

# NEHAWU

National Education Health and Allied Workers Union



## 11<sup>th</sup> NATIONAL CONGRESS RESOLUTIONS

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## **1. INTERNATIONAL RELATIONS**

### **1.1 ON THE GLOBAL CRISIS OF THE CAPITALIST SYSTEM**

Noting that:

- (a) Since the 10<sup>th</sup> national congress, the systemic crisis of the capitalist system has been deepening and it has attained its limits during the monopoly stage, imperialism, beyond which it neither can continue to reproduce profitably nor respond to the basic social needs of humanity.

Believing that:

- (a) As a result of the endemic nature of the crisis of the capitalist system, the only way out of the crisis is through the elimination of the system itself and its replacement by a higher form of social organisation.

We resolve to:

- (a) Reaffirm and further our analysis of the capitalist crisis from the 10<sup>th</sup> national congress and to study its impact on working people in our country and throughout the world, in order to strengthen the consciousness of workers, that their principal task is the elimination of the system.
- (b) Strengthen the immediate goals of our economic struggles for the rights of workers, in advancing the overthrow of the system, building upon its remnants a new economic order with economic justice, equal development and people's participation.
- (c) Enthusiastically support struggles against social oppression, colonialism and imperialism worldwide.
- (d) To wage a relentless fight against the neo-colonial functions of the multinational and transnational corporations in reproducing social oppression and capitalist exploitation.
- (e) Combat imperialism in all its forms and to fight against the domination of the financial capitalist system over the economy and link these to the struggle to defend, advance and deepen the National Democratic Revolution in its second and more radical phase.
- (f) Out-rightly reject the unsustainable and illegitimate debts of developing countries and to repudiate aid by international institutions of the IMF and World that is tied to conditionalities.
- (g) To campaign for the phasing out of the International Monetary Fund (IMF), the World Bank and the World Trade Organisation (WTO) and to build a new international financial architecture.
- (h) To struggle for the reform of the United Nations (UN) including its organs such as the UN Security Council.

### **1.2 INTERNATIONAL WORKING CLASS SOLIDARITY**

Noting:

- (a) Progress made in implementation of our 10<sup>th</sup> national congress resolution on international working class solidarity.
- (b) And welcoming the contributions from sister unions participating in the 11<sup>th</sup> national congress on the centenary of the Great October Russian Revolution aiming at deepening our assessment of the present world situation.

Believing that:

- (a) There have been changes in the international situation since the 10<sup>th</sup> national congress.
- (b) That the centenary of the October Russian revolution marks an important era of struggle for the international working class movement.

Resolve

- (a) To reaffirm the main thrust of our 10<sup>th</sup> national congress resolutions
- (b) To mark the centenary of the October revolution with events, campaigns, ideological programs and mass activities of working people.
- (c) As part of this larger undertaking, we shall work with the SACP, COSATU and WFTU in organising different activities to celebrate the centenary of the epoch-making Great October Socialist Revolution to highlight our indebtedness to the contribution of the Soviet Union in our national liberation struggle.
- (d) We shall coordinate ongoing discussion forums and lectures on the contribution of Bolshevism in theory and practice to Marxism-Leninism, national liberation struggles, class-oriented trade unionism and the unprecedented and outstanding socioeconomic and scientific achievements of the Soviet Union in transforming a backward, semi-feudal and poverty-stricken country into a highly advanced modern society
- (e) Congress also agreed to affirm our support for the South African government withdrawal from the International Criminal Court in accordance with the relevant constitutional provisions for withdrawal.

### **1.3 WORLD FEDERATION OF TRADE UNIONS (WFTU)**

Noting:

- (a) The growing strength of the World Federation of Trade Unions (WFTU) and the success of the 17<sup>th</sup> World Trade Union Congress held in Durban on the 05-08 October 2016

Resolve:

- (a) That in the framework of our internationalism and the WFTU plan of action, we adopt and implement decisions of the WFTU 17<sup>th</sup> World Trade Union Congress.
- (b) To prioritise the activities of the class oriented trade union movement on the international day of action and to roll out a program of ideological training.
- (c) To take on the responsibility of strengthening our work with other African affiliates of WFTU and the Africa Office, in building WFTU and the TUI-PAE on the African continent.
- (d) To support COSATU as it carries out the mandate to affiliate to WFTU and work tirelessly to encourage other COSATU affiliates to join WFTU TUIs.

### **1.4 PUBLIC SERVICES INTERNATIONAL (PSI) AFFILIATION AND ITUC**

Noting that:

- (a) Our national union NEHAWU is an affiliate of PSI and indirectly that of International Trade Union Confederation (ITUC).

- (b) We are an active affiliate of and one of the foremost representatives of the class oriented tradition of the World Federation of Trade Unions (WFTU) and its Trade Union International of Public Services and Allied Employees (TUI-PAE).
- (c) All our structures have over the years unanimously expressed the need to realign our international affiliation status to our principle of proletarian internationalism.

Believing that:

- (a) ITUC is a class-collaborating, divisive, labour instrument of international monopolies supported by imperialist powers.
- (b) PSI is at the service of ITUC and espouses colonialist unionism in Public Service trade unions.
- (c) PSI does not correspond to our democratic, worker leadership, worker controlled organising methods and class oriented traditions of fighting for the interests of the working class against the monopolies, the multinationals and denies the roots of capitalist exploitation.

Resolve that:

- (a) The national union should with immediate effect, disaffiliate from PSI.
- (b) The national leadership is given 6 months to effect the process of withdrawal from PSI.
- (c) In addition, we abandon the illusion of dual international affiliation of Cosatu and embrace a position of Cosatu disaffiliating from the International Trade Union Confederation (ITUC) and to affiliate to the WFTU only.

## **1.5 ADVANCING OUR INTERNATIONALISM**

Noting

- (a) There is a negative correlation in the international balance of class forces in favour of reactionary right-wing, neo-fascist, pro-capitalist forces backed by imperialism.

Believing

- (a) That although its strength is diminishing, imperialism still poses a serious existential threat to the working peoples struggle for democracy, peace, progress and socialism.
- (b) That informed by its international working class solidarity principle, the union has supported struggles of many people across the world.

Resolve

- (a) To reaffirm our previous resolutions on principled internationalist solidarity support for struggles of the people of Swaziland, Western Sahara, Palestine, Cuba, Venezuela, Cyprus, and the Basque Country and for the struggle of the Kurdish people.
- (b) To strengthen relations with other progressive solidarity and peace movements and to build fraternal bonds with the progressive trade union movement in the world.
- (c) To update our existing resolutions as follows:

### 1.5.1 On Venezuela

- (a) Congress resolves to condemn the imperialist meddling in Venezuela internal political affairs and its financing of out-rightly right-wing and violent opposition political forces seeking to reverse the gains of the Bolivarian revolution.
- (b) Congress also condemns the US backed economic warfare directed at Venezuela using major food and financial corporations to artificially induce food shortages and to carry out widespread economic sabotage.
- (c) To denounce the criminal actions of the alliance of the Venezuelan reactionary bourgeoisie, the embittered upper and middle classes and the right-wing opposition aiming at unconstitutional regime change. These forces have openly renounced the government's call for national dialogue and are struggling to abolish Venezuela's progressive social programs, to privatise state companies and socially owned land, to review labour laws to allow mass retrenchments in state and private enterprises, to reduce old age pensions and to cut on health care and education expenditure.
- (d) Congress rejects every effort to turn the country into a vassal state, subordinated to the service of imperialism.
- (e) It expresses our full support for the Venezuela Bolivarian revolution led by President Maduro.
- (f) Resolves to help build a strong solidarity movement in South Africa and to campaign relentlessly against external interference and internal counter-revolutionary enemies of the Bolivarian revolution; and
- (g) To call upon the South African government to strongly repudiate attempts to use South African territory for propaganda to destabilize Venezuela

### 1.5.2 On Brazil

- (a) To condemn the counter-revolutionary coup against the democratically elected President Dilma Rouseff.
- (b) To denounce the neoliberal and imperialist corrupted right-wing political leadership of Michel Temer.
- (c) To protest the neoliberal dismantling of the Brazilian state through privatisations and to carry out solidarity actions in support of the people of Brazil.
- (d) To coordinate solidarity actions with the working people of Brazil in solidarity with their resistance against the neoliberal lackeys of American imperialism and for their social, political and economic rights.

### 1.5.3 On Cuba

- (a) To denounce the US administration led by Donald Trump and its extension of the hostile and aggressive foreign policy and of the criminal blockade against Cuba.
- (b) In this regard congress resolved on intensifying the national union's Cuban solidarity campaign, to express our rejection of the criminal economic blockade, to support Cuba's main demands including restoring to it the full sovereignty of Guantanamo and putting an end to the illegal radio and television propaganda campaigns which are fully US funded.
- (c) The national union should also strengthen our relations with Cuba, to implement our bilateral agreements and to deepen cooperation with our sister unions.
- (d) NEHAWU should participate in the 'Che' International Brigades and take part in activities to demonstrate our support of the Cuban revolution.

#### **1.5.4 On Swaziland**

- (a) To deepen the economic isolation of the Swaziland monarch and to strengthen our existing campaigns in support of the people.
- (b) To continue our international campaign through regular visits to Swaziland, to find effective ways of supporting the aims of the struggle for democracy and to finalise our study of the class structure of Swaziland.
- (c) To increase our coordinated work with Swaziland democratic forces and the strengthening of the Swaziland Solidarity Network (SSN) in implementation of our solidarity campaigns.

#### **1.5.5 Palestine**

- (a) To reaffirm our 10<sup>th</sup> congress resolutions and the firm internationalist solidarity support to the Palestinian struggle to an independent Palestinian state, within the 1967 borders with Jerusalem as its capital, the breaking of the Apartheid wall and the return of refugees and the release of all political prisoners as well as to intensify the boycott against Apartheid Zionist-Israel.
- (b) To reaffirm our demand for the South African government to end all diplomatic, commercial and trade ties with the Zionist-apartheid-regime of Israeli.
- (c) To develop a strong solidarity movement in South Africa, working with the Boycott Divestment and Sanctions (BDS) movement locally, to mobilise a wide range of social forces and public opinion behind this campaign.

#### **1.5.6 On PAME in Greece**

- (a) To greet the anti-capitalist and anti-imperialist resistance of PAME in Greece and its struggle against austerity and to step up our solidarity support of the working people.
- (b) To deepen cooperation with PAME, through concrete bilateral exchanges and programs in trade union and international work.

#### **1.5.7 On Western Sahara**

- (a) To reaffirm that the colonial occupation of Western Sahara by Morocco remains a threat to peace, stability and justice.
- (b) Reiterate our position that the denial for the people of the Western Sahara to exercise their inalienable right to self-determination and independence is an affront to peace in the region and the African continent.
- (c) To denounce the admission of the Kingdom of Morocco to the African Union, after its withdrawal thirty two years ago and to campaign for the African Union to rescind this position.
- (d) To demand that Morocco abides by the AU Constitutive Act advocating the total liberation of Western Sahara territories and the respect of the African borders at independence.
- (e) To call on government to extend political and development assistance to refugees Saharawi and to strengthen relations in areas of exchanging of arts, culture, youth sports, development and humanitarian assistance.
- (f) We call on our government to redouble its efforts not only within the continent but also with SADC and with the Brics to speed up the negotiating process as called for by the UN Security Council in its latest resolution.
- (g) To recognise that the Polisario Front liberation continues its struggle to end all foreign occupation of its territories and end the illegal exploitation of its natural resources by the Moroccan multinational companies.

- (h) We also call for the respect of human rights in Western Sahara and call on international community to act in this regard.
- (i) To strengthen awareness and influence the South African public opinion about the Sahrawi struggle to put an end to the last colony in our continent.
- (j) To support the detaining of a ship carrying stolen phosphates from the territory last May in Port Elizabeth by a Court Order as part of the peaceful struggle the Sahrawi have initiated to put an end to the illegal colonial plundering of their riches
- (k) We must support these legal actions and start a worldwide boycott of the Moroccan products so long that that country continues to violate International Legality in the occupied territories of the Western Sahara

### **1.3.8 Cyprus**

- (a) To support the struggle of the people in Cyprus for a bi-communal, bi-zonal, federal state with a single sovereignty, as a single international entity and with a single citizenship
- (b) To strengthen our relationship with the class oriented trade unions in Cyprus and to develop a viable campaigning platform in support of the aims of the revolutionary struggle.

### **1.3.9 The state of the trade union movement in Africa**

- (a) To deepen our relationship with other trade unions in Africa and to consolidate our relations with USPT in Niger and other parts of the African continent.

### **1.3.10 On the Democratic Republic of Congo**

- (a) To reaffirm the WFTU resolutions on the situation in the DRC, to expose the role of multinational corporations and to forge strong links with the Congolese trade union movement.

### **1.3.11 Kurdistan**

- (a) We must call for the strengthening of protection of political activists seeking refuge in our country.
- (b) Strengthen the solidarity with the Kurdish people and reaffirm our solidarity for the struggle towards attainment of peace.
- (c) To lead a campaign calling for the release of Abdulla Ocalan and all political prisoners in Turkey.
- (d) To call upon the government of Turkey to cease military aggression on the Kurdish cities and its civilians.
- (e) The government of Turkey must immediately cease using violence and intimidation against the Kurdish people.
- (f) We must strengthen the relationship with the Kurdish solidarity network in order to advance the struggle of the Kurdish people.

### **1.3.12 On the Basque Country**

- (a) Congress reaffirms its support campaign for the struggle of the Basque people and expresses its resolved to fight for the end of the Spanish policy of dispersion, against arbitrary measure applied to Basque prisoners and from keeping them locked up hundred kilometres far from their homes and families.

