the Southern Sun workers' alliance (HARWU/CCAWUSA/ Natal Liquor and Cape Liquor) are negotiating over 24 demands. These are some of them:

- R300 across the board increase
- Recognition of trade union rights in bastards by Southern Sun and Sun International
- No taxation without representation
- Right to strike without dismissal
- Free checks for cervical cancer and TB
- Free and safe contraception
- Daycare centres for workers children
- Members of NUWCC to be given preference when employing new workers
- Sharpeville Day, June 16th and May Day
- Housing scheme; education and provident fund

## COSATU's POLICE FILE More and more on corruption...

### Ex-Cabinet Minister... Pietie du Plessis

Last year Minister of Manpower Pietie du Plessis said the Labour Bill was "hanging like a sword" over the heads of the unions. His last major action before resigning in disgrace from Botha's cabinet of corruption was to make the Bill law - despite agreement reached between COSATU/NACTU and the bosses organisation, SACCOLA, on all except six clauses.

Now evidence is emerging that Du Plessis, like the previous Manpower Minister, Fanie Botha, is under investigation for alleged corruption. Details of the investigation into Fanie Botha have never been made public.

One of the allegations against Du Plessis is around a property deal in Pretoria with the Manpower Department in which Du Plessis's son made R2 million profit. The deputy governor of the Reserve Bank Jan Lombard and his sons - together with the Du Plessis family - control the company which made the deal.

### Ex-Hillbrow MP... Leon de Beer

Nationalist Party member of Botha's Parliament for Hillbrow, Leon de Beer, has been found guilty on 70 charges of fraud. He was sentenced to three years - one suspended. He is now in jail.

### Ex-Cabinet Minister... Rajbansi

Ex-Cabinet Minister, Chairman of the Indian Ministers Council and close connection of PW Botha, Anand Rajbansi, has been described by Judge James as an "ambitious man, obsessed with a desire for personal power and ruthlessness". The James Commission has recommended that the Attorney General consider criminal charges against Rajbansi.

This man - like many others in the bastards, community councils and tricameral parliament - followed his white masters in using positions of power to intimidate and manipulate people for his own benefit.

### Ex-East London MP... Feet du Pontes

The Harms Commission of Enquiry into the activities of the Eurobank in the Ciskei is throwing up even more filth on our rulers. A Mafia Chief called Vito Pallazzolo - who is currently in jail in Switzerland and is a big deal in the world drug trade - is a close connection and business partner of Feet Du Pontes.

Feet Du Pontes was the National Party's Member of Parliament for East London until he resigned recently over allegations that he was involved in fraud, lying and corruption. Criminal charges are being investigated against Du Pontes.

Through Du Pontes, the criminal Pallazzolo met many Cabinet Ministers and other big deals in the ruling class. Pallazzolo had lunch with PW Botha on at least one occasion.

Pallazzolo's drug ring smuggled drugs worth thousands of millions of dollars to the USA. His involvement with the Eurobank in Ciskei was apparently to find places to store this money.

A Pretoria businessman called Vermeas - whose friends include Defence Minister Magnus Malan, Foreign Minister P.W. Botha, USA Ambassador to SA Edwin Perkins and Finance Minister Bernd Du Plessis - is at the centre of the scandal around the bank. The information here is only a small part of the story.

### Capitalist robbery

Meanwhile the Reserve Bank has announced that investigations are going on into fraud on the foreign exchange worth R550 million. The only people involved in foreign exchange markets are the government and big capitalists. Only they "can make it happen".

