

The Shopsteward

The official publication of the Congress of South African Trade Unions

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editors note

We welcome our readers again to this latest copy of the Shopsteward Magazine. We want to take this opportunity to wish everyone a wonderful and relaxed festive season. The Federation is also celebrating 36 years since its formation. The history of COSATU is the history of the working class in South Africa.

This 36th birthday arrives at a very difficult time for the workers in general, with our economy continuing to shed jobs, resulting in growing inequality and deepening poverty. We have gone through different periods of life, including the most difficult pandemic in recent history, the COVID 19 pandemic and its devastating effects on jobs, livelihoods, and lives of workers.

We urge all our members and the broader society to continue to take precautions. We encourage them to vaccinate because this pandemic can only be defeated through unity and cooperation. COVID-19 has become the greatest challenge of our generation and if we do not work together, it has the potential to be the single biggest reversal in the history of human development.

Since the onset of the current COVID-19 inspired capitalist crisis, the ruling elites have imposed extreme sacrifices upon the workers. Both government and the private sector expect our members to make sacrifices for an economic crisis that has been compounded by corruption and mismanagement. This is totally unacceptable.

It has been a very difficult year with budget cuts wreaking havoc on the economy and service delivery. As we take time off to relax and spend time with families, we should prepare ourselves for bigger fights ahead.

Next year, we need to prepare ourselves for a big push to demand urgent action from policymakers in government and decision-makers in the

private sector to stop the attacks that are directed at workers. Both the public and the private sector have been blatantly undermining collective bargaining. We need to push for the reversal of budget cuts that have led to an unacceptable wage freeze in the public service, the disintegration of the CCMA, and retrenchments in State-Owned Companies.

We need to unite as workers and collectively demand that the private sector abandons its investment strike that has seen many companies either hoarding or exporting cash out of the country, despite receiving generous incentives to invest back into the economy.

This year billions were given away in tax cuts but the real unemployment has grown to 46%. This is a pure case of corporate welfare state that continues to take resources from the poor to support corporations without any set conditions. Tax breaks and other generous incentives are given to the private sector without the private sector delivering anything in return.

If there is no change in the country's

economic policy direction, the already low standards of living of working people will deteriorate significantly. More livelihoods will be destroyed by the resultant deepening turmoil.

Already about 1.5 million jobs were lost in 2020. This would have been higher if COSATU was not able to ensure that R63 billion was released from the UIF to help 5.5 million workers. This was more than 45% of the UIF's assets. This relief has now stopped as the UIF has run out of funds available to release and intervene.

In the most recent jobs report, another 600 000 jobs were lost. If something drastic is not done, it will take South Africa decades to recover from this massive jobs' bloodbath.

Next year, we will also be going to the 14th National Congress. The last national congress tasked us with Going back to Basics by the last two congresses. This meant focusing on reviving our locals, spend time in our workplaces servicing members and listening to them.

This is an opportunity for us to go back to account and give the progress

report on how much work has been done to implement this mandate.

We have done a lot of work on the international front, especially focusing on offering solidarity to the people of Swaziland. The fight for democracy in Swaziland is gaining momentum, and the federation intends to continue to work to support the Swazi trade union movement and improve our solidarity work for the Swaziland workers.

We also continue to reaffirm our solidarity with the people of Palestine and we are calling for an end to the evictions of the Palestine men and women and the brutalization of its children.

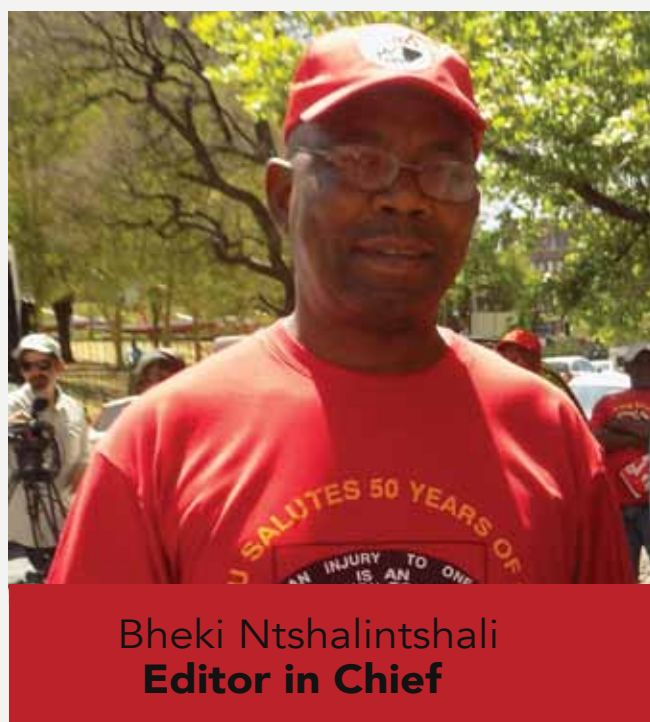
The federation has also resolved to continue to campaign against the American interference in Cuba and offers its full support to the people of Cuba. We shall continue to mobilise resources to ensure that we give humanitarian support to the resilient people of Cuba.

As a federation, we commit to continue to be a fighting and campaigning federation, raising issues affecting workers and communities, particularly jobs; poverty; unemployment; inequalities; gender-based violence; crime and corruption; racism; as well as the health and education crisis facing our people, the working class communities in particular.

We also intend to strengthen our capacity to recruit, service and educate workers to become revolutionary activists in their own rights and take up all issues affecting workers and communities, including poor service delivery and abuse of public resources.

The plan is to maximise our resources and deploy them to heighten our offensive against our primary class enemies. We need to understand that there is no battle we will ever win without us consciously acting to assert our presence on the ground.

A wonderful festive season to everyone!



Bheki Ntshalintshali
Editor in Chief

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word from the editor



Norman Mampane - Editor

Happy 36th Anniversary of the Federation!

Workers across the globe must be recovering from the worst prevailing conditions worded by economic hardships imposed by Covid19 and economic lockdowns against the working class, resulting in loss of jobs, reduced earnings, destitution, the worst experienced exploitation of informal economy workers.

Workers must welcome the global campaign to heighten the struggle for social protection, job security and the curbing of vaccine capitalism/imperialism as a necessary attempt to leverage economic stability even in worst affected countries.

We must welcome campaign in other countries by workers to, amongst others;

- Demand public procurement directives to be beefed up to ensure that companies contracts must respect collective agreements and that those disrespecting such agreements should be denied contracts;
- Demand protection of migrants against the

challenges of temporary work, low wages and also lack of social security;

- Demand for universal access to Covid-19 vaccines and health products and technologies and also demanding that governments must act urgently on TRIP Waiver. Countries must share health products to save lives and support the temporary and targeted 'TRIPS Waiver' proposed by South Africa and India at the World Trade Organization [WTO] which envisage suspending intellectual property rules in exceptional circumstances.

'Failure to ensure global equity in access to vaccines and treatments is an existential threat to worker's safety, and negatively impacts on human rights, including the right to life, the right to the highest attainable standard of health, the right to enjoy the benefits of scientific progress and the right to development'.

According to the ILO, Africa has the youngest population in the world which continues to grow. By 2030, 1.8 million new jobs will need to be created to

absorb young job-seekers.

With South Africa's recent unemployment figure standing at 34.9%, the highest since 2008, it is a difficult mission to reverse for the economy to flourish.

And social partners must arrive through social dialogue to attain solutions for the economic crisis!

The rising costs of living and petrol is causing panic amongst people because of the unintended spill overs of rising costs of food, transport and other commodities.

The precariat constituency have been rising even before the outbreak of Covid19 and after the July 2021 unrest, the situation has been worsened.

Many working people are poor to afford a lunch time meal and/or transport fee to and from work.

This must be challenged by the working class!

Recently, SACCAWU has proved to be a great union in the retail sector in South Africa by organizing more twelve marches and pickets in one day.

The future of retail sector in Africa is on the spotlight, with a report already conceptualized,

citing technological and economic changes which affects workers.

The released Crime Statistics and the Presentation by SAPS National Commissioner, Khehla John Sethole at the July Unrest Commission led by the South African Human Rights Commission has left many citizens worried about the law enforcement's ability to fight, combat crime in the country.

Lack of resources, insufficient boots on the ground, inadequate crime intelligence and poor police visibility continues to be a thorn in the hearts and minds of all who lives in this country.

It is every citizen's right to feel safe and be safe!

In this edition, we cover how occupational health and safety legislation and policy plays a vital role in advising and supporting employers to conduct risk assessments and adopt preventive measures, informing workplace policy and action, monitoring the work environment, assessing, and monitoring workers' health, and providing first-aid services.

We also share Constitutional meeting's resolutions and outcomes from the Central Executive Committee.

On International front, the COP26 Climate Change Summit was held with a high premium placed on Climate Budget as a critical catalyst by all countries.

One of the goals was to 'secure a global net zero by midcentury and keep 1.5 degrees within reach. Countries are being asked to come forward with ambitious 2030 emissions reductions targets that align with reaching net zero by the middle of the century.'

COSATU has joined global federations to commemorate the World AIDS Day and the federation has called on all workers to play a critical role in the workplace to end the stigma and discrimination based on ones' health status.

'We call on the government to ratify ILO Convention 190 to ensure the right to equality and non-discrimination is enjoyed by everyone and everywhere'.

As the year comes to and end, we say Happy Christmas to all workers and their families!

Happy New Year, 2022!

It is not yet Uhuru!

COSATU

Central Executive Committee

OUTCOMES



Bheki Ntshalintshali, COSATU General Secretary presenting the CEC Outcomes

1. Introduction

The Congress of South African Trade Unions held a successful Central Executive Committee meeting from 22-24 November 2021 to discuss several issues affecting the workers, and the working class in general. The meeting was attended by the COSATU National Office Bearers, provincial leaders, and leaders of affiliated unions.

Today's Press briefing is taking place within the context of the global village launching the 16 Days of Activism against Women and Children. We urge all communities to actively participate in the campaign to eradicate abuse of women and children. Next month, COSATU will celebrate its 36th Anniversary on the 1st of December. We urge workers to celebrate all the successes of the federation at their Locals where we have prioritised building the organization of the ground.

2. Organisationally

The CEC reflected on the challenges facing the labour movement and mandated the federation to elevate its work of building a strong class-conscious movement of shop-stewards that is united beyond the narrow divisions of their sectors or unions. This calls for a dedicated approach to the resuscitation of the locals throughout the country. Solid locals are very key in strengthening the organizational capacity of COSATU in order to position it to play its pivotal role to respond to the current challenges and targets that it set for itself. This means that we need to strengthen our resolve to stick to our long-held traditions of worker control, class consciousness and placing service to members at the centre of our overall programme.

This must also include a concerted fight against any creeping of bureaucratism, labour aristocracy or business unionism within the trade union movement in general.

NEHAWU Congress- The meeting congratulated NEHAWU for convening a successful national congress. This is in keeping with the founding traditions of the Federation of worker control, democracy and accountability.

Provincial Congresses - All provinces have been directed by the CEC to convene their provincial congresses in January 2022 in keeping with the Constitutional injunctions but also in preparation for the National Congress in September next year.

SACCAWU Strike - The CEC offered its full support to the workers at Massmart who are pushing back against the undermining of their rights and the unilateralism that has been adopted by a hostile employer. We call on employers to accede to the fair and legitimate demands of these workers.

May Day: The May Day celebrations will continue to be decentralised across the country with the National Celebrations taking place in Marikana, North West Province.

3. Campaigns

Gender Based Violence - The CEC applauded all affiliates for campaigning against gender-based violence and demanding for the ratification of ILO Convention 190 on Elimination of Violence and Harassment in the world of Work.

The fight against GBV is an ongoing fight that demands everyone's participation. The final steps of South Africa's ratification will be concluded shortly. We welcome Parliament's progress on the three Gender-

Based Violence Bills because these will be important weapons in the fight against GBV.

We urge South Africans to embrace the message that is being communicated during the 16 days of activism against women and children. We all have a role to play in this fight against Gender based violence. South Africa is currently commemorating the Disability Awareness Rights Month and we equally urge all workers and their families to ensure that all persons living with disability are treated with respect and dignity. All workers living with disabilities must enjoy their right to, amongst others, to easily access their workplace.

COVID-19: The meeting expressed concern over the notable rise in COVID-19 infections and called on all South Africans to continue to take this deadly virus seriously.

This is no time to be complacent because any reckless behaviour puts both the lives and the economy at risk.

Vaccination - We congratulate all workers and their families who participated in the national vaccination program. We reiterate our call on workers and South Africans in general to vaccinate. We will redouble our efforts to engage and mobilise workers and their families to vaccinate because this is key to saving lives and livelihoods.

The federation and its unions are making progress, and we are well on our way to achieving the 80% vaccination rate of our members and officials.

4. Socio-economic

Impact of Austerity Budget Cuts- The South African government's fervent adherence to failing Neoliberal policies is reckless and a betrayal of the working class.

The recent mid-term budget

policy statement has continued the austerity trajectory, and this will make attempts to resuscitate the economy virtually impossible. These budget cuts have decimated the CCMA, the school sanitation programme, and affect the teacher learner ratio.

The recent crime statistics are a reminder of the devastating impact that budget cuts are having on service delivery.