- (b) The immediate release of seriously ill prisoners in order to receive adequate treatment for their illnesses.
- (c) The immediate release of all those imprisoned for their political opinions and activities, developed in political parties, youth organizations, and social movements or in the media.
- (d) The dismissal of the processes related to these issues, as well as, the removal of all the European arrest warrants that may have been issued for actions of the same type.
- (e) A process of dialogue and negotiation which would lead to release of prisoners and putting arms beyond use.
- (f) Political talks to lead a process where the right to self-determination of Basque people will be recognized.

Gauteng

Northern Cape

## **2. POLITICAL AND IDEOLOGICAL WORK**

### **2.1 National Democratic Revolution**

Noting that:

- (a) The persisting global capitalist crisis in the developed imperialist economies and much of the global-south – characterised by job losses, massive unemployment, poverty, deepening inequality and a looming ecological catastrophe.
- (b) The perspective of the SACP's political program SARS 2012-2017 on the NDR and Socialism and the ANC 53<sup>rd</sup> National Conference Strategy and Tactics document on the NDR and NDS reiterates the shared perspective of a working class-led NDR and its objective to overcome the interconnected challenges of race, gender and class oppressions in our society.
- (c) The National Democratic Revolution is under attack from our enemies; these enemy forces are located inside as well as outside of the broader liberation movement.
- (d) The enemy forces seek to undermine our revolution and its prospects of success and seek to derail its progressive trajectory and distort radical character.
- (e) The grand scale and systemic corruption rampant in the state as manifested through crude manipulation of its institutions to further short term material and political advantage of those who occupy positions of power in the state and their political machinery elsewhere, to the detriment of the state and society.
- (f) The systemic political victimisation of public servants in the Free State province and other places that followed the National May Day celebration as signifying rampant use of state institutions in order to further the anti-worker tendencies and ANC factional battles.
- (g) That the increased level of corruption and *state capture* constitute strategic threat against the NDR; this alongside other immediate threats that have been identified, including the rise the Liberal forces led by the imperialist sponsored DA.
- (h) The utterances by senior leadership of the ANC as to their existing political intention to temper with the internal political processes of alliance partners, including the union, in service of a factional agenda that exists inside if the ANC.
- (i) The defeat of the so called 1996 class project and new tendency in 2007 and 2012 respectively did not result in the altering of the balance of class forces in favour of the working class and therefore altering of the course of the National Democratic Revolution in favour of the working class.
- (j) The outcomes of the NEHAWU National Policy Conference on the NDS and NDR.
- (k) Note the formation of the new federation as representing a new threat in the path of the national democratic revolution

- (l) That the strategic enemy of the working class remain monopoly capital.
- (m) That the state under capitalism the state is inherently captured by the ruling bourgeois class and that in the contemporary dynamic the capture of the state is not a fundamental departure original and essential character of a capitalist state.
- (n) The need for the working class to assume a leadership role of the National Democratic Revolution and by implication produce from among its own ranks the capable cadre from which the vanguard party gather its advanced cadreship.
- (o) Significant political, economic and social achievements in our national democratic revolution since 1994 despite the setbacks that were brought about by the authorization of GEAR.
- (p) Significant progressive policy shifts since the watershed ANC's Polokwane Conference in 2007, some of which have been undermined by the parasitic corrupt network building in the highest echelons of the state.
- (q) The current strategy and tactics of the ANC adopted in its 53<sup>rd</sup> conference which characterised the current state of our revolution as a radical phase of the National Democratic Revolution.
- (r) The normalisation as well as institutionalisation of divisive and factional conduct that runs counters to the revolutionary aims of the movement.
- (s) Despite the defeat of the 1996 Class Project in Polokwane, political perspective associated with that political tendency continues to be influential in the strategic decisions and direction that the movement makes on in the state policy.
- (t) The changing of the trade union terrain in the country following the launching of the new federation as a potential threat to the leadership position of COSATU to South African workers and therefore their position in relation to the NDR.
- (u) The standing of the ANC as a leader of society and the political organization that organises the rest of society behind the vision of transformation (NDR) has been greatly challenged and compromised as evidenced by the results of the recent local government elections.
- (v) The urgent task to defend the progressive trade union movement is critical to defending the programme of the National Democratic Revolution and therefore the interests of the working class in it.
- (w) The ANC 53<sup>rd</sup> Conference decisive defeat of the new tendency factional project which was hell-bent on stealing our movement through patronage, demagoguery and intimidation.

Believing that:

- (a) That the ongoing endemic capture of the South African state presents effective basis upon which the public and moral standing of the ANC as a governing party is systematically eroded to the detriment of the revolutionary programme.
- (b) The current attacks on COSATU and its affiliates must be understood within the context of the all- round offensive against our revolution.
- (c) The historical and shared perspective of the working class led NDR remains correct; and that such perspective must be must be defended and promoted by all and the working class in particular.
- (d) We have a fundamental ideological task of on-going class analysis of the global crisis and its impact on the advancement of our NDR and the struggle for socialism.
- (e) The working class remains the dynamic link between the struggle for socialism and the deepening of the NDR.
- (f) The envisaged radical second phase of our democratic transition must consolidate and advance our NDR in which the working class ideas and interests dominate throughout society.

- (g) It is the task of the working class to ensure that the ANC's commitment to a perspective of a working class-led NDR finds expression in its socio-economic policies.
- (h) Without strong organization and ideological independence, the working class would find itself tailing behind the capitalist class and losing sight of its own interests and momentum for a socialist struggle.
- (i) The outcomes of the Mangaung Conference potentially mark the beginning of the second radical phase of the transition towards a society built on the principles and goals of the Freedom Charter.
- (j) The theme of our 10<sup>th</sup> national congress, "*Build strong workplace organization, class consciousness and internationalism*", calls for a capable organisation from the basic unit in the workplace in order to advance the working class power for socialism.
- (k) The success of our NDR is dependent on black majority rule.

Resolve to:

- (a) We reaffirm the National Democratic Revolution as our direct route to socialism
- (b) Continue to deepen our class analysis and characterisation of the international situation and the balance of forces, and to strengthen our ideological clarity on the challenges and possibilities for the advancement of the NDR.
- (c) Ensure that we actively contribute to the development of a radical programme for the second phase of post-1994 transition. The key foundation of the programme will include:
  - A radical developmental path characterised by a developmental macro-economic policy, Industrial Policy and Action Plan, the Infrastructure Development Plan and the Human Resource Development Strategy;
  - A strong and democratic public sector as the essential component of the democratic developmental state with a strong strategic planning capacity to intervene in the economy and society as a whole;
  - Maximum unity amongst the African people and black people as a whole - based on their needs and aspirations as a basis for uniting all South Africans; and
  - Popular and militant mobilisation, especially of the working class, around the programme for the second phase of transition.
- (d) Reaffirm that the working class is the revolutionary motive force that must lead the NDR not only as a minimum programme but a socialist-orientated process of struggle.
- (e) We welcome the announcement of the intention of the President to appoint a commission of enquiry into the reality of state capture.
- (f) Engage the SACP to develop a concrete strategy through its campaigns of building relations with different progressive social forces in the country as part of building working class hegemony in all key sites of power, and our revolutionary task of defending, deepening and advancing NDR and the struggle for socialism.
- (g) To engage the SACP and work with the SACP in an effort to entrench the Party's political theory and knowledge with organised workers and the working class at large, build popular base for Socialism and build elements and capacity for socialism in the present (Bring back SARS and MTV)
- (h) We support the decision of the federation to hold a national day of action against state capture and corruption; we view this action as a step of the revolutionary forces to drive the national conversation about the necessary change in the state for the country from a working class perspective
- (i) Consolidate and intensify the work of our political commissions and Chris Hani Brigades political education programme to build the capacity of our union on the battle of ideas.
- (j) Deepen and Strengthen the Alliance as the strategic leader to replace the ANC , as a basis to advance an uninterrupted advancement of NDR.

- (k) Continuously defend our historic and shared perspective of the NDR inside and outside the ANC, including through extensive mass political education.
- (l) Work tirelessly in educating and training our members, shop-stewards and cadres of the union to deepen their understanding of our revolutionary theory so as to take responsibility for the NDR and the struggle for socialism.
- (m) Make our contribution as a union to ensure a disciplined and united Alliance that is committed to deepening the NDR and defeating the anti-majoritarian offensive.
- (n) Continue to rework and reshape our Strategic Policy Framework and Ten Year Plan within the framework of the NDR and in particular the perspective of the radical second phase of the second transition.
- (o) Institutionalise the Chris Hani Brigades programme at provincial and regional levels and continue to engage COSATU for their comprehensive involvement in the CHB programme, including in provision of resources for its implementation.
- (p) Advocate that the basis of engagement on the NDP must be the Freedom Charter and the centrality of the land question to resolve the triple contradictions.
- (q) The union must develop thoroughgoing political programme for continuous development of comrades to enhance our collective ability to contribute meaningfully in the prosecution of our revolutionary tasks.
- (r) To ensure that all strategic meetings of the union at all levels are preceded by political engagements that help to shape the political and ideological analysis that must, in turn, inform the essence of those meetings.
- (s) Take full responsibility for the National Democratic Revolution, to defend its gains, deepen it and isolate the political and class forces against it.

## 2.2 Ideological Work

Noting:

- (a) The on-going capitalist crisis and the accompanying attacks by our class adversaries to weaken and fragment the working class.
- (b) The alliance consensus on the need to deepen and advance radical perspectives around the second phase of our transition.
- (c) The significant role of the public sector and public sector workers in the second phase and in building a developmental state.
- (d) The work carried out in the implementation of the Chris Hani Brigade at a national level.
- (e) The dominance of Neoliberal perspectives in the public imagination as norm by which society views and understand reality
- (f) The increasing hegemony of counter-progressive outlook in the structures of our movement and resultant implications on the revolution

Believing that:

- (a) COSATU was correct in adopting the resolution on the swelling-of-the-ranks of the ANC and the SACP and that the structures of our union must continue to audit the implementation of this resolution, which must include assessing the level of practical activism.
- (b) Action without proper ideological and philosophical grounding can be dangerous and misleading.
- (c) The attacks on the NUM represent an offensive on the trade union movement, rather than merely an issue of poor service to members.
- (d) The union will best serve the interests of its members by deepening its ideological orientation.

- (e) The task of entrenching the revolutionary perspective as means to understand and solve challenges of our material reality remains critical to the success of our revolution

Resolve to:

- (a) Build new and innovative platforms through which we can advance and popularise the ideological bearings of the union as a Marxist-Leninist trade union.
- (b) Ensure that the constitutional structures of our union internalise and integrate political and ideological training at all levels of the union, including the PECs and NEC.
- (c) The union must infuse the effort to hegemonise our perspective in our daily actions of organising workers to the ranks of the union.
- (d) In cooperation with the SACP the Chris Hani Brigade needs to be resuscitated to continue the work of comprehensive ideological training of members and shopstewards.
- (e) Hold targeted political classes as part of our recruitment programme and service to members.
- (f) Deepen political consciousness of members to make out of them agents of revolutionary change while working with the Party as a critical component to the attainment of such an objective.
- (g) Promote and deepen the practice of popular education in the union so as to create a second layer of ideologues to propagate the ideas of the working class.
- (h) Orientate, as an ideological exercise, the average public servant and union member, through union platforms so as to create a corps of public servant cadre who can be a representation of the agenda to build a developmental state.
- (i) Use the Yure Mdyogolo Memorial Centre as a leadership and development institute which must offer political, ideological and shop-steward capacity building in collaboration with the political schools of the SACP and ANC.
- (j) Actively support, including through mobilizing resources, the establishment of a dedicated Party School of the SACP in line with its resolution of the 13<sup>th</sup> National Congress.
- (k) Explore international collaboration with the WFTU and the CTC (Cuba) in the form of an exchange programme through the Lázaro Peña College and this must include coordination with the SACP and its Cuban counterparts and further collaboration with other international partners must be explored.
- (l) Undertake a targeted ideological development on the history and role of the public sector trade union movement, its strategic location and role in the context of the second phase of the transition.
- (m) Aggressively educate our members against the values, ethos and principles of the Neo-managerialism such as PPPs, outsourcing, privatisation, agentisation, etc. – which run counter to building a developmental state.
- (n) Reaffirm Marxism-Leninism as our theoretical guide to revolutionary action.
- (o) Undertake a targeted ideological development on the history and role of the public sector trade union movement, its strategic location and role in the context of the second phase of the transition.
- (p) Aggressively educate our members against the values, ethos and principles of the Neo-managerialism such as PPPs, outsourcing, privatisation, agentisation, etc. – which run counter to building a developmental state.
- (q) Reaffirm Marxism-Leninism as our theoretical guide to revolutionary action.

### **2.3 Popular Movement towards Socialism**

Noting that:

- (a) The impasse facing the bourgeois ideology of neoliberalism and the impact of the devastating crisis of capitalism on humanity has brought the imperative of socialist construction and the transition from capitalism to the fore.
- (b) These ideological and economic crises of capitalism are raising the political consciousness of the international working class to struggle for alternatives to the current socioeconomic order, including for socialism.
- (c) The propagation of Marxist-Leninism is critical in exposing the shortcomings of reformism and temporary solutions of the capitalist crisis and in the creation of new frontiers of radical opposition to capitalism.
- (d) The revitalisation of the socialist movement, which is steadily building its offensive for the revolutionary transformation of society from capitalism to socialism.
- (e) The plurality of the political movement that stands opposed to capitalism.
- (f) The lack of clear perspectives within trade unions and the working class in general on their relation to the struggle for socialism.