**No to government and business secrets!**

# Cape Gas Workers Speak

*The June 6, 7 & 8 1988 general protest action was the biggest and strongest show of unity in our history. We rocked the bosses and the racists and we showed each other what we could do when we are really united. Of course, the bosses fought back. They dismissed hundreds of workers and tricked our leaders into negotiating without continuing our mobilisation. The Labour Bill is now law. Many workers are still fighting for their jobs back. COSATU demands that every dismissed worker gets their job back. This article is extracts from a pamphlet produced by dismissed workers from Cape Gas, together with ILRIG, during July/August 1988. The Cape Gas workers struggle is over, but their feelings are in the hearts of all workers still dismissed.*

'We are the dismissed workers from Cape Gas. We were dismissed for joining the stay-away. It is many months that we have been without jobs and money. But the bosses have not crushed us. We share our strength with each other. We get strength from our comrades in the union and other organisations. We are ready to continue the struggle to get our jobs back. We are ready to continue the struggle against the Labour Act. Now we are calling you to help us. Join our struggle to get our jobs back. Join the struggle of all the workers against the Labour Law.

Really, it is difficult. Especially when we must face our wives and children who are asking us for the things they need. Although we have the struggle in our minds and in our hearts, but because of hunger and starvation we can sometimes start to be afraid of the struggle.

Comrades, this is the toughest point that we have reached now, the point of hunger. This is where some people will tell the truth, but others will lie when the point of starvation comes. But then we re-

are the victims. And we are walking on that long road to victory. We are helping those who will follow behind us. We know that we are helping our children. This thing makes us brave and gives us more power to go forward. Still we are ready to continue our struggle.

We have seen the example from the government and the bosses. They are ready to fight to push back our strength. The government saw the strength the union has given to the workers. The union is there as a result of the strength of the workers. Everyone has seen that strength. Now the government and the bosses want to cut it off. Because we are using our unions to uplift ourselves. The workers are ready to fight this law that is trying to crush our unions. We must build one spirit that cannot be blown away. We are calling you.

**Remember our slogan:**  
An injury to one is an injury to all.

Remember that the Labour Law is attacking all of us and all of our unions.

**We demand:**

- That the government scrap this Law.
- That the bosses reject this Law and agree not to use it against workers.
- The right to strike and take solidarity action.
- A Labour Law that protects the rights of workers.
- A Labour Law that guarantees a minimum living wage, safe and healthy working conditions, minimum hours, and the right to join the union of our choice.
- A Labour Law that protects the rights of all workers - including domestic, farm and public sector, and unemployed workers.
- The re-instatement of all workers who were dismissed for protesting against the Labour Bill.



member. An honest man when he is working will also be honest to his house even when he is unemployed. So things are very hard for us.

But then we hold our belts tight in order to strengthen ourselves. And we give each other strength when we meet together. Now we

## Build worker solidarity action!

# COSATU women: organise!

## On union membership

\* There are no exact numbers, only rough figures. In Actwusa 50 %, CWIU 12 %, NUMSA 10%, SADWU 90 % and FAWU 50 % of membership are women.

## On participation in campaigns

\* Women have become increasingly involved in shopfloor campaigns. The most important has been the battle for parental rights. There is no law which grants maternity rights. But unions have made progress in winning maternity leave with jobs guaranteed back. Most of these agreements have been won at plant level e.g. in the chemical and food industry. Others e.g. in the commercial and catering sector, have been won through national bargaining. Other issues fought on the shopfloor have been: equal pay, scrapping of women's jobs and sexual harassment.

## On participation in structures

\* Within COSATU there are no formal women's structures. The issue of women structures will be debated at COSATU's 1989 Congress. COSATU's first Women's

COSATU has a strong resolution on the struggle of women workers. But actions speak louder than words and there has been little real progress on women worker issues in COSATU. Three COSATU women comrades attended a women's seminar in Ghana last year to discuss the situation of women in Africa. Each African country gave an update on the women's struggle. These comments are from the report given by our comrades. Let us use the information to organise and mobilise a louder women's voice in all COSATU structures.

Conference in April 1988 decided that Local Women's Forums be set up. There has been little progress in setting up Women Forums. Affiliate unions were also encouraged to set up structures. A number of unions have formal resolutions on women e.g. CWIU, NUMSA and TGWU.

NUMSA has set up Local Women's Committees which elect representatives to regional structures. In CWIU, each branch has elected a co-ordinator for women's issues. She is expected to arrange meetings and seminars. The possibility

of a national co-ordinator is being discussed.