Law enforcement agencies are not just struggling with staff shortages, but they are also poorly equipped. We intend to work with other progressive organisations to demand a people centred budget speech in February next year. The July riots were a reminder that the current economic mismanagement has real consequences like social dislocation and upheavals. The capitalist system is failing in every sphere of human activity, to deliver any results. No further social progress can be attained at the back of a capitalist system.

It is a system that has become more obsolete and irrational. It is therefore the role of the trade union movement to build revolutionary class-consciousness to inform workers of the fundamental solutions to the current crisis and capitalist society.

State-Owned-Enterprises-

The CEC expressed concern about the continued deterioration of State-Owned Enterprises (SOEs). The meeting resolved to continue to put together ideas that will contribute towards fixing the economy and this includes coming up with clear solutions on saving State Owned Entities. Government needs to work with labour and business to develop clear road maps to get these SOEs back on a sustainable trajectory. Retrenching workers or failing to

pay them their salaries is not acceptable.

Eskom - The Federation intends to continue to constructively contribute to a process of finding a solution to the electricity crisis facing the country. The allegations of sabotage that have been raised by Eskom leadership need to be thoroughly investigated and the perpetrators arrested. We demand that Eskom prioritise investing in local manufacturing of renewable energy generation. It is critical that a Just Transition for mines and electricity power plants that have reached the end of their life span is put in place so that no workers are left behind.

Corruption and Wasteful Expenditure - The CEC called for the intensification of the fight against corruption and wasteful expenditure. We reiterate our call for centralisation of public procurement of large items, the introduction of an online open public procurement platform, the establishment of rapid response anti-corruption courts, and most critically the banning of Politically Exposed Persons and their spouses and children from doing business with the state. The Federation welcomes government's commitment to tabling the Public Procurement Bill at Nedlac by the end of 2021.

Basic Income Grant - The CEC has committed itself to exerting more pressure on government for the introduction of the Basic Income Grant in South Africa. The government needs to extend the Covid-19 Special Relief Dispensation Grant, and increase it to the food poverty line and build upon it to achieve a Basic Income Grant.

Buy Local Campaign - We also intend to contribute positively in the promotion of #BuyLocal campaign by ensuring that all our unions and structures procure local goods to save jobs. The government and the private sector need to play their role in supporting local procurement. The recent designation of locally produced cement for public infrastructure is a welcome step in this regard.

UIF AND SASRIA - The CEC acknowledged progress made by government to dispense over R32.9 billion through the various relief measures provided for to victims of the July violence in KwaZulu-Natal and Gauteng. But the delays by the UIF in paying workers who lost their wages is totally unacceptable call on the Minister of Labour to attend to this matter urgently.

It is disappointing that government does not have a plan to improve the capacity of the Unemployment Insurance Fund's archaic systems that have made it difficult for workers to get their money on time.

We also call on government to intervene

and make sure that SASRIA provides relief to all companies including the small ones that are being left behind for some bureaucratic reasons.

Pension Withdrawal Scheme - The meeting welcomed Treasury's commitment to release a policy paper and then table an Amendment Bill in the February Budget providing for distressed workers limited access to their pension funds. This needs to be expedited because it will provide badly needed relief to highly indebted workers. The meeting insisted that this should include both public and private sector workers.

Legislation - COSATU looks forward to Parliament's passing the Compensation of Injury on Duty Amendment Bill which will extend cover to over 800 000 domestic workers as well as include cover for occupational diseases and post-traumatic stress. This will benefit mine workers, security personnel and women in particular. The Federation is pleased with Parliament's progress in processing the Employment Equity Bill which will broaden cover for persons with disabilities and will help advance the cause of employment equity in workplaces.

Companies Amendment Bill - The CEC welcomed Nedlac's processing of the Companies Amendment Bill and looks forward to its tabling at Parliament by 2022.

The Federation rejects the hypocritical attacks on it by some opportunist individuals in Organised Business. Such behaviour undermines Nedlac as BUSA was part of the Nedlac engagements on the Bill and largely endorsed its provisions and objectives. COSATU strongly supports and will defend this progressive, transformational and long overdue Bill. It compels listed companies to disclose their wage gaps and for these to be included in their Annual Reports. This will be an important tool to begin reducing the Apartheid wage gaps still prevalent in the private sector.

It requires the full identity of company ownership to be disclosed in line with international requirements to combat money laundering, state capture and terrorism. It obliges companies to share their financial reports with trade unions. This is important to ensure wage negotiations take place in a fair and transparent manner and will help contribute towards labour market stability.

5. On Politics

Year 2022 - The Year of Congresses/Conferences - This meeting reflected and noted that next year will be one of the busiest and most politically consequential year for all Alliance partners with all of them convening their important Constitutional meetings, including electing new leaders. This means

a lot of political work must be done to deal particularly with the unfortunate aspect of the current political landscape, which is the obsessive focus on divisive leadership contests, especially within the ANC. This problematically endemic politics around personalities or slates within the ANC, in part makes it impossible for the organizational renewal. But also, it would be a mistake to believe that the other components of the Alliance or Mass Democratic Movement are immune from the influence of these corrosive tendencies that are typically endemic in mass organisations.

We all need to collectively work to dislodge the networks of patronage that thrive in an environment where there are declining levels of class consciousness and discipline. These are major challenges facing the entire movement and they are deeply connected to the extreme inequalities, rampant capitalist exploitation and culture of personal accumulation that defines our society, including the trade union movement in terms of business unionism.

NDR and the Balance of class forces - As we have recognised before, unless the working class is united, is ideologically independent as a class and develops its own capacity to raise itself onto a hegemonic position in key centres of power the radical second phase runs the risk of being reduced into a pipedream.

In fact, the current difficult economic climate and mismanagement of some of the key State-Owned Enterprises (especially Eskom) have become added armaments for the enemies of the NDR and even for pockets of the Neoliberal forces within the state seeking to derail or dilute the radical second phase.

Their calls for privatisation have become increasingly loud at a time when the central task is to build a capable developmental state. This is a huge challenge and a big test that the working class cannot afford to fail because the consequences are too horrifying to imagine.

Local Government Elections - The CEC congratulated all South Africans who came out to vote and exercise their democratic rights and also strengthened and consolidated our democracy. The meeting also expressed its deep appreciation to the millions of workers and South Africans who came out to vote for the African National Congress {ANC} in the 2021 Local Government Elections. The results were deeply disappointing with the ANC's share of the national vote decreasing dramatically to below the 50% mark.

The Federation plans to convene a political Commission to do a comprehensive analysis of the local government elections

outcomes and their impact on the NDR and the Alliance. We also intend to push for an urgent Alliance Summit to do a thorough and honest a post-mortem analysis of the elections and outcomes of the coalition talks.

This Alliance summit is necessary to discuss the content, character and direction of the National Democratic Revolution.

The Federation will work with SAMWU to ensure that the newly elected councillors and newly formed Coalitions respect workers.

6. International

Swaziland - The CEC expressed concern over the brutalisation of all those who are fighting for democracy in Swaziland. We condemn the violence by the regime directed at political activists, and call on all peace-loving and freedom loving South Africans to support the struggle for a free and democratic Swaziland.

We plan to work to support the Swazi trade union movement and improve our solidarity work for the Swaziland workers.

AU-Israel - The people of Palestine continue to be subjected to terrible conditions by the Israel -apartheid brutality. Israel continues its settlements expansion in Palestinian territories and scores of Palestinians are getting killed in the seizure of their lands. We reaffirm our solidarity with the people of Palestine and we are calling for an end to the evictions of the Palestine man and woman and the brutalization of its children. The Federation supports the formation of an independent Palestinian state with East Jerusalem as its capital and the Israelis must affirm the right of Palestinian refugees to return to their homeland.

Cuba - The economy of CUBA continues to be strangled by economic sanctions imposed by the US government. The Cuban regime is still subjected to political machinations and interference by United States. The federation has resolved to continue to campaign against the American interference in Cuba and offers its full support to the people of Cuba. We shall continue to mobilise resources to ensure that we give humanitarian support to the resilient people of Cuba.

Venezuela - The CEC congratulates President Maduro and his allies for winning 20 of 23 governor posts, as well as the mayorship of the capital Caracas in the recently held elections. This is testament to the resilience of the people of Venezuela who have refused to be bullied by the US imperial offensive against their government and country.

Issued by COSATU

SACP reprioritizes ‘**putting people first before profits**’ during the Red October Campaign 2021 launch



SACP National Treasurer participating in the SACP Red October Launch in 2021

the South African Communist Party launched the Red October Statement at Inchanga in the eThekweni Metro in October 2021 by emphasizing that ‘Capitalists must put first people first before profits’, as the world battles to eradicate the novel

Coronavirus ravaging working class communities across the globe.

Dr Blade Nzimande, the SACP General Secretary said ‘The Red October Campaign 2021 takes place in the year of our founding centenary. 30th

July 2021 marked the 100th founding anniversary of the SACP, founded as the Communist Party of South Africa. Within this period of 100 years of our unbroken struggle, we initiated the Red October Campaign in the last decade of the 20th century, within the first

decade of our democratic dispensation after our victory against the apartheid regime in the 1990s.’

The General Secretary alluded that over the years ‘through the Red October Campaign, we built communist activism in pursuit of the demands of the masses

and broader social transformation and development imperatives. To highlight the contribution of the Red October Campaign, there are two examples we wish to make. 'First, it was through the Red October Campaign that the SACP became the first political organisation in our democratic dispensation to place land redistribution and agrarian transformation at the centre stage. By mid-2000s, the Red October Campaign produced a shift from the so-called "Willing buyer, Willing seller" market-driven land reform approach.

Land redistribution and agrarian transformation remain one central issue that our national democratic revolution must resolve, to ensure equitable access to land and other natural resources. This is essential to build integrated human settlements, and to eliminate the colonial and apartheid legacy of uneven development and its daily reproduction by the capitalist market.

Together with agrarian transformation, land redistribution is also essential to ensure the transfer of land to masses to work it, as part of the agrarian transformation, poverty eradication, and employment creation imperative. Therefore, hand in hand with completing the process to make expropriation a policy instrument to achieve land redistribution within our constitutional dispensation, we need to build technical and material support, in line with the Freedom Charter, for productive use of land by the masses.

The second example we wish to make relates to financial sector transformation. Had it not been for the SACP-initiated and led Financial Sector Transformation Campaign, South Africa would have been more severely affected by the global economic crisis that broke out in 2008. It was through the Red October Campaign that the SACP introduced and drove the Financial Sector Transformation Campaign. As the direct fruit of the Financial Sector Transformation Campaign, consumers in South Africa were protected against reckless and predatory lending practices by the banks and other financial establishments.

This was done through the adoption of the National Credit Act. It was through this achievement by our

campaigning that we cushioned South Africa's financial system against the worst effects of the global economic crisis. This was unlike in the United States, for example, where the global economic crisis was first felt in the banking system and financial markets. Liberalisation and deregulation in United States paved the way for bad financial sector conduct. This created conditions for what first appeared to be a ballooning debt crisis. As the crisis spread like a contagious virus due to sectoral linkages and global connections, more and more its broader characteristics as an economy-wide crisis at the global scale pronounced themselves and caused a massive devastation, including a meltdown in production. Our Red October Campaign is not an oppositionist agenda that projects the ANC-led government as the cause of all problems.

The campaign seeks to deepen the transformation of our state to serve the people wholeheartedly. At the same time, it serves as a platform to drive and intensify class struggle against capitalist domination, monopoly, and exploitation of the masses. This is what we did when we directly confronted the financial sector in pursuit of transformation. We need to intensify the Red October Campaign not only in the financial sector but also in every sector of the economy and sphere of broader social transformation and development.'

The SACP emphasized on other campaigns to be intensified such as;

- Leading the Financial Sector Transformation Campaign and emphasized that the Party need to diversify the banking system in South Africa so that it is not dominated by a few large commercial banks. We need to build a strong state bank.
- The SACP calls upon government to strengthen its role to ensure that we build a vibrant sector of co-operative banks, building from our stokvels and burial societies.
- We need to deal with the negative impact of COVID-19, the government set up a R200-billion state-guaranteed loan scheme for small business.
- Calling upon the government make interventions such as the COVID-19 state-

guaranteed loan scheme to be administered in a way that fosters transformation, rather than reproduce the legacy of racial inequality.

- The SACP calls upon the progressive trade union movement, stokvels, burial societies, other co-operatives, and the small businesses sector to join hands with the Party.
- We need a rapid expansion of public employment programmes by all levels of the government, not least the local government.
- Insourcing must be implemented as a matter of urgency.
- We need the expansion of the broadband infrastructure to expand connectivity. This will facilitate access to information about opportunities and human development programmes.
- We need decisive action by the state to de-monopolise the information and communication technology sector, and to reduce the exorbitant cost of data in our country.
- We need to implement the National Health Insurance to ensure access to quality healthcare for all, and through building strong primary healthcare clinics through local, and provincial, government.
- Our approach to infrastructure development should include the building of an integrated, safe, affordable, and reliable public transport system, and an intermodal transportation infrastructure.
- We urgently need the repositioning of Eskom, which must be turned around and well-governed to thrive, to play a leading role in the development of public renewable and cleaner energy productive capacity building and provision.
- We need greater integration of the role of women and gender equality into local government and community development programmes. This must go beyond just women's representation quotas.

Meanwhile, the SACP used the occasion of the launch of the Red October to campaign for the decisive victory of the African National

Congress in the local government election which took place on November 1.

