



Inaugural Congress November 29 – December 2

NAMES OF UNIONS AND THEIR ACRONYMS

- | | |
|---|---------|
| 1. Amalgamated Black Workers Union | ABWU |
| 2. Brick Clay and Allied Workers Union | BRICAWU |
| 3. Cape Town Municipal Workers Association | CTMWA |
| 4. Chemical Workers Industrial Union | CWIU |
| 5. Cleaners and Allied Workers Union | CAWU |
| 6. Commercial Catering and Allied Workers Union of SA | CCAWUSA |
| 7. Commercial and Distributive Workers Union | CODIWU |
| 8. Food and Canning Workers Union | FCWU |
| 9. General and Allied Workers Union | GAWU |
| 10. General Workers Union | GWU |
| 11. General Workers Union of SA | GWUSA |
| 12. Health and Allied Workers Union | HAWU |
| 13. Metal and Allied Workers Union | MAWU |
| 14. Motor Assembly and Component Workers Union of SA | MACWUSA |
| 15. Municipal and General Workers Union of SA | MGWUSA |
| 16. National Automobile and Allied Workers Union | NAAWU |
| 17. National General Workers Union | NGWU |
| 18. National Iron Steel and Metal Workers Union | NISMAWU |
| 19. National Post Office and Allied Workers Union | NAPAWU |
| 20. National Union of Printers and Allied Workers | NUPAW |
| 21. National Union of Textile Workers | NUTW |
| 22. National Union of Mineworkers | NUM |
| 23. Paper Wood and Allied Workers Union | PWAWU |
| 24. Retail and Allied Workers Union (Cape Town) | RAWU |
| 25. Retail and Allied Workers Union (Pretoria) | RAWU |
| 26. South African Allied Workers Union | SAAWU |
| 27. SA Domestic Workers Association | SADWA |
| 28. SA Mineworkers Union | SAMWU |
| 29. SA Railways and Harbour Workers Union | SARHWU |
| 30. SA Scooter, Transport and Allied Workers Union | SASTAWU |
| 31. SA Textile and Allied Workers Union | SATAWU |
| 32. SA Tin Workers Union | SATWU |
| 33. Transport and General Workers Union | TGWU |



Inaugural Congress November 29 – December 2

INAUGURAL CONGRESS PROGRAMME

29th November 2nd December 1985

Friday 29th November

3pm – 6pm.....	Registration of Delegates.....	Students Union Hall
6pm – 8pm.....	Supper.....	C.J. Smith Dinning Hall
8pm – 10pm.....	Opening of Congress.....	Students Union Hall
	Credentials Committee Report.....	
10 – 12pm.....	Social Function.....	Denis Shepstone Building

Saturday 30th November

7am – 9am.....	Breakfast.....	C. J. Smith Hall Asoka Hotel Moon Hotel
9.15am – 12.30pm.....	Preamble, Constitution.....	Students Union Hall
Session 1.....	Name Colours, Symbol.....	
12.30pm – 2.00pm.....	Lunch.....	C.J. Smith Hall
2.15pm – 5.30pm.....	Continue Session 1	
Session 2.....	Elections, Resolutions	
5.30pm – 7.30pm.....	Supper.....	C.J. Smith Hall
8.00pm – 11.00pm.....	Resolutions.....	Students Union Hall
Session 3.....	Presidential Speech.....	

Sunday 1st December

7.30am – 9am.....	Breakfast.....	C.J. Smith Hall Asoka Hotel Moon Hotel
10am – 1.30pm.....	Attend Mass Rally.....	Kings Park Rugby Stadium
2.30pm – 6.00pm.....	Resolutions.....	Students Union Hall
Session 4.....	Closing Ceremony.....	

Monday 2nd December

7.00am – 9am.....	Breakfast.....	C. J. Smith Hall Asoka Hotel Moon Hotel
10am – 11.30am.....	Press Conference.....	Students Union Hall

PROGRAMME YA HOHLONYWA HA CONGRESS
29th November – 2nd December 1985

Friday 29th November

3pm – 6pm	Hoengodisa ha Ditho	Students Union Hall
6pm – 8pm	Dijo tsa mantsibuwa	C. J. Smith Dinning
8pm – 10pm	Hothoma ha Congress	Students Union Hall
	Repoti yakomiti ehlomisitsweng	
10.00pm – 12pm	Boitapoloso	Denis Shepstone Building

Saturday 20th November

7am – 9am	Dijo tsa hoseng	C. J. Smith Hall Asoka Hotel Moon Hotel
9.15am – 12.30pm	Preamble/matseno, Molaotheo	Students Union Hall
Session 1	Libitso, mmala lets'wao	
12.30pm – 2.00pm	Dijo tsa motsehare	C. J. Smith Hall
2.15pm – 5.30pm	Tswelopele le Session 1	
Session 2	Kgetho, Diqeto	
5.30pm – 7.30pm	Dijo tsamantsibuwa	C. J. Smith Hall
8pm – 11.00pm	Diqeto	St. Hall
Session 3	Puo ya President	