In the mining industry there are about 16 000 women working in admin, hospitals, cleaning etc. In NUM there are no formal women's structures, but women are encouraged to take leadership positions at shaft level. For the past 2 years local branches and regions have been meeting in caucuses which also involve wives of mineworkers. In FAWU there are no formal structures. Some regions have set up Women's Forums in the Locals.\*

## On leadership of unions

\* There are very few women in national leadership positions. In some unions there are 1 or 2 women on the NEC. In other unions, as well as in COSATU, there are no women National Office Bearers.\*

## On programmes

\* The last conference took some good resolutions. But there is really no overall programmes within COSATU. Union programmes seem to focus on 2 key areas. Firstly: practical issues such as maternity, child care, sexual harassment and equal pay. Secondly: deepening understanding of trade union work; encouraging participation and creating structures; relationship with progressive women's structures such as Feddraw, NOW, UWCO; and women in other countries.\*

## On the reasons why women are not so active

\* Men don't help at home, so women have no time. Women are too busy with the children or housework. Other men object to their women partners being involved. Sometimes men don't support women shop stewards because they don't have confidence in them. Many times women themselves lack self-confidence. Women's problems are not discussed in organisations.\*



**Build Women's Forums!**

# Fight corruption

Money is a very important issue in the democratic movement. Unlike many other democratic organisations, one of COSATU's principles is paid-up membership. Representation in COSATU structures is on the basis of each unions paid-up membership only. COSATU money is the members money.

COSATU policy is to work to be self-sufficient financially. This year almost 30% of COSATU's budget is from COSATU workers. COSATU News will look at various aspects of our finances on this page. Cosatu Accounts Department, together with the Administration Training Project (ATP), are running seminars on finances for union administrators and treasurers. This article draws on some of the major points made in the introduction to the seminars.

Some unions are very poor. They hardly have the means to pay for the things needed in a campaign. Others have a lot of money, especially if their membership is big. All unions are getting funds from overseas. Sometimes a lot of money comes from international funding.

In order to be sure that money is good (and not bad) for our organisation, we must be clear on:

- a) Where we get our funds from?
- b) How we use our funds?

The strongest way is to raise money from our members through subscriptions and, sometimes, levies. But money from members is often not enough to run our offices, pay our full-time workers and run all our campaigns. If we are using money from overseas we must be sure:

- That we have full information on who our funders are.
- That those who give us money respect our principles and policies. We must be sure they

are not giving us money to push their own policies on us, but to help and support us. COSATU's policy is that we take overseas money only from national trade union movements that respect our policies.

If money does not build organisation, then it is being misused. How we use funds is guided by the aims and objectives of our organisation. Decisions about money are important political decisions. They can't be left to one person. They must be taken in, and approved by, the most important structures of the organisation. If we do not use money effectively, we are being

irresponsible and wasteful with money. This can happen because of poor planning, lack of control on spending and lack of accountability.

Funds are abused when the organisation's money is not used for organisational work, but for personal use. This is stealing. It can take different forms. Comrades claiming expenses when they have no right to. Using a hired car when they could get a lift or use public transport. Keeping the hired car for longer than necessary.

The second kind of abuse is when money is used for organisational work for which they have no mandate. Or if an account is not given. Whenever money is spent, there must be a proper report back on why and how the money was spent. There must also be receipts or invoices. If funds are not used for the organisation it is a crime against the workers. If funds are used for struggle work, but without authority and accountability, this is also a crime. Both are corruption. Both must be rooted out of any democratic organisation.

How can we avoid misuse of funds?

1. Through a code of conduct that builds discipline, commitment, reliability and accountability among leadership and members.
2. Through building strong structures that control the use of funds (e.g. national exec, regional/branch committees and local committees which check on why and how money is spent).
3. Through a clear policy that has been fully discussed by membership.
4. Through proper procedures for requesting money.
5. Through proper procedures for giving reports and accounts.
6. Through proper discussion of financial reports.