Nzimande reiterated that 'We still have a lot of work to build on our achievements, advance and deepen our democratic transition towards complete emancipation. As the SACP, we are pleased that the ANC has committed itself to deal with its internal weaknesses and mistakes, build unity and pursue organisational renewal. The SACP calls for a vote for the ANC precisely because the ANC is admitting to its own mistakes, internal weaknesses, and commits to addressing these. These include the problems of factionalism, corrupting of election lists and candidate nominations by factionalists, gatekeeping, and the marginalisation of the Alliance and its other formations, the SACP and COSATU.

By supporting the ANC, we are not giving it a blank check, but we want it to honour its commitments to address whatever weaknesses there are. We also welcomed and are encouraged by the fact that the ANC is the only political party contesting these local government elections that has sent its nominated candidates to communities for endorsement or rejection in community meetings. None of the opposition parties have had the courage to do so. Instead, they are putting forward candidates without community involvement.

The SACP wholeheartedly supports the decision endorsed by the ANC to investigate allegations where its candidate lists were manipulated. We reiterate our stance against factionalism, gatekeeping, and marginalisation of Alliance partners and communities.

We also expect the ANC to improve its commitment to work with and contribute towards a reconfigured Alliance. Going forward, it is clear, without the firm support of the working-class with its allies, the ANC will suffer serious setbacks.

Also, we will not tolerate corrupt practices and councillors who do not hold regular consultative and report back meetings with their communities.'

Let us go all out to build a better life for all.



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THE SAFETY of workers is non-negotiable

COSATU Input by the Deputy General Secretary at the Employment and Labour Occupational Health and Safety Report launch

Occupational health and safety legislation and policy plays a vital role in advising and supporting employers to conduct risk assessments and adopt preventive measures, informing workplace policy and action, monitoring the work environment, assessing, and monitoring workers' health, and providing first-aid services.

They are thus well positioned to respond to health threats in the workplace, as they are already well informed of the specific risks of workers in their sector and of any new risks that might emerge due to the crisis.

In the context of the Covid-19 pandemic, occupational health services have - as part of their role to monitor workers' health and provide first aid and an emergency response - often been responsible for tracking confirmed and suspected cases, tracing any potential contagion, instructing workers to quarantine, and notifying public health and social security authorities of their findings.

COSATU together with other social partners at NEDLAC have developed the Occupational Health and Safety direction on Covid-19; This Direction is based on infection transmission prevention and specific occupational hygiene practices that focus on the need for employers to implement measures to mitigate or eliminate the transmission of the virus in the workplace.

When workers sell their labour, they do not sell their lives. However, often the risk of non-compliance with the health and safety measures is on employees. Employers still regard health and safety measures as costs on the employer which must be paid for by workers and

their families. This practice and attitude of burdening families to take care of their breadwinners who are injured and who perish in the course of their work due to employers' lack of health and safety measures must stop.

When workers are killed during mining accidents fellow workers usually take a paid day off to mourn the lives of their perished comrades. This practise must be extended to all workplaces and all sectors. Whilst some mining companies tolerate this practice some have dismissed and given written warnings to workers for mourning their dearly departed comrades.

This is unacceptable and a violation of the right to fair labour practices, the right to dignity and to practice one's culture. The health and safety act must provide for the right of workers to take a day off for mourning if a fellow worker dies on duty. As a result, employers are more interested in protecting their products and profits than the health and safety of their employees.

When employers fail to comply with the law, they usually resist compliance by appealing the fines.

The compensation claiming process is cumbersome, very long and most workers are denied their right to compensation. The compensation fund has R500 millions of unclaimed monies which belongs to the injured workers, at the same time workers are living in poverty, and some workers resort to SASSA for some income.

The constrained budget given to the Department of Employment and Labour restricts the mass training and release of health and safety inspectors into the various sectors, as a result health and safety rules are flouted due to a lack of policing. The limited presence of health and

safety inspectors in the workplace has caused this problem to worsen with deadly consequences. The health and safety inspectors are not effective in monitoring and enforcing compliance with health and safety policies and laws and where there is enforcement there is resistance from employers.

COSATU' historical demands:

We broadly agree with research findings where it states that there is poor to almost no compliance with Health and Safety legislation by employers. To promote and defend the right to a healthy and safe working environment the government must introduce laws and rules to address this rampant non-compliance by employers by, amongst other things, the following legislative review must be considered:

1. Legislative Review

- 1.1. We demand a single legislative authority, a single Occupational Health and Safety act, and a single compensation authority. This means the implementation of a Cabinet Memo of 1999, on the integration of the Occupational Health and Safety inspectorate and compensation.
- 1.2. Review the Occupational Health and Safety Act for the election of a full-time health and safety representative.
- 1.3. We demand a legislative review on penalties for non-compliance with health and safety policies and laws.
- 1.4. Shop stewards must be trained at the level of an inspector to be able to participate in the compliance, monitoring and evaluation of the Occupational Health and Safety Act.
- 1.5. Workers must be entitled to a full salary during the mining closure

as directed by section 54 and 55 of the mine health and safety act process.

- 1.6. Employers must be criminally charged for deaths and injuries that are sustained by workers in the course of their work.

2. Workplace Health and Safety Agreement

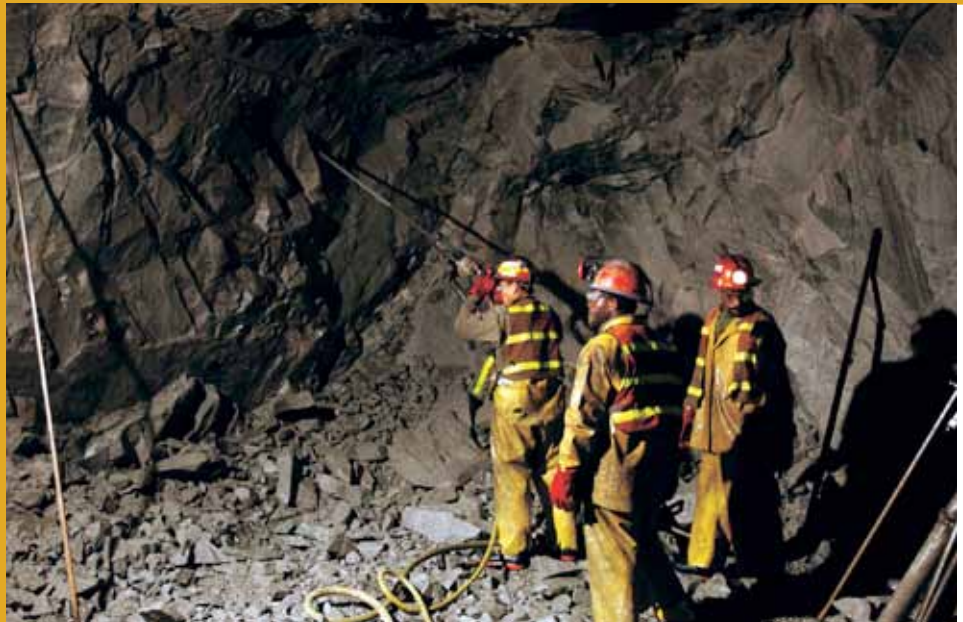
- 2.1. It should be mandatory for All workplaces to have occupational health and safety policy aligned with a Collective Agreement signed with worker representative union, the policy must include the election of full-time occupational health and safety representatives.
- 2.2. The Compensation Fund needs to strengthen its systems to ensure that workers are taken care of and compensated accordingly and timeously when they fall ill due to Covid-19 and are required to go into self-isolation.
- 2.3. We hope that all views and inputs received during research commissioned by the Department of Employment and Labour and International Labour Organization will find expression in the final policy development and the National Occupational Health and Safety strategy.

Lastly, sometime early in the year we met with the Department of Employment and Labour and agreed on a joint program to concertise all workers about Occupational Health and Safety Act, including the Compensation Act.

Let me once more take this opportunity to thank you for inviting COSATU to this important launch, hoping that what we have submitted would be in for Amendment of the Act that deals with lives of workers at the workplace.

VICTIMIZATION of workers at the workplace in relation to OCCUPATIONAL HEALTH AND SAFETY

by Tidor Szana



Over the past 18 months or so, South Africa, as with all other countries around the globe, faced some stark realities in relation to COVID-19, which included the need to “hard lockdown” for a couple of weeks early on in the pandemic. This impacted on both the private and public sectors alike. In a number of instances, this would go on to affect the bread and butter issues of companies and as a consequence, their workers. As a result of this, businesses would close their doors whilst others still, would need to find ways to slog it out to survive, which included relying on government providing access to workers and employers to grants and other initiatives to prevent closure as far as possible while at the same time ensuring workers and their families would have “bread” on the table.

As time went on and more and more information became available about the virus, what it is and how to protect oneself, government would pass that information on to employers and employees through various forums and media platforms.

Despite government’s initiatives in providing information at all levels,

employers would choose whether or not they would comply. The Occupational Health and Safety (OHS) Directions, a comprehensive document on how to prevent infection and spread, produced by the Department of Employment and Labour Minister through NEDLAC, was critical, but once again, as with all laws, would have limited value on the ground for most sectors as noticed through the compliance rate.

The OHS inspectors continued to monitor compliance from day one of the lockdown and would find that employers in most sectors were not complying and after 18 months, the sad truth is that employers are still not complying so many months down the line. The level of compliance before the pandemic has virtually not changed to date and neither is there a vast difference in compliance in most sectors pre-pandemic to what it is now.

In fact, any compliance below 80% is a sign of flawed systems, systems that are not working and over which the employer has no control, and neither does the employer care much about his/her employees.

So where does this leave us?

An employer has a duty to provide and maintain, a working environment that is safe and without risk to the health of his employees. The employer must take all necessary measures to ensure that the requirements of the Act are complied with by every person in his/her employment or on premises under his control. Furthermore, the employer must enforce such measures as may be determined to be necessary in the interest of health and safety.

Notice that this is not a recommendation or a proposal but rather clearly indicates the responsibility of the employer. The responsibility to comply rests on the shoulders of the employer first to ensure that there is every effort made to comply and to ensure compliance by everyone else in his/her employ.

General duties of employers and self-employed persons to persons other than their employees

Every employer shall conduct his undertaking in such a manner as to ensure, as far as is reasonably practicable, that persons other than those in his employment who may be

directly affected by his activities are not thereby exposed to hazards to their health or safety.

An employer does not merely have a responsibility towards him/herself or his/her employees but to every other person who may be affected by the operations of his/her business.

This incidentally is not a new requirement and therefore every effort must be made to ensure the health and safety of those outside the immediate perimeter of the business.

Duty to inform

Every employer must ensure that every employee is conversant with the hazards to his health and safety attached to any work which he has to perform, which includes the precautionary measures to be taken and observed with respect to those hazards.

Over the last several months I have had many employees contact me about unsafe workplaces in relation to contraventions of the OHS Direction published by the Minister.

In many cases the employees have raised the matter with the supervisors only to be laughed at or to be humiliated. In extreme cases employees have

been warned or been “fired”. So, not only have we had the hardship of the pandemic to deal with but we have employers and their management teams engaging in the most heinous activity describable, that of adding to the current pain of employees.

This is clearly an abuse of power and absolutely morally deplorable.

This is victimization and can be reported to the Department for further investigation. Where a person has been laid off work, the matter must be taken up with the CCMA or the relevant Bargaining Council.

General duties of employees at work

The duties of the employee is clearly set out and part of those duties is to ensure their own safety as well as that of their fellow employees.

This is an instruction and not a nice to have. Yet employers bypass this most important requirement, forgetting,

that as a supervisor or manager, they too have that same responsibility in terms of Section 14 as the rest of the employees. So, what does the Act say then is the responsibility of every employee? Every employee shall at work take reasonable care for the health and safety of himself and of other persons who may be affected by his acts or omissions.

As regards any duty or requirement imposed on his employer or any other person by this Act, cooperate with such employer or person to enable that duty or requirement to be performed or complied with. The employee is expected to carry out any lawful order given to him/her, and obey the health and safety rules and procedures laid down by the employer or by anyone authorized thereto by the employer, in the interest of health or safety.

If any situation which is unsafe or unhealthy comes to his attention, he/

she must report such situation to the employer or to the health and safety representative for the workplace or section thereof, who shall report it to the employer.

Victimization forbidden

No employer shall dismiss an employee, or reduce the rate of his remuneration, or alter the terms or conditions of his employment to terms or conditions less favourable to him, or alter his position relative to other employees employed by that employer to his disadvantage, by reason of the fact, or because he suspects or believes, that that employee has given information to the Minister of Employment and Labour or to any other person charged with the administration (such as an OHS inspector) of a provision of this Act. An employer cannot and should not victimize an employee who has complied with a lawful prohibition, requirement, request

or direction of an inspector.

Neither may he or she do so where the employee has done anything which he may or is required to do in terms of this Act and furthermore, has refused to do anything which he is prohibited from doing in terms of this Act.

In conclusion, in a climate where employers continues to fail to comply and where the rate of compliance is below 60% as an average with only a couple of outliers, the battle to continue to get employers to comply, whether there is a pandemic or not, continues.

It should be remembered that health and safety is a constitutional right and not a nice to have.

(Tibor Szana is Department of Employment and Labour Chief Inspector: Occupational Health and Safety)

Ahead of the Glasgow Climate Change Conference (UNFCCC COP 26)

by General Secretary of SADTU, Mugwena Maluleke



Education in Climate Policies: Are Countries making the Grade?