Sunday 1st December

7.30am – 9am	Dijo tsa hoseng	C. J. Smith Hall Asoka Hotel Moon Hotel
10. am – 1.30pm	Ho a Raleng	K. P. Stadium
2.30pm – 6.00pm	Diqeto	Students Union Hall
Session 4	Hokwala	

Monday 2nd December

7.00am – 9am	Dijo tsa hoseng	C. J. Smith Hall Asoka Hotel Moon Hotel
10am – 11.30am	Conference ya Boradikoranta	Students Union Hall

UHLELO LOKU BEKWA KWECONGRESS
29 NOVEMBER – DECEMBER 1985

NgoLwesihlanu 29 November

3pm – 6pm	Ukubhaliswa kwamanxusa	Students Union Hall
6pm – 8pm	Isaphane	C. J. Smith Dinning Hall
8pm – 10pm	Ukuvulwa kweCongress	Students Union Hall
	Umbiko weCredentials	
	Committee	Students Union Hall
10 – 12pm	J-Function	Denis Shepstone Building

NgomGqibelo 30 November

7am – 9am	Ibhulakufesi	C. J. Smith Hall Asoka Hotel Moon Hotel
9.15am – 12.30pm	Isandulelo	Students Union Hall
	Umthethosisekelo	Students Union Hall
Session 1	Igama imibala isimboli	Students Union Hall
12.30pm – 2pm	Idina	C. J. Smith Hall
2.15 – 5.30pm	Kuqhubekeka uSession 1	
Session 2	Ukhethe, izinqumo	
5.30pm – 7.30pm	Isaphane	C. J. Smith Hall
8.00pm – 11pm	Izinqumo	Students Union Hall
Session 3	Inkulumo kaPresident	Students Union Hall

NgeSonto December 1

7.30 – 9am	Ibhulakufesi	C. J. Smith Hall Asoka Hotel Moon Hotel
10am – 1.30pm	Kuhanjelwa ingqungquthela	
	yombuthano	Kings Park Rugby Stadium
2.30pm – 6.00pm	Izinqumo	Students Union Hall
Session 4	Ukuvalwa komcimbi	Students Union Hall

NgomSombuluko December 2

7.00am – 9am	Ibhulakufesi	C. J. Smith Hall Asoka Hotel Moon Hotel
10am – 11.30am	Kuyoxoxwa nezintatheli	Students Union Hall



POLITICAL POLICY

THAT this Congress noting:

1. South Africa is going through its severest economic crisis ever with millions unemployed, retrenched and without any jobs and with no social security, benefits, the cost of which is measured in the loss of lives, through poverty and starvation, and massive degradation and demoralisation of the workers and all the oppressed people in SA.
2. The economic crisis is part and parcel of a political crisis. The state is incapable of meeting even the minimum democratic demands of the people and has to instead resort to violent measures to stifle all opposition.
3. The present state of emergency with its accompanying arrests of thousands of people, the killing of hundreds and banning of democratic organisations such as COSAS also affects workers.
4. Capital is taking strident steps to disassociate itself from the crisis it has integrally contributed to hoping that the removal of blatant apartheid measures would ensure the survival of capitalism.
5. The main victims of this political and economic crisis is the working class.

Hereby resolve that:

1. The new congress of unions assert the independent political interests, position, action and leadership of the working class in the wider political struggle and strives to ensure that workers participate in organisations and campaigns that struggle against oppression and economic exploitation.
2. We should do this by taking up the political struggles through our membership and structures as well as through disciplined alliances with progressive community and political organisations whose interests are compatible with the interests of the workers and who practice this belief in the activities of their organisations.
3. To pursue actively campaigns at local, regional and national levels to achieve social justice, economic emancipation and political freedom for all people of SA.

And in the spirit of the above, further resolves:

1. To instruct the Central Committee to meet urgently with representatives of other progressive organisations to discuss and formulate a programme which can provide a nationally recognised alliance.
2. That such a programme should set out clear political goals, such as freedom of political organisations; the release of all political prisoners and detainees; the unbanning of organisations;

the vote for all in a united SA etc.

- 3. To make known and advance workers interests and enable workers to lead this alliance.
- 4. To build links between the workers and other progressive organisations at local level - to this end the Congress instructs the Regional Executive Committees to initiate structures at the local level for communication, co-operation and joint action.

COMPOSITE

This congress noting that:

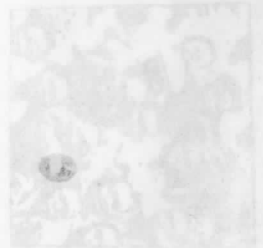
- 1.1 The formation of the federation is a crucial step forward in the democratic organisation of the working class.
- 1.2 This federation and the working class should play a major part in the struggle for a fair and democratic society.
- 1.3 For this the aims and the demands of workers must be clear.

And so resolves that:

- 1.4 The federation will make sure that there is full discussion of the demands and aims of workers in the struggle at all levels of the federation.
- 1.5 The discussion should include other democratic organisations of the working class, especially the students and unemployed workers.
- 1.6 The federation will strive at all times to carry forward the aims and the interests of the working class.