## Structures must control finances



**Organise paid-up membership!**

## MEDIA

# Smash the lies

Every week, all over the country, there are pamphlets and posters and stickers and newsletters coming out attacking our organisations. They carry the names and logos and addresses of our unions. They talk about our struggle. But they don't come from our organisations. They are not the voice of workers. They come from the bosses and the racists - the

They put this together to attack our unions, our unity, our strength as a class and our pride as workers.

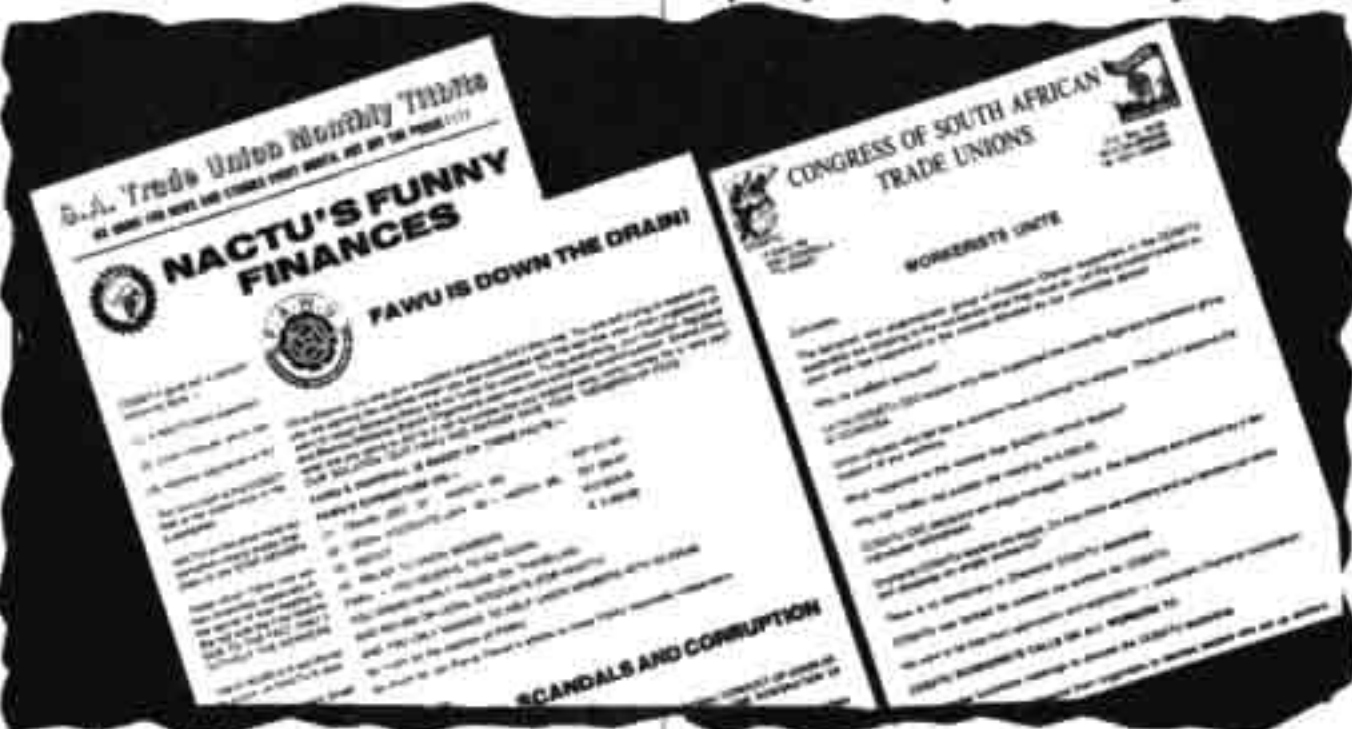
There are pamphlets from COSATU attacking NACTU and pamphlets from NACTU attacking COSATU. There are newsletters from so-called "workerists" attacking "populists" and "populists" attacking "workerists". There are posters which look exactly the same as COSATU posters except the message is completely different. There are regular newsletters like the S.A. Trade Union Monthly Titbits. There are smear pamphlets. There are slanderous character assassinations. There are hate campaigns. There are accusations. There are lies.

