

CONGRESS OF SOUTH AFRICAN TRADE UNIONS



Central Executive Committee (CEC) Meeting

29th – 31st May 2023

COSATU House, Braamfontein, Gauteng Province

**ANNOTATED AGENDA AND MINUTES OF THE
PREVIOUS CEC MEETINGS**

"Build working-class unity for economic liberation towards socialism".



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ANNOTATED AGENDA

1. Opening and Welcome

The 1st Deputy President, Cde Michael Shingange will welcome the CEC delegates and accordingly get the meeting to start.

2. Quorum and Credentials

2.1. Attendance

The National Office Bearers will read the unions' attendance register showing the number of worker office bearers and officials present per union in line with representation as articulated in clause 5.4.1 of the Constitution of COSATU.

2.2. Status of Unions

The National Office Bearers will announce the status of the unions in accordance with clause 19.2 of the COSATU Constitution.

2.2.1. Unions Not in good standing.

- a. AFADWU
- b. CEPPWAWU
- c. SATAWU
- d. CWU

Decision Point: the CEC will adopt or reject the Credentials and decide on the way forward.

3. Apologies

The NOBs will table the written apologies for due consideration by the CEC.

Decision Point: The CEC will consider all the written apologies and decide either to accept or reject them.

4. Adoption of the Agenda

The National Office Bearers will present the Proposed Agenda

Decision Point: The CEC will consider the Proposed Agenda and will amend or accept it as presented.

5. Opening Address by COSATU President

The President of COSATU, Zingiswa Losi will deliver the Opening Address.

Decision Point: The CEC will note the President's Address

6. Confirmation of minutes of the previous CEC meetings

6.1. Confirmation of the Minutes of the CEC held on the 20 - 22 February 2023 (Annexure 1)

The National Office Bearers will table minutes of the previous CEC meeting for consideration.

6.2. Confirmation of the Minutes of the Special CEC held on the 26th April 2023 (Annexure 2)

The National Office Bearers will table minutes of the previous Special CEC meeting for consideration.

7. Matters Arising from Previous CECs.

7.1 ILO-UCT Scoping Research - the research is now completed the second phase and ready for presentation by the researchers and trust it will enhance our work of strengthening interventions in sectors where such issues have arisen.

7.2 NALEDI - COSATU Secretariat and officials met the Director of NALEDI and its staff and discussed a number of issues concerning the institution. To that extent, the meeting also agreed that most of the matters require the Board and therefore, the Board has been resuscitated to process the outstanding matters towards conclusion. There are Governance and Administratively operational issues involved and those can be resolved with the board.

7.3 Kopano Ke Matla - Further to the report of the NOBs in the last CEC, the problems in KKM are getting worse and three Trustees have been appointed in order to ensure the required quorum. Processes to register the three Trustees with the Master of the High Court is now under way. The full complement of the Trustees would therefore be mandated to take charge of KKM, in the interest of the federation and the institution itself. The finalisation of the process for the Trustees and the Board to meet and finalise outstanding matters before official dissolution is now underway.

7.4 On pending Unions issues- they shall be dealt with under Working with Unions, with the report of COCC, The CEC task team and NOBs consolidated on the matters concerning the state of our unions facing challenges including unions that applied to join COSATU.

8. POLITICAL SECTION

The political report will be distributed separately.

9. ORGANISATIONAL SECTION

9.1 Working with Unions

COSATU remains one of the most important federations in our society and our primary task is to unite workers across sectors. This report represents the work of the Federation since its last CEC in February 2023.

9.1.1 Fishery Sector -Tripartite Social Dialog

We attended a tripartite dialog organized by ILO for engagement among social partners relevant in the sector, one of the most exploitative sectors to develop a strategy towards addressing challenges in the sector. This sector has 12 commercial fishers, 2000 SMME and 60 000 formal jobs. The meeting developed a roadmap for implementation.

The Federation should develop a clear recruitment and organizing plan, currently only FAWU is organizing the processing sector and very few independent unions with only 3 registered employer organizations.

9.1.2 Construction Sector

ILO has commissioned a study on the construction sector. For **Rapid Analysis of the South Africa Building Construction Sector Market System** to build pathways for decent work opportunities for women and youth. The focus of the study is to examine the performance of South Africa construction industry with regards to the promotion of decent work and labor rights. The project aim is to address decent work deficits and labour rights violations for workers at the country level (South Africa, Zimbabwe, and Mozambique)

In March 2023 together with a representative from NUM we attended a consultative workshop wherein ILO presented a preliminary report which revealed some of the challenges in the sector and these are.

- a) Decent work deficit
- b) Precariat employment conditions
- c) Dominance of SMME
- d) No social protection for workers

The project by ILO is at its initial stage and there will be further research done, a meeting with social partners relevant to the sector including government departments will be convened for engagement and development of way forward for the sector.

9.1.3 Working With Vulnerable Unions

We continue to assist workers coming to COSATU for assistance, some workers are members of affiliated unions others are non-union members whom after assisting them are referred to the relevant union.

9.1.4 Union seeking Affiliation to COSATU

- **MAWUSA -Maanda-Ashu Workers Union of South Africa** workers in municipality under public works (EPWP) have formed and registered a union. They have shown interest in Affiliating under COSATU
- **UEWU** - this is an independent union organizing in the fishing industry and there is a possibility that they may apply for Affiliation under COSATU
- **SAAA - South African Association of Arts Administrators** -
 - Workers have approached COSATU seeking a home, they are not yet a union but would want to be under COSATU.
- **DYPUSA** - this union applied in May 2022 for Affiliation under COSATU,

Recommendation on DYPUSA:

a) We invite CEC to give guidance as the union met all requirements except that they seem to be a general union.

- **SADSAWU, SATDWU, TUMSA** are still struggling to get registration with the DEL, we continue to work and give them necessary support.

9.1.5 CEC Task Team Report:

- **CWU:** The court has granted interdict meaning the national congress outcomes are interdicted by the section of leadership, the appeal is still not heard by court, the leadership of the union is in court from both side. The organizing department is trying to get hold of post office shop stewards to facilitate a meeting with them, as per the last CEC decisions that CEC task team should intervene.
- **PAWUSA:** The union has managed to clarify the registrar about the worker who challenged the September 2022 national congress outcome (Elections) and the matter has been resolved.
- **SATAWU:** The union in areas on COSATU affiliation fee and not in good standing, but the union GS has committed to make payment. FINCOM will

give update. KZN union members raised concern about increment of union subscription without consultation and as such many members–FINCOM are sad to be resigning from the union. The federation intervened and the decision was reversed.

Privatization of Transnet and Prasa- a meeting between SATAWU, COSATU and the Minister was held in April 2023 and it was agreed that a study should be commissioned on privatization of the SOEs to develop an informed way forward, the registrar also reported that the situation of SATAWU is not healthy, therefore he would want us to have a discussion about the union.

- **AFADWU:** The union is 18 months in arrears on COSATU affiliation fees and the union acting GS made verbal undertaking to make payment. FINCOM to give latest update. Written undertaking from the union on payment of affiliation fees including detailed report on the union status and its recruitment strategy plans is still pending.
- **SASBO:** The matter SASBO is now between the registrar and the court, from our side as CEC task team we tried to implement the last CEC decisions of convening follow up meeting with SASBO and it was rejected.

SASBO MANCO has approached the court for urgent interdict on appointment of new leaders and interpretation of the union constitution.

- **CEPPWAWU:** The former leaders court appeal failed, and the court ruled in favor of extending the duration of the present administrator with another 12 months, subsequently, the former leaders appealed the labor court ruling and won the case.
- The Task Team resolved to meet with CEPPWAWU former leaders and dismissed staff members to get a full briefing on the corruption allegations including their litigation against the administrator and the registrar. On the 12 of May 2023 the CEC Task Team met with the former leaders of the union, however the administrator refused in writing to allow dismissed staff members to join the meeting citing that the issue is sub judice. The Task Team agreed to proceed with the meeting and agreed that Secretariat should initiate a meeting with the Minister of Labor and the portfolio committee to find a possible political solution.
- **SAMWU:** The Federation is working with the union on the Amended Municipal System Act and has been engaging with the Alliance, Minister of COGHSTA and the President of SALGA to initiate a process of reversing the MSA amendments, the matter is currently is with COSATU working SAMWU to file paper to the constitutional court.

Recommendation to the CEC:

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| a) We are inviting the CEC to engage on the report and guide. |
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9.2 Commemoration of the 50th Anniversary of the 1973 Durban Strike

KZN province welcomed the opportunity to host the 1973 Durban Strikes Celebration National Event as directed by the CEC.

It was a progressive action by the Federation to honor our trade union movement leaders for the role they played, by observing this crucial milestone of the workers struggles in our country. The 50th Anniversary of the 1973 Durban Strikes which spread-out from the 9th of January to 31st of March 1973 symbolized a very important history in the life of trade union movement, and a turning point in the struggle for liberation in South African. Indeed, it would have been a blunder to let it pass unnoticed.

- **Mobilization for the event**

For COSATU in the Province, Mobilization was not just about the event but it was used to advance and deepen our COSATU “Back to Basics Campaign”, rebuild the capacity of “Militant and Fighting COSATU” and to cultivate the working class consciousness and put workers on the pedestal ready to advance NDR and fight for their socialist state as an immediate solutions to most challenges facing our people as a poor class. This work was to continue through other programmes, such as May Day Celebration and future Industrial Actions. For all this to be successfully achieved it means that our leaders of Affiliated Unions have to be conscious about their role towards building the Federation and mobilize workers behind the programmes and campaigns of COSATU.

Mobilization was intense and help the leaders of COSATU and Affiliates in the Province and National to cover a huge ground, interacting with programs to mobilize society and workers. It composed of the following programs and campaigns:

- **Women Lecture** was held on the 8th of March 2023, on the day of the Women International Day. The event was a national one and was held at the Royal Hotel and was a resounding success. It started with the visiting of substantial former activists of trade unions and leaders. This was a Program for Gender Structure to host the 50th Anniversary of the 1973 Durban Strike Lecture as part of honouring the role played by women in the building of trade union movement. It was attended and addressed by national and provincial leaders from COSATU and the Alliance, including other stakeholders and former trade union activists, and was held under the theme “*The practice of Erasing Women Workers Contributions in the History of Workers Struggle MUST END! The Care of 1973 Durban Strikes*”.

- **Engagement with Former Trade Union Activists and Leaders**, this was the province's initiative to revive the Former Trade Union Activists and Leaders activism and interest in trade work. A session was organized for engagement between the COSATU leadership and Former Trade Union Activists and Leaders. This engagement took place on the 28th of March 2023 at the Bat Centre and was received with high revolutionary spirit by our trade union veterans. The session was led by COSATU President and attended by the General Secretary and Deputy General Secretary, and POBs. It was a very progressive platform which was used to share experiences on trade union work and there was a general consensus on the need to take this project forward.
- **Meeting between COSATU Leadership and the Zulu King Misuzulu KaZwelithini.** This engagement was held on the 24th of March 2023 to honour and appreciate the role the previous monarch played in championing the rights of workers during the most bitter moment, when workers did not have rights to representation. History tells us that even during the 1973 Durban Strikes, the King made his appearance in factories such as Coronation, Dunlop etc. ascertaining workers of his support and forcing employers to enter into negotiations with workers.

During the engagement with COSATU leadership it further transpired that the King also initiated the Ngoje Accord which demanded employers to ensure fair hearings before firing workers. This engagement was led by COSATU President and attended by all NOBs and POBs and was extended to the Affiliates leadership. The leadership of the Federation was warmly received and visit well appreciated by the King. COSATU committed two cows as gifts to the King, in line with the tradition.

- **Provincial Shop Stewards Council**, Provincial Shop Stewards Councils are traditional meetings of the Federation which are used as mobilization platform for COSATU's major events and campaigns, where the Program of Action or mobilization plan is ordinarily outlined. It is the platform used to create greater understanding of the Campaigns and where COSATU Affiliated unions, Shop Stewards and union leaders across the province receive the line of march from their Federation, in particular on the Program and mobilization plan. The meetings of the PSSCs are normally convened twice or three times a year, depending on the Program of Action of the Federation. We have convened them to mobilize for May Day Celebrations and Section 77s Strike or any other major campaigns of COSATU.
 - KwaZulu Natal had its first Provincial Shop Stewards Council on Friday, 10 March 2023 at the Coastlands Hotel. This PSSC meeting was called to receive mobilization plan and Program for the 50th Anniversary of the 1973 Durban Strike Celebration Rally and May Day Celebration for 2023.

Issues such as, building of Locals, working with the unions, public sector strike, Massmart/Game strike, 50th Anniversary of the 1973 Durban Strikes and May Day Celebration were lifted as priority campaigns for the PSSC's focus areas.

The 50th Anniversary of the 1973 Durban Strikes Event, the event was held at Curries Fountain Stadium, and it went very well. Attendance was around +/- 2000 which cannot be regarded as good attendance, considering the commitment by Affiliates and the fact that the event was a CEC National Event.

Logistics, all logistics were put in place and COSATU Head Office supported the event through allocation of resources. The following Departments must be appreciated for the great role they played towards the success of the event: Office of the Premier, Sports, Arts and Culture Department and Department of Agriculture.

Attendance of CEC Members, the presence of CEC members during the campaign and the event itself is appreciated, however the presence of both CEC and PEC members during the campaign has more room for improvement.

Recommendation to the CEC:

a) We invite CEC to consider the coordination of all COSATU veterans and utilise their rich experiences in rebuilding and uniting the federation.

9.3. COCC Report

9.3.1 COCC Meeting 18th April 2023

The COCC met on the 18th April 2023 to prepare for the 2023 May Day celebrations. The Organizing Department presented a report and outlined areas for improvement on amongst others:

- a) affiliate solidarity supports, to target all sectors within the provinces on workplace visit programs and on GBVF programs.

- Provincial Reports

All provinces submitted their mobilization reports and presented except for Western Cape and Northern Cape (WC had connection challenges, however, the report was presented by Organizing department). The meeting appreciated the report and raised the following concerns:

- a) Absence of the Alliance partners in the mobilization program
- b) Lack of workplace general meetings in some provinces

- Wayforward:

- a) All provinces should augment their mobilization programs with a special focus on workplace visits from all sectors.
- b) Provinces were reminded to adhere to the federation's policy on fundraising.

- State of readiness by affiliates towards 2023 May Day:

This item was deferred to the Special CEC held on the 25 April 2023 to deal with May Day preparations.

- Update on Makro Strike- by SACCAWU
 - The strike has been extended by the union.
 - The Federation continues to intervene in pursuant of an amicable solution to the dispute.
 - The federation initiated a meeting between the Minister of Employment and Labour, Trade and Industry and the employer to try and resolve the dispute. However, the employer remains arrogant and refuse to engage under CCMA Sec.150 (Dispute resolution).
 - The company made it clear that they are not willing to enter into cessation of hostility and reinstate the +- 600 dismissed workers.
 - The company made it clear that if the strikes continue, they will implement lockout, as a strategy to force employees to settle for 4.5% and restrict them from participating in any union activities.
- Wayfoward
 - a) COCC reaffirmed its previous decision to call for boycott of all Makro Stores in the country.
 - b) Establish a war-room working with SACCAWU to coordinate engagements with the community, all Federations and Taxi Associations and develop an action plan that will affect operations at Makro.
 - c) COCC agreed that all Provinces should apply for pickets on the 28 & 29 April 2023 at Makro to intensify our action.
 - d) All May Day Rallies should be utilized to mobilize workers and the community to boycott Makro.

Recommendation to the CEC:

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| a) We invite CEC to adopt COCC recommendations. |
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9.4. May Day 2023 assessment

9.4.1 Introduction

The Federation celebrated its Annual National Workers Day on the 1st of May 2023 throughout the country under our 14th National Congress Theme “**Build working class unity for economic liberation towards Socialism**”. May Day was first celebrated by our Federation on 1st May 1986 and this year is the 37th anniversary celebration of this important workers’ day, and the 136th anniversary celebration of May Day worldwide.

9.4.2 National May Day - Northern Cape and Free State

This was a joint national rally hosted by Northern Cape and Free State provinces and it was dedicated to commemorating the second decade (20yrs) of the loss of lives of 52 workers whose bus plunged into the Saulspoort Dam and the 10 survivors in Bethlehem on 01 May 2003 at the Showgrounds.

The National Rally was preceded by the wreath laying at the graveside where workers were buried in Kimberly and a gala dinner to celebrate the lives of survivors.

9.4.3 Mobilization

Mobilisation for May Day in all provinces was centred around the following focus areas:

- Workplace meetings
- Handling members issues
- Recruitment and organizing program
- Visibility and advocacy for COSATU and her Affiliates in the process
- Sporting activities towards the event
- Pickets at Makro and other Government departments
- A lecture about the value of workers days and why it should be commemorated.
- Provincial and district Shopsteward Councils.

9.4.4 Attendance of workers during the celebrations

Over 36 000 workers came out in their numbers to celebrate Mayday in all provinces as outlined below:

Event/Province	CEC attendance	Alliance attendance	Estimated numbers of attendance
National Rally - Free State	COSATU President, cde Zingiswa Losi All CEC deployees in attendance	ANC President SACP General Secretary	10 000+
Eastern Cape	Only Comrade Mike Tau who arrived few days before the event and he was part of the mobilization plan. Other CEC deployees arrived on the day of the rally and were: <ul style="list-style-type: none"> • Cde Nyameka 	ANC; SACP & SANCO, ANC PEC & Dr WB Rubusana REC members, Former COSATU Leaders and ANC NEC members attended.	3500+

Event/Province	CEC attendance	Alliance attendance	Estimated numbers of attendance
	<p>Macanda-NEHAWU 1st Deputy President</p> <ul style="list-style-type: none"> Cde Mluleki Mbhele-SAMWU 1st Deputy President <p>Khaya Sodidi-DENOSA Deputy General Secretary</p>		
Gauteng	<p>COSATU 1st Deputy President</p> <ul style="list-style-type: none"> -Cde Mike Shingange DENOSA President -Cde Simon Hlungwani SACTWU DGS -Cde Membinkosi Vilina SATAWU National Treasurer -Cde Mahlomola Makhura 	<p>ANC Provincial Deputy Chairperson and the Provincial Secretary T.K Nciza led the ANC Delegation, including Women's League and Veterans</p> <p>SACP The National Treasurer, Cde Joyce Moloi Moropa The 1ST Deputy Secretary, Cde Mpapa Kanyane led the Provincial delegates.</p> <p>From Government Deputy President Cde Paul Mashatile</p> <p>Gauteng Premier Cde Panyaza Lesufi</p> <p>MEC of Health Cde Nomantu Nkomo Ralehoko</p> <p>Former Leaders of COSATU Former SACCAWU 2ND Deputy President. CDE Angy Phetlhe.</p> <p>Former COSATU Gauteng Provincial Leadership Cde Phutas Tseki. Former Provincial</p>	6000+

Event/Province	CEC attendance	Alliance attendance	Estimated numbers of attendance
		Chairperson Cde Sicelo Gcabashe Former Provincial Deputy Chairperson Former Provincial Secretary Cde Dumisani Dakile	
KZN	Cde Gerald Twala, COSATU DGS 5 Present CEC deployees were in attendance with at Curries Fountain and Eskhawini	All Present Alliance Deployees were in attendance In Eskhawini, the alliance deployed regional leadership.	3700+ in Curries Fountain 1200+ in Esikhawini
Limpopo	Cde Maphila - SADTU President and Keynote Speaker Cde Makgati - SAEPU GS Cde Mabunela - DGS AFADWU	All present with the following amendments. <ul style="list-style-type: none"> • Cde Gwen Ramakgopa didn't pitch and was replaced by Cde Mahlobo as the ANC Speaker • Cde Buti Manamela was also replaced by Cde Tinyiko Mtini Deployed PEC members of the SACP and ANC in the province attended.	3500+
Mpumalanga	The following CEC deployees were in attendance: Cde Solly Phetoe COSATU General Secretary Cde Nelson Mokgotho SAMWU President Cde Moses Lekota - SASBO President Cde Phillip Vilakazi - NUM Deputy President Cde December Mavuso -	ANC Secretary General was in attendance and SACP ANC PEC members Lead by both the provincial Chairperson and secretary SACP PEC Members lead by the Provincial Secretary	3000+

Event/Province	CEC attendance	Alliance attendance	Estimated numbers of attendance
	NEHAWU Deputy General Secretary		
North West	<p>The following CEC deployees were in attendance:</p> <p>Cde Duncan Luvuno, COSATU 2nd Deputy President</p> <p>Cde Dan Balipile - NUM President</p> <p>Cde Beauty Nkuna - SAMWU 2nd Deputy President</p> <p>Cde Kwena Daniel Manamela - DENOSA Acting General Secretary</p> <p>Cde Nkosana Dolopi - SADTU Deputy General Secretary</p> <p>Cde Patrick Makhafane - NEHAWU 2nd Deputy President</p> <p>The following CEC deployees did not attend:</p> <p>Cde Dudu Nkosi - SADTU Vice President Gender</p> <p>Cde Neo Molefhe - PAWUSA 2nd Deputy General Secretary</p> <p>Cde Mosadiwamaje Mokokong - POPCRU 2nd Deputy General Secretary</p>	All were present	4000+

Event/Province	CEC attendance	Alliance attendance	Estimated numbers of attendance
Western Cape Main event (UWC Stadium)	Cde Andre Kriel the GS of SACTWU and Cde Alida Portland of DENOSA was present	ANC - Barbara Creesy SACP - David Masondo didn't attend. However, they asked the Provincial Chairperson to address the crowd.	2000+
Middelpos Hall, Saldanha	Beauty Stoffel, POPCRU Deputy Provincial Chairperson	Bheki Cele ANC did not show up, instead comrade Supra Mahumapelo ANC NEC addressed the rally followed by Benson Ngqentsu SACP Provincial Secretary and lastly the main speaker Dr. Sivhanganana Langanani Mbodi SAMATU President	500+

Recommendations to the CEC:

- a) We invite CEC to consider the coordination of transport by all COSATU Locals as a tool to unite its affiliates.
- b) We invite CEC as the convener of the National May Day to ensure that affiliates at the provincial level enhance their mobilization plan.
- c) To work closely with progressive community organisations, worker organisations in the informal sector, unemployed organisations, etc, to rearticulate workplace struggles with community struggles.