MAWU

Jusungni Congress November 50 - December 5





AFFILIATION

Workers experience repression, hardship and suffering, not only at their workplace, but also in every other aspect of their lives and within the communities where they live.

Workers do not cease to be workers when they leave their workplace because they constitute a crucial part of any community. It is therefore impossible for workers to divorce themselves from community struggles.

For this reason, the federation:

1. Will not hesitate to take political action to protect and advance the interests of its members and the wider working class
2. Will maintain the comradely relationships with community organisations, sporting organisations and churches in any non-trade union forms of organising in which workers are to be found and through which struggles affecting workers are being democratically conducted.
3. Will seek consultation and co-operation between union and such organisations in the prosecution of these struggles.
4. Whilst recognising the above, states that it is in the interests of workers that the economic, political, ideological and organisation independence of the federation and all its affiliates

be built up and maintained. Whilst their might in many instances be common cause on particular issues, makes it essential for working to protect and advance their own independent organisations and interests.

5. In the interests of building the unity necessary for such independence, the federation shall not affiliate to any political tendency or organisation within the democratic struggle in South Africa today, but as is clearly stated above it will not hesitate to support and act together with progressive organisations in struggles and campaigns which further the interests of the working class.

CTMWA/NUTW/CWIU

WORKING CLASS LEADERSHIP

This Inaugural Conference:

Noting:

- 1. That all sections of the black population suffer oppression under apartheid.
- 2. That the working class is the most exploited section of the oppressed community.

Believing:

- 1. That it is essential to strive for working class leadership of the struggle against oppression and exploitation.
- 2. That workers and other sectors of the oppressed community share a common interest in ending apartheid.

Resolve:

- 1. That the federation must strive to ensure that workers have the opportunity to participate in any organisations or campaigns that are struggling against oppression and economic exploitation.
- 2. That the federation must do whatever it can to promote working class leadership in the struggle.

- 3. That this federation will join hands with other democratic forces in furthering this struggle against oppression and exploitation.

SARHWU

Inaugural Congress November 58 - December 5



INTERNATIONAL POLICY STATEMENT

That this Congress noting that:-

1. The international trade union movement split by ideological divisions that derive from the situation of the 'Cold War'.
2. South African workers still have to achieve unity that would see the emergence of a single powerful national trade union centre.
3. The majority of people in SA still suffer under a brutal and violent system of national oppression and racial exploitation.
4. In the present situation in SA, affiliation by the Congress to any international co-ordinating centre, will not allow SA workers to participate fully and actively in all activities of these organisations.
5. Any affiliation is bound to draw us into the web of international politics and introduce the dangers of division and collapse that arise out of the practices of these organisations.

Therefore resolves that:

The Congress will not affiliate to either the ICFTU, WCL, WFTU.

But undertakes:



1. To strengthen fraternal links with progressive worker organisations in all countries which are committed to our struggle for freedom in SA and to the building of true international working class solidarity.
2. To develop a systematic programme of travel, study, research and activity that would broaden the education and perspective of our working class leadership and membership.
3. To build effective worker to worker solidarity in the struggle against multi-national corporations by exchange of visits at all levels of union membership and leadership.
4. To establish greater direct contact with workers in Third World countries especially in Africa where such workers suffer the same hardships as workers in SA under foreign and national corporate domination.
5. To play a greater and more active role in the international trade union secretariats (ITS) with a view to mobilising such organisations to act against racial oppression and class exploitation wherever it exists and particularly in SA.
6. To participate in Co-ordinating Councils of such ITS in SA provided that these are not used as a vehicle of perpetuating splinter unions and giving credibility to anti-worker and racist unions and provided that such unions operating in an industrial

sector commit themselves to a specific programme to build one union per industry.

FAWU

ON MULTINATIONAL CORPORATIONS

THAT this Congress noting:

1. The existence of massive MNC's both foreign and national which reap super profits in SA because of the starvation wages they pay us.
2. Our lives are today controlled by a few individuals who through their vested interests wield great power in our society which is used often to the detriment of the working class.
3. The MNC's are an integral part of a brutal and violent system of national oppression and capitalist exploitation.
4. These MNC's undermine consistently the struggle of workers for just living conditions and decent wages by transferring their production from areas and countries where workers are powerfully organised to areas where workers are still not organised.
5. These MNC's by being able at will to increase the price of goods by controlling the market supply and demand and provoking crises which leads to massive retrenchments and the subsequent erosion of workers wages and leads to undermining of the workers' standards of living.
6. That plant closures and redundancies are planned well in advance to circumvent union opposition.





7. The continued violation of trade union rights in companies owned, held and licenced to multinational corporations.

Therefore resolves that:

1. Workers and all other progressive sections of our country should unite to challenge the growing power of the MNC's.
2. The congress research and monitor the activities of MNC's within SA.
3. The congress begins a national campaign to inform, expose, clarify for everyone of the manipulations of these MNC's in all aspects of our lives.