The climate crisis is the greatest threat facing our planet and South Africa can never divorce herself from this threat. We have little time left to turn around the tide and education is critical in doing so. In South Africa, Climate Change Education is poor and this is especially the case among countries most responsible for current levels of greenhouse gases

Urgent action among education and climate stakeholders is needed to:

- Integrate the education sector in climate policy and decision making,
- Position the education workforce as climate stakeholders, and
- Strengthen the capacity of education systems to engage in climate action.
- Climate change education should be included in education policies and in the curricula from the teacher training level to continuous professional development and teaching and learning materials
- A few countries' progress on Climate Change Education demonstrates that it is possible to prioritize Climate Change Education alongside

climate strategies in energy, transportation, and other technical sectors.

- The education sector can learn from the success of gender advocates, which have helped countries see that gender equality is a cross-cutting issue in their climate strategies.

We therefore have the following recommendations:

- We need the funding, resources and strengthening of education systems as a climate relevant sector
- We need to Prioritize as a climate strategy quality Climate Change Education that is based on science, oriented to climate action, and takes an intersectional approach to climate justice.
- We need to involve educators as key stakeholders in climate policy and decision-making.
- Identify the barriers and capacity needs of the education workforce and the education system to address the climate crisis.
- Contextualize NDCs and other climate policies into the learning needs of the most vulnerable and marginalized students.
- Develop mechanisms, like the EI Climate Change Education Ambition Report Card, to

hold local, national, regional, and global decision makers accountable for CCE policy and implementation.

Meanwhile, COSATU has welcomed President Ramaphosa's announcement of 'Just Transition financial support for Eskom to the value of R130 billion. This is positive news for Eskom and an economy that is in need of a stimulus.'

COSATU General Secretary, Bheki Ntshali alluded that 'Securing this funding is a key pillar of the Eskom Social Compact drafted by COSATU and adopted at Nedlac by government and social partners. This will benefit workers and communities whose livelihoods are at risk in our coal mining and energy sectors. COSATU's welcomes this badly needed injection as it will inject R130 billion into an economy in deep recession and in desperate need of every bit of stimuli. It will assist Eskom to invest in new energy generation capacity.

This is critical as third of Eskom's generation capacity will reach the end of its life span by 2030 and the power utility does not have sufficient funds at its disposal. An additional energy generation capacity is critical in saving our limping economy. This investment will provide funding and support for just transition initiatives for workers and communities whose livelihoods

are at risk. This hopefully will be used to benefit coal mining and energy workers, including communities in Mpumalanga whose towns and economies revolve around these aging power stations and mines.

We simply cannot afford to lose a single job when unemployment has pushed past 44%, nor can we allow communities to become lifeless ghost towns. This should also assist Eskom in reducing its unsustainable debt burden of R400 billion to a more manageable level. Whilst COSATU welcomes this announcement, the Federation will be engaging further with the government to ensure that its just transition commitments are honoured and that no worker or community will be left behind. The key to ensuring an inclusive just transition is to create decent work and economic opportunities in the affected communities of Mpumalanga and elsewhere.

This should include Eskom entering the renewable energy space as an owner of generation capacity. It must include building local manufacturing capacity for renewable energy technology. All new energy construction investments must be required to only utilise locally produced materials. If successful, it can help to lay the foundations for just transition plans in other sectors of the economy.'

COP26 GLASGOW PARTICIPANTS agreeable to Climate Budget

‘Mother Earth has given us everything, but we are destroying her. Indigenous people protect more than 80% of the world biodiversity. Their knowledge is vital in our fight against climate change’



COSATU participated in the COP26 Climate Change Negotiations at Glasgow, Scotland

During the Month of November, more than 145 countries gathered at Glasgow in Scotland argued that with 68% of the global population living in cities by 2050, it is vital that all nations build a sustainable and resilient future by protecting the earth. Climate Change is ignored by all could push over 100 million people into poverty by 2030.

All citizens of the world have an opportunity and a responsibility to prevent this to happen.

Countries negotiating in Glasgow must deliver on climate ambition while safeguarding and protecting human rights, including labour rights and campaign jointly for a Just Transition. Many negotiators from labour

envisaged that all countries must focus more on massive forest restoration, sustainable agroprocessing and promoting opportunities to leapfrog from energy poverty towards renewables in a manner that is based on Just Transition principles and respect for social dialogue.

Many participants argued that road transport accounts for 17% of global emissions and its emissions are rising faster than other sectors. They argued that all nations must speed up moves and sustainable interventions to move to zero emission vehicles. And decarbonizing the transport sectors is an integral part of the solution of net-zero emissions by 2050.

Marchers during the sessions

outside on the streets argued that awareness must be raised of the disproportionate impact of climate change on women and girls around the world. They argued it is women who are forced to fetch wood in the fields. It is women and girls who are forced to carry buckets to fetch water from dangerous wells and therefore subjected to all sorts of abuses.

Discussions ensued with many arguing that 'to achieve the dramatic reductions of global emissions that are required in this decade, we must join forces to accelerate the deployment of clean technologies as of today'.

Trade union federation at COP26 argued that 'trade unions have the skills and knowledge to work with

various governments to create decent jobs on a healthy planet by campaigning for a Just Transition. We need to call on government to invest a total of \$208 billion needed cash each year to improve, to expand and electrify public transport so that we may bring emissions down rapidly while creating much needed jobs.'

'it is imperative that all parties in the COP26 negotiations look beyond individual interests and work in the spirit of true multilateralism towards the common goal of combating and overcoming the current climate change crisis.

'It's a win-win situation'.

COSATU's Position Paper on the COP26 Negotiations hinted first

that 'the ecological crisis of climate change looms as a threat to livelihoods and well-being. The climate crises will have significant impacts on: Rising temperatures, water scarcity, increased extreme weather events, the number and frequency of pests increases, Reduced biodiversity and rising sea levels. Some of these impacts are already being felt in South Africa. Workers shared experiences of droughts and severe weather events like storms that have resulted in job losses and business closures. In many cases it is workers who bear the burden of these kinds of events, as business owners are able to claim from insurance and often decide to retrench workers. These impacts will be experienced differently across sectors therefore, the just transition must be economy-wide. COP26 is dubbed the COP for increased ambition. Most countries participating in this year's conference will have tabled the nationally determined contributions, and will determine targets to reduce fossil fuel emissions. Adaptation financing by the developed world is an important development to watch in cop 26 as the United States re-joins the climate negotiations.'

1. COSATU COP26 Priorities

- Climate ambition with Just Transition: raise climate ambition with Just Transition policies and measures in enhanced NDCs.
- Human and labour rights: implement inclusive climate policies that respect and promote human and labour rights.
- Climate finance: provide climate finance to decarbonise the Global South.
- Industry policy and investment: implement strong industrial policies and investment plans underpinning the transition to zero-emission economies.

The COP26 in Glasgow must deliver on the needs of the world and make major steps forward with implementing ambitious climate policies. 2021 is the year for governments to align climate, economic, social, and labour demands. In addition to having the US government back at the table, we need a renewed energy by all governments in multilateral cooperation as the only way to tackle the climate emergency effectively and efficiently.

Countries must increase their ambition, setting new, stronger NDCs (nationally determined contributions).

Many NDCs are falling short of the objectives of the Paris Agreement. Putting Just Transition at the heart of all climate policies is the only way to raise ambition. Investing in climate action can deliver good jobs and livelihoods for everyone.

Labour rights are human rights. They are central to our Just Transition demands and need to be integrated in all aspects of the UNFCCC negotiations. Dealing with the climate emergency is an opportunity to create good and decent jobs.

This means that policymakers not only need to talk about the jobs that will be created, but they also need to engage with the organisations that represent workers in order to guarantee that labour rights are respected and decent work opportunities are created. This includes access to training and social protection guarantees for workers whose jobs are negatively impacted by the transition. Employment plans need to be a foundation of climate plans.

Access to finance and technology transfer for developing countries is essential to address climate change. Financing cannot become another form of indebtedness for the countries of the Global South and access to technology a new form of dependency. The commitments of developed countries must be effective and based on dialogue, respecting the autonomy of countries to define their policies.

COP26 cannot ignore the systemic flaws of our current economic model, which jeopardises any effective climate policy. Providing climate finance should focus on changing the production and consumption model, not only on decarbonisation.

Carbon capture projects should not put additional burdens on countries in the Global South through practices of land grabbing or the privatisation of public spaces for BECCS. The same reservation needs to be applied to 'nature-based solutions' that are implemented as carbon-offsetting projects.

Climate actions should in no way worsen the ongoing erosion of biodiversity.

The global labour movement welcomes genuine nature-based solutions that combine climate with biodiversity protection (such as

mangrove and wetlands restoration), stop deforestation and promote reforestation. These projects are opportunities to create decent, formal, secure, quality green jobs.

2. South Africa's Nationally Determined Contributions

The Congress of South African Trade Unions (COSATU) is one of the key social partners in South Africa representing employees from different sectors. It continuously deals with issues surrounding and concerning employee well-being and equity, these issues do not only affect employees but their families and the society in its entirety. COSATU represents employee's interests in the National Economic Development and Labour Council (NEDLAC), at the International Labour Organisation (ILO) and other professional bodies in the economy who are involved in making decisions that consequently have an impact on employees.

It is clear from the mandate provided by the Department of Forestry and Fisheries that South Africa is actively working towards compliance with the Paris Agreement. Taking into account the Talanoa dialogue that communicated the long-term goals for NDCs as a federation we do believe and agree that ambition is also required in the implementation of NDC goals, however the Ambition cannot out run the mechanisms to achieve a just transition to eradicate poverty, inequality and unemployment.

The covid-19 pandemic has exacerbated the challenges faced by the country and economy, social partners are coming together to ensure change in the economy through planning and goal setting for job creation post covid.

The electricity supply chain having the highest GHG emissions will be the first to face change, they provide a high percentage of employment in the country and the NDC will bring a lot of uncertainty with job security which might cause panic in the communities and possibly create labour unrest as employees and affected parties might feel excluded, therefore all employees in the sector should undergo skills training and development to create a harmonious and inclusive change ensuring more job opportunities for the society that will bring about economic development.

In order for South Africa to reach the global target of low carbon emissions time is of the essence, especially considering the effects of covid-19 to the unemployment rate and poverty. Mitigation goals are dependent on support expected according to the Paris Agreement which considers this country as a developing country and therefore qualifying for financial assistance from the agreed developed countries and constituents in order to achieve those goals and implement the changes required.

The NDC must follow a balanced approach: ambition and the just transition must take place simultaneously. Labour agrees with the need for an ambitious NDC, however the need for ambition must be balanced with the livelihoods of workers and the poor.

An ambitious NDC cannot out way the need for fair redistribution and equity

South Africa and its vast challenges must COSATU in line with its resolutions adopted at the 13th national congress would prefer a balanced approach in which coal and other energy sources provide the requisite base load for the grid. In the event of decommissioning.

The decommissioning of Eskom plants without a just transition for the workers has been an issue of contention within the trade union movement. It is clear that climate change is happening.

The water crisis impacting upon half of South Africa is sufficient proof. Pollution decimating the health of thousands of coal workers in Mpumalanga and Limpopo is enough to demand we change our economic model.

The recently released United Nations report warns that the planet is running out of time to reduce climate change before the damage is irrevocable.

It is clear we need to transition.

COSATU's demand is for that transition to be just. It must take into account the need to both save and create thousands of jobs. It must take into account the massive impact upon communities built around and dependent upon coal mines and energy plants.

It is not enough to simply create jobs at solar farms in the Northern Cape, which are greatly supported, but not to have a plan to re-skill and absorb the thousands of coal and energy workers in Mpumalanga and Limpopo. ■



COP26 wraps Climate Change negotiations at Glasgow

International Labour Federation delegates at COP26 at Glasgow, Scotland

Around November 13, 2021 world leaders, various parties and organizations were expected by all climate change activists and citizens to have wrapped the negotiations at the Congress of the Parties [COP] to save the earth at Scotland.

All participants acknowledged that 'climate change is a common concern of humankind, Parties should, when taking action to address climate change, respect, promote and consider their respective obligations on human rights, the right to health, the rights of indigenous peoples, local communities, migrants, children, persons with disabilities and people in vulnerable situations and the right to development, as well as gender equality, empowerment of women and intergenerational equity'.

'We came to Glasgow with the goal of bringing the leadership of non-state actors to support enhanced ambition from governments and accelerate action toward the goals of the Paris Agreement.

'We believe that while there is still a gap that needs to be urgently closed, we have seen many signs of progress, from leading countries and from non-state actors in all sectors. If implemented faithfully these actions will deliver progress in meaningful ways across the three pillars of Paris: mitigation, adaptation and finance. Glasgow has not guaranteed 1.5°C, but it has kept the prospect of achieving it alive. The Glasgow Climate Pact has put science, nature and urgency front and centre, and galvanized global efforts behind 1.5°C, with a focus on the 45% emissions cuts needed this decade. It has also called for doubling

adaptation finance and acknowledged the importance of addressing loss and damage, an initial step forward for the most climate-vulnerable communities'. -Gonzalo Munoz and Nigel Topping, UN High Level Climate Action Champions for Chile's COP26 and the UK's COP26 Climate Summits

Alok Sharma, COP26 President in his concluding remarks said 'I am really pleased that this has been delivered. It is down to the hard work of the UK team; the hard work of all the Parties; the great cooperation that we have seen from all negotiators, and from all ministers; and right at the start of the summit, world leaders came out and set out what they wanted delivered out of this event.