9.4.5. COSATU Young Workers Forum:

COSATU recognizes that the labour movement is becoming younger and It is our considered view that the future of this country belongs to the youth and that it is of critical importance for the federation to develop calculated programs to advance issues of young workers. Informed by this reality, the federation held a two days National Young Workers Committee meeting on 13-14 May 2023 at COSATU House. This meetings was attended by all CYWF Committee members, Provincial Chairpersons and Secretaries of the structure and two representatives from all unions of COSATU. The structure agreed on the following program:


9.4.5.1 Political Program:

- a) To hold a memorial lecture for the late former National Convenor of YWF Cde Nkomonde in June 2023 and that event will be followed by indoor games to be held in KwaZulu Natal Province, in June 2023.
- b) To hold a political school focusing on the NDR and Young workers and a wellness program in September 2023 in the Freestate Province.

9.4.5.2 Organizational Program:

- a) The structure to be referred to as COSATU Young Workers and remove the Forums as it reduces the structure to a desk.
- b) CEC to allow both the National Chair and National Secretary to sit at CEC Meetings.
- c) The Organizing Department to be responsible for administrative support only.
- d) The approval of the programs and budget must be at the discretion of the GS at national level and PS at the provincial level.
- e) Develop an Electronic Application System that will have all Unions Forms and Programs of the federation.
- f) NS and PS must be responsible for correspondence of the Youth Formations under the guidance of the GS and PS of the federation.
- g) The next CEC should endorse the Summit Guidelines
- h) Rebranding COSATU on the regalia and social media platforms should be enhanced.
- i) Establish the Political vision with PYA structures in the institutions of learning.
- j) COSATU should have Sports games for affiliates targeting Young Workers.
- k) COSATU should have working relations on the Annual Programs of the PYA Components focusing on the Right To Learn Campaign, Back to School Campaign, and Joe Slovo Right To Learn.

9.4.5.3 Socio Economic Program:

- a) In June to have a dedicated support program on LGBTQ+ community support, the theme will be share with all structures and young workers will identify for a picnic, wearing black caps and black T-shirt's with rainbow  touch.
- b) To work closely with the gender structure on the 16 days of activism by identifying institutes of higher learning and disadvantaged schools to distribute dignity packs, under the theme "DONT BE A BY-STANDER BE AN UPSTANDER" partnering with the department of health and social development.

Recommendations to the CEC:

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| a) We invite CEC to discuss and endorse the outcomes of the National YW Committee |
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9.5 2023 May CEC Ditsela Report

9.5.1 Introduction

The report seeks to update the CEC about the developments within the institute and to enable the CEC to exercise oversight over the Directors of the institute. Such would enable the CEC to give clear mandates to the members of the board who hail from the Federation.

9.5.2 Governance

The governance structures of the institute have been meeting as per the schedule and in the past year the need for special meetings have not occurred. The sub-committees of the board (below); mostly chaired by our board representatives are all functioning as expected.

9.5.3 Board of directors

During the period under review the Governance structures of Ditsela managed to host all the scheduled governance meetings. The agenda of each meeting was finalized, and clear decisions were made in relation to each agenda item. The board has successfully weaned itself from getting involved in operational matters of the institute and maintaining clear dichotomy between the governance and management structures. Though attempts continue to be made by the staff to draw the board into the management affairs the board has been able up to now, to resist the temptation.

9.5.4 FINCOM

The structure has held its meeting as per the schedule and have been able to give guidance on how to manage the finances of the institute. It has also been able to discharge its responsibilities in relation to advising the board of directors on the financial affairs of the institute. The Institute's 2021/2022 budget was passed without deficit for the first time in the last couple of years. This was a spin-off from the savings achieved because of Covid-19 pandemic activities virtual application of the programmes.

We are continuing to put our footprints in the Sectoral Education and Training Authority sector, on matters of Workers Education, where we have established strategic partnership and collaborations with some SETA's. In what could be interpreted as a vote of confidence on the institute the ETDP SETA offered us a project to manage administration the bursaries for the current academic year for the value of more than R20 million. The processing of bursary applications is currently taking place, although under the immense pressure due to compressed time frame attached to the project timelines. It is our intention to use this project as a pilot to set the tone for the future ventures with other SETA's and funders that carries same

vision and passion for the empowerment of the working class through workers education.

9.5.5 Audit and Risk Sub-Committee

The structure will be poorer without Cde. Talelani Ramaru, who was the chairperson of Audit and Risk Subcommittee. May his soul rest in peace. In the period under review the structure has been able to discharge its duties as expected. The institute achieved a clean audit in the 2021/2022 financial year. The next report will be considered by the AGM in June 2023.

9.5.6 Human Resources Sub-committee

The structure has been able to operate despite some challenges of having to change dates of meetings due to the availability of the members. This is attributed directly to the full-time work performed by members which is characterized by a tight schedule which can change in a moment's notice. However, despite all these challenges the committee continue to discharge its responsibilities.

9.5.7 Western Cape Advisory Subcommittee

The structure is established by the Board to oversee the governance and operational requirements of the organization in the Western Cape office. It is meant be a strategic line of command on the work done in the Western Cape forge links with our international body (International Federation of Workers Education - IFWEA) whose offices are based in Cape Town, all sister organizations there and to forge links with potential partners as well as to assist with the management of the relationship with the UWC.

9.5.8 Legal compliance

POPIA Act ushered in a new obligation on the management of personal information held by the institute. The institute has managed to adopt a policy in line with the POPIA Act and the staff have been taken through the content of the policy which primarily has eight principles of conduct outlined below.

- i. Accountability
- ii. Processing limitation
- iii. Specific purpose
- iv. Further processing limitation
- v. Information quality
- vi. Openness
- vii. Security safeguards
- viii. Data subject participation

9.5.9 Financial situation of the institute

Since inception Department of Employment and Labour (DoEL) have primarily funded the institute. Through the years the funding contracts have vacillated between one- and three-year contracts. Around 2019 DoEL had raised some concerns about the cost of employment costs to the total budget of the institute, even though the budget had been constant for over six years now, DEL still expected that the COE should not exceed a certain percentage of their funding.

This situation has been mitigated through the staff attrition which has created another serious situation for us in a form of shortage of staff. Sadly, the institute cannot fill the positions as it has become a tradeoff to being compliant with the conditions of the primary funder, DoEL.

The institute continues to seek additional self-funded projects in a quest to increase the revenue. The need for accreditation also emanated from the observation that the institute spends more of their funding on accredited service providers. Once that has been successfully concluded then the disposable income of the institute will dramatically improve.

We still have some former members of the Board of Directors, who served as the signatories at the bank that we **urgently** request their documents (The resignation letter from Ditsela and certified copy of Identity Document). For COSATU the affected former member is Comrade Sdumo Dlamini. There are bank accounts that we unable to manage and access because the comrades are no longer functional for such purposes.

9.5.10 Operational

We have seen the need to curb our operations within the confines of our yearly programme and the budget provisions, which is informed by the finances that are dwindling due to perpetual austerity measures set by the markets from time to time. In our budget the organization can only fund the core on the administration put and the pillars that support the operational process in the departments.

There are two important international project that are currently put on hold due to financial constraints. These are Educator Conference and Labour law Symposium. These two historic events are normally carried by the organization on bi-annually to re-inform our work, particularly on updating the material of organization form the experiences the comrade shall have reflected on during their processes.

9.5.11 Programs

Current programs in terms of our 2023 Brochure

- i. Introduction of Labour Law for Administrators: Block 2
- ii. Labour Law: Arbitration
- iii. Negotiation skills: Strategy and Tactics: Disclosure of information
- iv. Financials for Non-Financials
- v. Political Economy
- vi. Labour Law Accredited Skills Programme
- vii. National Educators Meetings
- viii. *Siyakhuluma* Seminar Series
- ix. Occupational Health and Safety (Western Cape)
- x. Provincial Education Programme (Mpumalanga, Kwazulu-Natal, Limpopo, Eastern Cape & Western Cape)

There are some activities that do take place outside of the identified programmes. These are activities that crop up during the year in terms of the interventions sought by unions and federations and the projects that we normally get as the year goes that were not necessarily planned for at the inception of the year.

9.5.12 Litigations against the organization

The organization was confronted with two CCMA claims from one of the fix-term contracted staff member, which we successfully defended. However, we have received the other lawsuit which is currently launched from the Labour Court. We have the previous Human Resource and Administration Manager who resigned from the organization in 2016 from Ditsela. The comrade subsequently claimed Unfair Dismissal at the CCMA and lost the in 2017.

She proceeded to the Labour Court for Review and abandoned her case partly lodged there for more than six years and only now we receive her application for condonation for the matter to be put back on the roll. We are defending the application. There has been a trend with former staff members to want to coerce and con the Institute using legal route, claiming unfounded actions of "Unfair dismissal" via Constructive Dismissal after they had voluntarily resigned. This Labour Court Review is lodged by the third former staff member in a row.

9.5.13 Accreditation of the Ditsela

9.5.13.1 The Trade Unionist at NQF Level 4 (ID 118790).

DITSELA is in the process of applying for accreditation as an assessment center and of the new DANLEP courses and have explored various paths, researching existing

qualifications with the QCTO, which is in line with TUPQ, The Trade Unionist at NQF Level 4 (ID 118790).

DITSELA is already an accredited provider of the TUPQ, aimed at providing a foundational qualification for both shop-stewards and branch- or regional-level leadership and officials. It is one of the old unit standard based NQF qualifications known as 'Legacy Qualifications.' All Legacy Qualifications are due to expire in the next few years and will be replaced by new qualifications that are structured around prescribed modules. The TUPQ's registration start date was 2018/07/01 and its registration end date 2023/06/30.

Considering that this qualification will expire soon, DITSELA took a decision to expedite the registration of accreditation against a new occupational qualification established for trade unionists, (The Trade Unionist at NQF Level 4).

This qualification was only registered in 2022. It is one of the new occupational qualifications under the domain of the QCTO that are not unit-standard based, but instead are structured around prescribed modules.

The focus right now is on the development and finalizing of all the five modules as per standards and specifications set by the QCTO. After the completion of the material development, a verification process, conducted by QCTO will take place which will ensure full accreditation of DITSELA.

Issues for the attention of the CEC:

The following issues are raised for the attention of the CEC:

- a) The acceptance of SAFTU at NEDLAC paves the way for SAFTU to apply for admission on Ditsela Board. Given the approach of Department of Employment and Labour on related matters we may find ourselves in a corner to accept such. It may be prudent for the CEC to mandate the directors properly about such so that there is a clear position when such unfolds.
- b) Cde. Helen Diatile has shown her intention to step down from the position as she is no longer responsible for education in her Affiliate. This is to allow another comrade from Education to take over as she is no longer in Education within the Affiliate.
- c) Filling the three director positions in Ditsela Board which were left vacant by (1) Comrade Sdumo Dlamini, (2) Cde. Helen Diatile, and (3) the one which is a legacy vacancy.

9.6 Provincial Reports

(Consolidated report of provinces and departments distributed separately)

All our nine provinces have submitted their status and progress reports to this May 2023 CEC. Our assessment is that the majority of our provinces continue to function coherently and united at the level of Provincial Office Bearers and Provincial Executive Committees.

There is also commitment by our provinces to implement resolutions and campaigns as adopted by the 14th National Congress and the Central Executive Committee. However, there are also weaknesses observed in some provinces and the National Office Bearers have and will continue to engage such provinces for assistance and necessary interventions. A meeting between the National Office Bearers and all Provincial Office Bearers of the Federation is planned and will be convened in the immediate period to synergize the work of the federation going forward.

9.7 Finance Report - To be distributed separately.

10. SOCIO-ECONOMIC SECTION

10.1. NEDLAC

10.1.1 New Organized Labour Overall Convenor

The General Secretary (comrade Solly Phetoe) engaged the leadership of the other Federation about our nominee for the position of the Nedlac Organized Labour Overall Convenor (comrade Gerald Mkhomazi Twala, COSATU DGS). All the Federations supported and accepted the nominee and therefore our DGS is the new Nedlac Organized Labour Overall Convenor

Hand-over processes from the former General Secretary (comrade Bheki Ntshalintshali) to the new Nedlac Organised Labour Overall Convenor are under way and almost completed. The former General Secretary has been requested to remain available to guide and advice on some processes in Nedlac given his vast experience. Meanwhile, Nedlac has organised a Farewell Function for the former Organized Labour Overall Convenor on the 26th May 2023.

10.1.2 SAFTU admission into Nedlac

SAFTU has now been admitted to Nedlac following a process of verification to ensure that it met the requirements. An induction workshop was held for SAFTU on the 3rd May 2023.

The following is SAFTU's representation in Nedlac Structures:

NO.	STRUCTURE	SAFTU participation
GOVERNANCE STRUCTURES		
1.	<p>Executive Council (Exco) Exco is responsible for approving Nedlac's annual financial and non-financial performance and all Nedlac policies. Furthermore, the Exco is convened to discuss issues of national, social and economic importance.</p> <p>18 representatives per constituency attend.</p>	3 representatives
2.	<p>Management Committee (Manco) Manco is responsible for overseeing and coordinating the operational work of Nedlac. Manco has two standing committees, namely: The Human Resources and Ethics Committee and the Audit and Risk Committee.</p> <p>16 Representatives per constituency attend.</p>	One representative and one alternate
3.	<p>Human Resources and Ethics Committee (HREC) The HREC is responsible for oversight over human resource policies and matters in Nedlac. It is also responsible for investigating violations of the ethics code if and when required.</p> <p>Social partners have nominated one representative per constituency.</p>	Organised Labour representation already filled
4.	<p>Audit and Risk Committee (ARC) The Audit and Risk Committee (ARC) is responsible for oversight over Nedlac's financial and non-financial performance. Social partners have nominated one representative per constituency and the Exco has appointed an independent chair.</p>	Organised Labour representation already filled
5.	<p>The Governance Task Team (GTT) The Task Team has overseen the redrafting of the Nedlac Founding Documents i.e. the Nedlac Act, Constitution and Protocol on the tabling of matters at Nedlac.</p> <p>Constituencies have nominated up to three representatives on this task team.</p>	1 representative
ECONOMIC RECONSTRUCTION AND RECOVERY		
6.	<p>Freight and Public Transport Workstream The Freight and Public Transport Workstream considers matters pertaining to freight and public transport impacting on economic reconstruction and recovery.</p> <p>The number of representatives in this work stream is flexible.</p>	1 representative from the transport sector
7.	<p>SMME Workstream The purpose of the SMME Workstream is to ensure an enabling environment for SMMEs, start-ups and co-operatives in the formal and informal economy, particularly through supporting initiatives with the opportunity for</p>	1 representative

NO.	STRUCTURE	SAFTU participation
	<p>collaboration with social partners.</p> <p>The number of representatives in this work stream is flexible.</p>	
8.	<p>Energy Security Workstream</p> <p>The purpose of the Energy Security Workstream is to ensure energy security for economic recovery and growth through policy coherence, collaboration between social partners and increased accountability. It is responsible for overseeing the implantation of the Social Compact to support Eskom.</p> <p>The number of representatives in this work stream is flexible.</p>	1 representative from the energy sector
PUBLIC FINANCE AND MONETARY POLICY CHAMBER		
9.	<p>Public Finance and Monetary Policy Chamber</p> <p>The Public Finance and Monetary Policy Chamber's (PFMPC) mandate is to reach consensus and make agreements for placing before the Executive Council all matters pertaining to financial, fiscal and monetary, and exchange rate policies; the coordination of fiscal and monetary policy; related elements of macroeconomic policy; and the associated institutions of delivery.</p> <p>Organised business, labour and government are represented by six persons each.</p>	1 representative
10	<p>Anticorruption Task Team</p> <p>The Anticorruption Task Team engaged on and proposed possible solutions to support the implementation of the National Anticorruption Strategy and proposals to incentivize whistleblowers.</p> <p>Two representatives from each social partner serve in this task team.</p>	Organised Labour representation already filled
TRADE AND INDUSTRY CHAMBER		
11	<p>Trade and Industry Chamber</p> <p>The Trade and Industry Chamber seeks to reach consensus and make agreements on all matters pertaining to the economic and social dimensions of trade, industry, mining, agriculture and service industry policies, as well as the associated institutions of delivery.</p> <p>Organised business, labour and government are represented by six persons each.</p>	1 representative from the manufacturing sector
12	<p>Technical Sectoral Liaison Committee (Teselico)</p> <p>Teselico is a specialist sub-committee of the Trade and Industry Chamber (TIC) at Nedlac, which was formed to discuss matters of international trade among the</p>	1 representative