Resolve to:

- (a) Support our working class vanguard, the SACP, in building a popular movement towards socialism.
- (b) Develop solidarity, cooperation and mobilise a wide section of the anti-capitalist left and build on the socialist experiences of the 20<sup>th</sup> century.
- (c) Mobilise behind this *Popular Movement towards Socialism*, the entire membership of the trade union movement, and build alliances with the other popular forces in society around common social, economic and political demands, including national self-determination.
- (d) Initiate a broad discussion on the essential political tasks and struggles to overcome the system of capitalism.
- (e) Analyse the possibilities of connecting the contemporary struggles that are within the limits of capitalism to a direct struggle of the working class against the capitalist system itself.
- (f) Popularise and contribute in the implementation of SARS 2012-2017 as part of strengthening our counter-hegemonic ideological offensive against neoliberalism.
- (g) Ensure to work towards seeing that there is a practical convergence of the SACP and COSATU programmes of action.
- (h) Undertake joint political education programmes with the Progressive Youth Alliance formations.
- (i) Wage a relentless ideological fight against the neoliberalism, anarcho-syndicalism, and other workerist tendencies within our trade union movement
- (j) Initiate a discussion with a view to formulate a clear perspective on trade unions and the broader working class's relation to socialism.
- (k) Explain the struggle and its objectives to deepen consciousness.

## **2.4 South African National General Elections of 2019**

Noting that:

- (a) The outcomes of the local government elections.
- (b) The decline of the credibility of the ANC as is manifested in the elections outcome in the recent local government.
- (c) The damage suffered by the ANC's image in the voting public due to the state capture report.
- (d) We note the existing position of the Union and COSATU to support the ANC in 2019 elections.

- (e) We note the ongoing and unresolved debate in the SACP related to the Party partaking in the 2019 national elections as a contestant.
- (f) The need to properly understand the character of coalition governments.
- (g) The challenges that are facing our society are part of the enduring legacy of centuries of colonial and capitalist oppression.
- (h) The mushrooming of political parties seeking to mobilise the emergent black middle stratum, which include former proponents of the black consciousness movement, to challenge the ANC in the upcoming general elections.
- (i) A common feature amongst these parties is that none of them represent the aspirations of the working class.
- (j) Since our 9<sup>th</sup> national congress there have been spates of service delivery protests, which in some instances have been driven by an agenda to undermine the ANC government.
- (k) The high number of unregistered voters among young people, especially the first time voters within the 18-19 years old band.
- (l) The stated agenda of the main opposition to reverse the gains of the workers by amending labour legislations - thus taking away the hard won rights of workers especially teachers.
- (m) The subjective and biased reporting by the media against the ANC and in favour of the DA.

Believing that:

- (a) The election campaign will be the most difficult for the ANC and the Alliance, given the prevailing socio-economic situation in our country.
- (b) The current electoral weight of the ANC in Parliament denies it an opportunity to implement its radical socio-economic programme as the opposition always oppose such.
- (c) The ANC and Alliance remain the only credible movement that carries the hopes and aspirations of workers in this country and capable of driving a thoroughgoing socio-economic transformation to eradicate the triple challenge of poverty, inequality and unemployment.
- (d) The state capture report is undermining the credibility of the ANC in the public eye.
- (e) The ANC remains the leader of the Alliance and therefore a unifying organisation to the working class and other progressive strata in society.
- (f) It is only if the ANC attained an overwhelming victory that the radical phase of the second transition can be realized.
- (g) Working with other parties of like ideological standing, the ANC can work to defeat the right wing agenda of anti-majoritarian trajectory.
- (h) The majority of the youth from working class communities, especially the Africans, believe in the ANC as the only organisation that can realise the transformation of our country from the ravages of colonialism of the special type.
- (i) Most of the mushrooming political parties are driven by the narrow personal economic interests of their founders, including the interests of their foreign sponsors.
- (j) Effective communication with the young people would require an extensive utilisation of social media in the campaign for the 2019 elections.
- (k) An overwhelming victory of the ANC will enable it to implement a radical socio-economic programme for the second phase of the transition.
- (l) The prevailing socio-economic challenges arise from centuries of colonial and capitalist oppression.

Resolve to:

- (a) Approach the 2019 national general elections with vigour and make sure that the ANC achieves an overwhelming victory in order to pursue the radical second phase of the transition as resolved by its 53<sup>rd</sup> national conference.
- (b) Establish a NEHAWU elections machinery at all levels of our union and an internal volunteer corps to support the ANC elections campaign as well as a comprehensive election strategy, which must include voter education and registration for young workers.
- (c) Commit both human and material resources that will make the elections machinery function effectively at all levels of the union and ensure that all executive committee structures of the union will focus on building the elections machinery (war rooms).
- (d) Develop materials that communicate the socioeconomic achievements of the ANC government and counter the negative messages and distortions of the facts by the DA-led anti-majoritarian offensive and the media.
- (e) Working with COSATU and the SACP, the ANC must produce discussion documents that illustrate on how to work with left leaning parties.
- (f) We welcome the decision to appoint a judicial commission of enquiry to delve into the allegations of the state capture report.
- (g) Redevelop an election communication strategy that includes social media targeted at the young workers.
- (h) Work with the Progressive Youth Alliance and develop an elections strategy targeting youth within the scope of the union and this must include using social media.
- (i) Call on the IEC to utilise appropriate media outputs that are accessible and easily receptive to young people to ensure that they register as voters, vote on the elections day.
- (j) Ensure that the union's national leadership engages in public discourse, articulating positive messages on the achievements of the ANC government and the manifesto.
- (k) Engage the leadership of the federation and the central executive committee to communicate unifying messages during this period.
- (l) Call on the IEC to take the voter education and registration programmes to education institutions.
- (m) Call on the Alliance leadership to develop an Alliance election campaign programme and to forge maximum unity around a common message – exercising restraint and avoiding unnecessary public spats. The ANC must make sure that all its substructures are instructed to work properly with other formations of the Alliance.
- (n) Ensure that the Alliance election campaign includes targeting provinces, in which the ANC is weak and vulnerable, especially the Western Cape which must be reclaimed.
- (o) Call on the ANC to intensify the fight against corruption across all spheres of government and to act decisively as directed by the Mangaung Conference.
- (p) Ensure that the Alliance election campaign and manifesto responds to the needs of the disabled people, including ensuring that they are able to exercise their vote.
- (q) Call on COSATU to ensure that the Alliance election programme utilises the large pool of members of the Creative Workers' Union of South Africa.
- (r) Convene shop stewards councils as platforms for mobilizing for the 2019 general elections.
- (s) Ensure that each NEHAWU member and staff begin election work their own household, family, neighbour and workplace – ensuring that everyone is registered, understand the ANC's manifesto and are going to vote for the ANC.

## **2.5 ANC**

Noting that:

- (a) The NDR remains the programme of the ANC-led Alliance and the recent outcomes of the 2016 local government elections suggest an urgent need for the renewal of the values in the organisation in order to gain back the confidence of the people.
- (b) The ANCs achievement of 100 years of existence as a movement still united in action.
- (c) The commitment of the ANC to the radical economic transformation as articulated in the conference resolutions.
- (d) The achievement of the historical target of 1 000 000 members.
- (e) The creeping foreign culture of ill-discipline, including the use of violence and courts to settle internal political differences.
- (f) There is a lack of political education, Umrabulo in the ANC
- (g) Individualism and divisions within the ANC at all levels has become the order of the day and this compromises the dignity of the organisation.
- (h) Tribalism and political cores remain a challenge as the ANC is moving towards its 2017 National Elective Conference.
- (i) Membership is given to those comrades who support a particular faction or interest group.
- (j) The current tendency relating to slates within the ANC brings more divisions and anarchy within the structures of the ANC.
- (k) Branch general meetings are convened in a lackadaisical fashion.

Believing that:

- (a) The NDR is at the crossroads.
- (b) The 54th National Conference of the ANC should serve as a turning point in the life of the movement and the entire Alliance.
- (c) Further believing that the 54<sup>th</sup> National Conference should serve to represent an important advance for the working class and an end to the paralysis and crisis within the Alliance and its individual components.
- (d) The ANC as a broad church and workers must be at the front and play a leading role in directing and defending a socialist-orientated NDR.
- (e) The erosion of the historical values of the liberation movement is partly related to the lack of political education and induction of the new members into the ANC culture and traditions.

Resolve that:

- (a) We reaffirm our support for the ANC in the 2019 National Elections.
- (b) Call on the ANC to unapologetically restore the historical values and traditions of the movement and thus drastically act against acts of ill-discipline including expelling those who use violence and who take the movement to court.
- (c) Congress affirms the decision of the NEC on the succession debate; that Cde Cyril Ramaphosa is the preferred choice of both the federation and the union to be elected as President of the ANC.
- (d) The decision of the union to support the sitting deputy President of the ANC to become President of the ANC is not a strategic one, but it is rather a tactical decision.
- (e) NEHAWU must develop a program as a build up to the 2019 elections to clarify social class relations, this program must be rolled out at all levels of the union.
- (f) Call on the ANC to prioritise its basic organisational unit, the branch, in the political education programme with a key focus on inducting new members.
- (g) The union must ensure that shop stewards actively participate in the ANC to build strong branches capable of ensuring the implementation of programmes aligned to the second radical phase of the NDR.

- (h) The union has to lobby for a standing decision on enabling a set number of shop stewards to be released during elections periods.
- (i) Shop stewards must continue to swell the ranks of the ANC and its leagues.
- (j) The Union leadership has to establish a tool to assess the extent to which shop stewards and members have swollen the ranks of the ANC. Thus as part of the swelling-the-ranks, NEHAWU members in the ANC must participate in the ANC political schools geared at Cadreship development in terms of the outcomes of the Mangaung conference.
- (k) The revival and strengthening of political schools such as Umrabulo Thursdays must be prioritised.
- (l) The Provincial and Regional Political Commissions must be convened quarterly.
- (m) The union should influence the ANC to focus on service delivery issues rather than being a position based movement.
- (n) The tendencies of gatekeeping and slate interests must be eradicated by ensuring that the membership processing, screening and capturing is speedily done and in line with the ANC constitution to allow members to fully participate in the activities of the organisation.
- (o) Aggressive membership recruitment must be pursued to reflect the demographics of the society.
- (p) Issuing of membership cards must be decentralised to regions.
- (q) Branch General Meetings must be convened consistently in line with the ANC constitution.

## 2.6 COSATU

Noting that:

- (a) There has been non-implementation by the federation of the 11<sup>th</sup> National Congress resolution on the affiliation to the World Federation of Trade Unions.
- (b) There is an orchestrated violent offensive against the federation and its affiliates.
- (c) There is an alien tendency of unauthorised communication of internal information to the media through media leaks.
- (d) There has been an intervention programme established by the COSATU central executive committee to resolve the current challenges in the federation.
- (e) The COSATU Central Executive Committee (CEC) expelled the National Union of Metal Workers Union of South Africa (NUMSA) and dismissed Zwelinzima Vavi in November 2015 during its 12<sup>th</sup> National Congress.
- (f) The new Federation has been launched led by NUMSA and Zwelinzima Vavi.
- (g) COSATU has for a very long time subscribed to the illusion that individual leaders are the makers of history.
- (h) The federation has produced the discussion document on "Building Unity and Cohesion".
- (i) New union organising in government and the private sector are now in existence.
- (j) Poaching of membership by affiliates within COSATU is becoming a norm.

Believing that:

- (a) The theory of our National Democratic Revolution teaches us that it is not the individuals but masses of the people who are the makers of history.
- (b) The current internal challenges have a potential to weaken the federation.
- (c) The unity and cohesion of the Federation is sacrosanct towards achieving the radical socio-economic transformation.

- (d) The entrenched colonial socio-political context, especially in the mining industry which was the backbone of colonialism of a special type, is the root cause of the current challenges in the mining industry.
- (e) The offensive unleashed against COSATU and its affiliates is supported by monopoly capital and it is intended to weaken the federation, Alliance and ANC in particular.
- (f) The erosion of revolutionary morality values of selflessness and conspicuous consumption fostered by the 1996 class project is the root cause of the current systemic challenges of corruption.
- (g) There is massive corruption taking place in the private sector as was demonstrated in the construction industry on the 2010 stadiums.

Resolved that:

- (a) NEHAWU should congratulate the federation on resolving that the federation should join WFTU and therefore demand a speedy implementation of the resolution.
- (b) The federation and its affiliates have to heed the call of going back to basics in relation to organising and serving members in particular vulnerable workers.
- (c) COSATU should orientate, as an ideological exercise, the average public servant and union member, through union platforms so as to create a crop of public servants cadres who can represent the agenda to build a developmental state.
- (d) The COSATU NOBs must work with the leadership of the affiliates to build the unity and cohesion of the Federation and encourage tolerance amongst affiliates.
- (e) All COSATU affiliates must enrich the discussion document on building the unity and cohesion whilst respecting the founding principles of the Federation.
- (f) The National Union has to develop a biographical series to profile leaders of the union that define various epochs in our history.
- (g) All affiliates should build a strong COSATU that will guard against splinter unions and federations.
- (h) NEHAWU should encourage our federation and all its affiliates to intensify the campaign on swelling of the ranks of the ANC and SACP.
- (i) Mobilise for the leadership of COSATU and all affiliates to lead by example on the swelling of the ranks programme and this should include the leadership of COSATU to take leadership positions in the ANC.
- (j) COSATU should revive the socialist forums as mobilisation platforms.
- (k) To call on the federation to revive the organisers' forum and the provincial education committees.
- (l) Call on the federation to work tirelessly and effortlessly in rebuilding the Locals.
- (m) Support the federation's planned socio-economic campaigns including the section 77 notice filed at NEDLAC.
- (n) Mobilise the federation to develop and drive a programme geared at implementing the longstanding resolution on union mergers, which must have clear and realistic time-frames.
- (o) Assist COSATU in developing a dedicated programme that must be implemented at the provincial level geared at ensuring that our shop-stewards participate in the COSATU locals and their community structures.
- (p) Ensure that COSATU proactively provide strategic leadership, unify affiliates and rein-in affiliates that encroach on its pivotal role as the centre.
- (q) To drove a programme of defending the collective leadership of our federation. However, if any of the federation's leadership disregard or undermine the decisions of the constitutional structures of the federation, they must be exposed and disciplined in terms of the Leadership Code of Conduct as adopted by the COSATU 10th national congress.