I would say, however, that this is a fragile win. We have kept 1.5 alive. That was our overarching objective when we set off on this journey two

years ago, taking on the role of the COP presidency-designate. What this will be judged on, is not just the fact that countries have signed up, but on whether they meet and deliver on the commitments.'

COP26 Goals were as follows; 1. Secure global net zero by mid-century and keep 1.5 degrees within reach

Countries are being asked to come forward with ambitious 2030 emissions reductions targets that align with reaching net zero by the middle of the century.

To deliver on these stretching targets, countries will need to:

- accelerate the phase-out of coal
- curtail deforestation
- speed up the switch to electric vehicles
- encourage investment in renewables.

2. Adapt to protect communities and natural habitats

The climate is already changing and it will continue to change even as we reduce emissions, with devastating effects.

At COP26 we need to work together to enable and encourage countries affected by climate change to:

- protect and restore ecosystems
- build defences, warning systems and resilient infrastructure and agriculture to avoid loss of homes, livelihoods and even lives

3. Mobilise finance

To deliver on our first two goals, developed countries must make good on their promise to mobilise at least \$100bn in climate finance per year by 2020. International financial institutions must play their part and we need work towards unleashing the trillions in private and public sector finance required to secure global net zero.

4. Work together to deliver

We can only rise to the challenges of the climate crisis by working together.

At COP26 we must:

- finalise the Paris Rulebook (the detailed rules that make the Paris Agreement operational)
- accelerate action to tackle the climate crisis through collaboration between governments, businesses and civil society.

More parties engaged vigorously on how to agree on issues such as Climate Budget and the Glasgow Climate Pact was a steppingstone towards preparations for the COP27 scheduled to take on the African soil, in Egypt in 2022.

Glasgow Climate Pact

The Conference of the Parties, Recalling decisions 1/CP.19, 1/CP.20, 1/CP.21, 1/CP.22, 1/CP.23, 1/CP.24 and 1/CP.25, Noting decisions 1/CMP.16 and 1/CMA.3,

Recognizing the role of multilateralism and the Convention, including its processes and principles, and the importance of international cooperation in addressing climate change and its impacts, in the context of sustainable development and efforts to eradicate poverty,

Acknowledging the devastating impacts of the coronavirus disease 2019 pandemic and the importance of ensuring a sustainable, resilient and inclusive global recovery, showing solidarity particularly with developing

country Parties,

Recognizing the important advances made through the UNFCCC multilateral process since 1994, including in the context of the Convention, the Kyoto Protocol and the Paris Agreement,

Acknowledging that climate change is a common concern of humankind, Parties should, when taking action to address climate change, respect, promote and consider their respective obligations on human rights, the right to health, the rights of indigenous peoples, local communities, migrants, children, persons with disabilities and people in vulnerable situations and the right to development, as well as gender equality, empowerment of women and intergenerational equity,

Noting the importance of ensuring the integrity of all ecosystems, including in forests, the ocean and the cryosphere, and the protection of biodiversity, recognized by some cultures as Mother Earth, and also noting the importance for some of the concept of 'climate justice', when taking action to address climate change,

Expressing appreciation to the Heads of State and Government who participated in the World Leaders Summit in Glasgow and for the increased targets and actions announced and the commitments made to work together and with non-Party stakeholders to accelerate sectoral action by 2030,

Recognizing the important role of indigenous peoples, local communities and civil society, including youth and children, in addressing and responding to climate change, and highlighting the urgent need for multilevel and cooperative action.

Recognizing the interlinked global crises of climate change and biodiversity loss, and the critical role of protecting, conserving and restoring nature and ecosystems in delivering benefits for climate adaptation and mitigation, while ensuring social and environmental safeguards.

I. Science and urgency

1. Recognizes the importance of the best available science for effective climate action and policymaking;
2. Welcomes the contribution of Working Group I to the Intergovernmental Panel on Climate Change Sixth Assessment Report¹ and the recent global and regional reports on the state of the climate

from the World Meteorological Organization, and invites the Intergovernmental Panel on Climate Change to present its forthcoming reports to the Subsidiary Body for Scientific and Technological Advice in 2022;

3. Expresses alarm and utmost concern that human activities have caused around 1.1 °C of global warming to date and that impacts are already being felt in every region;
4. Stresses the urgency of enhancing ambition and action in relation to mitigation adaptation and finance in this critical decade to address gaps between current efforts and pathways in pursuit of the ultimate objective of the Convention and its long-term global goal;

II. Adaptation

5. Notes with serious concern the findings from the contribution of Working Group I to the Intergovernmental Panel on Climate Change Sixth Assessment Report, including that climate and weather extremes and their adverse impacts on people and nature will continue to increase with every additional increment of rising temperatures;
6. Emphasizes the urgency of scaling up action and support, including finance, capacitybuilding and technology transfer, to enhance adaptive capacity, strengthen resilience and reduce vulnerability to climate change in line with the best available science, taking into account the priorities and needs of developing country Parties;
7. Welcomes the national adaptation plans submitted to date, which enhance the understanding and implementation of adaptation actions and priorities;
8. Urges Parties to further integrate adaptation into local, national and regional planning;
9. Invites the Intergovernmental Panel on Climate Change to present to the Conference of the Parties at its twenty-seventh session (November 2022) the findings from the contribution of Working Group II to its Sixth Assessment Report, including those relevant to assessing

adaptation needs, and calls upon the research community to further the understanding of global, regional and local impacts of climate change, response options and adaptation needs;

III. Adaptation finance

10. Notes with concern that the current provision of climate finance for adaptation remains insufficient to respond to worsening climate change impacts in developing country Parties;
11. Urges developed country Parties to urgently and significantly scale up their provision of climate finance, technology transfer and capacity-building for adaptation so as to respond to the needs of developing country Parties as part of a global effort, including for the formulation and implementation of national adaptation plans;
12. Recognizes the importance of the adequacy and predictability of adaptation finance, including the value of the Adaptation Fund in delivering dedicated support for adaptation;
13. Welcomes the recent pledges made by many developed country Parties to increase their provision of climate finance to support adaptation in developing country Parties in response to their growing needs, including contributions made to the Adaptation Fund and the Least Developed Countries Fund, which represent significant progress compared with previous efforts;
14. Calls upon multilateral development banks, other financial institutions and the private sector to enhance finance mobilization in order to deliver the scale of resources needed to achieve climate plans, particularly for adaptation, and encourages Parties to continue to explore innovative approaches and instruments for mobilizing finance for adaptation from private sources;

IV. Mitigation

15. Reaffirms the long-term global goal to hold the increase in the global average temperature to well below 2 °C above pre-industrial levels and to pursue efforts to limit the temperature

- increase to 1.5 °C above pre-industrial levels, recognizing that this would significantly reduce the risks and impacts of climate change;
16. Recognizes that the impacts of climate change will be much lower at the temperature increase of 1.5 °C compared with 2 °C, and resolves to pursue efforts to limit the temperature increase to 1.5 °C;
 17. Also recognizes that limiting global warming to 1.5 °C requires rapid, deep and sustained reductions in global greenhouse gas emissions, including reducing global carbon dioxide emissions by 45 per cent by 2030 relative to the 2010 level and to net zero around mid-century, as well as deep reductions in other greenhouse gases;
 18. Further recognizes that this requires accelerated action in this critical decade, on the basis of the best available scientific knowledge and equity, reflecting common but differentiated responsibilities and respective capabilities and in the context of sustainable development and efforts to eradicate poverty;
 19. Invites Parties to consider further actions to reduce by 2030 non-carbon dioxide greenhouse gas emissions, including methane;
 20. Calls upon Parties to accelerate the development, deployment and dissemination of technologies, and the adoption of policies, to transition towards low-emission energy systems, including by rapidly scaling up the deployment of clean power generation and energy efficiency measures, including accelerating efforts towards the phasedown of unabated coal power and phase-out of inefficient fossil fuel subsidies, while providing targeted support to the poorest and most vulnerable in line with national circumstances and recognizing the need for support towards a just transition;
 21. Emphasizes the importance of protecting, conserving and restoring nature and ecosystems, including forests and other terrestrial and marine ecosystems, to achieve the long-term global goal of the Convention by acting as sinks and reservoirs of greenhouse gases and protecting biodiversity, while ensuring social and environmental safeguards; V. Finance, technology transfer and capacity-building for mitigation and adaptation
 22. Urges developed country Parties to provide enhanced support, including through financial resources, technology transfer and capacity-building, to assist developing country Parties with respect to both mitigation and adaptation, in continuation of their existing obligations under the Convention, and encourages other Parties to provide or continue to provide such support voluntarily;
 23. Notes with concern the growing needs of developing country Parties, in particular due to the increasing impacts of climate change and increased indebtedness as a consequence of the coronavirus disease 2019 pandemic;
 24. Welcomes the first report on the determination of the needs of developing country Parties related to implementing the Convention and the Paris Agreement² and the fourth Biennial Assessment and Overview of Climate Finance Flows³ by the Standing Committee on Finance;
 25. Emphasizes the need to mobilize climate finance from all sources to reach the level needed to achieve the goals of the Paris Agreement, including significantly increasing support for developing country Parties, beyond USD 100 billion per year;
 26. sNotes with deep regret that the goal of developed country Parties to mobilize jointly USD 100 billion per year by 2020 in the context of meaningful mitigation actions and transparency on implementation has not yet been met, and welcomes the increased pledges made by many developed country Parties and the Climate Finance Delivery Plan: Meeting the US\$100 Billion Goal⁴ and the collective actions contained therein;
 27. Urges developed country Parties to fully deliver on the USD 100 billion goal urgently and through to 2025, and emphasizes the importance of transparency in the implementation of their pledges;
 28. Urges the operating entities of the Financial Mechanism, multilateral development banks and other financial institutions to further scale up investments in climate action, and calls for a continued increase in the scale and effectiveness of climate finance from all sources globally, including grants and other highly concessional forms of finance;
 29. Re-emphasizes the need for scaled-up financial resources to take into account the needs of those countries particularly vulnerable to the adverse effects of climate change, and in this regard encourages relevant multilateral institutions to consider how climate vulnerabilities should be reflected in the provision and mobilization of concessional financial resources and other forms of support, including special drawing rights;
 30. Emphasizes the challenges faced by many developing country Parties in accessing finance and encourages further efforts to enhance access to finance, including by the operating entities of the Financial Mechanism;
 31. Notes the specific concerns raised with regard to eligibility and ability to access concessional forms of climate finance, and re-emphasizes the importance of the provision of scaled-up financial resources, taking into account the needs of developing country Parties that are particularly vulnerable to the adverse effects of climate change;
 32. Encourages relevant providers of financial support to consider how vulnerability to the adverse effects of climate change could be reflected in the provision and mobilization of concessional financial resources and how they could simplify and enhance access to finance;
 33. Acknowledges the progress made on capacity-building, particularly in relation to enhancing the coherence and coordination of capacity-building activities towards the implementation of the Convention and the Paris Agreement;
 34. Recognizes the need to continue supporting developing country Parties in identifying and addressing both current and emerging capacity-building gaps and needs, and to catalyse climate action and solutions to respond;
 35. Welcomes the joint annual reports of the Technology Executive Committee and the Climate Technology Centre and Network for 2020 and 2021⁵ and invites the two bodies to strengthen their collaboration;
 36. Emphasizes the importance of strengthening cooperative action on technology development and transfer for the implementation of mitigation and adaptation action, including accelerating, encouraging and enabling innovation, and the importance of predictable, sustainable and adequate funding from diverse sources for the Technology Mechanism; VI. Loss and damage
 37. Acknowledges that climate change has already caused and will increasingly cause loss and damage and that, as temperatures rise, impacts from climate and weather extremes, as well as slow onset events, will pose an ever-greater social, economic and environmental threat;
 38. Also acknowledges the important role of a broad range of stakeholders at the local, national and regional level, including indigenous peoples and local communities, in averting, minimizing and addressing loss and damage associated with the adverse effects of climate change;
 39. Reiterates the urgency of scaling up action and support, as appropriate, including finance, technology transfer and capacity-building, for implementing approaches to averting, minimizing and addressing loss and damage associated with the adverse effects of climate change in developing country Parties that are particularly vulnerable to these effects;
 40. Urges developed country Parties, the operating entities of the Financial Mechanism, United Nations entities and intergovernmental organizations and other bilateral and multilateral institutions, including non-governmental organizations and private sources, to provide enhanced and additional support for activities addressing loss and damage associated with the adverse effects of climate change;
 41. Recognizes the importance of demand-driven technical assistance in building capacity to implement approaches to averting, minimizing and addressing loss and damage associated with the adverse effects of climate change;
 42. Welcomes the further operationalization of the Santiago network for averting, minimizing and addressing loss and damage

associated with the adverse effects of climate change, including the agreement on its functions and process for further developing its institutional arrangements;

43. Endorses paragraphs 67–70 and 73–74 of decision -/CMA.3; 6, 7
44. Acknowledges the importance of coherent action to respond to the scale of needs caused by the adverse impacts of climate change;
45. Resolves to strengthen partnerships between developing and developed countries, funds, technical agencies, civil society and communities to enhance understanding of how approaches to averting, minimizing and addressing loss and damage can be improved;