NO.	STRUCTURE	SAFTU participation
	<p>constituencies.</p> <p>Organized business, labour and government are represented by six persons each.</p>	
13	<p>The Social Clause Research Reference Group The reference group seeks to facilitate and oversee research into the possibility/ viability of, and pathways leading to, the Social Clause in trade agreements in which South Africa is a member.</p> <p>Organized business, labour and government are represented by three persons each.</p>	Organised Labour representation already filled
14	<p>Forms of Ownership Task Team The purpose of the Forms of Ownership Task Team is to explore ESOPS with the aim of improving uptake, performance, and impact of ESOPs to enable greater participation by employees in ownership in the economy, greater savings by employees, and more inclusivity between management and employees.</p> <p>Organised business, labour and government are represented by six persons each.</p>	1 representative
15	<p>Fourth Industrial Revolution (4IR) Pilot Project Task Team The purpose of the 4IR Pilot Project task team is to engage on matters relating to the establishment of an electronic mechanism to enhance trade facilitation.</p> <p>Organised business, labour and government are represented by six persons each.</p>	1 representative
16	<p>Government Incentives Task Team The purpose of the Government Incentives Task Team is to review existing government incentives schemes available in various government departments, provide further proposals and examine the uptake of the incentives and the concomitant measurable improvements made by the beneficiaries as a result of the incentive.</p> <p>Organised business, labour and government are represented by three persons each.</p>	1 representative
17	<p>Threats to Industrialization Task Team The Task Team seeks to identify challenges which adversely affect industrialisation and proposed measures to address such challenges.</p> <p>Organised business, labour and government are represented by six persons each.</p>	1 representative
EMERGING ISSUES		
18	<p>Nedlac Rapid Response on Cost of Living Increases Task Team</p>	1 representative

NO.	STRUCTURE	SAFTU participation
	<p>This task team focuses on building understanding, engaging and identifying areas of collaboration to address and mitigate the impact of high food and fuel prices.</p> <p>This is a minimum of a three-a-side task team but with flexible representation depending on the items for consideration.</p>	
19	<p>Unemployment Insurance (UI) Modernisation Task Team This task team addresses the operational and strategic challenges faced by the UI Fund in ensuring the effective administration of unemployment insurance benefits in relation to claims on matters such as UI Covid-19 Ters, Workers affected by unrest CCM Ters, e-compliance and maternity benefits.</p> <p>This is a four-a-side task team with flexible representation depending on the items for consideration.</p>	1 representative
20	<p>The NIOH and Nedlac Workplace Training and Awareness Steering Committee The Committee provides an oversight role for the rollout of the workplace training awareness programme. The programme seeks to equip participants with information on how to ensure the realisation of health and safe workplaces, including managing Covid-19 conducting risk assessments.</p> <p>This is a one a side committee.</p>	Organised Labour representation already filled
LABOUR MARKET CHAMBER		
21	<p>Labour Market Chamber (LMC) The LMC seeks to reach consensus and make agreements on all proposed labour legislation and policy matters relating to the labour market issues.</p> <p>This is a six-a-side consisting of organised business, labour and government.</p>	1 representative
22	<p>Decent Work Country Programme Steering Committee The South Africa Decent Work Country Programme is implemented by the International Labour Organisation (ILO). The DWCP Steering Committee provides an oversight role for the Programme, formulation and approval of South Africa's Decent Work Country Programme projects before implementation.</p> <p>This is a six-a-side consisting of organised business, organized labour, community and government.</p>	1 representative
23	<p>Demarcations Standing Committee The Committee considers disputes about the demarcation between sectors and areas referred by the Commission for Conciliation, Mediation and Arbitration (CCMA) in terms of Section 62(9) of the Labour</p>	Organised Labour representation already filled

NO.	STRUCTURE	SAFTU participation
	<p>Relations Act. The Committee also considers the variation of registered scope of council referred by the Registrar of Labour Relations in terms of Section 29 (3&7) of the LRA.</p> <p>This is a one-a-side committee consisting of Organized Business, Labour and Government.</p>	
24	<p>Section 77 Standing Committee The Committee considers notices from registered trade unions on their intention to embark on protest action guided by a Code of Good Practice. This is a one-a-side committee consisting of Organized Business, Labour, Community and Government. Standing Committee is chaired by the Executive Director</p>	Organised Labour already filled
25	<p>Labour Law Reform Task Team The Task Team engages on the proposed amendments to the labour laws which seek to respond to the changing nature of the labour market and to improve the articulation of labour market legislation with goals of employment, reduce levels of disputes and simplify dispute procedures, broaden protection to respond to an increasing large group of unprotected workers and to enable economic growth and sustainability for small and new businesses.</p> <p>This is a six-a-side committee consisting of Organized Business, Labour and Government.</p>	1 representative
26	<p>Mine Health and Safety Amendment (MHSA) Bill Task Team The task team engages on the proposed amendments to the MHSA Bill.</p> <p>This is a six a side committee consisting of Organized Business, Labour and Government.</p>	This task team is about to finalise its work
27	<p>The Human Resources and Skills Development Task Team The Task Team seeks to engage on all skills-related issues such as</p> <ul style="list-style-type: none"> i. HRDC Social Compact Thematic Area 2: Building Skills for a Transformed Economy and Society Revised Social Compact; ii. Masters Skills Plan and; iii. Higher Education Funding Model is a six-a-side consisting of Organised Labour, Business, Government and Community. iv. DWCP Skills Development is a three-a-side working group consisting Organized Business, Labour, Community and Government. 	1 representative

NO.	STRUCTURE	SAFTU participation
DEVELOPMENT CHAMBER		
28	<p>Development Chamber The Chamber shall seek to reach consensus and make agreements on all matters pertaining to development, both urban and rural, implementation strategies, and financing of development programmes.</p> <p>This is a six-a-side consisting of Organised business, labour, community and government representatives.</p>	1 representative
29	<p>Expanded Public Works Programme (EPWP) Task Team This structure receives updates on EPWP and public employment related initiatives.</p> <p>This is a three-a-side consisting of Organised business, labour, community and government representatives.</p>	1 representative
30	<p>Regulations on the Minimum Norms and Standards for Public School Infrastructure Considering the regulations relating to the Minimum Norms and Standards for Public School Infrastructure tabled by the Department of Basic Education.</p> <p>This is a six-a-side consisting of Organised business, labour, community and government representatives.</p>	This task team is concluding its work
31	<p>Victims Support Services (VSS) Bill Task Team The task team engages on the VSS Bill tabled by the Department of Social Development.</p> <p>This is a six-a-side task team consisting of Organised business, labour, community and government representatives.</p>	This task team is concluding its work
32	<p>Admission Policy for Public Schools Task Team The task team seeks to engage on the Admissions Policy.</p>	This task team is concluding its work

10.2 Progress update on Industrial Policy Master-Plans and the Trade and Industry Chamber

10.2.1 Introduction and Background

To date, there are six Master plans that are completed, others are still in the process at various stages of development. The energy crisis facing our country is having a negative impact in most of the sectors that are targeted for masterplans. It is rolling back some of the gains that have been secured through masterplans, and it creates set-back in the sectors identified because some the companies that are energy intensive are leaving the country due to issues of energy security.

- Two deals with food security and rural development: Sugar and Poultry

- One deal with labour-intensive sector with predominantly women workers and entrepreneurs: Retail-Clothing, Textile Footwear Leather
- One deal with major earner of foreign exchange for South Africa and platform for advanced manufacturing: Car manufacturing
- One deals with revitalising the Furniture industry.
- One To maintain the sustainability of Steel Metal Fabrication industry.

10.2.2 Progress Update

There is no significant progress since our last CEC suffice to report that the energy crisis is hitting hard on the implementation of masterplans most of these masterplans that are completed are energy intensive and are now beginning to feel the impact of the lack of energy security which is impacting negatively on investments, productivity and exports.

- **Agriculture Master Plan** - This Master plan has been signed off and launched by social partners though there are some outstanding matters, it is now in the implementation stages that will require constant monitoring and evaluation.
- **The automotive Master Plan**- This Master plan has been signed off and launched by social partners and is in its implementation stages so far, we can report that the Automotive Industry Transformation Fund (AITF) currently supports 6 companies approved to the value of R82m and R1 891m for access to funding and access to market respectively. **APDP 2** including **AIS** regulations published and effective from July 2021: Few issues being attended to for clarification and rectification. First draft report on the measures to support local production of NEV and their components completed.
- **The Aerospace and Defence Masterplan** was concluded in 2020. TOR to appoint a Project Management service provider has been generated. This was delayed due to the ConCourt ruling on the PPPFA and the subsequent NT directive.
- The **Cannabis MP** has been drafted, but there are policy and legislative issues to be addressed that have further imposed delays in the finalisation of this masterplan, the Presidency has been asked to intervene.
- **Clothing, Textile, Footwear and Leather (CTFL)**: The sector was affected badly during the pandemic, but policy support responses were introduced. Some of the key challenges include the direct and indirect consequences of the July 2021 unrest in the KwaZulu-Natal and Gauteng Provinces. The high increase in commodity prices during 2020-2021, such as cotton (+63%) and PVC (+150%). The impact of illicit trade with cheap imports from the Far East, red tape, and the impact of recent floods in KZN. Lack of capacity from government departments to fulfil their mandate and Monitoring & Evaluation Mechanisms for commitments.
- **Forestry Master Plan**, Progress to date includes the institutional capacity, the department has established Project Management Office. DARRLD has made the blended funding available to support black participants. Department of Science and Innovation has awarded largest grant of state fund to core fund with the industry the RDI.

- **Furniture Industry Master Plan, Import Replacement:** Task team established, and consultations continue with retailers and funders, on how to support local manufacturers, to minimise reliance on imports. Retailer to build on the existing supplier development programs with local manufacturers. Designation: The DTIC has further developed a furniture procurement guideline to assist procuring officers. The industry has reviewed the thresholds for office furniture developed with the industry, e.g. Office, School, Bed and Mattress - commencing with Office. Industry survey run, through SAFI, on industry local content capabilities and raw material availability (inputs) in office furniture manufacturing. Proposed amendment to the instruction, based on survey results, now submitted with NT for feedback. A concept for the establishment of Furniture Industry Challenge Fund developed on the challenge fund. R200million pledges DTIC (MCEP) and IDC.
- **Mining and Beneficiation Masterplan** The framework for the MP has been developed and presented to the Economic Cluster. The masterplan will be followed by a series of individual value chains which will specify targets, challenges, and interventions unique to each value chain in addition to the cross-cutting ones proposed.
- **Oceans Economy Masterplan,** the draft MP document has been submitted to the Minister. The MP covers five sub-sectors. Marine Manufacturing, Marine Transport, Aquaculture, Fisheries and offshore and oil and gas.
- **The Steel Master plan.** This master plan was signed off by social partners and is in its implementation stages. So far, the DTIC has supported 11 projects in the value-chain leveraging private-sector investment of R1.3bn in new investments and supporting 2,439 jobs. The IDC provided a R150m loan for the acquisition and the restart of Highveld Steel resulting in the structural mill being re-opened with 250 jobs created. An export duty on scrap metal was launched in August 2021 to support the Price Preference System which has been extended to July 2023.
- **Renewables Masterplan,** The Draft Masterplan report has been completed and presented to the EOC members excluding the Minister/ EOC chairperson at a Round Table the 7th of April 2022. The draft Masterplan identifies manufacturing as a priority focus for industrialisation. Key outstanding activities include the move towards reaching an agreement on priority actions and targets. Implementation actions have been identified.
- **The Health Masterplan,** the Presidency has been requested to intervene because there is no progress on this masterplan due to non-participation of the lead department the Department of Health which is supposed to chair the work of this masterplan.
- **Water for industrialisation master plan,** the work of this masterplan has not yet commenced due to the delays in the lead department, this is another masterplan that has been identified for the Presidency intervention.
- **Chemicals Industry masterplans,** no progress to report on this masterplan because business is reluctant to participate in this process pending government response and assurance that their demand would be met, a workshop has been arranged to deal with these issues and to kick start the process.

10.2.3 Trade and Industry Chamber

In October 2022 a strategic session was held with the Minister of Trade, Industry and Competition immediately after the Minister had tabled his budget vote to parliament setting up the departments priorities. The session with the Minister focused on the following:

- A report back on the Nedlac Trade and Industry Chamber Activities
- Economic Recovery and Industrial Policy
- Trade Negotiations and the way forward Following the engagement with the Minister, the first TIC added the following issues to the TIC workplan:
 - Competition policy issue
 - Convening of a workshop on SA Trade policies and priorities
 - Quarterly feedback on the implementation of the Border Management Authority and the One Stop Border Post
 - The white paper on Rail Policy
 - Proposals to expand the threat to industrialisation task team to include green economy and green industrialisation.

10.2.4 Current TIC task teams:

- **4IR Pilot Project Task Team.** The purpose of the 4IR Pilot Project is to establish an electronic mechanism to enhance trade facilitation the task team engagements are still ongoing.
- **Threats to Industrialisation Task Team,** The purpose of the task team was to initially conduct a study to identify, assess, and make recommendation on the threats to industrialisation in SA and the manner in which these can be countered. However, the task team will no longer conduct research following the TIPS and PSA research papers on localisation and revitalising the manufacturing sector respectively. These pieces of research will be used as the basis for initial discussions, the task team engagements are still ongoing.
- **Forms of Ownership Task Team** The Forms of Ownership Task Team was established to look at transformation of companies and how employees can own companies through Employee Ownership Schemes/Plans Task team engagements are still ongoing.
- **Government Incentives Task Team,** the Government Incentives Task Team was established to look at existing government incentive schemes and their arrangements task team engagements are still ongoing.

Recommendations to the CEC:

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| a) The CEC should encourage affiliates that are affected by the Master Plans to make sure that their representatives are attending Master Plans meetings. In this regard the Industrial and Trade Policy Coordinator will continue to monitor participation of unions involved and brief the Secretariat of COSATU and |
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affiliates that are not cooperating so that timeous interventions are made to strengthen labour participation in the Master Plans.

10.3 Labour Law Reform

In 2021 COSATU tabled proposed amendments to the labour relations act in Nedlac. Subsequent to which business and government tabled their own amendments, some of which responded to those of COSATU. All together the proposals from stakeholders cover the following:

- The Labour Relations Act and associated Code of Good Practices mostly in respect of dismissals, retrenchments, collective bargaining and strike action;
- Basic Conditions of Employment Act;
- National Minimum Wage Act to streamline the process of national minimum wage setting;
- Occupational Health and Safety Act to regulate future pandemics in the workplace and make other changes in the light of the Covid19 experience; and
- Improve social protection and make for non-standard workers.

In April 2022, a three-phased process of labour law reform was agreed to. The first phase which is underway is, focusing on the legislative amendments to the Basic Conditions of Employment Act and Labour Relations Act.

- Dismissal procedures;
- Retrenchment procedures;
- Review of unfair labour practice definition;
- Improved efficiency of bargaining councils and the Labour Court

Phase 2 and 3 are planned to focus on the following issues:

- a) Revision of the **Codes on Unfair Dismissal and Retrenchment**;
- b) Legislative and regulatory reforms in respect of **workers who are not employees** (basic conditions, labour relations, health and safety, social protection);
- c) Legislative and regulatory reforms in respect of **workers where there is a disassociation between their work and workplaces** (basic conditions, labour relations, health and safety, social protection, employment equity, non-discrimination, privacy, etc.);
- d) Legislative and regulatory reforms to enable a **just transition** to a low climate economy; and
- e) Addressing the efficiencies within and between labour market institutions responsible for the **adjudication and enforcement of awards and rights** including reviews and lack of enforcement.

Recommendations to the CEC:

a) The report is for noting.

10.4. Just Energy Transition Investment Plan

The Congress of South African Trade Unions (COSATU) has taken a decision to reject the South African government's proposed Just Energy Transition Investment Plan (JETIP) in its current form. In our view, the plan fails to consider the concerns of affected workers and communities. COSATU has been instrumental in introducing the concept of a Just Transition, which aims to address historical inequalities and identify new pathways to transform the South African economy. The investment plan has been hastily developed, with critical participation from labour being explicitly excluded from the formulation process.

The principles of social dialogue have been ignored on the substance of the investment plan, resulting in a pathway that heavily favours private capital and multinational corporations while neglecting the needs of the workers and communities that are most vulnerable in the energy transition and the broader climate crisis. The plan, as it stands, is more concerned with financialization than it is with the necessary social policy, science, and innovation required to address the Climate crisis in the coming decade genuinely.

COSATU recognizes that the JET IP presents both opportunities and profound challenges for workers and asserts that a revised JET IP must ensure that the transition is just and benefits workers. The measures taken to ensure electricity security for the country in the heat of the ongoing crisis should not further compromise the status of electricity as a public good. If allowed to advance these plans will harm South Africa's fiscal conditions through deep dependence on IPP's and sovereign guarantees; worsen energy poverty by high electricity costs with locked in private rent seeking interests; and fail to materialise high levels of industrialisation in renewable energy value chains. COSATU demands the following:

- All signed agreements made under the \$8.5 billion JETIP process from negotiations between the IPG and the Presidential Climate Finance Task Team must be published publicly in full.
- We demand the JET-IP be taken directly to NEDLAC for a line-by-line negotiation with all stakeholders. With all the details relating to existing and proposed financial documents are shared
- National government should immediately adjust the pace of the transition to ensure it is conducted in a well-planned fashion.
- A well-resourced and consultatively crafted social protection plan must be developed immediately for workers and communities directly impacted by the energy transition.

- A revised investment plan which includes direct measures to address immediate interventions to address loadshedding, with support specifically aimed at prioritising and supporting working class users and explicitly taking into account the gendered impact of energy poverty.
- A revised investment plan must include a comprehensive assessment of a plan to expand public transport systems as well as to raise the necessary investment target for decarbonization of public transport well beyond the R6.1 billion listed.
- In the aftermath of the closure of Komati coal fired power station, the credibility of the transition is question. Workers demand concrete plans and job guarantees for all impacted workers.
- There is insufficient acknowledgement that the energy transition has significant regional implications. From an energy infrastructure standpoint, it must be clarified whether transmission upgrades to improve regional integration across SADC has been included in the plan.
- Nuclear Energy is currently prescribed in the IRP2019 and forms among South Africa’s low carbon generation options. It must be clarification whether nuclear power plants can qualify for funding under the JET IP.
- We demand a system which ensures the continuation of public sector energy generation. Where private sector energy occurs, we need to ensure careful regulation & worker ownership.
- A tax on coal exports should be introduced with profits ring-fenced for the Just Energy Transition.

Recommendations to the CEC:

a) The report is for noting.

10.5. COSATU Bilateral with the South African Reserve Bank

COSATU has held two bilateral meetings with the leadership and management of the South African Reserve Bank. COSATU will soon be meeting with the SARB leadership as part of our ongoing engagements and to sharply raise the Federation’s opposition to the unaffordable and reckless repo rate hikes.

The first meeting between COSATU and the SARB included the leadership of both COSATU and the NUM as it focused on raising NUM’s concerns around the sustainability and turning around of UBank.

The second included leadership of COSATU and SASBO and was focused on sharply raising COSATU’s concerns around the interpretation and implementation of the SARB’s mandate. Whilst it is critical to manage and keep inflation low to protect workers’ meagre wages, COSATU raised the need for the SARB to take into account the high levels of indebtedness that most workers experience, how the massive repo rate hikes make it very difficult for workers to pay their debts and take care of their

families, and the need for the SARB to help stimulate the economy, provide relief for workers, and to support efforts to reduce unemployment.

Engagements included the role of the SARB in overseeing the banking sector including the VBS, UBank and African Bank interventions as well as the need to support the development of the Postbank.

COSATU also raised the need for progressive voices to be included in the SARB's Monetary and Policy Committee and its intentions to nominate a candidate(s) when a vacancy arises.

Subsequent to the engagements with the SARB, it has raised the repo rate by an additional 25 basis points in January and subsequently by a further 50 and 25 basis points respectively. It is expected by economists to do so at least once again later in 2023, with the repo rate to begin to decline by the end of 2024.

COSATU has consistently condemned in the strongest possible terms the Reserve Bank's massive repo rate hikes of a cumulative 325 basis points over the past year. It is a gut-wrenching blow to millions of workers drowning in debt and struggling to take care of their families. These are devastating for an economy that is still in a recession and struggling to emerge from Covid-19, steep fuel price hikes and rampant load shedding.