- (r) COSATU should be intolerant to deviations on the decisions of its own constitutional structures and therefore must defend its leadership as it pursues the union's programme of forging unity within the federation.
- (s) Call on COSATU to develop a clear policy on the non-governmental organisations guided by the resolution of the 11th COSATU national congress on the "Current State of NGOs".
- (t) The anti-corruption campaign must be geared at restoring the historical revolutionary morality and values within the movement's Cadreship and society at large.
- (u) Ensure that COSATU's anti-corruption campaign is not being narrowly focused on the public sector as we must also fight against corruption in the private sector and non-governmental organisations as well.

## **2.7 COSATU Locals And Clusters**

Noting that:

- (a) The lack of commitment to COSATU locals and Clusters by the affiliates results in poor attendance and coordination of Locals and Cluster activities.
- (b) Locals and Clusters are important structures for mass based work, leadership development and campaigns.
- (c) Locals are an important structure of the Federation which ought to enjoy delegation status to its congresses.

Believing that:

- (a) The scope of the COSATU cluster is equivalent to an ANC region and SACP district.

Resolve that:

- (a) The COSATU POBs must revive all the COSATU locals and Clusters to ensure stability at Local and Cluster level.
- (b) COSATU must constitute Clusters as Regions consisting of all affiliates to represent the Federation in regional activities.
- (c) NEHAWU members must fully participate in COSATU Locals in their respective and convenient areas.

## **2.8 Building Class Consciousness**

Noting:

- (a) The launch of the NEHAWU Chris Hani Brigade programme in April 2010 as a joint political programme with the SACP and the subsequent launches of the provincial chapters.
- (b) The CHB programme was intended to help the union in implementing a systematic political education programme to build a layer of grounded socialist cadres for the union and SACP.
- (c) The participants in this programme are drawn from the ranks of NEHAWU, SACP and the YCLSA.
- (d) That NEHAWU has implemented a programme of establishing political commissions at national, provincial and regional levels.
- (e) The political commissions have assisted the union with the development of our analysis of political developments internationally and domestically at all levels.

- (f) The need for economic emancipation and economic freedom and the role of cooperatives in this regard.

Believing that:

- (a) The CHB programme has been a good attempt at producing a new layer of political commissars that will play an important role in deepening political education at the lowest levels of the union, the SACP and YCL.
- (b) The launch of provincial chapters of the CHB programme will expand the number of the trained political commissars and ensure that our ideology and political programme are understood at branch and ward levels.
- (c) Most of the members and shop stewards of the union do not possess a deep understanding of our ideology and the principles that informed our choice of the ANC as our liberation movement and the NDR as a vehicle towards the realization of socialism.
- (d) Simply persuading members to join the SACP and ANC does not do justice to our cause, without raising ideological consciousness through a systematic programme of political education.
- (e) The CHB programme has contributed towards mobilising more NEHAWU members to swell the ranks of the ANC and to do so with better ideological and political clarity.
- (f) Cooperatives are vehicle through which economic emancipation and economic sufficiency may be attained.

Resolve to:

- (a) Reaffirm our 9<sup>th</sup> national congress resolution calling for support to the provincial chapters of the CHB programme by office bearers and constitutional structures of our union.
- (b) Work with the SACP to develop a comprehensive political education programme that must be systematically carried out in terms of the CHB programme and has an on-going monitoring and evaluation process to ensure maximum outcomes and impact.
- (c) Expand the ideological work in our union and contribute towards the establishment of a Marxist-Leninist workers' college for ideological and organisational training in conjunction with the SACP and COSATU.
- (d) Roll-out an expanded political education programme with the aim of increasing the political and class consciousness among shop-stewards, members and officials, in line with the theme of the 11<sup>th</sup> national congress and based on the challenges faced by the working class in the current period.
- (e) Our political and Ideological education material must contain an economic component illustrating the base and the super-structure.
- (f) Revitalise political commissions in provinces and regions as an integral part of raising class consciousness and deepening our analysis of the current conjuncture.
- (g) Ensure that political education includes exchange study and research programmes with other countries where our cadres would share and learn from other revolutions' strengths and weaknesses.
- (h) Link our ideological and political education programme with raising class consciousness and consciousness around race and gender oppressions.
- (i) Link our trade union education to our ideological and political education.
- (j) Working with COSATU we encourage its affiliates to establish Cooperative banks as an alternative banking system for the workers and the working class as whole, to attain economic freedom.

Further resolve to:

- (a) Call on the ANC as the leader of the Alliance to work with other components of the Alliance in ensuring that the National Political Council and the Alliance Secretariat are properly functioning and that the decisions of previous Alliance summits are implemented in provinces and regions.
- (b) Call on the SACP and COSATU to assert their independence whilst defending and advancing the shared perspectives, policies and programme of action.
- (c) Commit ourselves to the renewal and strengthening of all Alliance components and the MDM.
- (d) Abide by the following principles as a guiding framework for the proper functioning of the Alliance:
  - To fight for the respect of the independence and equal status of each component of the Alliance, recognising the particular and unique role each component plays in the NDR.
  - To strengthen each and every component of the Alliance, including making resources available for mutual benefit of Alliance formations.
  - To develop proper mechanism and channels of dealing with the tensions that from time to time arise amongst the Alliance components without resorting to public spats.
  - To promote debates in the Alliance and to resolve such debates through engagement rather than the vilification of each other.
- (e) Focus on the implementation of the Mangaung conference resolutions, particularly those that articulate the broadly shared perspectives on the need for a radical socio-economic policy shift.
- (f) Ensure that the coming Alliance Economic Summit emerges with a policy platform that reflects the shared consensus on the radical second phase of the transition and a programme for popular consultation and mobilisation.
- (g) Call for regular meetings of the Alliance that must be driven by political and socioeconomic programme that must be implemented across all levels.

## **2.9 On Building and Strengthening the Alliance.**

Noting that:

- (a) The fact that the alliance political council does not sit as timely and frequently as necessary to respond to the collective tasks of the alliance components born out of the common programme, the NDR
- (b) Since the 2009 elections, the ANC insists on itself as the political centre rather than the Alliance as the strategic political centre - as agreed at the 2008 Alliance summit.
- (c) Tensions around the issue of the strategic political centre have led to public spats amongst leaders of the Alliance.
- (d) That the inability of the political council to convene reflects the lack of political will on the part of the ANC to have and utilise the platform as the structure at the centre of the political programme of the alliance.
- (e) The strategic objective of the left axis in the revolutionary alliance is not, for its own sake, ensure the survival of the formal structures but to utilise that platform to further the class interests of the working class.
- (f) There is a need to increase the alliance secretariat in order to improve its efficiency and effectiveness as well as broadening the sources of views on which the alliance programme is based as well as facilitating the creation of the secretariat as a critical political centre.
- (g) Strengthen the alliance at all levels and not only at the head office or provincial office.
- (h) The National Alliance Summit which was attended by the National leadership of the ANC, SACP, COSATU and SANCO on the 27<sup>th</sup> of June to the 1<sup>st</sup> of July re-affirmed that

the alliance remains a critical force to ensure that the ideals of the Freedom Charter and NDR should be achieved.

- (i) The National Alliance summit directed that the work done in the national summit should be replicated in a series of national alliance-led provincial and regional alliance summits.
- (j) The building and strengthening of the Alliance is important in driving the second radical phase of the National Democratic Revolution.
- (k) There has been a glaring non-implementation of Alliance Summit resolutions aimed at consolidating the Alliance.
- (l) The weak state of the Alliance is also detrimental to national elections outcomes as it is only functional on the eve of the national and local government elections.
- (m) The seasonality and effectiveness of the alliance causes strained relations between alliance partners.
- (n) The lack of a coherent alliance programme has contributed to the poor performance during the Local Government elections. Further tensions have emerged in the recent period as a result of the differences among the Alliance partners around government policy issues such as e-tolling, labour brokers and the National Development Plan.
- (o) There have been accusations exist against COSATU that it is acting in oppositionist fashion to the ANC and its government.
- (p) There is a lack of political education within and amongst the alliance partners.
- (q) There are a lot of contradictions within the alliance due to personal interests as most political leaders are doing business with state.
- (r) The ANC is continuously undermining all the alliance structures by a glaring lack of consultation.
- (s) Political squabbles are becoming food for public consumption
- (t) The ANC is not encouraging its members to join COSATU affiliated unions.
- (u) Our members regardless of the swelling of the ranks resolutions are still not participating effectively in a number of ANC branches.

Believing that:

- (a) Despite the on-going public spats, the relations among components of the Alliance have considerably improved since the post-Polokwane period.
- (b) The Alliance remains united around the commitment to the national democratic revolution as the strategy of resolving the interrelated national, class and gender contradictions that are the legacy of colonialism and apartheid.
- (c) The defeat of the new tendency at the 53rd national conference of the ANC represents an important advance for the working class as the tendency had plunged the Alliance into a state of paralysis and crisis.
- (d) As a leading component of the Alliance, the ANC has the primary duty to contribute in strengthening other Alliance components, rebuilding the Mass Democratic Movement (MDM) and cultivating an open and democratic space for rigorous debates rather than resorting to bureaucratic suppression and marginalisation of others.
- (e) The alliance secretariat has a responsibility to develop a common alliance programme and to convene provincial alliance summits to conduct a comprehensive assessment of the 2016 local government elections.
- (f) The Freedom Charter remains a relevant document to place South Africa onto the Socialist trajectory.
- (g) The Alliance should not be effective towards elections.
- (h) The unity of the alliance relies on the strength and unity of each partner in the alliance.
- (i) The socio-economic transformation of the country relies on a united and vision oriented alliance as guided by the Freedom Charter.

- (j) The swelling of the ranks programme should be closely monitored and evaluated for impact assessment.

Resolve that:

- (a) That the alliance as it stands must be reconfigured.
- (b) The reconfiguration of the alliance must be carried out on a drastically different basis and logic so as to avoid the repeat of the strategic errors at the base of the current strategic stalemate that characterises the revolution in the present day
- (c) The direct implication of the reconfiguration of the alliance is that the Party as a class party in the alliance assumes, of necessity, the leadership role of the National Democratic Revolution and command the strategic direction of the revolution.
- (d) The party, in addition to the pronouncements on the reconfiguration, needs to tabulate the structural and systemic representations of a reconfigured alliance and its envisioned capacity to alter the trajectory of the revolution as exits.
- (e) The SACP and COSATU have to assert their independence whilst defending and advancing the shared perspectives, policies and programme of action with the ANC.
- (f) The Alliance has to convene the provincial alliance summit by the end of October 2017 to make a comprehensive assessment of the 2016 Local Government elections.
- (g) The ANC as the leader of the alliance must ensure that alliance meetings are consistently convened to address the challenges facing the alliance including, monthly Alliance political council and quarterly ten aside meetings.
- (h) The ANC must take the alliance partners seriously and ensure that it complies with all resolutions taken.
- (i) The Alliance must encourage disclosure of the companies where they have personal interest so that they can recuse themselves from the positions.
- (j) The Alliance political schools should be revived and strengthened.
- (k) NEHAWU should work within COSATU to fight for unity and cohesion within the alliance.
- (l) COSATU should adopt a clear programme as guided by the Polokwane resolutions on creating a better life for all our people.
- (m) The swelling of the ranks programme be intensified to ensure improved participation in the ANC.
- (n) Commit ourselves to the renewal and strengthening of all Alliance components and the MDM.
- (o) Abide by the following principles as a guiding framework for the proper functioning of the Alliance:
  - To fight for the respect of the independence and equal status of each component of the Alliance, recognising the particular and unique role each component plays in the NDR.
  - To strengthen each and every component of the Alliance, including making resources available for mutual benefit of Alliance formations.
  - To develop proper mechanism and channels of dealing with the tensions that from time to time arise amongst the Alliance components without resorting to public spats.
  - To promote debates in the Alliance and to resolve such debates through engagement rather than the vilification of each other.

## **2.10 SACP**

Noting that:

- (a) The ongoing debate in the Party and in the structures of the progressive trade union movement about the possibility of the Communist Party contesting the 2019 national general elections on its own.
- (b) That the contestation of elections, as such a possibility, is not equivalent on its own to contestation of state power; it is rather the cumulative part of the strategic objective of the Party to contest political power in the wider sense.
- (c) The flooded nature of the debate around the corrupt parasitic bourgeoisie, the reconfiguration of the alliance, the short term and long-term debate of the SACP and state power and its conflation with minimalist election contestation; this causes the present apparent ideological confusion as to the direction of the Party and the working class.
- (d) The most consistent and the task of the Party and the working class movement is the continuous agitation of the working class against the oppressive system of capitalism and continuously agitate for the alternative system to capitalism.
- (e) The leadership of the NDR and the leadership of the alliance structure are not a similar thing.
- (f) The resolutions of the NEHAWU 8th and 9th national congresses and COSATU's 9th, 10th and 11th national congress resolutions on building and strengthening the SACP are still relevant.
- (g) COSATU is still yet to establish the political fund to support the SACP.
- (h) The on-going joint political-education programmes between the SACP and NEHAWU highlighted by the recently launched Chris Hani Brigade programme.
- (i) The struggle for socialism will remain elusive if workers do not exercise their revolutionary responsibility to join, belong and build the SACP.
- (j) The launching of party workplace units remain an important resolution whose execution has not progressed well due to lack of a targeted programme to establish these units.
- (k) The programme of the SACP to launch VDBs throughout the country.
- (l) The SACP has an on-going TIA MOSHUMI programme targeting the struggles of the workers.
- (m) There is increasingly a dangerous emergence of workerist tendencies in the progressive trade union.
- (n) There are no Party programmes particularly at provincial level.