Implementation

46. Recalls that the round tables among Parties and non-Party stakeholders on pre-2020 implementation and ambition held in 2018, 2019 and 2020 helped to highlight and enhance understanding of the efforts of and challenges faced by Parties in relation to action and support in the pre-2020 period, as well as of the work of the constituted bodies in that period;
47. Strongly urges all Parties that have not yet done so to meet any outstanding pledges under the Convention as soon as possible;
48. Welcomes the action taken to unlock the potential for sectoral action to contribute to fulfilling and implementing national targets, particularly in emission-intensive sectors;
49. Recognizes the need to take into consideration the concerns of Parties with economies most affected by the impacts of response measures, particularly developing country Parties, in line with Article 4, paragraphs 8 and 10, of the Convention;
50. sAlso recognizes the importance of protecting, conserving and restoring ecosystems to deliver crucial services, including acting as sinks and reservoirs of greenhouse gases, reducing vulnerability to climate change impacts and supporting sustainable livelihoods, including for indigenous peoples and local communities;
51. Encourages Parties to take an integrated approach to addressing

the issues referred to in paragraph 50 above in national and local policy and planning decisions;

52. Recognizes the need to ensure just transitions that promote sustainable development and eradication of poverty, and the creation of decent work and quality jobs, including through making financial flows consistent with a pathway towards low greenhouse gas emission and climate-resilient development, including through deployment and transfer of technology, and provision of support to developing country Parties; VIII. Collaboration
53. Recognizes the importance of international collaboration on innovative climate action, including technological advancement, across all actors of society, sectors and regions, in contributing to progress towards the objective of the Convention and the goals of the Paris Agreement;
54. Recalls Article 3, paragraph 5, of the Convention and the importance of cooperation to address climate change and support sustainable economic growth and development;
55. Recognizes the important role of non-Party stakeholders, including civil society, indigenous peoples, local communities, youth, children, local and regional governments and other stakeholders, in contributing to progress towards the objective of the Convention and the goals of the Paris Agreement;
56. Welcomes the improvement of the Marrakech Partnership for Global Climate Action⁸ for enhancing ambition, the leadership and actions of the high-level champions, and the work of the secretariat on the Non-state Actor Zone for Climate Action platform to support accountability and track progress of voluntary initiatives;
57. Also welcomes the high-level communiqué⁹ on the regional climate weeks and encourages the continuation of regional climate weeks where Parties and non-Party stakeholders can strengthen their credible and durable response to climate change at the regional level;
58. Further welcomes the informal summary reports by the Chair of the Subsidiary Body for Scientific and Technological Advice on the ocean and climate change dialogue to consider how to strengthen

adaptation and mitigation action and on the dialogue on the relationship between land and climate change adaptation related matters;

59. Invites Parties to submit views on how to enhance climate action on land under the existing UNFCCC programmes and activities in paragraph 75 of the report on the dialogue on the relationship between land and climate change adaptation related matters referred to in paragraph 58 above, and requests the Chair of the Subsidiary Body for Scientific and Technological Advice to prepare an informal summary report thereon and make it available to the Conference of the Parties at its twenty-seventh session;
60. Invites the relevant work programmes and constituted bodies under the UNFCCC to consider how to integrate and strengthen ocean-based action in their existing mandates and workplans and to report on these activities within the existing reporting processes, as appropriate;
61. Also invites the Chair of the Subsidiary Body for Scientific and Technological Advice to hold an annual dialogue, starting at the fifty-sixth session of the Subsidiary Body for Scientific and Technological Advice (June 2022), to strengthen ocean-based action and to prepare an informal summary report thereon and make it available to the Conference of the Parties at its subsequent session;
62. Urges Parties to swiftly begin implementing the Glasgow work programme on Action for Climate Empowerment, respecting, promoting and considering their respective obligations on human rights, as well as gender equality and empowerment of women;
63. Expresses appreciation for the outcomes of the sixteenth Conference of Youth, organized by the constituency of children and youth non-governmental organizations and held in Glasgow in October 2021, and the “Youth4Climate2021: Driving Ambition” event hosted by Italy in Milan, Italy, in September 2021;
64. Urges Parties and stakeholders to ensure meaningful youth participation and representation in multilateral, national and local

decision-making processes, including under the Convention and the Paris Agreement;

65. Invites future Presidencies of the Conference of the Parties, with the support of the secretariat, to facilitate the organization of an annual youth-led climate forum for dialogue between Parties and youth in collaboration with the UNFCCC children and youth constituency and other youth organizations with a view to contributing to the implementation of the Glasgow work programme on Action for Climate Empowerment;
66. Emphasizes the important role of indigenous peoples’ and local communities’ culture and knowledge in effective action on climate change, and urges Parties to actively involve indigenous peoples and local communities in designing and implementing climate action and to engage with the second three-year workplan for implementing the functions of the Local Communities and Indigenous Peoples Platform, for 2022–2024;
67. Expresses its recognition for the important role the observer organizations play, including the nine non-governmental organization constituencies, in sharing their knowledge, and their calls to see ambitious action to meet the objectives of the Convention and collaborating with Parties to that end;
68. Encourages Parties to increase the full, meaningful and equal participation of women in climate action and to ensure gender-responsive implementation and means of implementation, which are vital for raising ambition and achieving climate goals;
69. Calls upon Parties to strengthen their implementation of the enhanced Lima work programme on gender and its gender action plan; 10
70. Takes note of the estimated budgetary implications of the activities to be undertaken by the secretariat referred to in this decision;
71. Requests that the actions of the secretariat called for in this decision be undertaken subject to the availability of financial resources.■



SOUTH AFRICA welcomes the outcomes of the UNFCCC's COP 26 CMP16/CMA3

Minister of Forestry, Fisheries and the Environment, Ms Barbara Creecy outlines COP26 Climate Change Summit Outcomes

South Africa welcomes the outcomes of the recently concluded Glasgow Climate Conference (COP26/CMP16/CMA3), which provide Parties with a firm basis for the full and effective implementation of the United Nations Framework Convention on Climate Change and its Paris Agreement.

The international community has united behind a shared objective to inject a greater sense of urgency to address the global climate crisis and to do so on the basis of international equity and latest available science.

The concluded Paris Agreement Work Programme will assist Parties to fully implement the Paris Agreement, in the context of a Just Transition and Sustainable Development, leaving no one left behind.

The complex Glasgow package outcome strikes the right balance to accommodate the very different national circumstances and capacities amongst nearly two hundred Parties, so that all are enabled and empowered to contribute their fair share and to enhance their climate ambition.

Leader of the delegation to COP26, Barbara Creecy, Minister of Forestry, Fisheries and the Environment, expressed South Africa's congratulations to the United Kingdom for the successful hosting of COP26 in very challenging circumstances in the midst of the global COVID-19 pandemic, as well as her appreciation to President Ramaphosa and other Cabinet colleagues for their guidance and support to the delegation and to all members of the multi-stakeholder Team South Africa for their

outstanding work at COP26.

"COP26 sets the international community on the right track to addressing the existential challenge of climate change. For the first time the Governing Bodies of the Convention and Paris Agreement have agreed to the importance of supporting developing countries in financing Just Transition elements of their climate actions, and to support the implementation of Just Transitions that promote sustainable development and the eradication of poverty, the creation of decent work and quality jobs", said Minister Creecy.

The Glasgow Climate Conference, with its multiple layers of political and technical meetings and side processes, sends a powerful signal of the need to restore the balance with nature, whilst also benefiting from the development,

poverty eradication and job creation opportunities associated with the transition towards a low emissions future. It signals the need to act - and to act now - to keep alive a shared objective to keep a global aggregate temperature increase of 1,5 degrees and further assist Parties with their efforts to address adaptation to climate change and the loss and damage associated with its impacts.

For South Africa the main priorities, as mandated by Cabinet ahead of COP26, were to secure an ambitious and progressive finance and adaptation package to support African and other developing countries, as well as to complete the Paris Agreement Work Programme.

The key technical work included setting up carbon markets, an enhanced transparency framework and agreeing on common time

frames for the Nationally Determined Contributions of Parties to the Paris Agreement. These over-arching objectives have been met.

Parties have agreed to work towards limiting the aggregate global temperature increase to 1.5 degrees and to align their Nationally Determined Contributions to this objective, as South Africa has already done through the submission of its enhanced NDC ahead of COP26.

In this regard, an annual mitigation ambition work program has been established, coupled with ministerial roundtables, to assess progress on implementation. Parties are encouraged to review their NDCs at any time, in line with Article 4.11 of the Paris Agreement. Parties are also asked to update on a regular basis their long-term low emissions development strategy and the UNFCCC Secretariat will provide a synthesis report on these strategies and NDCs on an annual basis.

A two-year work programme has been agreed to operationalise the Global Goal on Adaptation under the CMA, as the governing body of the Paris Agreement.

The deliberations on a new collective global goal on climate finance support for developing countries have been initiated. The agenda item on long time finance for developing countries, which was to have ended at COP26, will continue under the Convention until 2027, with a specific focus on reviewing and monitoring the US\$ 100 billion per annum goal from 2021 until 2025.

A platform has been set up to address both the Just Transition and alignment of financial flows, consistent with a pathway towards a low greenhouse gas emission future and climate resilient development. This should assist in directing finances towards the achievement of climate imperatives, without compromising

the other sustainable development imperatives of developing countries.

An additional \$300 million has been pledged by developed countries for the Least Developed Country Fund and \$450 million towards the Adaptation Fund. Dedicated climate finance to the Global Environment Facility (GEF) will be increased.

After six years of intense and difficult technical discussions, there is agreement on the establishment of carbon markets under Article 6 of the Paris Agreement. This includes measures to avoid double counting and ensure environmental integrity, resolving the question of corresponding adjustments for non-NDC activities, as well as a compromise involving the transfer of limited credits from the 2013 to 2020 period into the new markets.

Africa's key requirement of using the markets to secure a predictable and at-scale source of funding for adaptation is partly accommodated

through a voluntary share of proceeds contribution to the Adaptation Fund from the Article 6.2 mechanism and reporting under the enhanced transparency framework.

Parties have agreed on a 5-year common time frame for the implementation of the Nationally Determined Contribution starting in 2031. This is an effort to address the complexities of aggregating the collective impact of NDCs that are currently addressing different time periods.

We have also concluded the tables for reporting action and support under the enhanced transparency framework in line with our mandate.

The unresolved issue of the recognition of Africa's Special Needs and Circumstances is kept alive for substantive discussion at the African COP27, to be hosted by Egypt in Sharm el-Sheikh next year.

NEHAWU concludes its 12th National Congress at Boksburg

The National Education, Health and Allied Workers' Union [NEHAWU] concluded its 12th National Congress which was held under the theme "Strengthen Workplace Organisation to Defend Collective Bargaining, Deepen Class Consciousness and Advance Internationalism" at Birchwood Hotel, Boksburg, Gauteng on November 2021. Zola Saphetha, NEHAWU General Secretary said 'Over 594 delegates representing 279 465 members attended the 12th national congress to assess progress made in the implementation of its resolutions since the last congress that was held in 2017. Our congress took place during the centenary year of our vanguard party, the South African Communist Party [SACP] and as such during the congress, we held a befitting celebration to congratulate our vanguard party, the SACP for this historic milestone of 100 Years of Fighting for Socialism.' Saphetha emphasized that 'the national union celebrated 30 years as a class-oriented trade union with an internationalist character, a transformative union, and a fighting and militant trade union.'

'The congress adopted the reviewed Strategic Policy Framework [SPF]. The SPF is our main strategic perspective that explains our medium-term strategy and goals as they relate to our broad transformative objectives. The national union resolved to 'strengthen workplace organisation to defend collective bargaining, deepen class consciousness and advance internationalism.'

Saphetha said 'The congress agreed that the world is currently confronted by complex and difficult challenges that affirm the inability of capitalism both structural and systemic, to respond to the same crisis it perpetually creates. Capitalism as a system has ran its course and this further solidifies the case for the advancement of a socialist cause. The congress noted the developments globally as well as on our continent and expressed the imperatives of the international working class solidarity and to strengthen relations with our sister unions as part of advancing internationalism. On the national political situation, the final analysis of

our 12th National Congress was that our National Democratic Revolution has reached a point of stagnation and there's a concerted and deliberate agenda to derail the NDR from achieving its strategic objectives and at the centre of this stagnation is the ideological direction of our NDR.'

NEHAWU 12th National Congress, amongst others, resolved [that];

- To consolidate its leadership position over the NDR by deepening its position through ideological struggle and build its hegemony to take a primary charge of the NDR.
- The 12th National Congress resolved that working class must reject and oppose the dominant Neoliberal perspective and narrow nationalistic interests that seek to derail the NDR.
- The Congress called on to its federation, COSATU, and our vanguard party, SACP, to move with speed in practicalising the joint commitment to building the Left Popular Front to lead struggles of the working class and rural masses for land, housing, water, sanitation, basic income grant and the general service delivery struggles and also strengthen the leading role of working class women in the struggle against patriarchy and gender-based violence and against crime in general.
- The Congress resolved on the urgent need for the union to campaign for a developmental state that is fundamental based on a progressive model of development capable of driving our transformational agenda which amongst others includes; changing the semi-colonial economic structure, change the neo-liberal economic trajectory, and develop a systematic



The 12th NEHAWU Congress represented a historic moment for the union-Officially launched NEHAWU history book titled: "In the Belly of the Beast"

central planning to coordinated government action around economic priorities that would enhance economic growth and socioeconomic development around a medium-term plan.