The Federation appreciates the need to keep inflation in check because its significant rise to a peak of 7.8% fueled by the war in Ukraine and international oil price volatility remains deeply worrying. It has now begun to decline and is currently at 7.1%. If inflation gets out of control, it will erode workers' meagre wages.

However, COSATU feels that for an economy that suffers from large external shocks, a deep economic recession and an unemployment rate of 42%; depressing demand through exorbitant interest rate hike does not make sense.

Using the interest rate when the main driver of inflation is not demand but rather the sky rocketing oil prices, which translate into high food prices, commodity prices and speculative exchange rate fluctuations alone will not help the situation. What these steep repo rate hikes are doing is to bleed workers and suffocate the economy further. What will the SARB do next month if things continue as is?

The Reserve Bank is trapped because of its one-dimensional, and one trick pony response to inflation. The SARB needs to be flexible and pragmatic in the face of a fluid satiation economic situation.

COSATU condemns government's failure to provide leadership at this critical moment and its outsourcing the management of this crisis to the SARB.

Government needs to provide leadership in this critical moment. The causes of the inflation spike are imported, they are not domestic. Yet there are key interventions at government's disposal to help cushion the poor, workers, and the economy now.

Government, as promised by the Ministers for Finance and Mineral Resources and Energy in May and previously in 2018, needs to slash the taxes on fuel. Currently 28% or R8 per litre of the fuel price goes to the state. That can be reduced and provide immediate relief to workers and the economy.

The resulting loss in revenue to the state can be made up by allocating additional revenue to SARS. This will enable it to appoint additional staff and invest further in its capacity to tackle the billions lost to tax evasion.

COSATU hopes that the R254 billion debt relief that will be provided to Eskom as part of the Eskom Social Compact will enable it to invest more in maintenance and new generation. This will reduce load shedding and the need for Eskom to impose double digit tariff hikes.

The Department of Transport must ensure all Metrorail and Transnet lines are fully operational and secure. This will help 10 million urban commuters and agricultural products travel by train and thus be shielded from fuel hikes.

The Department of Transport must re-submit RAF and RABS Bills back at Parliament now. These will set the RAF on a sustainable path and lessen the need for fuel levy hikes.

SASSA must resolve the administrative chaos and overly stringent criteria in order to ensure all 10 million eligible persons receive the R350 SRD Grants they are entitled to. These should be increased to the food poverty line given the significant hikes in food and other essential goods' prices.

The Presidency must double the Presidential Employment Stimulus to provide work opportunities to 2 million young people.

We are simply running out of time and the nation cannot afford dithering and dilly dallying. The nation is pleading for decisive leadership.

Recommendations to the CEC:

- a) COSATU will continue to engage the SARB on its monetary policy and raise COSATU's concerns with its unnecessarily reckless and hawkish positions on the repo rate and its impact on the economy, workers and jobs.
- b) COSATU will keep track of when a vacancy may arise on the SARB's Monetary Policy Committee and submit a nomination of a progressive economist for consideration for appointment to the SARB's MPC.

c) COSATU will continue to engage government and Parliament on measures to ease the cost of living on workers, including through the fuel price and electricity tariffs.

10.6. Energy Crisis and Eskom Recovery Plan

The economy cannot grow without reliable and affordable electricity. The shortage of electricity causing loadshedding affects everyone. Workers struggle to get to work, workplaces cannot be productive, salaries are in danger of not being able to be paid, jobs may be lost, the economy will lose about 2% of its projected growth rate for the year, investors will look elsewhere, the state will collect less tax revenue needed to pay for public services and servants etc.

The electricity crisis is too large for government on its own to fix. Everyone, like with Covid-19 has a contribution to make. This is what guided COSATU to draft the Eskom Social Compact in October 2019 and that was signed by social partners and government in December 2020.

COSATU as part of Organised Labour at Nedlac met with the President, government and Eskom to discuss the latest bout of loadshedding. COSATU also participated in the ANC NEC Lekgotla which correctly placed the energy crisis at the centre of its agenda.

Key interventions that COSATU tabled with government and the ANC to resolving the energy crisis include:

- Declaration of State of Disaster to ensure that government has the necessary powers to expedite the resolution of the electricity crisis. This includes tabling the relevant legislation in Parliament to effect this.
- Fast tracking of processes to appoint a new Eskom CEO and to ensure a smooth handover between the outgoing and incoming CEOs.
- Allocating additional funds by Treasury to Eskom to buy diesel.
- DMRE providing Eskom with the import license to procure diesel cheaper.
- SARS and Treasury to reduce taxes on diesel purchased by Eskom.
- Procurement of spare parts needed for maintenance programme at Eskom, including those needed from China, the US etc.
- Providing relevant support needed for Eskom to ramp up its targeted maintenance high impact programme, e.g., finances, parts, personnel etc.
- Sourcing of additional generation from domestic sources and the SADC power pool, e.g., Mozambique etc.
- Deployment of SAPS, Hawks, SIU, SANDF to secure Eskom infrastructure.
- Establishment of rapid response courts to deal with Eskom cases or their prioritization in the judiciary.

- Additional security and quality assurance processes to tackle the replacement of high grade with low grade coal and even rocks etc. to Eskom power stations.
- Expediting regulatory processes to bringing on board new generation capacity to Eskom.
- Providing Eskom necessary support to build new generation capacity, this includes reducing Eskom's debt burden by at least 2 thirds of its R400 billion debt levels.
- Engagements on the Just Energy Transition Financing Plan, to minimize South Africa's expose to debt and maximize grant financing.

COSATU welcomed the ANC NEC Lekgotla's business unusual approach to resolving South Africa's many problems and the recognition of the need to move with speed. The Federation is pleased that the President and the Lekgotla moved to endorse and adopt the Federation's proposal for the declaration of a State of Disaster to manage the electricity crisis crippling the economy.

A State of Disaster will send the message to society that government is treating this crisis with the urgency it requires, it will concentrate all of government's attention and resources to stabilising and rebuilding the grid and providing government and Eskom with the necessary powers and tools to end loadshedding.

The Federation is not looking at new policies, with twelve months to go before the 2024 national and provincial elections, but the accelerated implementation of the Eskom Social Compact, the Economic Recovery and Reconstruction Plan (ERRP), and other urgent interventions to turn the economy and state around.

The Federation supports the ANC's commitment to accelerate the implementation of the ERRP, not only with regards to the Eskom Social Compact, but also to secure and rebuild our passenger and freight railway network, ramp up local procurement, mobilise financial resources to stimulate and expand employment programmes for the unemployed.

These progressive commitments can only be achieved if the Lekgotla's commitments to tackle crime and corruption, rebuild the state and in particular dysfunctional municipalities, restore basic services, and accelerate the infrastructure roll out programme are honoured. What is needed now, is for the implementation of the key commitments of the State of the Nation Address and the 2023/24 Budget.

COSATU welcomed the two thirds debt relief or R254 billion provided for in the Budget for Eskom. This will help Eskom to focus on ramping up its maintenance programme. This is the fastest way to end the current levels of levels 6 and upwards of loadshedding that is currently crippling the economy.

COSATU is however worried about some of the conditions attached for the debt relief programme, in particular prohibiting Eskom to invest in new generation capacity for the time being. If this is not reversed, it will threaten Eskom's long-term viability and role in supplying generation capacity. A coherent government is dependent on the ANC expediting its organisational renewal programmes and in particular the suspension and subsequent expulsion of corrupt elements and lawbreakers from the organisation.

The ANC and government, need to move with speed to resolve the crises of loadshedding, unemployment, corruption, cable theft and the myriad of other calamities bedeviling this country. The ANC does not have the luxury of time, what is needed is real progress in the next 6 months, because the people are running out of patience.

In the March Cabinet reshuffle, a new Minister for Electricity, cde. Sputla Ramakgopa was appointed. COSATU and NUM have met with him to build a foundation for a partnership with government as it seeks to rebuild Eskom. It is hoped that his appointment will not result in confusion with the Ministers for Public Enterprises, Mineral Resources and Energy. There is an urgent need for synergy between all government institutions if we are to stabilise and rebuild Eskom.

10.6.1 NERSA Approval of a 18.65% Electricity Tariff Hike

The National Electricity Regulator of South Africa (NERSA)'s approval for a 18.65% increase in electricity tariffs from 1 April will be a devastating blow to workers and businesses struggling to survive in an economy still battling to emerge from Covid-19 and a recession.

Whilst the 18.65% increase is less than the 32% hike Eskom requested, it will still be unaffordable for workers who have lost wages, received no or below inflation increases, are drowning in debt and having to support relatives who cannot find work in an economy with an unemployment rate of 43%. It will be a further burden to companies struggling to stay open, to pay their staff and avoid retrenchments.

The continuous above inflation increases that Eskom has fleeced the nation with since 2006 have proven to any sober person not to be a solution to Eskom's woes. They only serve to pickpocket workers of their meagre wages, suffocate businesses and deny the economy the chance to reduce unemployment. They are not a solution to Eskom and are in fact little better than giving drugs to a drug addict.

In fact, they are pushing Eskom into a death spiral as those companies and households who can afford to go off grid are doing so, this includes key Eskom costumers such as the mining industry which accounts for 30% of its customer base, shopping centres and countless other large consumers. At this rate Eskom will be left only with those who cannot afford to go off grid. To add insult to injury, Eskom

has repeatedly sought to deny its employees inflation linked increases, when they too are struggling to survive like all other workers.

This precise scenario is what prompted COSATU in October 2019 to draft the Eskom Social Compact adopted by government and business partners in December 2020. It provided a clear road map to resolve the fundamental crises crippling Eskom and plunging the nation into unabated load shedding.

These included clear proposals for slashing Eskom's debt by over 50%, tackling rampant corruption and wasteful expenditure at Eskom, measures to ramp up maintenance of existing generation capacity and to bring onboard new clean energy capacity, to ensure a Just Energy Transition for affected workers and communities, and opportunities to unlock the potential for green manufacturing jobs rich sectors and industries. Despite signing the Social Compact, government has perpetually kicked the can down the road on implementing its key commitments.

COSATU hopes that the latest loadshedding bout will nudge Treasury into finally relieving Eskom of at least 2 thirds of its debt burden as well as to allocate additional financing for Eskom to purchase diesel to help reduce loadshedding in the 2023/24 budget due to be tabled at Parliament in February, for the Department of Mineral Resources and Energy to be woken up into granting Eskom the diesel import license it has long been calling for and which will help it to effect significant savings, and for the law enforcement agencies to play their part in prosecuting those who for years have stolen billions from Eskom at all levels of its operations.

If government does not address these root causes of Eskom's crises, then we will see Eskom return to NERSA by June asking for additional double digit tariff hikes. It is time government acted. Workers and the economy cannot afford endless dithering any longer. Nor will voters in 14 months look kindly upon a government that fails to tackle the largest obstacle to growing the economy, creating jobs and improving their lives.

Recommendations for the CEC:

a) The energy crisis is an ongoing matter that will require the continued monitoring, engagements and interventions of the CEC and Affiliates as a matter of priority.

10.7. Unemployment Insurance Fund Modernisation -

NEDLAC Rapid Response Task Team (RRTT) established a UI Modernization after realizing that it was almost dealing with claim including those which were COVID TERS benefits. These modernization had Terms of Reference which in the main are:

Scope of Work

- Share information and experiences to deepen the understanding of social partners and government of their mutual challenges;
- Propose, and engage on measures to respond to the strategic and operational challenges as identified by the social partners and the UIF;
- The work of this task team is to build understanding and collaborate to seek solutions to *inter alia* the following challenges facing the UIF:
- Closing off the UIF Covid Ters benefit including that eligible beneficiaries are paid and that money is recovered where it benefitted employers and employees illegally. This will include oversight of the “follow the money” programme and ensuring that successful prosecution is achieved for alleged fraudulent employers and that such employers do not re-emerge under a different name;
- Closing off of the WABU benefit to ensure that all eligible beneficiaries are paid;
- Addressing challenges facing CCMA Ters;
- Review the Reduced Work Time (RWT) provisions in light of the changed circumstances in which it may be used e.g. civil unrest;
- Consider and develop mechanisms for income replacement in the event of similar disasters where workers are not able to work due to no fault of their own, including proposing legislative and regulatory amendments;
- Consider improvements in particular through the digitalization of all UI systems;
- Improved communication to employers and employees with the UIF and by the UIF with social partners, especially in respect of compliance by employers;
- Addressing issues facing employees and UI beneficiaries who work in non-standard employment relations but currently do not fall within the ambit of the current UI Act; and
- Considering and developing proposals facing atypical workers who currently do not fall within the ambit of the current UI Act; In executing its work, the task team will:
 - Develop and implement an action plan arising from the identified measures;
 - Develop and implement monitoring mechanisms to monitor progress made in achieving UIF compliance by employers and ensure greater employer compliance with the UI Act and the UI Contribution Act.
- Explore ways of enhancing and extending existing partnerships between the UIF and social partners
- The task team may establish sub-committees as and when necessary including at the operational level.
- The sub-committees will report back to the task team.

The task team shall report quarterly to the Nedlac Labour Market Chamber on its work and provide submissions that the Nedlac Labour Market Chamber will consider and provide same to the UIC.

That the task team shall at all material times attempt to resolve genuine matters of divergence amongst themselves.

- If the above remains unresolved, the task team can table such a matter in a forthcoming Nedlac Labour Market Chamber meeting for further deliberation and mutual resolution. outside

While the task team has not carried all the scope of work as mentioned here above, we are very sceptical of positive results arising out of it given how dysfunctional UI has become. In addition the UI Commissioner will come to these meetings with no reports which are meant to provide work done so far on all form of benefits provided for in the UI Act as amended.

The Commissioner and his team have no clue nor interest with what is happening in this Fund. Workers continue to stand in long queues for long hours only to be told that their claims at best are not ready, at worst are not in the system while they have been lodged and confirmed by them at times.

Unless drastic action is taken (some of which have been taken but are very slow) nothing is going to change for the better. Effects of poverty to workers who contributed to UI are immeasurable in particular because these workers have no other in-come replacement.

Recommendation for the CEC:

- a) That COSATU's demand and campaign of putting UI under administration should be intensified.
- b) COSATU to identify DEL Labour Centres with the aim of visiting them to assist appreciate long periods for waiting for benefits payments which sometimes never.
- c) Continue to work with claimant be employers on behalf their workers and workers themselves through establishing a desk with tools of trade provided by UI but manned by COSATU person or inter who will record, direct and follow up with claims on daily basis as part assist workers. And visit some of the Labour Centres to verify delays.
- d) Until such time that the above is done, with all the good intentions, Modernization programme of UI will continue to be a waste of time and resources as it is not taken seriously by those it seeks assist

10.8. Presidential Health Summit

The first Presidential Health Summit was convened in 2018, the theme of the summit "*Strengthening the South African health system towards an integrated and unified health system*", is with the objective to improve the current health system so that it can become an effective and functional health system.

The purpose of the summit is brining solutions to strengthen the health system to ensure that it provides access to quality health services for all, in line with the principles of Universal Health Coverage (UHC) through an inclusive process. Further

to this is to unlock the process that will lead to the implementation of the National Health Insurance (NHI), which include: universal quality health care, social solidarity and equity in health access. The improvement of the health system is largely focused on building an integrated health system, moving away from the current two-tiered health system that is the current status quo.

The key objectives of the Presidential Health Summit is to provide the for advance collective efforts to promote good health care services as an essential foundation to health for all in South Africa. This is to further outline the roadmap towards an integrated health care system by committing to rebuild the health system to provide quality health care to all. The actions that are to take place to ensure the realisation of an improved health system are to be identified through stakeholder engagements as this is a collaborative approach. It is the commitments by stakeholders that will establish a collaborative stance on strengthening the co-ordination, monitoring and evaluation as well as the overall functioning of the health system holistically. Further to this it is important that there is sufficient inputs and proposals wherein which corruption in the health sector is addressed including waste and abuse to improve accountability and transparency in the health system. All this is to ensure that there are clear solutions to improve the health system.

The outcome of the Presidential Health Summit engagements is to establish a Health Compact where in which a road map for the interventions form part of a consolidated effort to ensure that there is consensus on how to improve the health system.

The first Presidential Health Summit identified nine (9) commissions as a starting point to further discuss the challenges of the health system, with the ambition to provide solutions that are specific to the improvement of the health system. The identified commissions give stakeholders the opportunity to provide strategic direction on how to better the health sector, the commissions are:

- a) Human Resources for Health (Health Workforce);
- b) Supply Chain Management, Medical Products, Equipment and Machinery;
- c) Infrastructure Plan;
- d) Private Sector Engagement;
- e) Health Service Provision (Delivery);
- f) Public Sector Financial Management;
- g) Leadership and Governance;
- h) Community Engagement and
- i) Information Systems.

Upon the consolidated engagements and inputs of stakeholders, the Health Compact was drafted and adopted in 2019 through the Presidency. This is as a guiding principled position that is reflective of all inputs.

There has been no update on the drafted 2018 Health Compact, therefore the convening of the Second Presidential Health Summit in May 2023 will be to evaluate the progress made from the first Summit thus far, and establish an updated Presidential Health Compact that will give the health sector the opportunity to restructure, develop and be fit for purpose.

All the commissions will bring forward their individual deliberations that are drafted to feed into the overall analysis of the challenges of the health system and provide solutions that are holistic and will achieve a better health system which will benefit all South Africans with the desired outcome of the implementation of the NHI, improving the working conditions of health workers and the integrated functioning of all aspects of the health system.

Recommendations to the CEC:

a) The report is for noting.

10.9. Update on early access to pension funds for workers.

The Congress of South African Trade Unions (COSATU) began negotiations with Treasury on allowing financially struggling workers early access to their pension funds in March 2020. Treasury was initially opposed to this proposal but eventually agreed to COSATU's proposals.

COSATU is disappointed that despite reaching an agreement with Treasury on allowing workers early access to their pension funds in October 2020, the necessary legislative amendments have not been concluded. COSATU has continuously pushed government to expedite this process as workers are struggling to cope, many are supporting relatives who have lost their jobs, many have lost wages and most are drowning in debt.

Treasury has committed to fast tracking and tabling the necessary legislative amendments that will address COSATU's proposals at Parliament in June and October 2023. COSATU will continue to work with Treasury and Parliament to ensure these bills are passed by Parliament by December 2023. This is critical to ensure we meet the implementation date of 1 March 2024 when workers can access a portion of their pension funds.

COSATU and Treasury have reached agreement on the following:

- A new two pot pension regime that would place one third of workers' pension funds in a savings pot that could be accessed once a year and two thirds in a preservation pot that should be saved for when workers reach retirement.

- That this two-pot pension regime would be binding on all pension funds. This is critical to avoid a pension fund refusing to allow workers access to their savings pot.
- The two-pot pension regime would apply to both public and private sector workers to ensure no one is left behind.
- Workers would be able to convert existing savings when the law comes into effect in 2024 and thus be able to immediately access their one third savings pot.
- Workers would still be able to access their pension funds that they have accumulated before the new law comes into effect in 2024, minus tax.
- Workers who lose their jobs due to dismissals or retrenchments would be able to access their full pension funds (both the savings and preservation pots). The modalities of this must still be concluded, e.g. is it a lump sum or monthly payments.
- Further engagements need to take place on how workers who are forced to resign for family or medical reasons could be accommodated.

COSATU believes that the two-pot pension regime will provide badly needed relief for millions of struggling workers and their families. Workers will be allowed to access their savings pot once a year without having to resign from their jobs or cash out their entire pensions. Having access annually to their savings pot will incentivise workers to save more and cash out less knowing they can access their savings when in need. This will help address the crisis of only 6% of workers being able to afford to retire. Boosting savings will help spur investments in the economy and reduce unemployment, which will further ease the burdens on workers.