This poison is never given out openly. It is spread secretly at

poison spreading.

### Every worker must :

- Make sure that disagreements and problems in our organisation are sorted out in an open, honest and democratic way.
- Discipline any comrade who attacks other comrades in a divisive way or outside of worker controlled structures
- Make sure that you are getting all the information you need from your union or from COSATU structures. Every COSATU Local and Region has media officers who can help you with the information you need. Contact these comrades or your COSATU Region
- When a fake pamphlet is distributed, collect them and give them to your union. Explain to other workers who is really responsible for this and why
- If you see someone distributing fake pamphlets, find out everything you can about them and immediately pass the information to COSATU or your union
- Send a copy of every fake pamphlet to COSATU Head Office in Johannesburg
- Be vigilant at all times for the tricks of our enemies. Don't give information about your union to anyone who is not for the struggle of the workers.



people who hate workers and worker organisations.

They are using their propaganda poison to create confusion; to make divisions; to disinform us; to turn worker against worker; to try and kill the unity and organisation we have built.

The bosses and the racists are always trying to do this to workers. We are used to them lying in their newspapers and TV and radio about our struggle. Now they are coming like a fox at night and spreading their poison to workers in the name of our organisations. The people doing this have millions of rand to spend. And they have some confused information which their impimpis have sold them.

night at busstops, in hostels and in our workplaces. Sometimes it is even posted to workers. On one occasion a casspir was seen distributing them in a township.

Pamphlets from COSATU are distributed openly through our structures. They talk about our real problems in life - the bosses and the racists - and what we must do to overcome them. Any problems we have in COSATU are dealt with by the only method that can solve them - the method of worker democracy. This is what the enemies of the workers movement hate so much.

There are many things we in COSATU can do to stop this

## MEDIA

### COMMITTEES

There should be a Media Committee in every COSATU Local and every COSATU Region. Comrades in the Media Committees participated in media training workshops last year. They are responsible for making sure that information is spread from and to your Local/Region. They can help your Local/Region to produce media - like pamphlets. Use your Media Committee to get information and media you need and to provide information for your *Cosatu News*. If your Local/Region does not have a functioning Media Committee, contact COSATU Media Department in Johannesburg and we will assist you

# Build media committees!

# Co-operatives

At the end of January COSATU held a workshop on co-ops. NUM, NUMSA, POTWA, ACTWUSA and NUWCC attended. These unions have either set up co-ops or are planning to. *Cosatu News* asked NUMSA to write about their experiences with co-ops. Next month NUM will write on their experiences. The issue of co-ops needs much serious discussion. We hope these articles are only a start to the debate on co-ops in COSATU.



In June 1988 NUMSA called a national meeting of NUMSA supported co-operatives. Co-op members and co-op activists from SAWCO in Natal and the Consumer Co-op Project in the East Cape met in Port Elizabeth.

Sarmcol Workers Co-op Project, (SAWCO) is a co-operative project established by strikers fired by BTR Sarmcol in Howick, Natal, during May 1985. When union members saw that the struggle for reinstatement at the factory would be very long, ideas were put forward for collective activities to occupy and serve the strikers.

The first project to be established, in October 1985, was the T-shirt and button printing co-op. Since

then SAWCO has developed a production project - in agriculture, and three service projects focussing on health, cultural activities, and the production of a co-op newsletter.

### East Cape initiative

Initiatives to start the East Cape Co-op Project came from workers in a local company. Workers at General Motors made regular contributions to a fund they had organised. At the end of each year, food and household goods were bought in bulk and divided equally amongst all the workers who had saved with the fund. This was how the idea of organising a consumer co-operative started in the East Cape. A committee of union members from different factories was set up to develop ideas about co-

operatives to serve workers and the community in the Port Elizabeth area. The committee is developing plans for a consumer co-operative and a building project.