SFAWU

This federation notes that:

- 5.1 The workers' struggle in South Africa cannot take place in isolation from the struggle in other countries against exploitation by the transnational corporations which are today so powerful.
- 5.2 The transnationals shift production around the world to wherever workers are the weakest and most easily exploited.
- 5.3 The codes of conduct are useless; only direct worker solidarity can help in the struggle against the transnational corporations.

And therefore resolves that:

- 5.4 The federation should adopt a policy of direct contact between workers and their progressive unions in South Africa and workers and their unions in other countries.
- 5.5 The federation shall publicise in other countries the workers' struggle in South Africa and especially the formation of the new federation, which is a tremendous milestone in the development of the workers' struggle in South Africa.

MAWU

POLICY ON FINANCIAL ASSISTANCE

THIS CONGRESS

Believing:

That the congress and its affiliates should follow a clear programme of working towards financial self-sufficiency in all respects.

Noting however:

That at present the building of the congress and its affiliates requires financial assistance.

Believing further

1. That such financial assistance must not be used to create dependency and divisions within our worker movement.
2. That the uncoordinated and unchecked access by affiliates and the congress to financial assistance will create a decline in organisation and potential division.
3. That a lack of coordination on the part of donor organisations will result in the wastage of congress energy and resources on dealing with numerous applications.

Therefore resolves

1. To coordinate applications for assistance for the congress and its affiliates in line with the International Policy adopted at this congress.
2. To encourage affiliates - in consultation with congress - to establish relationships with unions elsewhere in the world for the purpose of specific solidarity projects and the funding of these.

TGWU



5 December 2011
 2011 December 5

FOREIGN FUNDING

This inaugural conference:

Noting:

1. The importance attached by international imperialism, led by the United States, to the survival of the apartheid regime.
2. That the imperialist thrust in South Africa aims fundamentally at robbing our people of their freedom and diverting the liberation struggle into channels secure for capital.
3. That this subversive strategy takes various forms including the provision of finance, through certain international trade unions and agencies, aimed at undermining organisational independence.

Believing:

That it is crucial that the federation should seek to be self-reliant in every respect.

Therefore resolves:

That the federation will seek and receive financial assistance only from international organisations with a proven record of support for progressive struggles and respect for the independence of

organisations receiving assistance.

And consequently rejects:

All offers of 'assistance' from bodies serving as fronts for imperialism, such as the ICFTU, AFL-CIO and the AALC.

SAAWU



DISINVESTMENT

This Congress:

1. Believes that all forms of international pressure on the South African government - including disinvestment or the threat of disinvestment - is an essential and effective form of pressure on the South African regime and we support it.
2. Further believes that if this government remains intransigent in its racist, anti-democratic and anti-worker practices, then this pressure will have to increase as an act of solidarity with our struggle for liberation from exploitation and oppression.
3. Commits ourselves to ensure that the social wealth of South Africa remains the property of the people of South Africa for the benefit of all and further commits ourselves to the principle of international working class solidarity action as the most powerful form of solidarity action with our struggle.

CCAWUSA

WOMEN

This Federation noting:

1. That women workers experience both exploitation as workers and oppression as women and that black women are further discriminated against on the basis of race;
2. That women are employed in a limited range of occupations, doing boring and repetitive work with low and often unequal pay;
3. That due to overtime and night work women workers are subjected to many dangers while commuting;
4. That women workers often suffer sexual harassment in recruitment and employment;
5. That most women workers in South Africa lose their jobs when they become pregnant;
6. That pregnant women often have to work under conditions harmful to themselves and their unborn child.

Resolves to fight:

1. Against all unequal and discriminatory treatment of women at work, in society and in the federation;
2. For the equal right of women and men to paid work as an important



part of the broader aim to achieve full and freely chosen employment;

3. For equal pay for all work of equal value - the value of work must be determined by organised women and men workers themselves;
4. For the restructuring of employment so as to allow women and men the opportunity of qualifying for jobs of equal value;
5. For childcare and family facilities to meet workers' needs and make it easier for workers to combine work and family responsibilities;
6. For full maternity rights, including paid maternity and paternity leave and job security;
7. For the protection of women and men from all types of work proved to be harmful to them, including work which interferes with their ability to have children;
8. Against sexual harassment in whatever form it occurs;
9. For adequate and safe transport for workers doing overtime and night work.

Now commits itself:

1. To actively campaign in support of these resolutions;
2. To negotiate agreements with companies wherever possible as part of this campaign;
3. To actively promote within its education programme, a greater understanding of the specific discriminations suffered by women workers and ways in which these can be overcome;
4. To establish a worker-controlled sub-committee within its education programme to monitor progress made in implementing this resolution and to make representations to the education committee.
5. To budget for the workings of such a sub-committee;
6. To actively promote the necessary confidence and experience amongst women workers so that they can participate fully at all levels of the federation.