Whilst further engagements with Treasury on the final wording of the amendment bills are needed, most issues have been resolved and in principled understandings on the outstanding areas have largely been reached.

COSATU will continue to work with Treasury and Parliament to ensure that final agreements are reached, that the amendment bills are tabled at Parliament timeously, that Parliament passes them into law by December 2023 so that they can come into effect in March 2024. This will require significant efforts from government as well to ensure that SARS and the pension funds put in place the necessary taxation, investment, communications and administrative changes to their systems timeously.

Workers cannot afford any further delays. They have waited long enough. Pension funds belong to workers and they should be able to access them in their moments of need. COSATU understands workers are correctly frustrated by how long this journey has taken. Whilst we are all disappointed by the length of time, we are confident that we have made massive progressive and are nearing the end.

Recommendations for the CEC

- a) It is critical that COSATU and Affiliates continuously update workers on progress and delays and also undertake the necessary financial education of workers so they are empowered when the new two pot regime comes into effect in 2024.

10.10 . State of our State-Owned Enterprises and the Developmental Agenda

SOEs can play a critical role in providing an economic or infrastructure need that the private sector is not able to deliver. Or to provide an essential public good at a rate that is affordable to society, in particular the poor, and the economy. They can be a source of revenue for the state and thus help fund other societal needs.

They can also be a source of corruption, wastage, inefficiency, monopolies and a drain on the fiscus. They can divert badly needed revenue from the state at the expense of more important needs. They can suffocate the economy and block a more efficient private sector fulfilling the same need at a more affordable price.

South Africa has more than 700 SOEs and entities from national to provincial and local government. Many are duplicates of each other. Some SOEs have collapsed, e.g. SA Express with 1 500 jobs. Others are being resuscitated e.g. SAA with 8 000 jobs lost. Denel has not paid staff for 18 months. SABC has retrenched 1 500 permanent and contract workers and replaced them with 500 contract workers. The Post Office is planning to retrench 4 000 workers and slash the remaining 9000 workers' salaries by 40%. Petro SA is intending to retrench workers.

Many of these SOEs have become dependent on endless bailouts. Over R50 billion was spent on SAA with little to show. Over R500 billion has been spent on Eskom over the past decade and we are still crippled by ever rising levels of loadshedding.

Yet most of these SOEs were once well run, profitable companies that were internationally competitive. The decade of state capture destroyed many of them. As have structural changes in some of their sectors.

Ours SOEs are struggling because of corruption and mismanagement. But they are also struggling because of structural shifts in their sectors, e.g. the Post Office cannot continue to depend upon posting letters when we all communicate via whatsapp and emails.

We need to engage on the future of our SOEs. Which SOEs are strategic and must be saved? Which can be consolidated? Which need to be repositioned? Which sectors of the economy should the state be involved in and which is it not necessary? Is there a need for a new or hybrid SOE model? Perhaps taking lessons from the Chinese and Cuban models.

What is clear is that the current model is dying. If we want to save those SOEs and those workers' jobs, then we need to come with concrete plans that are based on the realities of the economy and the needs of workers. The era of bail outs for SOEs is over. It is not sustainable. Workers whose jobs are at risk must be reskilled and redeployed to where vacancies exist. Workers should be assisted with seed capital and support to establish their own SMMEs. We should not be sending workers to the unemployment queue.

In essence there are 4 options:

- **Status quo:** Hope that with competent management, cleaning up corruption and financial injections from the state, that the SOEs will recover. Some may but most won't. They will then continue to bleed the state, leave workers unpaid and retrenched and suffocate their sectors.
 - This is a guaranteed route for the collapse, liquidation and death of the SOEs.
- **Close or Sell:** There is no shortage of buyers wanting to buy some of the SOEs. However, this is likely to result in many of those workers being retrenched. It may compromise the ability of the state to provide an essential economic good and the objective of being a capacitated developmental state. It will feed into a narrative of corruption and the deliberate destruction of SOEs so that they can be bought at a discount and their assets stripped.
 - This is an option COSATU cannot support as it will decapacitate the state and result in workers being retrenched and exploited.
- **Reposition:** Most SOEs were once well run, profitable and viable. They provide goods that other companies provide in a sustainable manner. What is needed is to reposition the SOEs, provide competent management, limited financial support linked to a realistic turnaround plan. It may require the consolidation of some SOEs. E.g. it made little for the state to previously own 3 airlines.

This is the only viable option is the SOEs are to be saved and the developmental state rebuilt. It may require equity partners in some instances and partnerships in other instances. Workers' whose jobs are at risk should be reskilled and assisted in finding alternative work, including redeployments and to be supported to establish their own SMMEs with seed capital and assistance.

New business models may be required e.g. for the Post Office to shift from simply posting letters which to focusing on courier services, being an access point for government services, a partnership with the Post Bank and a support hub for SMMEs.

International best practises from progressive states e.g. China, Sweden, Norway, Cuba should be examined to see what lessons could be learned and adapted to the South African scenario. Time is running out. The status quo cannot survive. Turn

around plans are needed for these SOEs to enable to move from being burdens to the state, obstacles to growth and threats to workers' jobs.

A Presidential Commission has been established to oversee the SOEs and to ensure that they are saved. Many are in varying degrees of collapse e.g. Eskom, Transnet, PRASA, SABC, DENEL, RAF, SAA Group. Others e.g. SA Express have died. New models need to be developed to ensure their revival and sustainability. These existing models are dying, and workers are made to pay the price with wages, pensions and job losses.

The 1st Deputy President of COSATU Mike Shingange and COSATU Deputy Parliamentary Coordinator, Tony Ehrenreich are representing COSATU on it. Ongoing engagements with affected Affiliates are needed to develop clear plans to ensure these SOEs are saved.

10.10.1 SOEs Shareholder Management Bill

This Bill has been delayed for many years. It is now said to be being revived. It is meant to provide clear powers for the shareholder, namely government, to intervene timeously in the event of SOEs not performing as they should or in the event of malfeasance.

COSATU needs to ensure this Bill is prioritised and tabled at Parliament as a matter of urgency.

Recommendations to the CEC:

- a) It is critical that COSATU convene a strategic workshop to develop coherent proposals on what must be done to stabilize, rebuild and sustain the SOEs, in particular those most at risk.
- b) Affiliates need to table clear proposals on what they believe needs to be done to rebuild the SOEs, in particular those in which they organise.

10.11 COSATU response to the 2023/24 Budget

The Congress of South African Trade Unions (COSATU) has engaged extensively on the 2023/24 Budget tabled in Parliament at Nedlac and Parliament. The Federation has raised its concerns with the Budget sharply with government.

In 1969 at the Morogoro Conference, the ANC adopted an ANC Strategy and Tactics document that says; *“Our drive towards national emancipation is therefore in a very real way bound up with economic emancipation... Our people are deprived of their due in the country's wealth; their skills have been suppressed and poverty and starvation have been their life experiences. The correction of these centuries-old economic injustices lies at the very core of our national aspirations.”*

The year 2023 is the 11th year since the ANC government adopted the National Development Plan (NDP), 2030. The NDP was prefaced with a familiar quotation from the Reconstruction and Development Programme that says: *“no political democracy can survive and flourish if the mass of our people remains in poverty, without land, without tangible prospects for a better life. Attacking poverty and deprivation must be the priority of a democratic government”*.

It can be said that in general, the NDP set out noble objectives, including eliminating poverty, and reducing inequality and unemployment as it identified this crisis-level of our triple socioeconomic challenges as its core focus. But COSATU has consistently warned the government that it was wishful thinking to pursue such transformative objectives whilst persisting with the NDP’s Neoliberal macroeconomic straitjacket and with no clear interventions to structurally transform the economic base.

After this uninspiring and jaded budget, it is clear that the apathetic and indifferent sixth administration has either forgotten or abandoned these commitments made to the people of South Africa.

We welcome the fact that in 2022, the economy avoided recession as it registered a 2.5% growth rate, however, the underlying structural fault lines and constraints, which amongst others include the domination of the now significantly foreign-owned monopolies in key sectors, deepening racialized and gendered wealth and income inequalities, the untransformed Apartheid geography that keeps the black masses in the periphery, means that our economy shall continue to languish in the current low-growth trap with persisting socioeconomic crises.

Despite avoiding the recession and the recovery trend that emerged in the later part of 2022, by the end of the year official unemployment rate had remained stagnant (declining by a mere 1%) to 43%.

Official unemployment amongst the youth stood at a staggering 60%. These indicators highlight the dismal failure of the Neoliberal macroeconomic framework that has been consistently applied since 1996 under different guises - from GEAR to ASGISA and now NDP - as the racialized, gendered, and geographic nature of our triple-crises across the country and within all provinces remain intact and entrenched.

Whilst there are some positive budgetary allocations, it is depressing to note that the budget continues along the same neo-liberal trajectory that has led to the current crisis.

The budget does not provide hope of a decisive set of bold interventions that will jolt the economy from a projected growth of 0.9% in 2023, 1.5% in 2024 and 1.8%. It is self-delusional to believe that a timid budget will spur the economy to grow and slash unemployment.

The Federation applauds the excellent work done by the workers at South African Revenue Services (SARS) who have continued to set the agency on the path to

recovery. They have exceeded revenue collections by R93 billion. This is proof that a well-capacitated and properly led state entity can deliver results.

It is now clear that despite the rhetoric from ANC and government leaders around building a capable developmental state, our state continues with the Neoliberal trajectory of outsourcing and agencification, which especially at the provincial level has severely weakened service delivery. This budget remains committed to the reduction in personnel headcount in the public service as vacancies are closed and attritional retrenchments are effected.

Central to rebuilding a capacitated developmental state, is for government to rebuild its relationship with public servants. Most public servants are disillusioned, overworked, highly indebted, and underpaid.

The projected increase in the wage bill by 3.3% over the Medium-Term Expenditure Framework (MTEF) is tantamount to outsourcing the bill for corruption and the mismanagement of the state to public servants. What is scandalous is that the same budget allocates a 4.5% increase in salaries for members of the Cabinet and Parliament over the same period. It is obvious that they are intent on balancing the books by pickpocketing nurses, teachers, and other hard-working public servants.

The government needs to engage on the public service wage bill with organised labour at the PSCBC in good faith and come up with a wage package that will protect the rapidly eroding wages of public servants from inflation. We cannot afford to continue to lose skilled public servants to the private sector and overseas.

We welcome the progressive commitment to relieve Eskom of R254 billion or two-thirds of its unsustainable debt burden. This will enable it to shift its resources to ramp up high-impact targeted maintenance and invest in the new generation. The government needs to share the conditions set for this debt relief.

These conditions should not include a fire sale of Eskom's assets. Eskom needs additional support from Treasury to reduce wasteful expenditure and the law enforcement institutions to tackle the endemic corruption and criminality crippling it and its infrastructure. The economy needs government to expedite interventions to reduce and end load-shedding over the next six (6) months if the economy is to grow and unemployment fall.

Similar interventions are needed to secure and rebuild our passenger and freight railway network which is under siege from rampant cable theft and criminality. Transnet and Metrorail are key to mining, manufacturing, and agricultural jobs as well as to transporting workers and commuters to their destinations safely in our cities. The additional allocations to repair our railway network is welcome, the R32.5 billion for 146 carriages for the Metro Rail lines over the MTEF.

The allocation of R225 billion over this financial year and R903 billion over the MTEF for the infrastructure programme for rail, roads, housing, student residence, sanitation, water, energy, and ports will provide a badly needed jolt to the economy.

The allocation within this of R351 billion for transport and logistics and R132 billion for water is particularly critical. The government needs to ensure these funds are spent and not pilfered by corrupt elements.

The allocation of R1 billion to settle SAA's debts, R2.4 billion for the Post Office, and R5 billion for the Land Bank in addition to the already budgeted R30 billion for Transnet, SANRAL and DENEL is welcome.

The Federation is however deeply worried by the lack of turnaround plans for our embattled SOEs Denel which has still not submitted its annual reports and the Post Office whose turnaround plan is based upon retrenching over 3 900 employees and slashing the remaining employees' wages by 40%.

The failure to present a coherent and comprehensive turnaround plan for the SOEs shows that government seems hellbent on continuing with privatization to address the public sector debt burden and failures in the governance and management of SOEs. Treasury has not lifted a finger to deal with the pervasive levels of corruption and management incompetence in many of the SOEs. This undermines the course of building the developmental state.

We are dismayed by the silence of the budget on the implementation of the December 2017 ANC 54th policy and elective conference resolution on the creation of a state-owned bank. Delegates reaffirmed previous resolutions on the fundamental imperative and urgency of the establishment of a State Bank. Considering the feasibility study already done in this regard, the government was urged to move with speed in implementing this resolution by finding a way of capitalizing the state bank.

The additional funding for local government is welcome, but the lack of decisive interventions in the 90% of municipalities experiencing financial distress by COGTA and SALGA is scandalous and needs to be fixed. Local government is in real trouble with many rural municipalities no longer able to provide basic services and up to twenty (20) municipalities in the Northern and Eastern Cape, North-West and Free State routinely failing to pay their employees.

A 6,1% increase in funding for NSFAS, a 7.7% increase in funding for agriculture and land reform, and the 11.4% increase in funding for roads are welcomed. Additional funding to fill critical vacancies at the National Prosecuting Authority and the Revenue Service will be a boost in the fight against corruption and tax evasion.

We are however deeply alarmed and outraged by the below inflation increases and thus cuts in real terms for Basic Education (3.1%), Health (2.7%), Industrial financing and Exports (2.4%), SAPS (3.7%), Courts and Correctional Services (2.9%), and Home Affairs (-0.8%). This reckless austerity approach to key public services will further weaken the capacity of the state to provide the quality public services that society and the economy depend upon.

It is very duplicitous of the government to announce an appointment of an additional 10 000 SAPS members in 2023 but clandestinely fund only 5000. South Africa

cannot afford to continue to see the headcount of the SAPS bleed whilst population and crime levels rise.

The relief of R4 billion for commuters by not increasing the fuel taxes will provide some comfort. Tax relief for low-income earners through bracket adjustments is welcome but similar relief for high-income earners was not necessary for this fiscal climate. The pause in increasing the Health Promotion Levy will provide space for the sugar industry which is battling to cope with a flood of imports.

It is lamentable that the Presidential Employment Stimulus has provided work opportunities for 500 000 young people but has not been expanded to accommodate more young people.

The SRD Grant of R350 has provided a lifeline for 8 million unemployed persons. But is unacceptable that it has not been adjusted for inflation since it came into inception in 2020. This needs to be fixed including the administrative hurdles inhibiting other unemployed persons from accessing it.

COSATU welcomes the progress made in drafting the Revenue Laws Amendment Bill enabling financially struggling workers early access to their pension funds. This Bill needs to be expedited by Treasury and Parliament to ensure that its implementation date of 1 March 2024 is not jeopardised. Workers cannot afford any more delays.

We hope that Ministers and Departments will present solid and cogent plans during budget votes that speak to the identified priorities and there will be no rolled-over funds or missed targets.

This budget shows that the government is still obsessed with slashing spending to drive the deficit down, reducing corporate taxes, and providing tax holidays for certain investments. There is no appetite to reinstate exchange control regulations even partially. They continue to encourage wage restraint by organized workers and are steaming ahead with privatization.

Whilst we share the concern about the rapidly rising debt-service costs in terms of the budget, we have nonetheless consistently argued that using growth-enhancing fiscal and monetary measures is the most sustainable way of reducing the budget deficit and drawing down the public debt.

It is deeply disappointing that the Treasury has failed to seize the opportunity created by the better-than-expected GDP indicators of the 3rd Quarter of 2022, to positively adjust its deficit and debt containment targets.

Treasury needed to use this budget to abandon its current austerity approach of subordinating all the socioeconomic challenges that the country is facing to the narrow focus on its primary budget surplus and debt-containment targets. This budget proves that they are going to continue to wage an austerity war against public servants, amongst whom are the brave and hardworking frontline health and care

workers that have seen the country through the most catastrophic period (COVID-19) in terms of public health emergency in democratic South Africa.

COSATU reiterates its position that the source of the macroeconomic quagmire is economic stagnation and not debt, therefore, rather than choking the economy with austerity measures, the government needed to implement policies that support economic growth.

The Federation implores the government to return to Parliament in October with a bold, decisive, and sweeping budget that will deal with this unfolding capitalist system's multiple crises.

Recommendations to the CEC:

- a) Affiliates and Provinces to engage with the Budget documentation for their respective departments, entities, SOEs and municipalities and to feed their proposals and concerns to COSATU so that they can be raised at Nedlac, with Parliament, government and the Alliance during future budget cycles.

10.12 AGOA Summit and Renewal

On May 18, 2000, the US Congress signed the African Growth and Opportunity Act, commonly known as AGOA, into law. AGOA is a trade program meant to establish stronger commercial ties between the United States and sub-Saharan Africa. The act establishes a preferential trade agreement between the U.S. and selected countries in the sub-Saharan region. Initially approved for fifteen years, AGOA was reauthorized for ten years on June 25, 2015, by the Obama administration.

In its current form AGOA will last until September 30, 2025. Discussions at TESELICO on the SACU-USA Trade, Investment and Development Cooperation Agreement (TIDCA) are primarily focused on the extension of the African Growth and Opportunity Act (AGOA) beyond its current expiry date. The AGOA legislation was extended on 29 June 2015 by a further 10 years, to 2025. Constituencies at NEDLAC have agreed that the extension of AGOA should be promoted, and it should be ensured that South Africa remains a beneficiary. Engagement in the development of a lobbying strategy is, therefore, ongoing at the TESELICO level.

The United States - Africa's Leaders Summit was held in December 2022, on the side lines of the summit the USA hosted an AGOA Ministerial meeting. African Ministers advocated for the extension of AGOA, for a period of minimum of 10 years. The extension should exclude the graduation clause. A request was also tabled that the decision on the extension should be made in the year 2023, to provide stability and not on the eve of the expiry of the agreement. The 2023 AGOA Forum will be hosted in South Africa on the 1st -4 November 2023. As soon as cabinet approve the

South African position paper and lobbying strategy, DTIC will table it formally at TESELICO for engagements.

Recommendations to the CEC:

(a) This report is for noting

11. INTERNATIONAL SECTION

11.1 International Trade Union Confederation

11.1.1 ITUC General Council Meeting

On Saturday the 11th of March 2023, the ITUC General Council met to consider the report of the Special Commission established by the General Council in January to investigate the circumstances surrounding the allegations against suspended General Secretary Luca Visentini, and other matters including ITUC financial rules and procedures, the conduct of elections and related issues, as well as the outcomes of an external audit related to this.

The report of the Special Commission and the external auditors' report was unanimously adopted by the Council in full. The Commission found no evidence of donations from either Qatar or Morocco influencing the ITUC's policies or programmes.

The meeting decided that Luca Visentini no longer had the confidence of the General Council as ITUC General Secretary. The Council decided to organise an extraordinary ITUC World Congress, as soon as practicable. That Congress will elect a new General Secretary.

A further General Council meeting will take place at the beginning of May to appoint an Acting General Secretary who will organise the extraordinary Congress. In the interim, political leadership will be exercised by the ITUC President and Deputy Presidents, and daily management by Deputy General Secretary Owen Tudor in close cooperation with them.

The General Council also decided to establish ad-hoc Working Groups, to examine possible amendments to the ITUC Constitution, on the financing of campaigns for ITUC leadership elections, and financial compliance. These Working Groups will be tasked with bringing back recommendations to the Council, to address the findings of the Special Commission and the external audit that there were substantial deficits in these areas. The Council will then consider which changes to the ITUC's Constitution, rules and procedures need to be made, with relevant changes submitted to the next ITUC World Congress for adoption. Meetings of the ITUC Executive Bureau in May and of the General Council on 10 June will prepare the relevant proposals for decision at the Congress.