The NUMSA meeting discussed many issues related to co-ops in general, and the specific problems of the NUMSA-supported co-op projects. The meeting dealt in particular with the principles on which co-ops are based. And it discussed why NUMSA supports the development of co-ops and how they should be linked to NUMSA.

### Democratic control in production

The most important principle on which the co-operatives are based is democratic control of produc-

**Each one teach one!**

## EDUCATION

tion and distribution. This involves commitment by co-op members to developing democratic structures for planning and carrying out production and distribution.

Co-op workers and members need to be involved at every level of planning and decision making. But for co-op structures to be truly democratic, members need to gain the skills and experience necessary to understand and control all the procedures for producing and marketing the product. Co-op workers also need the skills for planning production and finances, and for effective administration.

Clearly not every member can know and understand every aspect of the work. But each member needs to know enough to participate effectively in making important decisions relating to the overall control of the project. It is especially important for all members to be able to decide together how to use the profits.

### Education with production

This means that a co-op cannot concentrate only on becoming productive and earning money. Co-op members must get training and education so that they can exercise democratic control over the project. In capitalist industry the skills of planning and managing a factory, workshop or shop are kept in the hands of management.

So when workers begin to run their own projects they need to start with careful discussion and planning. Workers need to plan how to finance the project; how to gain skills to manage and control; how to get training in ordering supplies, producing, distributing and selling their products. To succeed, the co-op needs to build up real democracy in production and distribution.

But at the same time workers should be productive enough to provide a living to the members.

### Union support for co-ops

The NUMSA meeting argued that it is important for the union to support the co-ops. It is important

for the worker movement to learn from the experience of co-ops. And it is important, if co-ops want to survive, to have the support of organised workers. Especially because we are building co-ops in a hostile capitalist environment. If the experience of co-ops is to serve the worker movement, then their mistakes and successes must be discussed and understood by organised workers.

### Co-ops and unemployment

Many people look to co-operatives as a solution to unemployment. But the capitalist system has been unable to solve the problems of mass unemployment in South Africa. This system controls the whole economy, while co-ops are only a very tiny part of the economy. The control over planning and over the massive resources required to begin solving unemployment is not in the hands of co-ops or unions at present.

The experience of co-operatives in other capitalist countries has also not led to a solution to unemployment. In Italy for example, where



the co-operative movement has been established for over 100 years, co-operatives control over 10% of the economy. But co-ops have not solved widespread unemployment in that country. The co-ops are linked to unemployed groups, but have not been able to provide jobs for most of them. Workers must be careful about

looking to co-ops to solve unemployment. If workers see this as the main aim of co-ops they can make the mistake of concentrating mainly on the number of jobs to be provided in a project. And they can fail to develop the democratic principles that make the workers co-op different from a capitalist business.

### Co-ops and worker struggle

We are not saying co-ops have no role to play in the workers struggle. A co-operative can be a school where workers have the opportunity to develop skills and experience they would never have access to while working for the bosses. This training can provide important lessons to the worker movement on how to build democracy in production. Similarly in the communities where workers live, consumer co-ops can develop community understanding and control over marketing and distribution of goods and services.

When workers call for an end to exploitation under capitalism, what they are saying is:

"We want democratic control over production and distribution, and over the profits we make for the bosses. We want control over the fruits of our labour."

Organised workers can use the experience of co-operatives to evaluate ways of building democracy in production and distribution. NUMSA support for co-operatives is important for the worker movement to gain from the experience of building and developing co-operatives. Co-op members in turn see the support of NUMSA and COSATU as important for the co-ops to survive and succeed in their struggle.

**Forward with  
workers power!**

**Workers power  
builds co-ops!**

**Education for liberation!**



# Workers must free Namibia!

Last month the Mineworkers Union of Namibia (MUN) held its third Congress. A comrade from COSATU spoke at the Congress. These are some parts of his speech :

Workers in South Africa and workers in Namibia are fighting the same struggle in so many different ways. Together we reject racial domination for the evil and the cancer that it is. Together we struggle against the exploitation of monopoly capital, particularly Anglo American. The illegitimate war against SWAPO is also a war against the people of South Africa who are denied houses, bread and education to pay for the guns and tanks that occupy your country.