- The 12th National Congress strongly rejected any attempts of agencification, unbundling, privatisation, of

ESKOM and other state entities and has called for rolling mass-actions and the establishment of anti-privatisation broad front.

- The Congress mandated the union to continue working hard to transform the healthcare and post-education school sectors.
- The 12th National Congress resolved in strengthening workplace organisation and remain a central focus for the national union in light of the total onslaught on collective bargaining and workers' rights by the government and employer across the sectors that we organise.
- The 12th National Congress resolved to send out a clear message to government that the union remain resolute in its rejection of the petty allowances in substitution for a real wage increase. The union will fight to reduce the rate of exploitation and to improve the conditions of service for the members and public service workers in general.
- The 12th National Congress resolved and mandated the national union to convene a National Bargaining and Organising Conference next year 2022 in order to develop and review its bargaining and organising strategies in the midst of a rapidly changing terrain of trade union work.
- The 12th National Congress resolved to strengthen the workplace organisation and to be capable of representing the interests

and aspirations of members at the level of the workplace, education and training shall be at the centre of the union by educating, training and building the capacity of our shopstewards in order to be able to represent and defend members at the workplace.

- The 12th National Congress resolved to establish a dedicated recruitment campaign in order to close ranks and defend its base.
- The 12th National Congress resolved to resuscitate its war room as a permanent feature to coordinate recruitment and servicing campaign – satisfy members in our fold in search of those who are outside our fold.
- The 12th National Congress resolved to continue to reach out to all the COSATU public service unions to ensure that the Joint Mandating Committee [JMC] retains its proper character as both a collaborative platform for the consolidation of our bargaining demands and for the coordination of our public service mass action campaigns.

'Our union emerged from the 12th National Congress more united and determined to implement its programme of action guided by the battle cry of "strengthen workplace organisation to defend collective bargaining, deepen class consciousness and advance internationalism", concluded Saphetha. The Congress comes every four years as the highest decision-making body of the union and assigned with the powers to adopt new policies, resolutions and also elect new National Office Bearers [NOBs].

The newly elected National Office Bearers of NEHAWU are as follows:

- President – Cde Michael Shingange
- 1st Deputy President – Cde Nyameka Macanda
- 2nd Deputy President – Cde Patrick Makhafane
- National Treasurer – Cde Kgomo Makhupola
- General Secretary – Cde Zola Saphetha
- Deputy General Secretary – Cde December Mavuso

POPCRU CELEBRATES 32ND ANNIVERSARY

‘It is therefore important to understand our history in order to allow us to understand our present, and put us in a better position to design, shape and construct our future’ - POPCRU

The Police and Prisons Civil Rights Union (POPCRU) was established on the 5th of November 1989 at Cape Town, Western Cape by a cohort of police officers, correctional service officials who rejected the discriminatory system of apartheid. Later the union recruited traffic officials, civil servants serving in the law enforcement agencies. This year, 2021, the union celebrates 32nd Anniversary!

POPCRU President Zizamele Cebekhulu said ‘POPCRU has been mobilising, organising and leading workers’ struggles within the criminal justice cluster for better conditions of employment and civil rights. This important milestone has been achieved mainly due to the understanding that the difficulties of organising and leading people from vastly different backgrounds and world-views whom, in their diversity, recognised the need to work and act in unison for the greater good, hence our motto “Justice for All.”

The union has been a breath of fresh air by strengthening the progressive trade union movement at the time and representing a constituency that was discriminated against simply because of its skin pigmentation.’ On the streets of Strand, and other areas across Transvaal, Natal, Orange Free State during the inception years when POPCRU was established, a declaration was made that;

“We, the members and employees of the South African Police Services, Correctional Services and Traffic Services, recognise the civil and basic human rights of all people in South Africa including those employed in the services of South African Police Services, Correctional Services and the Traffic Department. We recognise

further that such basic human rights are fundamental rights worthy of enhancement and protection, and we are as such committed to the creation and development of a security establishment, which is the just expression of the will of the people. A system which will reflect co-operation between our members and the community in an effort to truly serve and protect all members of our society.”

The above declaration has become part of the foundation of POPCRU’s existence and found its way into its supreme law- the constitution, and has been kept as part of POPCRU’s constitutional provision and has been one of the key guides to the union’s operations. This has also been the union’s firm commitment to cooperate and work with members of the community and other progressive minded sections of the community with the intention to build a security system that will protect and serve the interests of all South Africans.’

‘However, our 32nd anniversary also takes place at a time wherein our union as a representative of workers is facing upheavals, mainly through the now concerted efforts to undermine bargaining, but also from the current ongoing global pandemic which has brought about unparalleled devastation to the world, and more so to workers through the loss of jobs. This has been worsened by the fact that there are high levels of inequality and extreme poverty, all as a result of the imperialist policies of neoliberal globalisation’, declares POPCRU leadership

‘Our last CEC held in September 2021 took into consideration the consistent attempts to deregulate the working relations environment on the system of collective bargaining, wage determination and the erosion of conditions of service. These are well-

coordinated campaigns with a clear agenda to weaken and get rid of public sector unions, and when it comes to defending workers, we will do our utmost best to fend off these attempts. POPCRU will never allow what has been won democratically by workers to be taken by authoritarian, undemocratic means; we stick to our position that wage agreements reached by parties in the bargaining councils remain sacrosanct. At all times, we shall remain resolute in the defence of our members’ benefits and their livelihoods. For some time government has been courting war with workers and we are content that, if needs be, wish shall be granted. Such actions by the government are a direct attack on collective bargaining which will never be accepted. Collective agreement must be implemented to its logical conclusion without any contamination of any form.

POPCRU remains committed to the goal of creating a South Africa in which all of us can experience an ever-improving quality of life, where equal human rights are a norm and where access to opportunities that the democratic breakthrough has brought us is a given. As we commemorate our 32nd anniversary, we remember the many of our members who have lost their lives to the Covid-19 pandemic, and those who have fallen victim to the hands of criminal activities which has seen the killing of our police officers. Initiatives are underway to get to the bottom of these challenges, and we further call on our government to achieve a single policing service as per the republic’s constitutional imperative.’

Over the years, POPCRU has resolved in various Congresses to achieve some strides which the union is proud of;

- To promote a positive organisational image and improve the relationship between the membership and the

wider community in a democratic South Africa in order to enjoy the confidence and co-operation of the society they serve.

- POPCRU dedicated itself and its membership to the establishment of a security service free of all discrimination, racial bias, sexism, repression or any other form of discrimination and to the establishment of an impartial and effective service.
- The union membership resolved in this sector to ensure that job security is promoted and that member’s labour rights are protected at all times, and as a civil rights union, POPCRU has always been inclined to be engaged in the civil rights of its membership.
- Over the years, we have played a huge role in the establishment of bargaining councils, and got involved in the incorporation of the National Negotiating Forum (NNF) into a newly established Safety and Security Sectoral Bargaining Council (SSSBC), and ultimately realised the separation of bargaining chambers when in 1999 there was a Public Service Coordinating Bargaining Council (PSCBC) resolution 10/99 which established the General Public Service Sector Bargaining Council (GPSSBC).
- We have also established working relations with policing unions across the SADC region and beyond, and are sharing experiences and in good relations with many others across the globe.

As we celebrate this 32nd Anniversary, let us stand together and defend our hard won gains.

Let us keep the fire burning!

SADTU celebrates World Teachers' Day



SADTU provinces celebrating World Teachers' Day on October 5

The South African Democratic Teachers' Union (SADTU) joined millions of educators across the globe to celebrate World Teachers' Day on October 5. All these celebrations coincided with the celebrations of the 31st Anniversary of the largest union in the education and public sectors in South Africa. SADTU was established on 6th October 1990. Addressing education workers, SADTU General Secretary, Mugwena Maluleke said 'SADTU pays homage to all teachers, lecturers in institutions of higher learning, Early Childhood Development practitioners, education support personnel and her members in particular as the world commemorates World Teachers' Day'.

He emphasized that 'teachers are and must be at the heart of education recovery'. Maluleke alluded that 'the global celebrations are part and parcel of the anniversary of the adoption of the 1966 ILO/UNESCO Recommendation concerning the Status of Teachers which sets standards regarding the rights and responsibilities of teachers and the standards for their initial training and further education,

recruitment, employment, and teaching and learning conditions. In 1997, the Recommendation was amended to cover the status of teaching personnel in higher education.'

Maluleke argued that 'the day speaks to a massive token of the mindfulness, comprehension and thankfulness showed for the fundamental commitment that educators make by teaching. We are celebrating World Teachers' Day, for the second time in a row, under a dark cloud of the devastating COVID 19 pandemic that caused untold disruptions to schooling, economy and life in general. In the first year of the pandemic alone, 1 650 teachers lost their lives and dozens more continue to die. The theme for this year's celebration, "Teachers at the heart of education recovery" places a heavy load on the shoulders of teachers who are still grappling with the effects of the COVID 19 pandemic. SADTU takes off her hat to the teachers for the role they have played in ensuring that education continues under these trying times. They have had to adapt to new ways of teaching using online platforms to reach their learners; they

have had to be counsellors to their learners who have lost their parents and teachers; they have had to be safety officers to ensure their schools comply with the health and safety guidelines in order to save their lives as well as those of learners; they have had to sacrifice their precious time with families teaching during weekends and holidays to make up for the lost time.

They are indeed at the heart of education recovery. For this year's theme (Teachers at the heart of education recovery) to become a reality, SADTU is calling for increased investment in the well-being, training, professional development and working conditions of teachers to recover the learning losses and to adapt to new ways of teaching and learning that have to contend with the pandemic. We need education for our economy to recover. For South Africa to be more productive, we need more educated workers, government has to invest in human resource development and teachers are crucial in producing that educated and skilled workforce.'

'We celebrate this day under a heavy cloud of austerity measures that have

threatened the stability of the education system until the union challenged the government in particular in the KwaZulu Natal (KZN). The union made sure that no educator or education personnel would lose their jobs in KwaZulu-Natal. As we celebrate this teachers' day, SADTU is fully aware of the task at hand to ensure that the gains we have made to safeguard the Status of Teachers as per the 1966 Recommendation are adhered to.

As part of COSATU, we want to make our voice heard against the austerity measures, rising unemployment, safety in workplaces, gender-based violence and many other ills affecting workers. The country needs more teachers, more resources, more training and better working conditions for teachers. Quality education for all is the only sustainable way of recovery where the teachers are at the centre. We therefore demand that education be classified as an emergency in order to release the required financial relief required for an inclusive and sustainable recovery,' concluded Maluleke. Let's defend our revolution and deepen democracy. **Aluta Continua!**

SAMWU CEC elects a General Secretary



SAMWU delegates at the recent CEC at Boksburg

The recent SAMWU Central Executive Committee [CEC] held in Gauteng 'appreciated the work that has been done by the SAMWU National Office Bearers and those of COSATU in ensuring that the union is returned to its good standing status as per the resolution of the 12th National Congress.'

Newly elected SAMWU General Secretary, Dumisane Magagula said 'the recent CEC was convened to take stock on the progress made in implementing resolutions of the 12th National Congress, dealing with organisational issues including the filling of the vacancy of General Secretary.'

The CEC coincided with the launch of the ANC Local Government Election Manifesto and SAMWU said 'we still need the ANC to address issues that are of great concern to our members, and communities. These includes the unlawful dismissal of workers, the failure to pay workers their salaries in time or in full and the general collapse in municipalities. Before we are municipal workers, we are community members and as such, we too want to benefit from the delivery of services. It is for this reason that the CEC is deeply concerned by the number of municipalities which are struggling to deliver on their constitutional mandate of the delivery of services to residents. We therefore want immediate

intervention in these municipalities with the aim of arresting the root causes of the systematic collapse in these institutions.' 'SAMWU acknowledged that the world is still battling with the Covid-19 pandemic, which has resulted in millions of deaths globally while in South Africa, almost 3 million cases have been recorded and over 87 000 South Africans losing their lives.

'We send our condolences to the families of those who have lost their loved ones and further wish speedy recovery to those currently battling the virus. We applaud and appreciate the great work that has been done by government in rolling out the vaccination programme throughout the country. This massive programme has seen over 16 million vaccines being administered while over 8 million South Africans are now fully vaccinated against the virus', said Dumisane Magagula SAMWU General Secretary

'We should however lament the fact that when the roll out programme began, municipal workers were not mentioned anywhere, but these same workers were declared essential workers during the lockdowns. It cannot be correct that this sector is only considered an essential service by convenience. The local government sector is an essential sector and as

such was supposed to have been prioritised when the roll out began. The vaccine has been proven to reduce the risk of hospitalisation and even death if one contracts the virus. We therefore encourage municipal workers to get vaccinated in their numbers. As much as this programme should be purely on a voluntary basis. We should however as a trade union play a role in demystifying the myths around the virus and the vaccines, government should also play a major role in ensuring that it develops a communications plan that is targeted at vaccine hesitancy and the false information that is spread around.'

SAMWU CEC acknowledged the recent signed wage agreement with the Amanzi Bargaining Council (ABC) and the South African Local Government Bargaining Council (SALGBC). 'We therefore encourage all our members to go and actively participate in all activities of COSATU and ensure that all municipal workers become instrumental to defend the gains of collective bargaining in the municipal sector.'