The Council also adopted a recommendation from the Special Commission to establish a clear anti-corruption policy and code of conduct.

11.1.2 ITUC-AFRICA

11.1.2.1 ITUC-A General Council Meeting and New Year School

On the 20th of February 2023, the 24th Meeting of the General Council of ITUC-Africa took place in Togo, Lome. A crucial item for discussion in this meeting was preparations for the 5th ITUC-Africa Congress, scheduled to take place on the 29th - 30th of November 2023. Tabled in the meeting were:

- The theme of the 5th ITUC-Africa Congress
- Proposed constitutional amendments
- List of Resolutions for the 5th ITUC-Africa Congress
- Lists of invitees and guests to the 5th ITUC-Africa Congress
- Draft agenda of the 5th ITUC-Africa Congress

The General Council was then followed by the 13th Edition of the New Year School on the 21st - 24th of February 2023. COSATU was represented by our International Secretary (Sonia Mabunda-Kaziboni), and this major gathering of the African trade union movement was attended by more than sixty participants drawn from ITUC-Africa's affiliates, including both women's and youth representatives.

"The 13th edition under the theme AfCFTA and Migration in Africa: Issues and Challenges for Workers capture the new development narratives on the continent and the need for greater involvement of the trade union movement in the formulation of alternative proposals that would help bring about the positive change," said ITUC-Africa General Secretary, Comrade Kwasi Adu-Amankwah in his opening remarks. Now that the AfCFTA has become a reality for the African people and the world, it is necessary to take stock of the involvement of the [relevant] social actors in the various related processes, particularly trade unions," he added.

The ability to find decent, well-paid employment is one of the main challenges faced by workers in Africa. If the AfCFTA has the potential to stimulate economic growth, it could also create jobs, but this will depend on which sectors benefit most from trade. So, workers need to adapt to a rapidly changing labour market and acquire the skills that are required for future employment opportunities.

If the AfCFTA can lead to greater mobility of workers, it could also provide new opportunities for people who are looking for employment or who want to advance their careers. However, this could also create friction in host countries, particularly in sectors where local workers are already facing employment challenges.

The discussions at this 13th edition of the annual trade union new year school raised two important issues, namely the need for capacity building of trade union actors on the AfCFTA, and how these issues relate to the development of the continent.

The other issue is related to the mobilisation and engagement of the relevant trade union actors at national, sub-regional and continental levels, especially in the social dialogue spaces that will be set up to discuss the implementation of the AfCFTA on the one hand and their implications for labour migration on the other.

The group discussions made it possible to come up with strategies for trade union action on the AfCFTA and migration for the development of Africa in the short, medium and long term.

As of 2011, ITUC-Africa has developed a tradition of organising an annual trade union leadership training programme in the first quarter of each year, referred to as the 'Trade Union New Year School'. This programme seeks to engage in debate and reflection on contemporary social, economic and political issues affecting Africa and has so far covered several thematic areas, including African emancipation, regional integration, sustainable development, trade union renaissance and unity. Owing to the COVID-19 pandemic, this training programme was offered in a virtual mode in both 2021 and 2022.

11.2 World Federation of Trade Unions (WFTU)

11.2.1 WFTU Presidential Council Meeting

The WFTU Presidential Council Annual Meeting took place on the 3rd - 4th of March 2023 to approve the plan of action for 2023 and coordinate joint action and international class solidarity programmes. The meeting took place in Larnaca, Cyprus, hosted by the Pancyprian Federation of Labour (PEO) Cyprus. COSATU's 1st Deputy President Mike Shingange was in attendance as the Africa Vice President.

During an era of heightened capitalism, the WFTU Presidential Council agreed that there is a need to pay attention to organisational strengthening, development of the collective, and the effective operation of all the regional, sectoral, local, and thematic structures that constitute the great structure of the WFTU, to promote in practice more effectively and methodically the guidelines were drawn up by the successful 18th Congress of Rome and the political, trade union and social priorities it has defined.

The long period of not holding conferences or meetings with physical presence due to covid-19 has created the need for a period of further strengthening of the WFTU action and holding all the necessary conferences to practically strengthen the rallying, collegiality, and renewal in the bodies of coordination and guidance in the

entire WFTU edifice. In this direction, within the 2023 action plan, the following directions should be included:

- a) Realisation of General Assemblies of the WFTU members and friends from all regional offices, with the main issue of accountability, the promotion of the decisions of the 18th Congress and the action plan and the formation of the Regional Offices composition and their operation.
- b) Realisation of a special meeting with the heads of TUI'S connected to the WFTU.
- c) Holding meetings of all the committees that have been set up in the context of the WFTU operation to discuss their action and activity program.
- d) For the Working Women's Committee and the Working Youth Committee, it is necessary to promote the realization of world conferences for the further strengthening of their action based on the decisions of the 18th Congress.

11.2.2 COSATU NOBs Meeting with Meeting with WFTU Africa and WFTU TUI PS&A

On the 8th of February 2023, the COSATU leadership represented by General Secretary Solly Phetoe, Deputy General Secretary Gerald Mkhomazi Twala and National Treasurer Freda Oosthuysen met with the General Trade Union of Public Administration Workers Union (GTUPAWU) of Egypt, facilitated by the leadership of POPCRU. The GTUPAWU leadership visited South Africa to meet with the WFTU TUI PS&A and WFTU President (Comrade Makwayiba).

The leadership had fruitful discussions, and the President of GTUPAWU Egypt presented the situation of workers in the public sector and workers in local administration. He further shared the situation inside the trade union movement in Egypt overall. The General Secretary of COSATU underlined the long-standing and stable relations between WFTU and COSATU and noted the stable position of the organisation on stopping foreign interventions at the expense of the South African trade union movement. At the end of the meeting,

All parties agreed on further cooperation in the interest of the international class-oriented trade union movement.

11.2.3 67th session of the United Nations Commission on the Status of Women (CSW67)

The sixty-seventh session of the Commission on the Status of Women took place from the 6th to the 17th of March 2023. The WFTU as an NGO with general consultative status in ECOSOC since its foundation was invited to contribute to the session. The WFTU requested that COSATU International Secretary, Sonia Mabunda-Kaziboni form part of the two-person delegation to New York representing

this militant organ of the working class. Arriving on the 11th of March 2023, Comrade Sonia was later joined by WFTU Central Secretariat Coordinator Anda Anastasaki. The delegation participated in all the relevant committees, round tables discussions and side events as well as in the plenary sessions.

While it was an opportunity to celebrate the hard-won progress achieved by women and girls across the globe, it was also a stark reminder of the remaining challenges. This year's priority theme was innovation, technological change, and education in the digital age for achieving gender equality and the empowerment of all women and girls.

A conclusion taken from the UNCSW as a whole is that there is an urgent need for a deeper comprehension of why gender inequalities still exist and what measures can be taken to enhance women's access to, usage of, and engagement with digital tools, and how we can improve women's ability to access, use, and engage with digital tools. That is the only way we can truly leverage the power of digital solutions so that a more equitable future for the digital age can be developed, ensuring no one is left behind.

11.2.4 WFTU Working Women's Committee Meeting

The WFTU Working Women Committee met on Monday the 20th of March 2023 via Zoom to track progress on the preparation of the 2023 action plan, for regional meetings, and the World Working Women Congress. The discussion was open to proposals and views. It was further agreed upon that the regional meeting for Europe will be hosted in Italy and there was a proposal for the realisation of the World Working Women Congress to take place in Senegal in November 2023. This meeting was attended by COSATU International Secretary Sonia Mabunda-Kaziboni and Deputy International Secretary Noxolo Bhengu.

11.3 Confederazione Generale Italiana del Lavoro (CGIL) Congress

On the 15th - 17th of March 2023, COSATU Deputy General Secretary Comrade Gerald Twala and the Deputy International Secretary Comrade Noxolo Bhengu attended the National Congress of the CGIL in Italy.

During the Congress, CGIL launched the "International Network of Antifascist Trade Unions" and its manifesto. In addition to this, a briefing engagement was presented to the members of the network (including COSATU). All participants and international guests were representatives of organisations who are experiencing struggles at a national level against totalitarian/far-right movements, nationalism and populism, dictatorships and all forms of discrimination, exclusion and oppression. COSATU's struggles against racism, xenophobia and apartheid were highlighted as enlightening examples that were presented at the launch.

11.4 The Organisation of African Trade Union Unity (OATUU) marks its golden jubilee

The Organisation of African Trade Union Unity (OATUU) has marked its 50th anniversary with a call on trade unions to focus on the future of work and address the specific needs of workers on the continent as the world advances in technology for them not to lose their places as technology advances.

The president of OATUU, Francis Atwoli, noted that with the advancement in technology, it was important for the capacity of workers to be built more in that direction to ensure that technology was rather used to advance their work and to push for the progress of the continent.

For this reason, he said, OATUU had relentlessly been championing the expectations and aspirations of millions of African workers for the unified efforts to achieve trade union unity, workers and trade union rights and socio-economic rights, progress and prosperity of the continent.

Millions of trade union members and workers, he disclosed, had benefited from OATUU's workers' education workshops, conferences, and training courses in various areas all geared towards making workers more productive. The golden jubilee celebration started on the 13th of April with a conference on the theme: *'Review of the African Trade Union Movement Contribution to the attainment of Workers and human rights in the context of the ILO decent work agenda and future of work.'*

COSATU celebrated with and congratulated the leadership and trade unions affiliated under OATUU for achieving this milestone, and whilst the federation could not have a representative physically present at the event, a message of support was sent emphasizing the importance for members to take stock and also strategies for the future, stressing that "what we do today as trade union leaders will influence the outcome 50 years from today and beyond". Unity of the African working class is crucial for the realisation of social and economic justice for all.

Due to other pressing organisational commitments and preparations for May Day, COSATU NOBs were unable to attend the anniversary in Ghana. The International Department did however attend the engagement virtually, representing COSATU.

The CEC is requested to:

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| <ol style="list-style-type: none">a) Take note of and endorse the ITUC General Council's unanimous decision to organise an extraordinary ITUC World Congress, as soon as practicable, to elect a new General Secretary.b) Discuss and note the latter contents of the report. |
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11.5 International Labour Organisation (ILO)

11.5.1 ILO Governing Body Meeting

The International Labour Organisation's Governing Body Meeting took place on the 13th - 23rd of March 2023 in Geneva Switzerland. Former General Secretary Comrade Bheki Ntshalintshali attended the ILO GB Meeting, representing COSATU. As the nominated NOB to take over from Comrade Ntshalintshali at the ILO, President Losi was meant to travel to Geneva to allow for coordinated and proper introductions of President Losi as the incoming ILO Governing Body Member.

However, due to the visa process taking longer than anticipated, President Losi could not travel to Geneva. In the next Governing Body Meeting, President Losi will travel with Comrade Ntshalintshali to avoid any further delays in the handover process.

The CEC is requested to:

- a) Adopt the decision taken by NOBs, which is to replace former General Secretary Bheki Ntshalintshali as an ILO Governing Body Member, by COSATU President Zingiswa Losi.
- b) The handover process needs to be managed effectively by the Secretariat and President Losi, to ensure a smooth transition.

11.5.2 International Labour Conference (ILC)

The 111th Session of the International Labour Conference (ILC) will take place from the 5th - the 16th of June 2023. This year's Conference will mark a return to fully in-person participation. It is therefore expected that Member States will ensure the presence in Geneva of national tripartite delegations. In addition to the standing items, this year's Conference also contains agenda items of particular importance, including a standard-setting discussion on apprenticeships, a recurrent discussion on the strategic objective of social protection (labour protection) and a general discussion on a just transition towards environmentally sustainable economies and societies for all.

In the second week of the Conference, a high-level event will be dedicated to the launch of the Global Coalition for Social Justice, which aims to bring together ILO tripartite constituents, international organizations, and other relevant stakeholders with a view to strengthening efforts to realize social justice.

COSATU has been requested to nominate two delegates (to be paid for by the government) and provides the allowance for additional delegates. In light of this, the National Office Bearers of COSTAU have agreed on the following nominations for the ILC:

- President Zingiswa Losi - Committee on the Application of Standards (CAS)
- Lebo Mulaisi - General discussion on a just transition towards environmentally sustainable economies and societies for all
- Babsy Nhlapho - Standard-setting discussion on apprenticeships
- Jan Mahlangu - Recurrent discussion on the strategic objective of social protection (labour protection)

Further details regarding the ILC will be reported in the August 2023 CEC

11.6 Preparations to host BRICS Summit

11.6.1 First Meeting of the BRICS Employment Group

The First BRICS Employment Working Group (EWG) meeting under the South African Presidency was convened from 21-24 February 2023 at the Misty Hills Country Hotel Conference Centre & Spa, Johannesburg, South Africa. In attendance were representatives from the BRICS Member States, International Organisations (ILO, AU, ARLAC and ISSA (who joined the meeting virtually) and guests from the Governments of Swaziland, Malawi, Namibia and Zimbabwe. Also in attendance were the representatives from the academia and national social partners from organised business and labour. COSATU was represented by our Deputy International Secretary - Noxolo Bhengu on the first and second days of the meeting.

Chaired by the Director-General of the Department of Employment and Labour, Mr Thobile Lamati, the gathering was the first of a series of meetings organised for the BRICS labour and employment stream throughout the year. The discussions of the EWG meetings provide the necessary building blocks for adopting the ministerial declaration during the BRICS LEMM.

The EWG was graced during its official opening by the presence of the Deputy Minister of the Department of Employment and Labour, Ms Boitumelo Moloi and the Gauteng Member of the Executive Committee for Economic Development, Ms Tasneem Motara. Ms Motara welcomed the delegates to the host province and encouraged the BRICS countries to continue investing in sectors such as tourism, finance and manufacturing. Deputy Minister Moloi delivered the keynote address and noted the South African Government's assumption of the BRICS Chairship for 2023.

Deputy Minister Moloi presented the theme for the labour and employment stream: Ensuring decent work, dignity and respect for all! She stated that the South African Presidency was keen to achieve this goal through the following priorities, i.e., building sustainable enterprises, including new forms of employment and increasing productivity; promoting labour rights and decreasing decent work deficits in the context of the recovery; universal social protection and ensuring minimum basic

income; and promoting decent work by closing skills gaps in the informal economy. From the above, the EWG only covered the two priorities concerning (a) building sustainable enterprises, including new forms of employment and increasing productivity, and (b) promoting labour rights and decreasing decent work deficits in the context of the recovery.

- ***Building sustainable enterprises, including new forms of employment and increasing productivity***

With this priority, the South African presidency suggested that the BRICS member countries needed to explore how they can optimise the relationship between productivity and decent work to boost economic, environmental and social outcomes, including economic growth, innovation, sustainable enterprises, skills development, job creation and poverty reduction across macro-economic, sectorial and enterprise levels. Furthermore, the countries were encouraged to create policy environments that enhance and promote productivity in types of enterprises and economic sectors. The long-term goal is to address pervasive low productivity and poor working conditions in general while simultaneously attempting to develop a skilled workforce and productive economies. Productivity measures the amount of value created for each hour that is worked in society.

The South African Presidency proposes the creation of a collaborative platform for discussing the BRICS Productivity Ecosystems within the context of the Strategy for BRICS Economic Partnership 2025. South Africa plans to launch this initiative during the LEMM in September 2023. The idea seemed to gain traction from the BRICS Member States. As we advance, we will work with the ILO, whom we expect to consult with country offices in our respective countries, to develop a concept note that we will present in May for consideration in the Second EWG.

- ***Promoting labour rights and decreasing decent work deficits in the context of the recovery***

In a world confronted by multi-layered crises and challenges, the importance of rights and standards in the world of work for establishing social justice and decent work for everyone is more than just a matter of choice but requires a conscious effort to ameliorate the damage to socioeconomic outcomes. Accordingly, the South African Presidency suggested that the labour and employment sector needed to examine the roles of labour rights-friendly environments and decent work that can contribute towards economic growth and recovery in the current conditions of stagflation, rising energy prices, joblessness and low investments.

The ILO provided an overview of fundamental principles and rights in the five BRICS countries as well as of the legislative and policy frameworks in place in each to protect and promote these rights. It then provides some insights on measures taken

to realise FPRWs in the five BRICS countries and some overarching policy considerations. The Centenary Declaration on the Future of Work was adopted in 2019, reaffirming the member countries' commitment to its fundamental principles and rights at work. The declaration outlines four key pillars for action: investing in people's capabilities, institutions for the future of work, decent and sustainable work, and the future of work for the greater good.

These pillars stress the importance of ensuring that technological advancements and the changing nature of work are harnessed for the benefit of all rather than exacerbating inequalities and exclusion. The Declaration also affirms the importance of the ILO's fundamental principles and rights at work, which include: freedom of association and the effective recognition of the right to collective bargaining, elimination of all forms of forced or compulsory labour, effective abolition of child labour, and elimination of discrimination in respect of employment and occupation. The ILO Centenary Declaration on the Future of Work serves as a roadmap for ensuring that the world of work evolves in a way that is sustainable, inclusive, and equitable for all.

Creating a conducive and enabling environment for freedom of association and collective bargaining requires a combination of legal and institutional frameworks, strong employers' and workers' organisations and an efficient labour administration providing for labour inspection and professional dispute settlement services. Furthermore, a broad-based approach is necessary to eliminate all forms of forced or compulsory labour. At a practical level, this entails criminal law enforcement, preventing and addressing root causes of forced labour and ensuring protection and remedies for the people already affected by it. Finally, there is a need to intensify efforts in creating a safe and healthy working environment.

Each of the BRICS Member Countries has different labour market conditions, and they have taken different steps to protect labour rights in their respective jurisdictions. At the same time, the challenges facing labour markets in each BRICS member state are complex and varied. These challenges include informal work, insufficient social protection, discrimination, low wages, and lack of job security. Moreover, incorporating the notion of the FPRW in labour market governance is an ongoing process that requires continued attention and effort. Therefore, promoting labour rights is high on the agenda of the BRICS countries.

The COVID-19 pandemic has disrupted many economic and social processes. To ensure recovery, we all need to pay additional attention and make additional efforts to restore and increase the potential of our economies. To support each other in advancing the Fundamental Principles and Rights at Work, BRICS member states can share best practices and knowledge on labour market governance, especially in making their respective labour markets more resilient against external shocks. This can be achieved by ensuring that workers have access to social security and that MSMEs have access to technologies that will increase productivity.

In pursuit of decent work emanating from the Durban Call to Action, the Presidency encouraged the Member Countries to scale up action to accelerate multi-stakeholder efforts to prevent and eliminate child labour as well as the application of decent work principles to promote productive workplace practices. Thus, it called on BRICS members to agree to a programme of updating each other on their implementation during their annual meetings.

11.6.2 Second Meeting of the BRICS Employment Group

The Second EWG Meeting is scheduled to take place in Port Alfred, Eastern Cape, South Africa, from the 9th to the 12th of May 2023. This meeting will consider the two remaining priorities, i.e., Universal social protection and ensuring minimum basic income (Priority 3); and Promoting decent work by closing skills gaps in the informal economy (Priority 4). Furthermore, the Member Countries will consider the proposal for establishing a BRICS-wide Productivity Ecosystem in conjunction with the International Labour Organisation. The Department of Employment and Labour has extended an invitation to COSATU for participation in this meeting, where organised labour will be called upon to deliver a message of support on the priorities, during the opening of the political session on the 9th of May 2023.