Comrades, it is clear that we cannot only build worker power in the mines. Our bosses are monopoly owners who practice their naked exploitation everywhere - in the factories, the farms, the docks. They will fight to the end to protect the cheap labour system because it means more profits for them. To effectively challenge the power of the bosses we need to organise and mobilise all workers in all sectors. Especially the ones who supply and service the mines, the transport workers, the metal workers and the construction workers.

We must remember also that the power of the bosses is protected by the government which acts in



the interests of the bosses. In SA we have seen how the Botha government forced through the LRA to save bosses from the growing might of the COSATU. Our experience is that racial oppression and capitalist exploitation is two sides of the same coin.

The only place where workers and

youth can organise, mobilise and build unity and democracy is in SWAPO. Because of our social weight in society and in production, we workers must make sure that our voice is the loudest voice in our organisations; that our needs are the needs that come first in our organisations; that our dreams are the dreams of our organisations; that our struggles are the struggles of our organisations.

If we can do that - if we can really build our leadership as workers in the national liberation movement and draw all the oppressed alongside and behind us - then we will be well on the way to the society that meets our needs - a democratic and socialist society in Namibia and South Africa.

Comrades, no-one will do this for you. You are the revolutionary class, the creative class, the class that exploits no-one, the class that needs to be free from oppression and exploitation. Look to yourselves. Look to your own strength. Look at what you did in the days of the protest action last year when you shook the system like never before.

Look and see that you together - united in action - are the force to

change things. And believe it. Have confidence in yourselves.

Then we will build our organisations and build our struggle and build our government in a post-independent Namibia and South Africa on the basis of what we need as workers - and not on the profits of bosses.

## Workers of the world unite!



**INTERNATIONAL**

# What is CGIL?

The Italian General Confederation of Labour (CGIL) is one of the most powerful trade union centres in Europe. CGIL want to build a strong alliance with COSATU. CGIL have committed themselves to various projects which help to strengthen working class solidarity between us and Italian workers. In this story, the CGIL talks about itself and its policies.

**How big is CGIL and where are you organised ?**

We have nearly 5 million members. This makes us the third biggest trade union federation in Western Europe and the biggest in Italy.

**Can you give us a short history of the federation?**

We rebuilt the CGIL in the dying days of Nazi-facism after the Second World War. As the Nazi troops pulled out, trade unionists among the resistance forces moved in to rebuild unions which were illegal for the past 20 years.

Before the war, in the 1800's, there had been unions closely linked to the socialist movement. There were also patches of Catholic trade unionism. The CGL, as it was called then, was launched in 1906.

The rebuilt CGIL came after an agreement between major parties in the national liberation committee: the Communists, Christian Democrats and Socialists. Giuseppe Di Vittorio, a leading communist and trade unionist, was the first General Secretary.

**Is CGIL the only federation in Italy?**

No. When the anti-fascist alliance ended, the Christian Democrats broke away to form the CISL and the Social Democrats formed the smaller UIL.

**What is CGIL's international policy?**

Until the 70s, we were part of the WFTU. In fact our first General Secretary was Chairperson of WFTU until he died in 1957. However, we later took a more independent path. We felt the CGIL could better serve its members and the interests of the Italian working class by being a non-aligned communist federation. We have not joined any other trade union international since our disaffiliation and have remained independent to this day.



We are particularly concerned with building solidarity with trade unions in Central and Latin America and the KMU in the Philippines. We are also making a special effort to support Palestinian trade unions in the the occupied territories. We are committed to active and practical solidarity with the struggle of the South African people. We recognise the importance of COSATU. At our 1986 Congress Johnny Erentzen, the General Secretary of SAMWU, was one of the very few foreign delegates who was asked to speak.

**Is there any message from CGIL to SA workers?**

We hope to see a further consolidation of COSATU despite the attacks from the apartheid state and

the bosses.