'These negotiations were characterised by an attack on collective bargaining captained by the National Treasury wherein municipalities were advised to budget a zero % salary increase for the country's municipal workers, an advise which many municipalities including City of Tswane and City of Cape Town took into consideration when in presenting their budgets for this financial year.

The South African Local Government Association as the employer body in the local government sector also took advice from the National Treasury's advise of cost curtailment by wanting to introduce a freeze in notches and benefits in all the years of the agreement, including an offer of CPI less than average CPI in the 2nd and 3rd year of the agreement', emphasized Magagula

'The CEC further noted and welcomed the fact that these negotiations have paved way for the implementation of the SAMWU 11th National Congress resolution on the absorption of EPWP workers in municipalities. Parties in the SALGBC have agreed on an investigation into the employability of EPWP and CWP workers by municipalities.

As the CEC, we have noted that some municipalities have already made known their intentions to apply to be exempted from the recently concluded SALGBC agreement. The DA-led City of Cape Town has already written to workers informing them that they will not be getting their salary increases in the month of October as per the salary and wage agreement. We cannot let the gains that we have won for workers be reversed, these are workers who have throughout the pandemic ensured that they continually deliver services to residents without fail. These are workers who have lost colleagues that contracted the virus in the workplace as a result of the employers' failure to adhere to the Department of Labour Regulations and the Disaster Management Act.

We therefore cannot allow municipal workers to forego their salary increases by municipalities that seek to use the pandemic as a scapegoat. Any municipality that applies for exemption would have declared war with workers. As SAMWU, we expect all 257 municipalities and their entities to pay workers their increases along with their salaries in the month of October.'

LOAD SHEDDING becoming costly in health centres, with FEARS FOR LIFE rife!

Electricity Supply Commission [Eskom] CEO Mr. Andre de Ryter has 'sanctioned' electricity outages across the country, with essential services such as health provision and emergencies affected. Eskom announced the intensification of Stage 4 load shedding in all communities. The Democratic Nursing Organisation of South Africa (DENOSA) has called on healthcare facility managers to ensure back-up generators are working in these times of extended load shedding by Eskom.

DENOSA General Secretary, Cassim Lekgoathi 'pleaded with management of all healthcare facilities to ensure that back-up generators are well-serviced and fully operational as non-maintenance of these is a great inconvenience to nurses in hospitals and clinics during load shedding.'

'We call on the Department of Health to ensure that fully generator-backed-up and appropriately sized uninterrupted power supply (UPS) electrical system is installed

as an investment in all healthcare facilities for more essential loads such as ICU and theatre to avoid deadly consequences of power failure and failure of back-up generators to kick-in. The UPS stores reserve power in a battery to allow a facility to function normally on an emergency basis for an acceptable period depending on the number of batteries,' said Cassim Lekgoathi.

Lekgoathi reiterated that 'Those facilities which neglect the maintenance of their standby generators are reminded that six babies died at Cecilia Makiwane Hospital in Mdantsane due to power outage and failure of the back-up generator to kick in, in 2004 and 2006 respectively. The continued failure to maintain generators is extremely concerning a tendency because nurses are often to blame when patients receive poor quality service as a result of load shedding.

Furthermore, DENOSA has to represent nurses in cases of negligence where the cause was both load shedding and

failure of back-up generators to kick in in times of load shedding, forcing nurses to use their cellphones in most cases in order for them to do their work. DENOSA has been receiving complaints from its members, especially those working in Community Healthcare Centres (CHCs) and healthcare centres in rural settings.

It would appear that negligence to maintain back-up generators is the main cause of this frustration, as well as non-presence of fuel. In some facilities, deliveries of babies have to be done in darkness in times of load-shedding as back-up generators do not cover all delivery rooms in the entire maternity unit.

While nurses must be applauded for innovating and improvising under the circumstances and in darkness, DENOSA is concerned that few years from now many of those nurses who are applauded may be charged by the regulatory body if things didn't go accordingly. Load shedding also impacts negatively on the administration of medication to

patients in other wards that may not be covered by back-up generators. In the same spirit, DENOSA would like to applaud facilities that constantly test and check their standby generators. Some facilities do so religiously every week, and they have not had any major disruptions to their services.'

DENOSA has called on 'all municipalities to move hospitals and clinics to the 'Essential Consumer' category of their grid in their power distribution design so that healthcare facilities, which provide essential services, are exempt from load shedding.

This is to ensure that critical areas in a facility, like ICU and theatre, are placed under 'critical loads' electricity network to ensure they remain fully functional with power. This is a critical area that municipalities are overlooking and thus failing the nation on. This is much easier to implement at least with the newly-built facilities in the age of load shedding.'

NUM holds successful Regional Conferences

The National Union of Mineworkers has held regional conferences across the country. The regional conferences are held in terms of the union's constitution in terms of clause 7, 7.1; 7.2; 7.3 in which 'every member in good standing may stand for the election, and office bearers shall hold office for a period of three years, and shall be responsible in conferences to formulate policies, and programmes for each region consistent with the constitution, policies and programmes of the National Congress, the Central Committee and the National Executive Committee [NEC] and also shall be responsible, amongst others, to recruit members, and promote their interests internally, to organize regional conferences, to organize regional events with regards to education and training, to establish health

and safety, education and training, women's and youth subcommittees, to supervise the activities of branches, and all other ad hoc committees, to ensure that proper coordination takes place between the region, branches and the head office, and to open, operate and close banking accounts'. COSATU Free State congratulated the NUM Free State for hosting a successful Regional Conference which was held on the 24th-25th November 2021 in Woodlands lodge at Parys.

Monyatso oa Mahlatsi, COSATU Free State Provincial Secretary said 'The conference sat under the commanding theme 'reclaiming our space through quality service' and was seized with the task of developing resolutions and decisions which would put the NUM member in the centre of

all the operations and activities of the union.'

Mahlatsi reiterated that 'The conference was confronted with very stark challenges in the sector which seeks to threaten the jobs and livelihood of NUM members as well as the very existence of the union at worst.

The declining economic situation, capital strike, attack on collective bargaining as led by Sibanye Stillwater. The conference deliberated and adopted a clear program to consolidate and advance the interests of NUM members with recruitment and retention of members being an apex priority.'

- As part of its constitutional obligation, the Conference elected the following:
- Regional Office Bearers Collective to lead the NUM Free State Region for the next three years;

- Regional Chairperson: Cde. Fusi Ramohomane
- Deputy Regional Chairperson: Cde. Shinyata Mabunda
- Regional Secretary: Cde. Tshepo Molibeli
- Deputy Regional Secretary: Cde. Sizwe Mokoena
- Regional Treasurer: Cde. Vuyelwa Kama
- Deputy Chair Education: Cde. Motsamai Masukela
- Deputy Chairperson Health & Safety: Cde. Maruping Mahloko
- Deputy Secretary Education: Cde. Thabo Tyson Chaela
- Deputy Secretary Health & Safety: Cde. Abbey Hlakoana
- Congratulations to all newly elected NUM Regional Office Bearers!



NUM calls for fair application of labour legislation at workplaces

by Lophert Chilwane

NUM emerges stronger from the successful National Policy Conference

the notorious Blyvoor Gold Mine management must be taken to task for violating the Labour Relations Act 66 of 1995. What had workers at Blyvoor Gold Mine in Carletonville did to deserve such a dead cat and bad treatment from their own employer? As it stands, there is a great deal of confusion that exists among Blyvoor Gold Mine employees with hundreds of mineworkers being dismissed on the basis of their constitutional rights to belong to a trade union of their choice.

Section 23 of chapter 2 of the Bill of Rights of the South African Constitution deals with labour relations and states the following:

1. Everyone has the right to fair labour practices.
2. Every worker has the right –
 - (a) to form and join a trade union;
 - (b) to participate in the activities and programmes of a trade union ...

The Labour Relations Act (Act 66 of 1995) also guarantees the right of an employee to participate in forming a trade union or union federation, to join a union (subject to its constitution), to participate in lawful union activities, to stand for election as an office bearer, official or union representative, and to hold office if elected.

The Act specifically mentions that no employer may:

- discriminate against an employee

or person seeking employment for exercising any of these rights;

- prevent such a person from exercising these rights;
- prejudice such a person for exercising these rights; and
- give an advantage to such a person, or promise to give an advantage to such a person, in exchange for not exercising any of these rights or for not participating in any proceedings described in the Act.

Employers may not impose, or threaten to impose, any of the following requirements on an employee or person seeking employment:

- The employee may not be a member of a trade union or workplace forum.
- The employee may not become a union or forum member.
- The employee must give up union or forum membership.

Any allegations of victimization must be referred to the relevant bargaining or statutory council if one exists in that sector, or to the Commission for Conciliation, Mediation and Arbitration (CCMA). Seen in the light of the above-mentioned legislation it is very clear that any employee may join any trade union of his or her choice without being prejudiced against or punished by an employer.

It is the right of every citizen in South Africa to belong to any trade union of his or her choice. A person may

also belong to more than one trade union. In the workplace, the right to freedom of association is essentially an “enabling” right that entitles workers to form and join workers’ organizations of their own choice to promote common organizational interests. Last week hundreds of Blyvoor Gold Mine former employees and community members walked about 10kms under a scorching heat in a protest march to deliver memorandum to Blyvoor Shaft 5 demanding the company to reemploy them.

Blyvoor Gold Mine management must be taken to task for violating the Labour Relations Act 66 of 1995.

Instead of pushing forward with the struggle to transform and improve socio-economic conditions of communities where it mines, Blyvoor Gold Mine is obsessed with establishing “close shop agreements” that infringe on the workers right to freedom of association.

Since the beginning of this year, many workers at Blyvoor Gold Mine have been intimidated, assaulted and prevented from reporting to work.

Several calls have been made to investigate the behavior and attitude of the Blyvoor management. Workers are deeply disgusted as they are being forced to join what is called Blyvoor Workers Union with a sole objective of continuously colonizing, abusing and exploiting them. The government must intervene, it must visit the mine so that it can listen to the workers’ plights.

Workers are being victimized to the

level of no return. What is concerning most is the deafening silence coming from the Department of Labour and Employment as the custodian of the Labour Relations Act.

The Department of Mineral Resources and Energy must reconsider the future operations of the Blyvoor Gold Mine in South Africa. The department, as a mining regulator, must act without hesitancy by reviewing the company’s licence. If needs be, the department must take back the mining licence of this company for disregarding the laws of this country.

It is the fact that Blyvoor’s profits are built on the exploitation of a migrant black labour force which over decades saw its real wages declined.

This notorious and exploitative company was liquidated in 2012 but since after the mining right was secured five years ago, the company raised \$65-million through a structured funding arrangement and began rebuilding the mine, using vulnerable local workers. Those workers are being paid only around R5,500 per month without benefits such as the UIF and the living out allowance. Workers are not being provided with decent housing and transportation. There are also no health and safety structures in place at the mine.

Lophert Chilwane is the Media Officer at the National Union of Mineworkers (NUM)

Is this a right Path?

The path that works against the revolution,
The path that collaborates with haves,
The path that robs the have nots,
The path that corrupts leaders absolutely.

Is this a right Path for revolution?

What is the problem, here and now?
Are the poor people, the problem?
Are the powerful rich, the problem?
There's something wrong, with those who lead us?

Is this a right path for revolution?

Working people are exploited,
The working class is a deceived class,
There's no honour among thieves.

Look how they distribute money for themselves,
'One for me! One for you!
One more and more for me!
They've forgotten the genuine path.

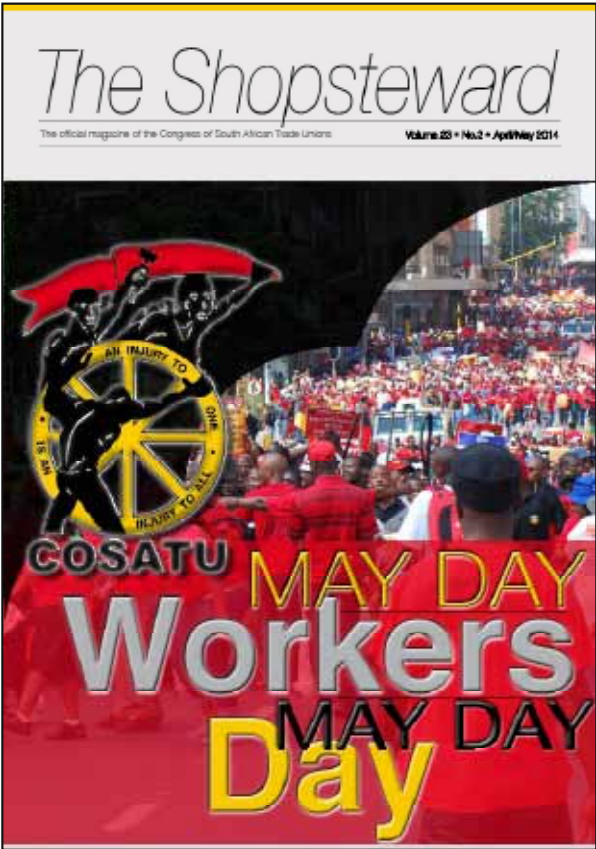
The right Path for revolution,
The road that leads to freedom,
The path to people's power,
They have chosen liberal path,
Throwing the revolution to wolves.

by Thobile Maso

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