11.6.3 BRICS Trade Union Forum (TUF)

The BRICS Trade Union Forums are held annually in the countries and cities where and when the BRICS summits are taking place. Trade union delegates discuss the drafts of BRICS documents including those of an intergovernmental nature and formulate their position on the most important issues of the joint agenda. With South Africa as the host country this year, COSATU, FEDUSA and NACTU will set the priority goals for hosting the 2023 BRICS Trade Unions Forum which is scheduled to take place in Durban, South Africa in August.

As representatives of organised labour, the federations represented at NEDLAC will convene a planning meeting before the end of April 2023, to discuss amongst other things the agenda, logistical arrangements, sourcing of sponsorships etc for the BRICS TUF.

In the spirit of international solidarity, working-class unity and trade union cooperation, the Brazil, India, China and South Africa trade union movement will come together to reflect on the critical challenges facing the working class in today's changing global political economy and how it impacts on workers' rights, human dignity and sustainable development for all.

The significance and concrete meaning of BRICS to workers under the current global conditions should be positioned as an alternative model of inclusive development that serves the interests of the majority in society. In this regard, COSATU will emphasise the importance of speaking in one voice, to enhance the effective and full

participation of the working class in all institutions of BRICS. Only in that way will BRICS be different from existing multilateral institutions.

Recommendations to the CEC:

ILC:

a) The CEC is requested to endorse the participation of the nominated delegates to the ILC

BRICS TUF:

a) The CEC is requested to discuss, note and endorse the processes underway in preparation to host the BRICS TUF

11.7 Southern African Trade Union Coordination Council (SATUCC)

11.7.1 SADC EPA Countries' Civil Society Regional Workshop on Trade and Sustainable Development

SATUCC in collaboration with the GIZ Project, “Supporting sustainability aspects in the implementation of the EU Economic Partnership Agreements (NEW)”, convened a regional workshop on Trade and Sustainable Development in Economic Partnership Agreements (EPAs) and the involvement of civil society in monitoring the implementation of EPAs.

The workshop took place on the 4th - 5th of April 2023 in Johannesburg, South Africa. The objective of the workshop was to enhance civil society actors’ knowledge and capacities on Trade and Sustainable Development in EPAs and explore the potential role of civil society in the implementation of the SADC EPA. COSATU was invited to nominate one person to represent the federation, and the International Secretary - Comrade Sonia Mabunda-Kaziboni attended the workshop.

The main discussions in the workshop were on:

- The establishment of civil society actors with a sound understanding of the Trade and Sustainable Development (TSD) provisions in EPAs, and the concrete social and ecological commitments contained in the EU-SADC EPA.
- Approaches and mechanisms for civil society involvement in monitoring the implementation of free trade agreements, including EPAs, and exploring ways of ensuring civil society positions in policy-making processes, learning from case studies on various mechanisms and experiences of civil society involvement in monitoring FTAs.
- The need to raise awareness on current developments related to the EU-SADC EPA: the EU’s new approach to Trade and Sustainable Development, the official EU-SADC EPA monitoring process and the current EU-SADC EPA review, and to discuss implications for civil society involvement.

- The need to establish a forum for knowledge and experience sharing and the involvement of civil society in trade issues.
- Fostering networking and peer-to-peer exchange platforms among civil society actors in SADC EPA countries.

11.8 African Democracy Summit - Zambia

On March 28th - 30th 2023, the United States, Zambia, Costa Rica, South Korea, and the Netherlands co-hosted the second Summit for Democracy. Interactive sessions were held separately led by the government, civil society, and the private sector to engage a broad range of topics related to the strengthening and opening of rapidly closing democratic space worldwide.

A key aspect of democracy is freedom of association. That conversation can only be held with the involvement of activists and leaders from the global labour movement focusing on worker rights. One of the venues offering an open discussion regarding the current status of these fundamental rights on the African continent took place in Lusaka, on the 30th of March. The theme for this gathering was *"Amplifying the Voices of Workers to Safeguard Democracy in Africa."* The forum was co-hosted by the Zambian Congress of Trade Unions (ZCTU) and the Multilateral Partnership for Organizing, Worker Empowerment, and Rights (M-POWER).

This global initiative includes steering committee members from governments, philanthropy and labour organisations, including the International Trade Union Confederation (ITUC), Congress of South African Trade Unions (COSATU), International Domestic Workers Federation (IDWF), and the governments of Argentina, Canada, Spain and the United States, and FORGE. In addition to ZCTU and M-POWER, organized labour on the continent was well-represented at the subregional and national trade union centre level. Government and private-sector representatives were also encouraged to observe and participate. As a crucial stakeholder in the discussions regarding democracy on the continent, and the role of trade union actors, COSATU's Parliamentary Coordinator Matthew Parks participated in the panel discussion, representing the federation.

We managed to ensure that the Summit not only focuses on democracy but also decent work and fair labour practises. In coordination with SATUCC and ITUC Africa, we also managed to ensure that a specific focus was placed on the abuse of workers and the population in Swaziland, Zimbabwe and the DRC in consultation with those countries' labour federations. Discussions are also taking place on what support could be given to the union federation in Lesotho as a test case for promoting decent work, fair labour practises and a possible additional focal point of combatting GBV. COSATU, given our historically close relations with unions in Lesotho, has been asked to help assist. This will necessitate at some stage including SACTWU and NUM which have close ties to the unions in Lesotho as well as COSATU in the Free

State. This was however a separate programme from the Democracy Summit which took place on the 30th of March.

COSATU can continue to play a key role in guiding the development of the M-Power programme and to ensure that it is biased to workers and developing nations and that its focuses on decent work, fair labour practises as well as promoting trade and investment in South Africa and the continent via the AGOA trade regime.

11.9 COSATU International Relations Committee (IRC) Meeting

On the 21st of April 2023, COSATU will host its first International Relations Committee Meeting for 2023. The purpose of the meeting will be to discuss the current international balance of forces, delve deeper into the expectations we have from South Africa's BRICS presidency, COSATU's role in preparation to host the BRICS TUF, look into the Zimbabwe elections and their implications on regional stability, and provide an update and report on the work done between the January to May 2023 period. The meeting will also provide an opportunity to present the programme of action for the rest of the year. The outcomes of the IRC will be presented in the August 2023 CEC Meeting.

The CEC is requested to note the report.

12. Solidarity

12.1 Swaziland

12.1.1 COSATU Mpumalanga Border Blockades - 50th anniversary of 1973 Royal Decree

On the 12th of April 2023, COSATU in Mpumalanga in collaboration with the SACP led two Swaziland border blockades in solidarity with the people of Swaziland in their struggle for emancipation from the shackles of the monarch which has now marked its 50th anniversary since the Royal Decree was ruled and legislated. The protest actions took place at the Oshoek and Matsamo borders. Members of the pro-democracy in Swaziland movement including the ANC, UED, PUDEMO, PUDEMO External region, and SWALIMO joined the protests in their numbers managing to stop the entrance of trucks carrying cargo from South Africa into Swaziland on the day.

12.1.2 ITUC Global Day of Action in Solidarity with Workers in Swaziland

Amid a surge in human and trade union rights violations in the Kingdom of Swaziland, the ITUC-Africa and ITUC organised a day of action in solidarity with workers of Swaziland. This day, which was dedicated to actions of solidarity with the workers of Swaziland, was observed all over the world.

The day was marked by actions demanding an end to the kingdom's culture of impunity, including protests in front of Swaziland embassies and strategic locations in South Africa, letters of protest in Malawi and Zimbabwe, press conferences in Côte d'Ivoire, and social media campaigns around the world. Lest we forget, the police repression of the demonstrators who were calling for democracy and decent wages has cost the lives of more than 80 people. In addition, despite a court ruling calling on the government to lift the ban, trade union leaders have been forced into exile and meetings and demonstrations have been banned.

The brutal murder of human rights and labour lawyer Thulani Maseko was another illustration of the situation in Swaziland. The killing has been condemned by the UN Human Rights Commission, the African Union, SADC, the ITUC and ITUC-Africa, but to no avail.

Therefore, on the 12th of April 2023, African and international trade union communities carried out solidarity actions to call for an end to the violations of human and trade union rights in Swaziland. Unions also urged the government to engage in dialogue with all stakeholders and conduct an independent investigation into the killings of human rights defenders and trade unionists.

12.2 Zimbabwe

12.2.1 Living Together Institute (LTI) Conference on the Zimbabwe elections

Zimbabwe is scheduled to hold its general elections in 2023, which are constitutionally supposed to be held by August. The country has however in the past experienced challenges with her elections, with consecutive cycles of disputed elections and contested legitimacy, more pronounced after the year 2000. Elections in Zimbabwe do not conform to its constitution; they also fall far short of key regional instruments meant to entrench democratic governance, notably the SADC Principles and Guidelines Governing Democratic Elections and the African Charter on Democracy, Elections and Governance.

In light of this reality, the Living Together Institute (LTI) hosted a conference to discuss different aspects of Zimbabwe's impending elections and how civil society can support and improve the integrity of the election. The conference brought together civil society leaders, development practitioners, trade unionists, academics and activists from the Southern Africa region, including COSATU.

The conference was held in Johannesburg on the 12th - 13th of April, 2023, and COSATU was represented by International Secretary Sonia Mabunda-Kaziboni on the first day. An important outcome of the conference is the need to convene more conferences of this nature, involving a wider range of stakeholders and activists. This should include inviting members of the ruling party. It is also important for members

of the progressive movement to join hands and have collaborative activities and engagements/interventions. The isolated nature of certain civil society organisations results in very little to nothing impactful being done. We need to stop running talk shops and start voicing our opinions where it matters.

12.3 Palestine

12.3.1 COSATU NOBs Meeting with Palestine Ambassador

On 7th of March 2023 a COSATU delegation comprising of General Secretary Solly Phetoe, Deputy General Secretary Gerald Twala, National Treasurer Freda Oosthuyzen, Cde Bongani Masuku and the international department with the Ambassador of the State of Palestine Cde Hanan Jarrar Qarout.

The meeting received updates on the latest development in Palestine. The ambassador highlighted that there will be a delegation of 50 from South Africa visiting Palestine in commemoration of the Nakba, and the invitation will be extended to organised labour, particularly COSATU. It was further agreed that COSATU will invite the Ambassador to the IAW activity planned by the federation and that constant communication channels should continue to exist between the Embassy and COSATU as we carry out our solidarity campaigns in support of the people of Palestine.

12.4 Israel Apartheid Week 2023

Israeli Apartheid Week (IAW) is a tool for mobilising grassroots support on the global level for the Palestinian struggle for justice. This year, IAW carried the motif, #PeopleAgainstApartheid. Herein, we shed light on how supporting the Palestinian struggle allows us to reflect on the discrimination and forms of injustice in our communities and societies.

From 13 -26 March 2023, the Palestine Solidarity Alliance, together with numerous organisations, engaged in a series of events and discussions to raise awareness about the plight of Palestine and build long-term, intersectional campaigns against Apartheid Israel. On the 23rd of March 2023, COSATU planned to host a virtual engagement to reaffirm our solidarity with the people of Palestine and condemn the actions of Israel.

The seminar was however postponed due to unforeseen circumstances, and a new date for the activity in solidarity with Palestine will be communicated with affiliates.

12.4.1 Africa4Palestine Protest Action

On the 14th of April 2023, Africa4Palestine held a protest action endorsed by 35 organisations (including COSATU) against the Israel attacks on Al Qasa worshippers. This protest was planned as a response to the violent escalation of aggression by Israel against Palestinian worshippers at the Al Aqsa compound, things have only worsened in the week preceding the protest. While these attacks continued, Israeli forces shot and killed a 16-year-old Palestinian teenager Mohammad Fayez Balhan in Jericho. His father told reporters: "I went to help a wounded person, and when I reached him, I realised it was my son. They shot him in the head, the shoulder, and the stomach." Balhan is the 18th Palestinian child to be killed by Israel in 2023 alone.

Israel's crimes will not be carried out under the cloak of darkness anymore. The Israeli regime is being exposed for the Apartheid state that it is, and it will be held accountable by the international community for its violations of international law and human rights abuses. As we protested on Friday the 14th of April 2023, a memorandum was submitted to the City of Johannesburg to demand and contribute to the public participation needed for the renaming of Sandton Drive to Leila Khaled Drive.

12.4.2 Nakba Day Protest - COSATU Western Cape

To commemorate the Nakba, COSATU in the Western Cape led by the provincial leadership will participate in a protest organised by alliance partners and other progressive pro-Palestine organisations. The march will be on the 15th of May condemning the ongoing catastrophes that Palestinians are forced to endure at the hands of apartheid Israel.

12.5 Cuba

12.5.1 May Day Cuban Brigade from South Africa

The Cuban Institute of Friendship with the Peoples and its Travel Agency Amistur Cuba SA extended an invitation to South Africa to participate in the May Day International Brigade 2023 through the Friends of Cuba Society (FOCUS). The objectives of the brigade are to contribute to a greater understanding of the Cuban reality. FOCUS-SA seeks to among others raise awareness about some key solidarity issues, and the extent to which our struggle for non-racialism and democracy in South Africa had also been a recipient of 'global solidarity'.

The key focus of such a trip would be to broaden the understanding of South Africans and continue to build the people-to-people relations of these nations whose ties date back centuries ago when the forefathers of Cubans of African descent

became part of this Caribbean Island and made it their home. This brigade will again in 2023 be led by FOCUS as the South African Brigade to Cuba. Participants will carry out days of voluntary work; will visit places of historic, social and cultural interest, will receive lectures on up-to-date topics and exchange with representatives from different political and mass organisations, workers, Trade Union leaders and living testimonies of Cuban history.

The invitation was extended to COSATU affiliates who then, in an individual capacity submitted names of delegates who will join the Cuban Brigade under the banner of the federation from the 23rd of April - the 7th of May 2023. A delegation comprised of leadership and Comrades from SADTU, POPCRU (4 delegates) and NUM (10 delegates) will join the May Day Brigade.

12.5.2 United Nations Human Rights Council on the Universal Periodic Review - Cuba

The United Nations Human Rights Council opened the Universal Periodic Reviews submissions for the year 2023, closing on the 5th of April 2023. COSATU made a submission raising the issues of concern regarding Cuba. The following issues were articulated:

- The Cuban Government is a signatory to several human rights agreements including the United Nations Human Rights Council Universal Periodic Review.
- Cuba's human rights obligations must be understood in its historical context. As a small country, it has been subjected to sabotage and harassment by the former world power and the largest capitalist state in the world - the US.
- For more than half a century Cuba has been faced with US economic sanctions which have no legal basis in international law.
- In Cuba, no one should suffer discrimination based on race, sex, religion, political or other opinions, national or social origin and property, as laid down in the universal declaration of human rights.
- The citizens of Cuba find equal protection before the law and are against any discrimination based on this.
- COSATU has observed that countries with neo-liberal capitalist economies in particular the US have never been comfortable with the Cuban political and economic system and as a result, they have used various mechanisms to dismantle the Cuban system.
- Cuba has a right to affirm its sovereign right to safeguard the integrity of the country and its territory and to punish those who put at service the language of international human rights, for illegitimate purposes, particularly in furthering subversive projects on behalf of foreign governments.
- As COSATU we call on the UN HRC UPR Process to observe and appreciate the unique Cuban system and its ground-breaking achievements.

- COSATU condemns the interference in the internal affairs of Cuba by various foreign agencies, intelligence and other proxy groups masquerading as charity and aid groups funding destabilisation.

We urge the Human Rights Council to be objective, open and transparent in assessing Cuba's implementation of its obligations to ensure that every Cuban enjoys basic human rights. The application of international laws must be consistent across the board and not favourable to a select few only.

12.5.3 Alliance Africa-Cuba Summit

On the 24th of February 2023, the alliance hosted a Cuban delegation from Instituto Cubano de Amistad con los Pueblos (ICAP), led by Deputy President Comrade Victor Fidel Gaute Lopez. The alliance secretariat was represented by the SACP GS Cde Solly Mapaila, COSATU DGS Cde Gerald Twala, ANC SG Cde Fikile Mbalula, ANC 1st DSG Cde Nomvula Makonyane, COSATU Deputy International Secretary Cde Noxolo Bhengu, PYA, ANCWL and FOCUS.

The ICAP cultivates and promotes friendship among nations and is in the country as part of discussions on Cuban solidarity with South Africa and the rest of the continent. The bilateral served as an opportunity to reflect on challenges faced by South Africa and Cuba whilst also taking cognisance of the historical bonds that unite the two sister countries.

This meeting also served to strengthen relations between the world's progressive forces as well as promote South-South relations. The Alliance is committed to deepening its support and taking necessary and concrete measures to support the Cuban people. The Alliance shall continue to play a leading role in championing the fight and spreading the message of the Cuban revolution.

It is in this context that the alliance resolved to host the African leg of the solidarity conference of ICAP in support of the people of Cuba. The dates of the solidarity conference have not been finalised yet, the task team will convene to set the dates and discuss all other logistical arrangements.

CEC is requested to discuss and endorse the Report.

**MINUTES OF THE CEC MEETING HELD ON THE 20TH - 22ND FEBRUARY 2023 AT
COSATU HOUSE, BRAAMFONTEIN**

1. Opening and Welcome

The COSATU 1st Deputy President Comrade Mike Shingange invited comrades to take their places as per designation and welcomed all present to the first CEC for 2023. He then requested delegates to rise and sing the iNkosi Sikelel’iAfrika.

2. Quorum and Credentials

2.1 Attendance

The Secretariat presented the Credentials of all those present at the beginning of the meeting showing the number of worker office bearers and officials per union in line the COSATU constitution as follows:

Union	Expected	Present	Workers	Officials
AFADWU	2			
CEPPWAWU	4			
CWU	2			
DENOSA	4	1		1
NEHAWU	4	3	2	1
NUM	4	2	11	
PAWUSA	2			
POPCRU	4	2	1	1
SACCAWU	4	3	2	1
SACTWU	4	1		1
SADTU	4	2	1	1
SAEPU	2	1	1	
SASBO	2	(4)	1(1?)	2
SAMATU	2	1	1	1
SAMWU	4	2	1	1
SATAWU	4			

Provinces

Province	Expected	Present	Worker	official
Eastern Cape	2			
Free State	2	1		1
Gauteng	2	1		1
KZN	2	1	1	1
Limpopo	2	1	1	1
Mpumalanga	2	1	1	
Northern Cape	2	1	1	

Province	Expected	Present	Worker	official
Northwest	2	1		1
Western Cape	2	1	1	1

COSATU NOBs

	Expected	Present	Workers	Officials
NOBs	6	6	4	2

2.2. Apologies

2.2.1. Affiliates

Union	Apology
AFADWU	<ul style="list-style-type: none"> Cde Thulani Simon Mabunela will not attend the CEC due to union commitments
SADTU	<ul style="list-style-type: none"> The President and General Secretary are unable to attend the CEC due to prior union commitments
SASBO	<ul style="list-style-type: none"> President Lekota to arrive late for the CEC due to urgent commitments in the morning
CWU	<ul style="list-style-type: none"> The NOBs won't be able to attend the CEC due to pressing matters at the industrial level that stretches the union's leadership to its limits.
SACTWU	<ul style="list-style-type: none"> President Themba Khumalo will join the CEC late afternoon or in the morning due to international organizational priorities. 1st Deputy President Susan Khumalo to join the CEC late due to a Clothing Bargaining Council dispute meeting. General Secretary will not join the CEC due to internal organizational priorities
SATAWU	<ul style="list-style-type: none"> National Office Bearers (NOB) to miss first day of COSATU Central Executive Meeting. They will be attending an urgent matter at Transnet Bargaining Council on the 20/02/2023. The General Secretary, Comrade Jack Mazibuko and the 1st Deputy General Secretary, Comrade Nkoketse Sepogwane will join the COSATU CEC from the 21/02/2023.
SACCAWU	<ul style="list-style-type: none"> the SACCAWU CEC delegation request to be released at 13h30 on the first day; to join an urgent meeting on the Makro strike. They will rejoin the meeting immediately after the Makro strike meeting.
PAWUSA	<ul style="list-style-type: none"> The President is currently on route travelling from Potchefstroom and will be late due to unforeseen delays. 2nd Deputy President Neo Molefhe will not join the CEC due to unforeseen circumstances
SAEPU	<ul style="list-style-type: none"> The President request to be released on the third day of the CEC, due union commitments. The General Secretary to arrive late
NUM	<ul style="list-style-type: none"> The President and General Secretary request to be released after lunch due a trip to Botswana
NEHAWU	<ul style="list-style-type: none"> The 1st Deputy President and the Deputy General Secretary

	<p>request to be released on the last day of the CEC.</p> <ul style="list-style-type: none"> ▪ The General Secretary will join the CEC on the first day before lunch
SAMWU	<ul style="list-style-type: none"> ▪ NOBs are running late for the CEC but will be joining the meeting soon
POPCRU	<ul style="list-style-type: none"> ▪ The 1st Deputy President and 1st DGS request to be released on the 2nd day of the CEC due to union trip to Lesotho

2.2.2. Provinces

Province	Apology
Gauteng	<ul style="list-style-type: none"> ▪ Provincial Chairperson and the Secretary from Gauteng Province will be attending State of the Provincial Address (SOPA) scheduled to take place on the 20th February 2023 at 14h00. We request to be released at 13h00. ▪ Provincial Chairperson will join the CEC late due to urgent matters
Free State	<ul style="list-style-type: none"> ▪ The Provincial Chairperson will not be able to attend the CEC

2.2.3. NOBs

- a. The 1st Deputy President request to be released on the last day of the CEC due to union commitments.
- b. The 2nd Deputy President request to be released today between 13h00 - 15h00 due to a virtual union commitment.