We trust that 1989 will see COSATU consolidate its role as principle defender and champion of the South African working class. The battle to defend jobs and the fight for a living wage, and the battle for liberation of the South African people, are clearly linked together. The CGIL and other progressive forces wish COSATU every success in taking the battle forward this year.

## NO GOLD FROM SA

The three Italian trade union confederations, the CGIL, the CISL and the UIL, jointly organised a day of protest action on 20 January to protest against trade links with South Africa.

Italy imports one third of the 600 tons of gold produced by South Africans each year. This pumps 3 billion US Dollars (about R9 billion) into South Africa every year. It also imports more coal from South Africa than any other country in Europe.

The protest was held in Vicenza at the time of the annual gold fair. The campaign included meetings in factories, in the city hall with municipal workers, in technical schools and in the biggest bank.

Speakers at the meeting said: "Trading with South Africa, buying its products and minerals, is assisting the racist regime to survive." Speakers also condemned the use of the LRA against COSATU.

Further action is planned for May when the Italian anti-apartheid movement, with full trade union backing and participation, will host a major conference of all the European Community anti-apartheid movements. They hope to get the use of South African coal banned from Europe completely.

**Build international worker solidarity!**

# Build non-racial sport

SACOS must form a closer relationship with the mass organisations of the people.

COSATU General Secretary, Jay Naidoo made this challenge at the Natal Council of Sport (NACOS) conference in Durban at the end of January. He was part of a strong COSATU delegation.

Jay said SACOS did not have a very strong base in the townships. This meant township sports - especially soccer - were not part of SACOS.

"SACOS must now develop a clear programme to encourage its allies to bring their members into SACOS. The continued denial of facilities provides a real basis for mobilisation. But to do this you have to win the confidence of the masses and enter the townships very boldly."

He said we all need to "launch progressive sport organisations in our townships, rural areas, schools and unions" to counter the monopoly power of capitalism and apartheid over sport.

Conference decisions were:

- It is not only SACOS responsibility to build non-racial sport.
- There is a need for SACOS to take sport into the townships.
- That the internal structures of SACOS should be democratised.
- That there was a need for sport workshops to discuss building non-racial sport.

"Here in South Africa, big business and the apartheid forces would like us to believe that sport has nothing to do with the political lives of people. That is a lie designed to make us sleep while they suck our energies and money, and continue to perfect the aim of making the working class docile. Surely COSATU, more than anyone else, is in a better position to put a halt to this dangerous illusion. As COSATU, we can no longer avoid tackling the issue of sports. South African industry, which is dependant on our labour, has for a long time been pumping funds to those sports organisations not aligned to our ideals for a free, united and democratic South Africa."

Mi Hlathwayo in a discussion paper on sport and the working class.



Poster advertising SAWCOplay The Long March which has been performed all over the world. SAWCO is NUMSA's Co-Op project in Mphohememi (Pg 16/17).

## COSATU needs information on sport from you

Are you involved in an Industrial Soccer League at your factory? Are you a leading sports person in your sport? Are the bosses trying to co-opt workers into various sports at work? What can COSATU do to organise our members in the sports field? What sports are workers involved in and under what sport organisations?

Before COSATU can properly discuss how to build worker/players control of sport, we need to know the answer to questions like these. COSATU needs to know exactly what the involvement of workers in sport is today.

The COSATU Nedoom meeting last December appointed four people to gather as much information as possible on workers and sport and to report on these activities in COSATU. They can be contacted through Rahmat Omar of COSATU's Education Dept (all c/o Box 1019, Johannesburg 2000 or Ph: 492-1440-5). Please contact them with information about sport at your workplace.

The comrades will also prepare information on what is currently happening in the sports world and what progress is being made toward non-racial sport. They will look at SACOS as well as other sporting bodies. The survey will be the basis for discussion at a national sports workshop later this year involving affiliates and progressive sport organisations. The aim of the workshop will be to lay a basis for formulating a sports policy in COSATU.

**Forward with working class culture!**