CCAWUSA



RIGHT TO STRIKE

This federation noting:

1. That the strike is a legitimate right and necessary weapon of the working class in their struggle against bad working conditions and low wages.
2. That the strike is internationally accepted as an essential element of collective bargaining.
3. That freedom of association, assembly and picketing for strike action are also fundamental rights, internationally, in industrial struggle.
4. That the infringement or curbing of these rights is detrimental to the social and economic interests of the workers.
5. That the right to strike is severely curtailed in SA.
6. That a strike involves a democratic form of struggle.
7. That picketing is an integral part of a strike and of morally persuading fellow workers not to break a strike .
8. That essential service workers are not allowed to take industrial action in pursuing their demands.

Therefore resolves:

1. To continue a relentless campaign which will allow workers full freedom of association, assembly and picketing for strike action,. This requires that all forms of security legislation that denies these rights be removed.
2. To ensure that where workers have followed mutually agreed dispute procedures with employers, there will be full job security during such strikes. This requires that eviction from accommodation and other such measures be outlawed.
3. To campaign and respond vigorously against police and state intervention in strikes or industrial disputes.
4. To fight for the right of trade unions to establish strike funds.
5. To ensure that strikers are free to establish and control strike committees.
6. To fight for the removal of the designation of essential services and that all workers be allowed to share equal rights.

COMPOSITE RESOLUTION



MASS DISMISSALS

This Congress:

Noting:

1. That the bosses like to use mass dismissals as a weapon against striking workers.
2. That even when workers are on a legal strike they have no protection against dismissal.

Resolves that:

1. The Federation will fight every unfair mass dismissal around the slogan - 'AN INJURY TO ONE IS AN INJURY TO ALL'.
2. The federation will actively campaign for a change in the law to protect workers on strike from dismissal.

PWAWU

NATIONAL MINIMUM LIVING WAGE

Seeing that:

The majority of workers in SA are earning starvation wages because of the present economic system, constantly rising prices (inflation) is making what little money workers have worth less and less every day.

Employers in SA continue to make massive and completely unrealistic profits when compared with employers in other capitalist countries.

Many millions of workers do not have any minimum wage protection whatsoever.

The issue of a living wage is one of the strongest points for organising the unorganised.

We hereby resolve to:

1. To establish as soon as possible what workers regard as a minimum living wage.
2. Then initiate and conduct - in alliance with other progressive organisations and trade unions in the country - an ongoing national campaign for a legally enforced national minimum living wage for all workers in SA, by amongst other things fighting in every industry through worker action and negotiation for that minimum living wage to be paid by all employers.



3. Fight for this minimum living wage to be automatically linked to the rate of inflation.
4. Struggle for the abolition of GST on all essential items and worker control over all deductions like pensions and UIF, which are being financed by workers but used against workers by the racist and anti-worker government.
5. Fight to open all the books of every organised company so that workers can see exactly how the wealth they have produced is being wasted and misused by the employers' profit system, and on that basis can demand their full share of the wealth they have produced. Should the wealth not be there, then it will only prove the inefficiency of employer management and strengthen the case for worker control and management of production.

CCAWUSA

UNEMPLOYMENT/NEW TECHNOLOGY/RIGHT TO WORK

Believing:

That all able-bodied men and women have a right to work.

Noting:

That under capitalist conditions of exploitation, unemployment is a reality facing every worker at all times.

That these unemployed workers are used as a reserve pool of labour by the bosses to keep wages low and to provide a source of scab labour in the event of strikes.

That the interests of all workers, whether employed or unemployed, are the same - the right to a job at a decent living wage.

That the unity of employed and unemployed workers is essential in the struggle against scabbing and to advance the struggle for the right to work at a living wage.

And further noting:

That in SA there are millions of unemployed - a number that is increasing daily through retrenchments.

That the introductions of new technology for profiteering purposes is

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making the whole unemployment situation even worse.

That many are abandoning all hope of finding suitable employment in the immediate future.

That for thousands of school leavers there is virtually no prospect of getting employment and therefore no possibility of drawing UIF benefits.

That unemployed workers are not organised in SA.

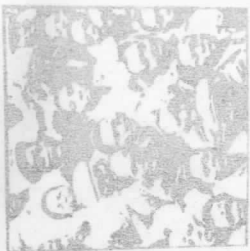
Congress therefore resolves to:

1. Fight as one united force to defend all jobs threatened by retrenchments; fight the closing of the factories; and fight for participation in and control over - right from the planning stage - the implementation of any new technology.
2. Campaign for a 40 hour week at full pay and a ban on overtime.
3. Fight for free and increased unemployment benefits and that these benefits be paid in SA.
4. Fight for a subsistence fund, in addition to unemployed benefits, supplemented by rent, transport and medical concessions for all unemployed workers.

5. Demand that the state initiate a national programme of public works to provide jobs for the unemployed and to improve services and facilities in working class communities.
6. Fight for work-sharing on full pay whenever workers face retrenchments.
7. Establish a national unemployed workers union as a full affiliate of the new federation to struggle for the realisation of the right of all to work and security.
8. Struggle for a fair, democratic and rational political and economic system which can guarantee full employment for all people in Southern Africa at a living wage.