Believing that:

- (a) The SACP remains the vanguard of the working class and the ideological school for the workers.
- (b) It is in the interest of the working class to build a strong and independent SACP that is capable of asserting its vanguard revolutionary role at all times.
- (c) The SACP and COSATU share a common platform for the realization of socialism in South Africa.
- (d) The South African Road to Socialism (SARS) remains the guiding document which defines our short, medium and long term strategic objective in laying the building blocks towards Socialism.
- (e) The SARS document is the bible of the workers and as such need to be well understood and internalised by the NEHAWU shop stewards.

Resolve that:

- (a) That the union has the responsibility through the federation to influence the SACP in a manner that promotes the party's political strategy to include, in a decisive approach, the contestation of elections

- (b) The Party needs to recognise its comprehensive vanguard character, in that it is vanguard of the whole of the working class and requires its total mobilisation behind its vision in order to guarantee a path to socialism and not only secure allegiance of the unionised, urbanised and politicised working class, its formations and institutions.
- (c) The communist party must seek as its mission the leadership role of the National Democratic Revolution.
- (d) Encourage our members to join the Party and ensuring the disjuncture between the quantitative size of the members of the Party and those of the union especially in light of NEHAWU as a Marxist Leninist union.
- (e) NEHAWU reemphasises on the mobilisation of workers to participate in all structures of the Party.
- (f) The Union should continue supporting the SACP's anti-corruption campaign, particularly in the public sector as well as all the other campaigns of the party.
- (g) The SACP must make available documents on Socialism and Communism firstly to the working class and secondly to the general members of our communities in order to educate them on the ideological struggle.
- (h) The union working with the party must ensure that the launching of SACP workplace units in all the union branches is expedited as a matter of urgency.
- (i) The ROBs and BECs must ensure that discussions with other COSATU affiliated unions are taking place to lead the establishment of VD based branches in all our communities.
- (j) Regions must ensure that the SACP is invited to participate in all the regional political classes.
- (k) As part of building class consciousness of the shop stewards and members, the POBs working with the SACP POBs must convene quarterly Provincial Socialist Forums.
- (l) The union must continue to support the Party with resources financial and otherwise to ensure that it is able to implement and run its programmes at all levels.
- (m) The union has to support the SACP in developing its capacity to have leaders deployed to work full-time at its offices at national, provincial and district levels.

## **2.11 SANCO**

Noting that:

- (a) SANCO is a democratic organ of the people's power.
- (b) There has been a decline in the activism and popular support for the civic organisation within our communities.
- (c) The resultant decline has opened space for reactionary NGOs and Populists ultra- left Political Parties/ Community Organisations to occupy and mobilise the historical constituencies previously commanded by SANCO.
- (d) SANCO does not have its own programmes and is dependent on the ANC programmes.

Believing that:

- (a) The Mass Democratic Movement will be severely weakened if it fails to mobilise communities in all sites of the struggle.

Resolve that:

- (a) NEHAWU members must strengthen SANCO within the communities where they live and fully participate in its activities including taking leadership roles.
- (b) NEHAWU in provinces will have to invite SANCO membership office into our constitutional meetings and other platforms within the province to encourage NEHAWU members to join SANCO.

- (c) The PECs to develop a monitoring tool to assess the extent to which NEHAWU members join SANCO.

## **2.12 The Battle of Ideas**

### **2.12.1 NEHAWU and Alliance Formations**

Noting that:

- (a) Our union premise is that ours is a struggle for socialism executed as guided by the Marxist-Leninist principles.
- (b) Our union entry point is to communicate messages that seek to reinforce the agenda to advance working class power for socialism.
- (c) Currently there is a huge ideological offensive on our revolutionary alliance, its programmes and the values it represents.
- (d) Those without political power but with economic power have waged a sustained ideological attack on the ANC, SACP and COSATU in particular and on the unity of the alliance.
- (e) All that is elevated as correct and sane in the political and economic sphere is that which reinforces the neo-liberal ideas.

Resolve that:

- (a) We must develop our own internal media platforms to support the overall struggle for socialism and to build a strong workplace organisation that consistently challenges the liberal agenda in all its manifestations.
- (b) Our union should step up the utilisation of the website, Facebook, twitter account and various social media platforms to communicate revolutionary messages based on the material conditions of the working class.
- (c) The union leadership at all levels must join Facebook and twitter to communicate timeously with members and society within the dictates of our organisational process.
- (d) All secretariat reports presented in constitutional structures at all levels should have a section that accounts on the work done to implement the union's communications resolutions.
- (e) Our union should embark on a media awareness campaign to help our members and the community to understand the media landscape to ensure that we counter the misleading propaganda that is paraded as news inter using pamphlets and social media.
- (f) We should build a unified ICT capacity with NEHAWU content to engage with all our members and broader society around the clock using the latest technologies in our traditional and modern platforms.
- (g) All NEHAWU provinces should appoint communications interns to help with communications and media work to ensure that we reproduce a new skilled but ideologically progressive Cadreship of young media workers.
- (h) We should conduct audits of how our members want to receive their communications, so that what we do is scientifically informed by the study rather than our whims.
- (i) Our union should be flexible and should adapt its communication methods and harness what the world of technology offers.
- (j) Our union should step up capacity building of our members, shop stewards and leaders inter alia through:
  - Empowering our leaders and activists with media skills {e.g. writing, research, content development} so that we can write and participate in debates confidently.

- Developing skills on cartooning, poster designs, banner designs, graffiti capacity, graphic design and graphic art etc. to minimise reliance on capitalist enterprises for us to communicate beyond writing and speaking.
- Building capacity at all levels of the organization to intervene in the media, to act as a resource for alternative platforms that we are establishing and to play a leading role as presenters, producers, writers and analysts in the community media space.
- Ensuring that whilst our training initiatives must be inward looking, we must also not lose sight of the fact that our training opportunities must build capacity for intervention in the community media space.
- A well-considered selection of candidates for training to ensure that they play a pivotal role in the actual journalism work of NEHAWU.
- Working with EDUSEC to teach and train our members and leadership on our communication policies and new communication technological advances to institutionalise good publicity and avoid lawsuits that come with unregulated and unauthorized communications.
- The use of the existing Chris Hani Brigade which must extend its recently started media skills training to target our media activists in provinces and regions who will act as a core of our aggressive communication strategy.

### **2.13 Information and Communication Technology (ICT)**

Noting that:

- (a) Note the exorbitant cost of data and its capacity to be impediment to access to information in the daily lives of the people.
- (b) The biggest challenge facing our country is that the media and Information and Communication Technology (ICT) still reflect the ownership, control and distribution patterns of the past.
- (c) We note the ongoing programme to transform the ICT and technology space in reference to the ingoing programme of migration from analogue to digital.
- (d) There is an urgent need to focus on redressing and correcting the past discriminatory imbalances as well as providing the firm policy foundations for a communications sector that serves all South Africans.
- (e) We must reverse the dominant neo-liberal and anti-state thinking that seeks to reduce the role of the state to that of a regulator and which argues for the provision of services to be left to the market.
- (f) South Africa is lagging behind in a number of key global ICT indicators, especially on universal access to the internet, broadcasting and e-governance.

Resolve that:

- (a) We support the new direction in this regard as pronounced by the new Minister of communications and see it as an opportunity to create work for our people and advance the position of the masses in the area of technological connectivity and a pushback against NASPERS monopoly.
- (b) The breaking down of the NASPERS monopoly will assist resuscitate the declining fortunes of the public broadcaster by increasing the tax base from which its affairs can be supported.
- (c) The federation need to campaign especially about the economic and industrial value of the local manufacturing of set top boxes as means through which the ailing industrial space can get much enhancement.
- (d) Through the federation and in support of CWU; campaign for the reversal of privatisation of Telkom and its reconfiguration as a public entity.

- (e) Working with COSATU support the campaign against the price of data as well as to even out ICT development
- (f) NEHAWU should campaign and advance for the following positions in the public domain:
  - There must be a review of ownership patterns in the ICT industry in the context of a mixed economy to ensure that public ownership is dominant and social ownership through amongst others co-operatives plays a decisive role.
  - There must be a review of the role and mandate of both SENTECH and INFRANCO so that we eliminate overlapping and building a single agency to support our roll out of broadband to the majority of our people.
  - Working with our allies we should take up the campaign to lower the cost of telecommunications and internet access.
  - The state must play an active role in the ICT not just as a regulator but use its capacity to drive development and to make ICT services accessible to our people and close the gap of access between the rich and the poor.
  - The state at various levels must take the initiative to make internet access free and available to the public through public internet cafe' and public Wi-Fi zones.
  - Broadband services must be treated as an important service in our country and the state must own the scarce high speed lucrative spectrum and deploy it effectively to close the access gaps and for developmental purposes.
  - We must reclaim TELKOM from the jaws of capitalist greed and commercialization as a strategic entity to provide vital services to our people. Once this has been achieved the public sector must procure from TELKOM (3G via 8.ta, cell phone contracts of public sector departments and agencies).
  - Government must invest in our productive capacity so that we move away from being consumers of finished goods to building capacity to produce our own ICT gadgets (mobile phones, television sets, radios, landline receivers, decoders and many others). This would improve the contribution of the ICT sector as a job driver in the productive sector and not just in the growth of retail.
  - ICT related courses must be integrated into the public schools curriculum from early childhood development
  - Our research and innovation output must be increased with the production of more graduates in historically disadvantaged institutions of higher learning and the opening up of FET colleges and their strengthening should provide a further opportunity for integration of strong academic programmes on ICT.
  - Adult Education and Training, including workplace training and development, must include qualitative ICT programmes beyond end user courses.

## **2.14 Broadcasting**

Noting that:

- (a) The on-going and sustained crisis that exists at the public broadcaster SABC in particular in its governance and management and its programming and content production which must be reversed.
- (b) We must lead a campaign for a process towards a development of a national consensus on elements of public broadcasting.
- (c) Public service broadcasting must be protected against the interests of private corporate culture, the market domination and commercial interests.
- (d) The public broadcaster must clearly be defined to serve public interests.

Resolve that:

- (a) Resolve to establish the labour channel as well as proper system of funding for community radio stations as part of advancing local knowledge, culture and interests.
- (b) We must lead and support a campaign to rescue the public broadcaster from excessive influence by market forces and in this regard we should advocate for a funding model that ensures that the SABC is not dependent on advertising revenue in order to build a truly independent public broadcaster.
- (c) Public broadcasting must be funded through a sustainable public funding model as the long-term impact of the current institutional and funding model is detrimental to the future of public broadcasting services.
- (d) We must advocate for a stable corporate governance mechanism with public ownership of SABC for a long-term stability, existence and sustainability.
- (e) During the SABC's digital migration that will result in SABC having 18 television stations, we should propose for the establishment of a labour channel and in this regard, we should work with our allies to mobilize resources in order to ensure that we invest in the content production of the channel to give the workers of the world a voice.
- (f) We must insist on ensuring that the public broadcaster remains key in providing information to the people and should not replicate the commercial media.
- (g) Working with COSATU, we should put together a team that will look at the draft SABC editorial policy and the ICT review policy documents that will be released soon in order to make submissions.
- (h) SABC's accountability to parliament, its shareholder (government) and the public must be strengthened.
- (i) The public broadcaster must be confronted about its biased coverage of the trade union movement and with the intention to increase programmes that are targeting working class issues.
- (j) Our structures must be positioned to play a central role in the community radio stations and community televisions conscious of the fact that, with the advent of neo-liberalism one of the victims has been health and education reporting.
- (k) Health reporting is mainly reduced to coverage of scandal and perpetuating a message in society that the public health system is a failure.
- (l) As we struggle for a National Health Insurance we must aggressively communicate and elevate values of a health system not for profit as community radio and television stations are an important platform for communicating achievements and challenges of our public system differently.
- (m) Much should be done to ensure that the community-broadcasting sector is reflective of the communities they serve in terms of directorship, management and programming.
- (n) There is a need for concerted action to ensure a fair representation in directorship of women, the workers, and people with disabilities, children and the aged.
- (o) We must campaign against the hostile takeover of community radio and television stations by production companies like Urban Brew who force them to operate along the logic of commercial broadcasting.

## **2.15 Print Media**

Noting that:

- (a) There is a need for a radical transformation programme in so far as print media ownership is concerned.
- (b) Media monopoly is the biggest threat to the media freedom, our democracy and an informed society.

- (c) Current patterns of concentrated ownership and control of the media promote commercial interests and the logic of the private capitalist market.
- (d) The print sector is still dominated by four big players, namely Naspers, Avusa, Caxton and the Independent Group that has been sold to a local consortium Sekunjalo.
- (e) Other mainstream media players include the M&G Media and TNA Media and these companies also dominate the entire value chain of the market especially printing, distribution and advertising.
- (f) The integration of the media value chain and the very market structure is the biggest barrier to market entry and they potentially engage in anti-competitive behaviour.
- (g) There exist a number of small commercial print and community print media, who all face the challenge of extinction if not consciously sustained by progressive forces.
- (h) Diversity in the print media must move beyond ownership but must as well address the issue of class content, diversity and address the availability of newspapers in other languages other than English and Afrikaans.