COMPOSITE





This federation noting:

3.1 The workers in South Africa have suffered too long from unemployment and underemployment.

3.2 This situation is getting much worse.

3.3 Unemployment is a waste of the human resources of our country and is caused by the present economic system.

And therefore resolves to:

3.4 Fight for full employment for all in a fair society;

3.5 Fight against attempts by employers to make workers work harder and to 'rationalise' and mechanise production because in the present system this always leads to more unemployment.

3.6 Give full support to efforts by retrenched and dismissed workers to establish co-operatives based on the principles

MAWU

BANTUSTANS

CONGRESS Noting:

That the bantustan system was imposed on the African people, against their will, with a view to thwarting the just struggle for One Person One Vote in a unitary SA.

That various bantustan administrations have practised extreme forms of oppression against the oppressed people - including trade unions.

Noting in particular:

The banning of SAAWU in the Ciskei, the banning of all unions in the Boputhatswana bantustan and the killing of trade unionists and other democrats by tribally based organisations

Hereby resolves that:

1. The bantustan system be totally rejected and that the Federation struggle - together with other democratic forces - for the creation of a democratic and unitary SA.
2. We shall not hesitate to exercise our right to organise in plants based within the bantustans and that we are fully prepared to defend ourselves against repression by whatever effective means at our disposal.



3. That we are completely and absolutely opposed to the super-exploitation occurring in these areas and declare our commitment to reject the idea and practice of workers receiving less wages and worse conditions of work.

4. That we express our solidarity with those communities around Durban and elsewhere who are struggling against being incorporated into the bantustans.

COMPOSITE

MAY 1 AND JUNE 16

This Congress:

Noting:

1. That May 1 is celebrated internationally as the workers day and 1986 is the 100th anniversary of May Day.
2. That June 16 symbolises the sacrifices of our people in the struggle for liberation.
3. That workers have no interest in racist political public holidays such as Republic Day, Kruger Day, Founders Day and Day of the Covenant.

Resolves that:

1. We should fight for June 16 and May to be paid holidays.
2. We should be prepared to sacrifice racist political holidays if necessary.
3. The federation should initiate and organise celebrations on May 1 every year.
4. The federation should participate actively in the commemoration of June 16 together with other progressive organisations.

COMPOSITE

MIGRANT LABOUR

This federation noting:

1. That pass laws were legislated by the apartheid regime to control and dehumanise the lives of the working class in SA.
2. That pass laws and influx control served to strengthen the hand of capital to exploit and oppress the working class in its endeavour to generate super profits.
3. That the economic and social hardships of the migrant labour system includes the break-up of family life and relationships.
4. That the migrant labour system seeks to further divide the oppressed and exploited workers into permanent residents and migrants.
5. That if the apartheid regime persists threatening to repatriate migrant workers to the homelands and neighbouring countries.

Resolves to;

1. Fight for the scrapping of the migrant labour system including pass laws and influx control.
2. Fight for the right of workers to seek work wherever they wish and



to reside with their families wherever they wish.

- 3. Call for a national strike should the apartheid regime carry out its threat to repatriate any migrant workers.

NUM

ON COMPOUND SYSTEM

This inaugural conference

Noting:

- 1. That the existence of the migrant labour system has served to generate super profits for capital.
- 2. That this system has broken up families and forced workers to live in unhealthy conditions.
- 3. That the division between compound/hostel dwellers and township residents has been the major element in the creation of mistrust between the oppressed.

Believing that this mistrust has enable the State to use these divisions to prevent our people from standing together in a united struggle to end oppression.



Demands:

- 1. The abolition of the migrant labour system, the dismantling of compounds and hostels.
- 2. The right of all workers to live with their families.

MGWUSA

This federation notes that:

- 2.1 The economy of South Africa is dominated by a few very big corporations.
- 2.2 These corporations are becoming more and more dominant.
- 2.3 Small businesses can never have a significant effect on the South African economy and can never get rid of unemployment in South Africa.
- 2.4 The campaign to deregulate small businesses and decentralised businesses now being pushed by the government and some of the big corporations is a political attack on the living standards of all the workers, which will take away all the protection of minimum wages and working conditions from many workers. This will drag down the living standards of all the workers in South Africa.
- 2.5 This is being done to weaken workers' organisations so that workers can be forced to be more productive, but workers will not share fairly in the wealth they produce.

And so resolves:

- 2.6 To organise all workers as the best way of defending themselves against these attacks from the state.

2.7 To expose to everyone the true nature of what the state and some employers are doing.

2.8 To oppose the deregulation campaign with all its force.

MAWU



EDUCATION

This federation noting:

1. That the present education system in South Africa is designed to maintain the working class in ideological bondage.
2. That the present education system is designed to continue and reinforce the values, ideas and practices of the ruling classes.
3. That the present education system is aimed at fostering divisions and anti-democratic values within the working class.
4. That education is vital in the liberation struggle of the working class.
5. That education must serve the interests of the vast majority of the people of the country.