Resolve that:

- (a) The left must give practical effect to the implementation of the progressive resolution of establishing a working class newspaper and the mechanics of whether it is a daily or weekly must be determined by the feasibility study.
- (b) All resources must be pooled together for the achievement of this objective as a fragmented approach to communication (NEHAWU bulletin, Umsebenzi, Shop steward and various affiliates newspapers and journals) undermines working class unity and intervention in the sphere of ideological contest of society.
- (c) The newspaper can in the initial launching phase be run as a simple and accessible on-line newspaper that is mobile phone friendly.
- (d) We must explore the alternative establishment of a developmental and working class news agency, working possibly, with organizations like Workers World Media productions.

## **2.16 Regulatory Framework**

Noting that:

- (a) Currently the SABC does not comply with the dictates of the White Paper on communications in so far as local content is concerned.
- (b) Given the weak regulatory environment we are unable to enforce the policies on local content of SABC.

Resolve that:

- (a) We should call for the strengthening of ICASA to be able to enforce legislation and policy on communications.
- (b) The role of state institutions like Sentech, ICASA, USAASA, MDDA, MICT Seta, NEMISA, e-Skills Institute, PF & MSeta, etc. should be reviewed to ensure that they create an enabling environment for communication as a human right and the creation of an informed society.

## **2.17 Postal Infrastructure and the Post Bank**

Noting that:

- (a) After 1994 the postal services were attacked and outsourced to the private sector whilst through its massive and extensive network the post offices act as pay points for many government services including municipality bills and traffic fines.
- (b) The Post Bank must be seen as a strategic tool that allows the public sector a footprint in the financial sector and therefore allow for the possibility in practice to redefine the rules to make banking accessible and affordable.
- (c) For the Post Bank to succeed it must be a bank of first choice for all public departments and agencies.

Resolve that:

- (a) The state must be supported to strengthen the Post Bank as an important institution of development.
- (b) We support the granting of a license to the Post Bank and the license however must not mean that the Post Bank will be left to compete with the big four along the logic and dictates of the market.
- (c) We support the rolling out of a national address system which must target the poor, rural areas and informal settlements.
- (d) All needy rural and urban communities should have mobile post offices and all government departments and agencies should be encouraged to move their accounts to the post bank once the processes are complete.
- (e) We must work with COSATU to ensure that the resolutions adopted on Postal Infrastructure and Post bank are implemented in order to realise their associated social benefit.
- (f) The union must develop an IT education program for all its leaders to ensure effective use of social media.

Limpopo

Gauteng

### **3. SOCIO-ECONOMIC PRIORITIES**

#### **3.1 On Post Schooling Education and Training**

Noting that:

- (a) The ANC 53rd National Conference resolved to progressively introduce free higher education
- (b) SASCO has been at the forefront of mobilizing students behind the struggle for free education on #FEESMUSTFALL.
- (c) The Presidential Fees Commission is currently exploring effective methods to implement the resolution on free education
- (d) It is the working class children that are disadvantaged by the exorbitant fees regime
- (e) The challenges faced by workers in the TVET sector
- (f) The 2015 migration of workers in the TVET, CET to Higher education
- (g) Poor implementation of the migration process and employees' pension
- (h) Irregular lecture hours that expose both Students and lectures to danger.

Believing that:

- (a) Education is an inalienable, basic human right that must not be a commodified privilege.

Resolve that:

- (a) Reaffirm the 10<sup>th</sup> Congress resolutions on post-schooling education and training;
- (b) Intensify our campaign for the rich and capitalists to pay and fund post-schooling education and training through higher taxation; and mobilise society to a one day march to the big corporations in protest for their failure to pay fund education;
- (c) To intensify our campaign for proper funding allocations to the TVET as a critical sector to contribute in the skills revolution for industrialisation;
- (d) To convene a summit in order to review the role of councils in the context of the reassignment of the TVET sector to DHET, which must include the participation of the local communities and working class formations
- (e) For the development of the discussion document on people education for peoples power; and drive a worker led campaign on the transformation of the post schooling education and training and the fight against corporatisation;
- (f) NEHAWU IHLs BECs must establish working relations with the PYA to strengthen the socialist axis at campus level;
- (g) That POBs and ROBs must establish working relations with the PYA at Regional and Provincial levels to lead and coordinate the Right to Learn campaign and the fight against outsourcing and casualisation;
- (h) The Union to develop a response to the FEES commission report as soon as it is released;
- (i) To accelerate the Section 77 processes underway at NEDLAC as led by COSATU call upon the FEES Commission to be integrated in this process;
- (j) Reaffirm the 10<sup>th</sup> Congress resolution on the Centralised Collective Bargaining in the Sector and to take steps to realise it.

### **3.2 PUBLIC TRANSPORT**

Noting that:

- (a) Workers spend almost half of their salaries on transport to and from work.
- (b) The development of an adequate public transport system presents opportunities for manufacturing and services of buses and rail coaches.
- (c) There has been failure to transform and resolve the challenges embedded in the taxi industry.
- (d) The delivery of an efficient, safe, reliable, integrated and affordable public transport has improved with improve the lives of all employees.

Believing that:

- (a) A high degree of regulation, planning and investment in infrastructure by the state is needed before an effective public transport system is possible.

Resolve that:

- (a) Launch a NEDLAC Section 77 to ensure that public transport is adequately funded.
- (b) Intensify COSATU Campaign on integrated, affordable and reliable commuter public transport system as an intervention to give practical meaning to our demand for social wage;
- (c) We reaffirm the 10<sup>th</sup> Congress resolutions on against e-tolling; and call on government to build internal capacity to roll-out a labour intensive road and infrastructure maintenance programme, including at municipal level.

- (d) To campaign for the expansion of the urban and the rural public transport system, in particular the commuter rail and bus transport system;
- (e) Demand for reorganisation of our spatial development to transform the Apartheid geography, at the centre of which must be the building working class housing in areas closure to workplace and economic centres.

### 3.3 HEALTH TRANSFORMATION

Noting that:

- (a) NEHAWU plays a very important role in all ANC Health Subcommittee
- (b) South Africa is committed to the attainment of the Sustainable Development Goals
- (c) There are disparities in the distribution of human resources in health between the private and public sectors
- (d) There are growing high costs of medical schemes and in-affordability of medical aids to many workers, and loss of medical aid benefits due to the current massive job losses
- (e) The union in Provinces and Regions have Health Subcommittees
- (f) Note with dismay that sanitary towels account for young learners from poor backgrounds missing schooling days due to poverty.
- (g) The crisis prevailing in the South African health system;

Believing that:

- (a) The current two-tier system serves to perpetuate and accentuate inequalities

Resolve that:

- (a) Reaffirm the comprehensive resolution of the 10<sup>th</sup> Congress.
- (b) National Union must campaign for the full implementation of NHI, including intensifying our campaign for Community Health Workers to be permanently employed by the DoH and benefit out of the minimum wage
- (c) The union to have a campaign for the free issuing of sanitary towels for free by the Department of Health and lobbying business to donate on the monthly bases same as Condoms.
- (d) The national union must actively participate in the HIV/AIDS council at all spheres
- (e) Should further campaign for reconvening and review of the National Aids Councils and its policy;
- (f) The National Union must intensify its campaign for the insourcing of National Health laboratory services, security, cleaning and other health outsourced services.
- (g) Conduct internal popular education on the NHI as a way of equipping and empowering our members;
- (h) Intensify our campaign against the issuing of operating licences to private health institutions;
- (i) Organise a National Health Summit to deal with the prevailing crisis in the health system and the issues of our health workers;
- (j) Intensify the campaign for the state to intervene in the social provisioning of the health infrastructure;
- (k) Intensify our campaign to transform and review GEMS; so that it plays its historic development role in the provisioning of health; this must include an end to the outsourcing of its administration and the huge stipends given to board members for attending meetings.
- (l) Intensify our public service delivery campaign to fill all the critical vacant post in the public sector;

### 3.4 Energy Mix and Climate change

Noting that:

- (a) South Africa has been in possession of the strategic nuclear capability through reactors located at Necsa and Koeberg.
- (b) South Africa is a water scarce country and has indicated that it intends to build desalination plants to convert sea water into drinkable water.
- (c) NEHAWU currently organises in the nuclear sector in areas such as NECSA, NNR, DOE, NERSA, NRWDI.
- (d) The South African government through the Minister of Energy has announced its commitment to the energy mix (coal, nuclear, renewables, hydro) to the national grid.
- (e) The statement by the Minister of Energy to start the nuclear procurement process from the beginning following the ruling by the Western Cape High Court declaring the process followed to date as unlawful and unconstitutional.
- (f) The 12<sup>th</sup> National Congress of COSATU has taken resolutions to oppose the nuclear build program.
- (g) Our sister affiliate the National Union of Mineworkers has taken resolutions to oppose the nuclear build program.
- (h) The media reports estimates the costs of the nuclear build program to be approximately R650 billion to R1 trillion.
- (i) The position of the NDP on the nuclear build programme in relations to financial concerns.
- (j) The ANC NGC position that the government must commit to "a full, transparent and thorough cost-benefit analysis of nuclear power" as part of the procurement process to build new nuclear reactors.
- (k) Attempts by the politically connected elites to position themselves to benefit from the programme.
- (l) Concerns of safety issues related to nuclear waste have been raised in the public.

Believing that:

- (a) It is not in our national interests not to build and strengthen the country's nuclear capability.
- (b) Nuclear power plants are needed to power the desalination plants (convert sea water into drinkable water) given the amount of energy they require.
- (c) The expansion of the nuclear industry will present growth opportunities for NEHAWU members, NEHAWU and the society at large.
- (d) Nuclear is an important part of the energy mix in the country and has been as such for more than 50 years and all the various sources of energy whilst they are competing but in the end complement one another in providing energy security.
- (e) The decision by the Minister of Energy to restart the procurement process from scratch is correct because a very strategic and scientific strong nuclear energy case does not need to be sullied by a flawed procurement process.
- (f) If the NUM and COSATU are engaged critically on the advantages of nuclear energy from a comradely point of view by NEHAWU they are likely to see a perspective that can induce a change of mind.
- (g) It is in the interest of the country and the nuclear industry that the programme should be done in a transparent, lawful, constitutional, affordable, and sustainable, and corruption free manner.
- (h) Measures should be put in place to make sure that the program is not a vehicle to enrich the elites and old order staff members, but should provide opportunity to skill

young people from poor and working class backgrounds. Transparency is therefore a must!

Resolve that:

- (a) The National Union must convene a National Task Team on Energy and Climate change, and commission an internal discussion document on energy mix and climate change;
- (b) The national union must convene a policy conference to deal with new policy developments including the issue of energy and climate which must involve other COSATU affiliates.
- (c) That the first CEC of the 11<sup>th</sup> Congress must finalise NEHAWU position on the Energy Mix that is appropriate for our country's energy needs.
- (d) Lead discussions on nuclear within the structures of the union.
- (e) NEHAWU to lobby COSATU and society at large to take part on Public participation on energy matters.
- (f) Agree with the January 8<sup>th</sup> Statement that "The ANC pledges to South Africans that we shall continue to balance the need for clean energy sources with ensuring security of supply. In this regard, we are still committed to ensuring that expanding nuclear capacity for energy will only take place at a pace and cost that the country can afford. We are also committed to expanding renewable energy capacity and initiating ongoing projects to advance its use."

### **3.5 Comprehensive Social Security, Transformation of the financial sector, and jobs summit**

Noting that:

- (a) The prevailing socioeconomic crisis in South Africa and the global crisis of capitalism;
- (b) The persistent unacceptable levels of unemployment, poverty and social inequality in South Africa;
- (c) The failure of the South African state to transform the neocolonial character and nature of the South African economy.
- (d) That the South African economy is still dominated by minerals-energy finance complex; which continues to repatriate huge resources and fail to invest in the reconstruction and development of South African society
- (e) Noting the strategic battles of the working class on issues such as the National Minimum Wage, comprehensive social security, changes to the UIF act; against Treasury unilateral implementation of preservation in provident funds and pension funds;

Believing that:

- (a) South Africa's financial sector is still not transformed
- (b) South Africa's social security system is still no responsive to the material need of our population

Resolve that:

- (a) Intensify the campaign for the jobs summit and this must be preceded by the convening of the SACP-COSATU jobs and financial sector transformation summit;
- (b) The *COSATU Growth Path for Full Employment* document must be the basis for our engagement with and for a second radical phase of our transition;

- (c) Deepen and escalate our campaign for comprehensive social security;
- (d) Intensify our campaign on workers bank and actively engage on processes of building a strong state owned pharmaceutical company.
- (e) Wage a relentless campaign together with the SACP for the transformation and accountability of the PIC on its use of retirement savings and the financial sector broadly;
- (f) Campaign for the increase from 12 months to two years benefits through UIF as part of the creation of a comprehensive social security system which must include a Basic Income Grant for the chronically unemployment who don't qualify for the current grants;
- (g) Build a strong union presence in SASSA and campaign for the insourcing of the payment and administration of social grants.

Limpopo

Eastern Cape

#### **4. ORGANISATIONAL RESOLUTIONS**

##### **4.1 Building Strong Workplace Organisation**

Noting that:

- (a) The 9<sup>th</sup> National Congress Resolution to build strong and vibrant branches that are politically conscious, and the 10<sup>th</sup> National Congress theme of building strong workplace organisation, is informed by the need to greatly improve service to members.
- (b) The union struggled to gather detailed information on the state of branches using a Branch questionnaire demonstrating that building organisation is not a simple task.
- (c) The organisational assessment report on branches indicates that the union must deal with many challenges if we are to have strong workplace organisation.
- (d) The report also indicates that many regions are failing to implement Constitutional decisions such as setting up functional key sub-structures in branches.
- (e) The political and ideological orientation and lack of organisational capacity of shop stewards, makes it difficult to realise the establishment of strong workplace organisation.
- (f) Not all members are political active in their respective communities, and because most members are only interested in bread and butter issues, branches don't link up their workplace struggles to the broader community struggles.
- (g) Branches don't report to regions on a monthly basis so it is harder to detect the challenges that require appropriate interventions. This makes difficult for RECs to discuss the state of organisation in branches
- (h) In many instances the weak state of branches is a reflection of the weak capacity of regions to deliver effective service to members by supporting branches.
- (i) The union in 2016 established a national higher education task team aimed at assessing the state of our branches in the sector and develop appropriate interventions.

Believing that:

- (a) The 11<sup>th</sup> National Congress theme Strengthen Workplace Organisation, Deepen Class Consciousness and Advance Internationalism requires properly constituted branches as the most basic unit to organise and service members.
- (b) There is little evidence of regions attending to areas of weakness, such as making sure there is a full complement of BOBs, a properly constituted BEC, regular meetings of the BOBs and BEC, running monthly general meetings, meeting management and

establishing key strategic substructures, as revealed by the branch questionnaires despite postponing branch congresses.

- (c) The following sub-structures are necessary support to the work of branches: Paralegal substructures, Education and training, Bargaining Forums, and Professional Forums.
- (d) To identify branch challenges and weaknesses the union must update and maintain branch data on a quarterly basis, as this will address social distance and provide for appropriate and timely interventions.
- (e) A standard reporting format for branches is necessary and must be developed to provide regular updates on the state of branches.
- (f) Linking the workplace issues with that of the broader community struggles can contribute to building strong workplace organisation that is politically conscious.
- (g) The key task of regions, in particular Regional Secretaries and Organisers, is to capacitate shop stewards in order to build strong workplace organisation
- (h) The political and ideological education and training of shop stewards is key to building strong workplace organisation and political class consciousness
- (i) The Nurses' Forums are key, and central, to building branches in the both the Public and Private Health sectors, and similarly the Academic Forums must help in building our Higher Education and TVET sectors.

Resolve that:

- (a) The union must set up a system to manage, monitor and update branch data on quarterly basis across all provinces and regions. This work must be completed by the first CEC of the 11<sup>th</sup> national congress in December 2017.
- (b) The first NEC of the 11<sup>th</sup> National congress should discuss the role of National Organising Subcommittee at Provincial and National level. This include, research and development of new organising and servicing strategies. In this regard, the union must revisit the composition of this committee.
- (c) The National Organising Sub-committee must be replicated in provinces to support the PEC on organisational tasks and make decisions.
- (d) The national organising subcommittee should develop a brand for the union that will entice workers to be members of the union.
- (e) The Provincial Organisers' Forums must focus discussions on improving organising and servicing of branches in regions in line with the theme of the 11<sup>th</sup> national congress.
- (f) The congress re-affirms the decision of the CEC in ensuring that we visit 30 braches per month per Region and we should ensure that we deploy leadership to these meetings.
- (g) Provinces and Regions must finalise the setting up of key sub-structures, with the Nurses Forums and bargaining forums as a national priority.
- (h) To build regions as engines of service delivery the union must pay special attention in capacity building program for Regional Office Bearers and Organisers to deliver quality, effective service and support to branches.
- (i) The union must consider developing and concluding performance agreement with all staff members of the union.
- (j) Provinces and Regions assisted by National Organisers for the Higher Education and TVET must revive and strengthen branches in these sectors. The national through the Organising Subcommittee must in a systematic way develop sector specific programs across all the sectors.
- (k) The union must fast track the gender policy for consideration by the central executive committee.

## 4.2 Seamless Machinery

Noting that:

- (a) There has been substantial progress in turning the state of the Head Office around, in coordinating of the union programs from the centre by the Secretariat.
- (b) Challenges persist in some Head Office service centres; between the head office, provinces, regions and branches and in institutionalising the reorientation at all levels to improve service to members.

Believing that:

- (a) The Secretariat is the centre of coordination and driver of strategies to implement the organisational priorities in the union from the centre.
- (b) The provincial planning meetings and provincial organisers forums must assist provinces to develop and operationalise their provincial programs in provinces and regions.
- (c) These provincial operational structures are not held monthly, but they rely on Head Office, leading to the uneven implementation of the national programs across Provinces and Regions.
- (d) There is a need to strengthen the co-ordination of operational meetings between the service centres at Head Office and in Provinces, and these operational meetings must become institutionalised.
- (e) The system of accounting from all levels to OSEC is working with National Organisers, PHOSECs and Regional Organisers complying with submitting monthly reports.
- (f) Provincial Secretaries have a big role to play in the implementation of the reporting and accounting system at both the level of provinces and regions.
- (g) The union has not yet forced the regions to account on implementing the national programs.
- (h) The Education and Legal strategy must flow into the work of the National Organising Sub-committee.
- (i) The reviewed gender policy will help the union on its intervention to gender struggles and women emancipation project.

Resolve that

- (a) The union through national and provincial Secretariat must strengthen coordination and operationalization measures in ensuring that resolutions are implemented. We must develop a tool to monitor implementation, strengthen management and accountability.
- (b) Service centres at all levels must continue to support the union's core work of organising and servicing members (horizontal integration).
- (c) The link between the Head Office, Provinces, Regions and Branches must be seamless to implement the organisational priorities of the national program of action (vertical integration).
- (d) The union's reporting and accounting processes and systems must be applied to at all levels of the union to sure that operational priorities are implemented.
- (e) The union must enforce a periodical review on performance of its staff guided by tools to be developed by the Secretariat.
- (f) The union through Organisational Review Commission has not completed the gender policy review process for adoption

### **4.3 Membership Recruitment and Retention**

Noting that:

- (a) The standing resolution of the national union for a coherent national recruitment campaign to increase membership by 10% annually by setting targets of 50%+1 for all branches across Sectors.
- (b) While significant membership growth was achieved through recruitment campaign, we also experienced a significant number of fall-offs due to cancellations.
- (c) The Public Service landscape in particular State Administration sector shows that the union remains under-represented in most national departments at less than 33%, hence the continuous domination of independent unions in the GPSSBC regarding thresholds.
- (d) There is good progress made by the Membership Task Team established to address issues of membership data clean up and categorisation, membership capturing, incorrect membership allocation to provinces and regions, cancellations, and an integrated finance/membership billing system.
- (e) The membership system can now provide membership totals as a percentage of the total workforce in all Provincial and National departments and these have been used by National Organisers to develop sector landscapes, and breakdowns of gender and age for members in the public service on Persal, SARS, SASSA and the DOD.
- (f) Some members continue to choose dual membership because of the benefits that other unions offer.

Believing that:

- (a) Targeted recruitment campaign in all sectors can assist the union to break new grounds and grow the union, including reducing the number of fall-offs.
- (b) The exercise to verify membership in National and Provincial departments proves that the bulk of the National department membership remains in the Gauteng province, so Gauteng cannot be treated as normal given the high density of public service and parastatals workers.
- (c) The Public Health sector is also a strategic sector to grow, in particular KwaZulu-Natal province, given the high density of Public Health workers.
- (d) The 50%+1 strategy helps the union to be a majority union in the sectors where it mobilizes members in order to determine the direction to be taken by collective bargaining structures.
- (e) Numbers facilitate politics and strengthens the ability to bargaining including changing the balance of forces in the broader transformation project.

Resolve that:

- (a) The national union must develop a target driven and inclusive recruitment strategy for all sectors as an ongoing campaign.
- (b) We must build fulltime capacity of Membership Unit at head office under organising and service centre to focus on coordination and implementation of the recruitment strategy.
- (c) Every member of the union must be a recruiter to ensure that we dominate in all sectors we organise.
- (d) The union must set targets for organisers, fulltime shop stewards and regions to recruit new members on monthly basis.
- (e) The union must conduct a research and review where necessary the benefits offered to members.
- (f) The union must cascade down membership capturing to regions.

#### **4.4 Education and Training**

Noting that:

- (a) The previous congress resolutions regarding education and training have been partially implemented and the service centre has essentially generated materials.
- (b) There is a still lack of training of our shop stewards.
- (c) The union is still lacking behind in the development of the ideological training of our members.
- (d) The serious weaknesses and minimal contribution of the union on imparting improved skills among members and staff including on the skills development revolution of the country.
- (e) The union's failure to review and adopt a new strategic framework policy and 10-year plan at the 11<sup>th</sup> national congress.

Believing that:

- (a) In today's education and training environment the union has to have a fully functional Education Service Centre which can fully implement the decision to educate and train shop stewards.
- (b) Education and training is central to the growth of the union and the development of cadres in the organization.
- (c) Strong workplace organisation that is politically and class conscious has not been attained as shop stewards don't have the skills or capacity, and paralegal teams are not fully functional.
- (d) Shop stewards that are not trained will be redundant. The Training of shop stewards is an investment to the union. The national union is not funding enough the training of shop stewards like other programmes/activities of the union and this also impedes on the growth of PEOs in tackling their work.
- (e) The ideological and political grounding of our membership empowers them to defend the national union against class enemies.
- (f) Paralegal education and training is an important intervention for shop stewards for a proper member representation.
- (g) The union has a strategic role to play in the broader skills development revolution and intervention through contributing in the public discourse on the skills development landscape.
- (h) The strategic policy framework and 10-year plan are important guide of the national union which must be time to time reviewed in order to suit the new prevailing material conditions of the terrain of our struggle.

Resolve that:

- (a) The Union must review the training manual and develop skill matrix for all Shop stewards and officials.
- (b) We must improve the funding model for education and training program at all levels of the union including review the 10% budget allocation.
- (c) Mass membership training should be done by the union in order to conscientise our members.
- (d) The union should work on establishing Bheki Mkhize / Yure Mdyogolo University by 2020, also a shop steward toolkit and e-learning portal should be developed by the union.
- (e) The union must drive uninterrupted training program in branches, working together with the service centres at provincial and regional level. Such as program should follow immediately after branch congresses.
- (f) The union should consider accredited education and education programmes relevant to the union in order to improve qualification of leadership, shop stewards and members.

- (g) The union must set-up targets for education officers as part of improving education and training project.
- (h) The national union must consider convening a national skills development conference in order to focus on the internal skills interventions and also to develop its own perspective on the skills develop landscape of our country.
- (i) The union must convene a mid-year policy conference focusing on the reviewed strategic policy framework and 10-year plan including reviewing existing and developing new policy deem necessary for its development.

#### **4.5 Legal Matters**

Noting that:

- (a) The exorbitant cost in legal bills.
- (b) Legal services are outsourced.
- (c) Given the commitment of the union to build strong workplace organisation, and develop the internal capacity to handle cases we should be training shop stewards on case handling to reduce the legal bills of the union.
- (d) No capacitating of Para Legal Officers and teams on a continuous basis to assist branches in regions and provinces.

Believing:

- (a) The ballooning legal bill of the union is unsustainable.
- (b) The legal bill is mainly as a result of the weak internal capacity of the union to handle cases.
- (c) Developing the internal capacity of Para Legal Officers and teams on a continuous basis will reduce the legal bills of the union.

Resolve that:

- (a) Post the 11<sup>th</sup> National Congress the union should prioritize the finalisation of the paralegal strategy by December 2017.
- (b) The union must build capacity of all shop stewards in order to be able to defend members at the workplace and that must be linked to our training strategy.
- (c) Train all paralegal officers as well as the Regional paralegal coordinators on case handling in a sustainable manner.

#### **4.6 Collective Bargaining**

Noting that:

On the establishment of bargaining forums:

- (a) The 9<sup>th</sup> National Congress Resolution and the 3-year program of action of the first CEC of the 9<sup>th</sup> Congress that inter alia provides for the campaign aimed at establishing bargaining forums across all sectors, measures to assess and review all bargaining structures and bargaining teams, including their respective capacities.
- (b) The establishment of the public service bargaining forums brought back the principles of worker control and worker democracy in the centralised bargaining arrangements within the public service.
- (c) The bargaining forums have helped the national union to close the social gap by involving members in the work of the union.

- (d) The public service bargaining forums enabled the union to have a platform to empower public service workers to deal with other critical and complex public service issues and it also serve as campaign structures to pick up the public service delivery issues.
- (e) Despite the good work been done in implementing the 9<sup>th</sup> Congress resolutions we have not adequately addressed and completed the process of establishing bargaining forums across all other sectors of the union.

On the Review and Training of negotiators:

- (a) At the national level we should continue reviewing and electing new national negotiating teams for all the sectors and run basic induction training and roll-out the intermediate and advance training for the negotiating teams across sectors
- (b) The term of office for national and provincial negotiators should be linked to the term of office for national and provincial office bearers.
- (c) Despite the work been done in implementing the 9<sup>th</sup> Congress resolutions we were not able to comprehensively complete the review of the national negotiating teams in all national departments and other sectors other than the public service.
- (d) We were not able to do the in-house training of negotiating teams in all sectors as and when we complete the process of the establishment of bargaining forums.

On the Establishment of Centralised Bargaining in other Sectors:

- (a) The union remains committed to establishing centralised collective bargaining in all sectors, including the Private Health and Private Social Development Sectors.
- (b) We were able to complete the process of centralised bargaining at the sector level for the Technical Vocational Education and Training Sector.
- (c) Post the 11<sup>th</sup> National congress the union should prioritize organising and servicing of the Community Education and Training sector for collective bargaining purposes.
- (d) Despite the work done we were not able to comprehensively finalise centralised bargaining arrangements for the Higher Education and Legislature Sectors.
- (e) The private health, private social development and the Parastatals sectors require substantial growth in membership as part of the strategy towards centralised bargaining arrangements.