Therefore resolves:

1. To establish a national, regional and local education programme for the federation to:
 - a) ensure that this education programme politicises, mobilises and organises the working class so that they play the leading role in the liberation of our society and its transformation into an economic, social and political system that will serve the needs of those who are now oppressed and exploited.

- b) develop an understanding and capacity to wage our struggle by democratic means that will allow maximum participation decision making power for workers both now and in the future society we wish to build.
 - c) develop the human potential to the fullest and to create and transform skills and the abilities as that they are accessible to the oppressed and exploited.
 - d) develop the understanding among the working class that their struggle forms part of the world struggle against oppression and exploitation.
2. To establish a Federation newspaper which will:
 - a) express the views and policies of the Federation and its affiliates.
 - b) record the struggles of the Federation and its affiliates.
 - c) counter the dominance of the bosses' media by popularising democratic ideas, values and traditions among the working class.
 3. To organise and commemorate the important cultural events and resistance days in the working class calendar, for example, May Day and June 16 and Federation Day.



4. To recommend to the Central Executive Committee of the federation that they appoint an education officer and newspaper editor.
5. To establish a National Coordinating Education Committee made up of:
 - a) regional and local committees of workers.
 - b) union representatives.

NUM

NATIONAL INDUSTRIAL UNIONS

Noting:

1. That all affiliates have previously committed themselves to the establishment of one national union in each sector of industry.
2. That the structures of the federation are less effective with so many affiliates.
3. That we will be unable to protect worker interests and advance their rights unless we build large broadly based industrial unions capable of dealing with the highly centralised structures of capital.

Therefore resolves:

1. To confirm its commitment to the establishment of one national affiliate in each industry and to national co-operation between such affiliates as a matter of great urgency.
2. That should such developments not have materialised by the end of March 1986, a Special National Congress be convened in June or July 1986 to assess such failure.
3. That in order to facilitate the establishment of national industrial unions affiliates are urged to establish a single union in each of the following sectors:



- a) Food and Drink;
 - b) Textile, Clothing and Leather;
 - c) Paper, Wood and Printing;
 - d) Mining, Electrical Energy;
 - e) Metal, Motor Assembly and Components;
 - f) Chemical and Petroleum;
 - g) Commercial and Catering;
 - h) Transport, SA Transport Services, Cleaning and Security;
 - i) Local Government and Public Administration including Education, Health, Posts and Telecommunications;
 - j) Domestic Workers.
4. That all structures of the federation be used to encourage mergers of affiliates operating in the same industry.
5. That the Central Executive Committee establish priorities in relation to resources available with a view to the establishment of national affiliates in the following sectors:
- a) Construction;
 - b) Railways, Harbours and Airways;
 - c) Postal and Communications;
 - d) Agriculture.
6. That the Central Executive Committee be directed to facilitate the implementation of this resolution and to this end take such action as may be necessary.

REGIONAL AREAS OF THE FEDERATION

That this congress resolve:

1. That the regional areas of the federation be:
- 1. Northern Transvaal
 - 2. Witwatersrand/Vaal
 - 3. Highveld
 - 4. Western Transvaal
 - 5. Northern Natal
 - 6. Southern Natal
 - 7. Orange Free State
 - 8. Northern Cape
 - 9. Western Cape
 - 10. Eastern Cape
2. That the Central Executive Committee be instructed, that immediately when feasible as provided for in clause 9.1. of the constitution of the federation, that regional structures be established in such regional areas.



ON GENERAL UNIONS

This Inaugural Conference

Noting:

1. That the creation of industrial unions may not be a viable solution to working-class organisation in small towns with little if any concentration of industry.
2. That many categories of workers will not be covered by the industrial unions in the federation.
3. The necessity of catering for the needs of workers in such areas or categories.

Believing that such workers might best be organised into a general workers' union.

Resolves that a general union is a necessary structure in order to cater for the above-mentioned workers within the federation.

SASTAWU

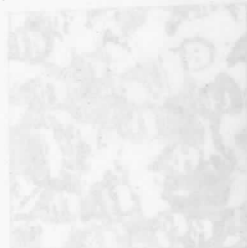
This Congress noting that:

1. South Africa's bitter history of industrialisation and exploitation has forged one nation.
2. The attempts by the apartheid regime to create and reconstruct separate states and nations which will be combined into some federal system are fraudulent and undemocratic.
3. That the intention of the proposed federal system is to maintain power and control in the hands of the present minority and perpetuate an oppressive and exploitative system.
4. That the demand of all progressive and democratic forces in South Africa is for a unitary state based on One Person One Vote.

Resolves to:

1. To reject as a total fraud the new proposed federal solution.
2. Re-affirms our belief in a unitary state based on One Person One Vote.
3. Work towards the destruction of all barriers and divisions so that we are united irrespective of language, race or creed.

And further believes that:





Only with the total unification of all people into South Africa will we be able to re-build our rich land and make a real contribution to breaking the chains of poverty and economic exploitation that bind Africa.

SFAWU

ON THE CENTENARY CELEBRATIONS

This Federation noting:

1. That Capital and the local state are spending millions of rand to celebrate the centenary of Johannesburg;
2. That they are planning the celebrations next year without consulting the workers who have built Johannesburg, the gold mines and the industrial complexes we have today;

Therefore resolves:

1. To organise a boycott of all centenary celebrations;
2. To ensure that all unions under the banner of COSATU organise an alternative programme to highlight 100 years of exploitation and oppression in Johannesburg and in particular the mining industry.

NUM

STATE OF EMERGENCY

This Inaugural Conference

Believing:

1. That the declaration of a State of Emergency has been used to wage a war of repression against all sections of the oppressed communities and to try to crush democratic organisations.
2. That the cause of all violence in South African is the existence of the apartheid system, and that there can be no peace while it exists.

Calls:

1. For the immediate lifting of the State of Emergency.
2. For the withdrawal of the SADF and all apartheid security forces from the townships.
3. For the unconditional release of all political prisoners and detainees, the unbanning of banned individuals and organisations, as a prelude to the creation of a democratic South Africa where all shall live in peace and prosperity.

GAWU

ON UNITED ACTION AGAINST REPRESSION OF UNIONS/UNIONISTS;

This Inaugural Conference

Believing:

1. That an attack on any individual trade unionist or union is an attack on the federation as a whole.
2. That resistance to attacks on trade union rights requires that we stand together as one, to resist all attacks on any individual unionists or unions.

Noting our commitment to the universal working class slogan:

'AN INJURY TO ONE IS AN INJURY TO ALL'.

Resolves: that in the event of any repressive action being taken against any trade unionist or union within our ranks, the Central Executive Committee must immediately call for action from all affiliate unions in support of this individual or this union.

ABWU



SOUTHERN AFRICAN UNION COOPERATION

This federation noting:

1. That foreign and South African multinational corporations (MNC's) have for years exploited workers in Southern Africa by reaping huge profits and exporting them to Europe and America.
2. That workers in Southern Africa are employed by the same MNC's and subjected to similar conditions of control, exploitation and oppression.
3. That many of them are union bashers and have undermined the legitimate right of workers to organise trade unions.
4. That these MNC's, as the major agencies of imperialism, have cooperated with reactionary regimes in pursuit of super-profits.
5. That MNC's can only be resisted if there is unity and worker to worker contact in various countries of Southern Africa.
6. That the problems faced by the workers of Southern Africa are integrally linked and that their futures are tied together.

Therefore resolves:

1. That unions affiliated to COSATU should actively pursue links with unions in Southern Africa so as to strengthen worker unity.

2. That COSATU should form constructive relationships with fraternal federations in Southern Africa.
3. That every effort be made to unite workers of Southern Africa and improve solidarity work.

NUM



ATTACKS BY THE APARTHEID GOVERNMENT ON NEIGHBOURING STATES

his federation noting:

- . That South Africa is the last bastion of white rule in Africa.
- . That the South African State is a major destabilising force in the sub-continent.
- . That the South African State has continued to pursue unprovoked aggression on the neighbouring States.
- . That the people attacked in these countries are the families, children and friends of our members.
- . That these aggressive acts on the workers and their families in neighbouring countries are of concern to all workers internationally.

herefore resolves:

- . That the federation develops relations with fraternal federations in Southern Africa so as to resist these attacks of aggression.
- . That a unity of understanding, purpose and action of Southern African workers is necessary and a prerequisite of broader freedoms in the sub-continent. Only such relations and actions can resist the Apartheid Regime's policies and the pernicious

practices of multinational corporations.

3. That the federation vigorously highlight the atrocities of the South African Regime and take appropriate action.

NUM



ON THE CONSTITUTION

1. REPRESENTATION OF CENTRAL EXECUTIVE COMMITTEE AND REGIONAL EXECUTIVE COMMITTEE

The Central Executive Committee will be the highest decision making body of the Federation between Congresses, and the Regional Executive Committee will decide on regional issues in between Regional Congresses. We do not believe that these committees will have the authority to take decisions if each Union regardless of size is entitled to have only two representatives, one of whom may be an official. We believe that bigger Unions should be entitled to more representatives at these meetings, which would mean that there was more adequate worker representatives and which would encourage the formation of bigger Unions.

On the Central Executive Committee, we propose:

2 delegates for a Union with less than 15 000 paid up members;

4 delegates for a Union with more than 15 000 paid up members;

On the Regional Executive Committee we propose:

2 delegates for a Union with less than 8 000 paid up members within the region;

4 delegates for a Union with more than 8 000 paid up members

within the region.

FCWU

MAJORITY

We propose that the decisions of the Central Executive Committee be made only by two thirds majority.

NUTW

We propose that the position of Assistant General Secretary (full-time) be created.

MGWUSA

AFFILIATION FEES

The affiliation fees paid by each Union to the Federation should be enough to cover the running costs of the Federation. We believe that this is the only way to ensure that the Federation remains controlled by workers and independant of outside influences.

Affiliation fees should be 10c per member per month.

FCWU