On the Collective Bargaining Management System:

- (a) We have finalised the provincial and national bargaining landscape. And we have not finalised bargaining landscape at local level.
- (b) We have begun the process of collecting all collective agreements such as wage and recognition agreements.
- (c) Despite the work done we were not able to comprehensively complete the process of collecting, monitoring and enforcement of all the necessary collective agreements.
- (d) We were not able to set up the electronic collective bargaining management system that would enable/position the union to manage collective bargaining at all levels to ensure preparations, research, analytical thinking, interpretations of collective agreements, cohesion, uniformity, mandating, coordination, information, communication and capacity/training for negotiators and organisers within the levels of Collective Bargaining.

Believing that:

- (a) Collective Bargaining is a tangible means to measure and evaluate the overall performance of the union.

- (b) Collective Bargaining is an important tool in the effective servicing of members at all levels. The establishment of collective bargaining forums in the Public Service has proved to be a critical tool for effective representation and service to members.
- (c) The involvement of members through the bargaining forums remains an important step in the collective bargaining process.
- (d) The establishment of the public service bargaining forums gave rise to general members meetings in public service branches, member participation, improved communication and union visibility.
- (e) Coordination and cohesive bargaining forums at all levels brings confidence and stability in the union.
- (f) The idea of establishing collective bargaining forums foster mandate taking and reporting back to members. In essence, the approach of forums ensures participation of members in decision – making of the union.
- (g) The social, economic and political weight of the union is first and foremost a product of our organisational weight, our ability to organise in the workplace,
- (h) Collective bargaining is a recurring event which tests the organisation of the union. The union is either well organised in the workplace or it is not.
- (i) Collective bargaining either deepens the weaknesses of the union or it amplifies the strengths of the union.
- (j) The review and training of negotiating teams are central in improving our collective bargaining capacity.
- (k) Centralised bargaining remains the strategic objective to strengthen, unite and advance the collective interest of workers in all sectors.
- (l) One of the key performance areas of organisers is to anchor collective bargaining at all levels.

Resolved that:

- (a) NEHAWU must intensify insourcing of all outsourced services in all the sectors by 2018.
- (b) Enforce the implementation of all outstanding resolutions through workplace campaigns.
- (c) The union should conduct research on a feasibility of establishing centralised bargaining for state entities and chapter 9 institutions.
- (d) We must complete the campaign to establish bargaining forums in all sectors during the first year post the 11<sup>th</sup> National Congress.
- (e) Public service bargaining forums should be convened post the 11<sup>th</sup> National Congress to finalise preparations and mandating for the 2018 Public Service wage negotiations.

On the review and Training of negotiators:

- (a) We complete the review of provincial and national negotiating teams in all national departments and other sectors other than the public service.
- (b) In collaboration with the Education department we implement a comprehensive training program that is sector specific to build capacity for negotiators involved in bargaining at all levels of the national union. This training program must be rolled-out in sectors as and when we complete the process of the establishment of bargaining forums.
- (c) The term of office of negotiators at provincial and national level must be linked to the term of office bearers.

On the Establishment of Centralised Bargaining in other Sectors:

- (a) The national union must prioritise the finalisation of establishing centralised bargaining for higher education and legislature sector before the December 2017.

- (b) The union must ensure that more focus is given to the private social development sector including appointment of a national organiser for the sector.
- (c) In the private health, private social development and the Parastatals sector we map-out and link our recruitment campaign to these sectors to reach at least a 30% level of membership within all workplaces, thereafter 50% as part of the strategy towards establishing centralised bargaining arrangement.

On the Collective Bargaining Management System:

- (a) Post the 11<sup>th</sup> National Congress the union must finalise the process of collecting all collective agreements and recognition agreements.
- (b) We should put focus in 2018 on setting up the electronic collective bargaining management system that would enable/position the union to manage collective bargaining at all levels to ensure preparations, research, analytical thinking, interpretations of collective agreements, cohesion, uniformity, mandating, coordination, information, communication and capacity/training for negotiators and organisers within the levels of Collective Bargaining.
- (c) Monthly bulletins should be developed on bargaining matters in all the sectors.
- (d) To implement a system that ensures that organisers prepare, assist, research and coordinate collective bargaining adequately at all local levels.

#### **4.7 Development and Deployment of Full Time Shop Stewards**

Noting that:

- (a) The Union delays in the informing the employer on the election of Shop Stewards and or FTSS.
- (b) Release of FTSS compromise their development in their career path, involvement and their personal growth development.
- (c) Victimization of FTSS when returning back to work is a challenge
- (d) Shop Stewards are subjected to some education and training by the employer which are not adequately monitored as to their quality and compliance with the legislation.
- (e) Employers conducts minimal and low quality training, misrepresent same just for the purpose of receiving incentives from SETA s.
- (f) The Union empowers its Shop Stewards through Union education and training including deployments to different meetings and forums at higher levels their employ.
- (g) The Union is able to release Comrades FTSS and lacks a policy on the return to work after the term of office and or deployment.

Believing that:

- (a) Full time released shop stewards are losing benefits, career progression and parthing as result of not being at work and assessment process.
- (b) Full time shop stewards must be developed to the best interest of the membership and the development of the organization.
- (c) We agree on career parthing, and FTSS not to be released on gentleman agreements only.
- (d) There is a policy on performance management systems that has standards process
- (e) Different employers' education and training programs must be of quality and be accredited.
- (f) Some of our Organizational Rights Agreements- are silent on this issue of FTSS, same must be included and FTSS must also enjoy the benefits

- (g) The Union must also play it's supportive role, as a fulltime shop stewards , as a FTSS will leave his/her workplace at a particular level and still come back on the same level again
- (h) Recognition of prior Learning- comes in very handy.
- (i) We have Comrades who qualify to can occupy strategic posts at managerial level.

Resolved that:

- (a) The employer must be notified of the election within 7 days after any congress about elected shop stewards.
- (b) The FTSS must be contracted by the Union in terms of the PMDS within the Public Services and relevant legislations for other sectors.
- (c) FTSS must be evaluated by Secretariat quarterly and same be submitted to the employer.
- (d) Secretariat to develop key performance areas for each FTSS in line with the Office that the FTSS is holding.
- (e) We must campaign for the decentralization of all SETAs bursaries accordingly as per skill development needs and plans. We must also deploy our Comrades to all skills development committees at each Branch/Workplace.
- (f) All Organizational Agreement must cover the issue of FTSS including the return to work section which will include deployment.
- (g) The union must identify strategic position for the deployments of Comrades who qualify.
- (h) The union must engage the employer to review and/or amend the resolution of Full-Time Shop stewards in favour of our shop stewards.

#### **4.8 Building Union Reserves and Strike Fund**

Noting that:

- (a) Union members have embarked on lawful and unlawful strike actions.
- (b) The legislation impacts negatively on the collective bargaining strength of the union in particular where sectors have been declared essential services.
- (c) Sectors and branches in the union do not support each other in solidarity when there are strike actions.
- (d) The no work no pay principle is a dominant factor that makes members not participate in strike actions.

Believing that:

- (a) Strike action is the universal weapon of the working class and that "An injury to one is an injury to all" is an international battle of the labour movement signifying workers' solidarity.
- (b) Our shop stewards and members training must include education in strike organization.
- (c) Fundraising towards strike actions will help reduce the level of commitment of members to exercise their rights to strike without thinking of the deficit in salary post the strike.
- (d) Osec should intensify the coordination of mobilization in both the strikes and solidarity strikes across sectors.

Resolved that:

- (a) The union through the CEC must explore the possibility of setting up a strike fund for our protected strikes.
- (b) The CEC should look at modalities of funding for this purpose including exploring a possibility of utilising the 10% of the returns from our investment funds as a model to

kick start the establishment of the strike fund. At this point, the union must explore possibilities of engaging financial institutions on the establishment of this fund.

- (c) The union must create reserve accounts starting from 2018 in the form of Strike Management Fund to meet workers' half-way during the strike actions and protest-actions called by the union.
- (d) This assistance will go a long way in avoiding to plunge workers into debts that forces them to opt for loan-sharks that ruin their financial positions and put them in a worse of situation for years.

#### **4.9 Young Workers Forum**

Noting that:

- (a) The majority of membership at branches of the union is growing older whilst the workplace is getting younger.
- (b) Most young workers are not unionised and tend to belong to other unions other than NEHAWU.
- (c) The radical activism of the fees must fall movement at various institutions of higher learning will no doubt have an effect on the union given that those activists will join the workplace.
- (d) The level of political and historical understanding of the struggle among young workers is not that high.

Believing that:

- (a) The union should develop appealing strategies to recruit and keep young workers.

Resolved that:

- (a) As a matter of principle, the young workers' forum remains will remain a substructure of the national upon establishment.
- (b) The national union must develop a concept paper on the essence of the forum, functioning, composition, election mode including its relations to constitutional and operational structures of the union. This concept paper must be presented in the next normal central executive committee of the 11<sup>th</sup> national congress for consideration.

#### **4.10 Building Financial Self Sufficiency and Sustainability**

Noting that:

- (a) There has been significant progress made by ensuring that a substantial part of the resolution of the 9<sup>th</sup> national congress has been implemented.
- (b) FINSEC is continues to operate in conditions where there is high staff turnover, employment to temporary workers and vacancies in strategic positions which disturbs the smooth and efficient running of the service centre.
- (c) Operational challenges as a result of non-implementation of finance policies and procedures continue especially in provinces and Regions.
- (d) The establishment of the internal audit unit under the direction of the Treasury has started to have an impact on challenges experienced with external audits.
- (e) Non-implementation of some of previous national congress resolutions and/or continuous re-affirmation thereof.
- (f) The union has started deriving financial benefit out of sale of regalia and products branded with the union logo.

- (g) Some Higher Education sector branches at Universities are receiving Agency fees directly and are not paying the correct subscriptions.
- (h) Less than 5% of Nehawu membership to date has joined NEHAWU SACCO.
- (i) Previous resolutions aimed to ensure NEHAWU Investment vehicles accountable.

Believing that:

- (a) FINSEC should have qualified, technically competent, experienced and well orientated staff that is effectively supervised and performance managed at all levels to maintain stability in the service centre.
- (b) Proper management of finances remains the core of the organisation.
- (c) Properly constituted responsive management is essential to any self- sufficient and sustainable organisation.
- (d) Effective implementation of finance policies will address the recurring challenges.
- (e) Internal auditing will assist the union with compliance to policies and adherence to procedures.
- (f) The union should cost its decisions and policies.
- (g) Expenses/expenditure should always be kept below income and revenues generated.
- (h) Failure to implement resolutions has a negative impact on the operations and activities of the union.
- (i) Budgeting and financial reporting are key to members and must therefore be reliable and easily understood.
- (j) The union is possibly losing revenues despite having intellectual property rights to its logo due to third party usage.
- (k) Members in the University branches must pay subscriptions aligned to the current subscription rate, and Agency fees are paid directly to the National Union.
- (l) The union must continue to support and promote the development of a NEHAWU Cooperative Bank for its members and staff, which will include:
  - assisting in the mobilisation of all members to join the NEHAWU Cooperative Bank;
  - providing NEHAWU Cooperative Bank membership to union 'associates' as defined by the mandate of the NEHAWU SACCO; and
  - To encourage the union-related institutions such as the Tshedza Trust and its investment companies including but not limited to NEHAWU.
- (m) Investment Holdings (NIH) to support the establishment of a NEHAWU Cooperative Bank.

Resolve that:

- (a) The union must immediately post the 11<sup>th</sup> National Congress review all union contracts with service providers, union properties and procurement processes. This is to ensure that we review contracts in order to reduce liabilities and set the union in a correct footing for financial self –sufficiency and sustainability
- (b) The union must also investigate intensively the usage of the telephones and cell phones in order to scale down on what we are paying. The report in this regard should be tabled in the 2017 CEC.
- (c) The Union must develop the monitoring system and implementation of financial manual to the latter.
- (d) The union must support the establishment of NEHAWU SACCO structures in provinces to deal with recruitment and administration thereof.
- (e) The Finance Manual to give provision that electronic fund transfers to be filtered down to provinces allowing two bank signatories to authorise and release funds.

- (f) The union must investigate the possibility of usage of petrol cards for both pool cars and rented cars with an introduction of a log book for control and monitoring mechanism.

#### **4.11 Buying of Property**

Noting that:

- (a) The union spending exorbitant amount on rentals.

Believing

- (a) That property is the best investment.
- (b) The union can save money.

Resolved that:

- (a) The union must develop a plan on property purchasing to be presented to the next CEC in December 2017.

KwaZulu/Natal

Northern Cape

#### **ON NEHAWU CONSTITUTION**

After presentation, explanation and discussion, the Special Central Executive Committee resolved on the following way forward:

- (a) The national office bearers must delay the implementation of the congress resolution which suggest that the union must not pick up a fight with the Registrar rather accept the views of the Registrar for purposes of signing the Constitution. Upon signing, the union must then pick up the fight with the Registrar on all amendments.
- (b) The national office bearers on behalf of the national union must fight the Registrar legally and mobilize where a need arise in order to ensure that the Constitution is signed as amended by the 10<sup>th</sup> National Congress
- (c) While fighting, the next normal central executive committee must adopt the election of deputy branch secretary, deputy regional secretary, deputy provincial secretary, four (4) year term of office for leadership and structures of the national union at all levels, as policy.