2.2.4. Staff

Cde Matthew Parks, our Parliamentary Coordinator request to be released from the CEC on Tuesday afternoon to deal with Budget speech preparations.

2.3. Composition of the CEC in terms of section 5.2 (5.2.4).

On Quorum - NOBs hereby confirm that the CEC forms a quorum in terms of section 5.4 of the COSATU Constitution.

The CEC discussed the credentials as presented by the NOBs and stated the following;

- a. Noted that the SASBO delegation is having more representation than the constitutional requirements. The CEC noted the briefing of the SASBO GS but affirmed that the report of the CEC Task team shall determine the standing of the union.
- b. The CEC further noted and recalled that it has a precedent on delegations being more than the COSATU constitutional requirement, with the view to resolve the situation within our unions. In this case, SAMWU, LIMUSA are recorded case precedents on delegations to the CEC and how they helped enhance the unions internal issues in the past.
- c. The CEC decided that meanwhile, it shall accordingly proceed.

All unions were in good standing except; AFADWU, CEPPWAWU, CWU and SATAWU. The issue of SATAWU requires further discussions by the CEC.

Mover - NEHAWU

Secunder - SADTU

3. Adoption of the Agenda

The NOBs tabled the Proposed Agenda as circulated to affiliates, with the amendments under Organisational section to include Draft Declaration as an additional item.

Mover - POPCRU

Secunder - NEHAWU

4. Opening of Congress by the President

The President, Zingiswa Losi opened the CEC of the first CEC of 2023 and indicated that this is the most critical moment in our history, with the national elections to be held on the 2024 national general elections. The moment presents COSATU with an opportunity to represent the aspirations of the working class and changing the political landscape for the better and to guarantee a better future.

The importance of solidarity is critical in supporting workers in the battle lines facing challenging conditions and under attack by employers.

The progress in building and renewing our unions is key, building on the good work and lessons from working with SAMATU, SAMWU as examples. This is encouraging and should be noted and used to inspire more unity, cohesion and effectiveness of our unions and the broader working class.

We must ensure that we effectively represent workers for a just transition, which defend jobs and livelihoods for workers and communities. We must further commend our affiliates as in SACTWU case of defending the Masterplans for the industrialisation and promotion of jobs in the different sectors of our economy.

Workers benefits and workplace plans must ensure compliance with the National Minimum Wage for which we fought for many years. The Public Service Delivery Campaign by NEHAWU is an example of our integral struggles for effective transformation, improved conditions of work for essential public services and community empowerment.

The SONA commitments on the 9th February should be met with proper budgetary commitments to ensure the targets and goals are met. The issue of ESKOM requires

that we work hard to ensure energy security for the country and the economy by ensuring that those deployed are doing their work, for which they are deployed.

The work done by COSATU in the PSBC and NEDLAC is critical and examples of the KZN case where the ANC engages the EFF but not COSATU reflects the dangers of problematic shifts in our engagement processes. We must continue to engage in the ANC Renewal and support for the SACP in advancing our perspective for socialism.

We need to expedite our work on the SACP perspectives on power and how as COSATU we seek to engage the alliance reconfiguration process to advance working class power.

Lenin on the basic role of the tasks of the trade union and state power articulated the importance of the trade union movement as the most elementary, yet critical weapon of the working-class movement and the development of class consciousness to higher levels.

With those words, the President welcome all CEC members to the first CEC of the year, 2023 and trust it shall produce meaningful outcomes on our wayforward.

5. Minutes of the CEC

The NOBs tabled the Minutes of the last CEC, held in November 2022 and invited the CEC to engage with the record and confirm.

The CEC made corrections on pages 45 and 52 of the minutes and accordingly adopted the Minutes with the corrections.

Mover - DENOSA
Secunder - SADTU

6. Matters arising

On the matters arising, the CEC received a report of the NOBs and indicated the following decisions:

- a. On NEHAWU/SACCAWU matter - NOBs should organise a meeting between the two unions and conclude the process in accordance with CEC directives.
- b. On NALEDI - CEC noted the report on NALEDI and called on the Board to conclude the outstanding issues as per the concerns raised by workers and researchers of the institution. The next CEC should give deeper details on the work underway to revitalise the institution as its necessary for the federation and its work.

- c. On KKM - Further to the report that KKM was to be dissolved and COSATU has no such powers, the CEC calls on the Trust to effect the dissolution process accordingly. The next CEC should delve deeper into the KKM processes towards proper conclusion.
- d. On Public Sector Bargaining and the JMC - the CEC recalls the process of the establishment of the current arrangement to better coordinate our Public sector engagement. It further notes that the current bargaining situation is not ideal and fragments workers and unions, particularly with regard to the lessons from the experiences of bargaining in the sector. There are real issues affecting workers and COSATU unions in particular in the PSCBC. COSATU unions require different political management of the situation between unions in the PSCBC. CEC further emphasise the urgency to unite workers and the Public Sector Unions in particular. Finally, the federation should ensure that decisions taken are sustained operationally and effected properly.

Mover - DENOSA

Secunder - NEHAWU

7. Political Section

The NOBs tabled the Political Report which outlines the assessment and state of the NDR in the current period. The report made reflections on the state of the motive forces and their strength and weaknesses.

The CEC engagements outlined the following critical issues:

- a) The urgency of ensuring that the NDR and the gains of the working class are not reversed and that the current state of the alliance, with ANC in its current form, is not able to rescue itself. Privatisation and the neo-liberal trajectory must be confronted. The energy crisis is reflecting the failures of the economic trajectory and the depth of the crisis we are in and their impact on workers and communities.
- b) The need to use the September Commission as our key tools to understand the world, the environment and the crisis we currently facing. The Skorokoro scenario in the September Commission has been affirmed as correct and applicable under the current conditions. Alliance organisations, in their current form, reflect the Skorokoro scenario painted by the report and our affiliates are unable to defend workers who are harassed and subjected to worse conditions in both public and private sectors.
- c) Our economy is in the Pap and vleis scenario and our class enemies are clear what they want and what their agenda is and we are found wanting in relation to our clear class agenda currently.
- d) COSATU must always be guided by its historic and firm perspectives on progressive trade union internationalism. CEC further notes that the analysis on Zimbabwe, for instance require that the report must reflect on the advances and setbacks on the continent and why Zimbabwe is in the current state today.

The report on Cuba and the Palestinian cases are fairly reflected regarding the AU situation and what is obtaining in relation to the African balance of forces and the how we must posture in the current global political economy of imperialism.

- e) The need for the alliance to work collectively, in cohesion and unity to advance our class agenda in all fronts and to act together to fight poverty, corruption, crime, GBV, unemployment and inequalities. The objective and subjective conditions reflect the state of the NDR and mirrors the reality workers face, which produces and reproduces the crisis.
- f) The state of organisation of COSATU and its affiliates must reflect the political economy of a fighting force against imperialism and its manifestation in our domestic terrain, in our communities and in our workplaces. We must be honest that we are weak, but our weaknesses must also be our strength by waking us up to the reality of the moment.
- g) The Political Programme arising from the meeting between the SACP and COSATU is not reflected in the document and that doesn't clarify what exactly is our strategic focus beyond our Congress outcomes towards working class power. It is the duty of this CEC to make a decisive call on the SACP to reflect on the working-class programme and the hegemonic imperatives of the class.
- h) COSATU must definitely make a firm determination on the energy crisis and the need to move energy on a path of resolute job creation, sustainability and development. The declaration of the state of disaster on energy doesn't answer the question of what beyond a declaration is the programme of action. The crisis in the just transition dilemma on coal reflects what should not be our approach and our politics must reflect that properly.
- i) There is a serious absence of a substantive analysis on what is the core of our perspective and the key to our relationship with the SACP programmatically. The political frustration with the ANC is what the working class is suffering and the ANC has neither capacity, nor will to take us out of the neo-liberal trajectory. Unless COSATU enters the political discourse as a revolutionary force and primary organ of the working class, we shall continue to outsource our duty to other class forces.
- j) We should prioritise Venezuela, Cuba and Palestine as the core of our struggle in assessing the balance of power in the globally economy and to empower us to see the world as it is in class terms. The Political Report of the last CEC presents the ideological and political analysis as a class and not as a centrist force, instead of an advanced class force. Our response to the national and class discourse must always reflect in our perspectives.

Summary of our political discussions:

- a) We tend to regurgitate our Political perspectives and the CEC requires that we convene our Political Commission to reflect and take forward the outcomes of the Congress.
- b) The federation is worried about the non-committal outlook of the ANC, which make workers vulnerable to neo-liberal ideological capture.

- c) The NDR is unable to take the class out of the current decay and the working-class composition and ability to organise itself, with prime experiences and lessons of the Latin American orientation, are critical.
- d) We must report on the bilateral with the SACP which responded that with or without the alliance, the SACP will contest the national general elections. The modalities shall be a function of the SACP PB and the COSATU CEC as a decision and outcome of the meeting. There is a view on the urgency of clarity on our decision that is partly as an outcome of the 14th National Congress, which the report must reflect on.
- e) The Political report of the National Congress clearly affirms our perspectives as a federation of working-class internationalism.
- f) The decision of the CEC to convene a Political Commission and a Political School of the CEC must be implemented immediately. The purpose and focus of Political Commission and Political School shall be to clarify our assessment, focus on the triple crisis workers face and affirm our outlook as COSATU.
- g) The CEC members must be honest about the fact that some members and deployees to commissions, don't take their work seriously and honour the work of the federation. The CEC calls on all deployees and commissions to prioritise the work of the federation and workers' issues consistently.

Mover - SACCAWU

Secunder - NEHAWU

The CEC adjourned to allow the Public Sector unions to have a bilateral meeting with the ANC at 8pm, which will discuss the public sector issues and the wayforward.

8. 14th National Congress Resolutions

8.1 Organisational Section

The 14th National Congress Resolutions - The NOBs tabled the Draft Resolutions of the 14th National Congress, which are a product of the November 2022 CEC directive that the NOBs should reconvene the Resolutions Committee and the Forum of General Secretaries to finalise the Resolutions (based on the 14th National Congress directives to the CEC). Indeed, The NOBs indeed ensured that the Resolutions Committee, as well as the meeting of the General Secretaries convene and the work being presented is an outcome of that process.

8.2 On the Political and Organisational Section of the Resolutions

The CEC received the final report of the Resolutions Committee endorsed by the forum of the General Secretaries, specifically starting with the Political and Organisational Section.

The CEC further received the report on the Political Resolutions regarding the voting on the SACP in the coming national general elections.

The resolution on State Power was part of the process of discussions in previous COSATU Congresses, where the debate has always been about how best the alliance can be Reconfigured to ensure working class power and advancement of the struggle against capitalism. Towards that end, the Balloting report from Congress was tabled by the team responsible for elections at Congress and the CEC discussed it.

The CEC reflected that this decision should be understood as being about state and popular power based on the unity of the working class and COSATU in particular. It is also about the Reconfiguration of the alliance. There should be a clear process on how this decision shall be communicated and modalities laid out on how it shall be done.

CEC call on affiliates to engage members on the implications of the resolution and what response will it generate amongst workers.

Mover - NEHAWU

Secunder - SAMWU

8.3 On Socio - economic Resolutions - The NOBs tabled the socio-economic resolutions part of the Report and outlined the resolutions already done and those outstanding from National Congress. CEC discussed the socio-economic resolutions report and finalised the status of Congress resolutions. They are attached as annexures to the Minutes.

8.4 On International Section - the international resolutions are as follows;

- a) Cuba - NUM/NEHAWU
- b) Palestine - NUM/POPCRU/SATAWU
- c) Zimbabwe - SADTU/NEHAWU/SAEPU
- d) US aggression - SACCAWU/NEHAWU

8.5 On Constitutional amendments - They were not adopted at Congress, except those to do with typo errors and final editing of the current Constitution were affirmed.

8.6 The 14th National Congress Declaration - NOBs presented it as read by the CEC and the thrust adopted, but should be finalised and cleaned up for circulation to all affiliates.

9. Working with Unions

a. **CEPPWAWU** - Since the last CEC, the developments within the union are such that the union has been in and out of courts and could not be able to complete the process of the Administrator to hold and finalise Congress processes required for

the union to be back on its feet. NOBs are called upon to follow and track the developments, to keep the CEC informed on this matter.

- b. **CWU** - The Union convened its Special National Congress on the 22nd December 2023, disputes were dealt with by the CEC Task team of COSATU, where possible. Ultimately, 3 Provinces; Gauteng, Free State and KZN decided to proceed with the Congress and elected a leadership which was not inclusive as per the footprint of the union nationally. This led to new court challenges, which remains the status till now. The CEC remain seized with the matter and note the report.
- c. **PAWUSA** - The union emerged out of its Congress and engaged the federation, including on the finances and their request for the political levy to be changed to accommodate the concerns of their members. Further, the union requested a write-off of outstanding levies and to start paying, effective from date of Congress. The CEC could not condone the write off, given its likely implications in general, but remain supportive of the union efforts to clear its remaining obligations to the federation and its own members.
- d. **SATAWU** - The union has been gradually sliding back into the arrears situation it was in at some point, which threatens the agreed commitments made between the union and the federation. The federation had also emphasised the importance of the joint roadmap and report to the next CEC to helping the union recruit, service and retain its membership for growth and development in the sector and generally. CEC encourage the union to remain positive with its side of the bargaining and meet its commitments and settle the outstanding dues, amounting to almost 5 months arrears. CEC further calls on the work of the CEC task Team and NOBs programme to revitalise the joint roadmap with the federation to be prioritised.
- e. **AFADWU** - The union is 16 months in arrears and facing real issues of survival and organising in the sector. COSATU's intervention is informed by the desire to see our unions grow stronger and sustainable. The CEC directs that the NOBs and the Task team follow up on this matter.
- f. **SASBO** - Following the November report on the SASBO intervention process, NOBs and the CEC Task team updated the CEC on the developments in relation to our work with the union. Following the inconclusive October Congress of the union, the union convened another one in December 2022, wherein COSATU was not invited, but reports indicate it collapsed at Credentials. The instances of members complaining about the internal state of affairs in the union grew to the point where the Registrar had to write to the union and almost 3 letters already have been sent to the union by the Registrar expressing concerns raised by

members. The CEC calls upon SASBO to submit its issues to the CEC Task team, following its own concerns about information in the hands of the federation.

10. Special COCC Report:

NOBs tabled the report of the Special COCC held on the month of February and the following issues were discussed by the CEC, from the report;

- a. **The 50th Anniversary of the Durban Strikes** - the CEC endorsed the Special COCC Recommendation to hold the anniversary at the Curries Fountain Stadium in Durban and the preparations underway in the form of open lectures, workplace meetings and mass mobilisations in general.
- b. **May Day Celebrations 2023** - The 2023 May Day is critical in many ways for COSATU and the working class of South Africa and the world in general. This is given the background outlined by the Political Report to the February CEC of the federation. Towards that end, the CEC decided to have the May Day jointly hosted by the Free State and Northern Cape Province and accordingly shall be held in Bethlehem, Saulspooort Dam, where COSATU members, mostly from SAMWU and SACCAWU, perished and this shall also mark a commemoration of the lives of those workers.
- c. **COSATU 38th anniversary** - the 38th anniversary of the federation is due this year and preparations have started as per the recommendation of COCC. Towards that end, the proposal is to have it in Durban where COSATU was founded, in Curries Foundation Stadium again. The CEC notes the report.
- d. **SACCAWU Makro Strike** - the CEC engaged the SACCAWU report, as submitted by COCC for the intensification of the struggle against WalMart/Massmart and the attacks on collective bargaining and workers wages. The CEC supports the COCC outcomes and the detailed action programme, which should be supported by all affiliates and the federation and all its structures from local and Provincial, as well as the whole alliance.
- e. **International Women's Day** (8th March 2023) shall be led by the National Gender Structure of COSATU and its important that departments of COSATU synergise the activities involved, as there are more departments involved in this work than just Gender and Organising. The CEC notes the report.
- f. **Public Sector Wage Dispute** - the CEC notes the report on the intensification of the Public sector wage strike and emphasise the centrality of defending collective bargaining, workers rights and the fight for better wages, with the Public sector wage dispute as a platform for that struggle in the sector and beyond.

- g. **The international solidarity programme of COCC** was noted by the CEC, with the further emphasis that, COSATU must accelerate its international solidarity work in this very difficult era for the working class in the country and internationally.

13. Finance Report and Year-To- date Statement

The NOBs, through the National Treasurer, tabled the Finance report from FINCOM, with the recommendations on the standing of our finances as a federation. The CEC endorsed the recommendations of the FINCOM and called for its support and implementation.

Mover - SACCAWU

Seconder - NEHAWU

14. Socio economic Section

The NOBs tabled the Socio-economic section of the CEC Report, starting with the Just Transition and the Energy Crisis and Eskom Recovery Plan. The CEC noted the report, but further expressed caution on how the JT money is to be spent, given previous experiences on such funds.

It is further noted that the ANC National Conference had made a determination that Eskom be under the Ministry of Energy than DPE, but the announcement of the Ministry of Electricity has potential of creating more confusion.

The CEC further note that Electricity and energy in general, have been declared national disaster, it gives us the opportunity to act with more urgency and decisiveness to restore electricity for the people and the economy in general.

The CEC finally call on affiliates to actively participate in the coming Just transition workshop of COSATU, which will help clarify all the outstanding issues of the matter. This will include helping the federation develop a fighting plan against job losses and destruction of livelihoods in the affected areas, particularly in Mpumalanga.

The CEC further called for;

- a) A clear strategy to fight the unreasonable NERSA tariffs that hit hard on the working class and the poor.
- b) A proper look at clean coal technology, given our endowment with coal as a country, than the perpetual indebtedness we are currently pursuing.
- c) The effective use the NMW Compliance work to recruit and mobilise members to join unions and be serviced properly.
- d) COSATU to fight for the 0% VAT on certain foods to ensure workers have access to nutritious food.

- e) COSATU must have a clear federation position on the JT to avoid divergent and sometimes conflicting sectoral positions by different unions.
- f) PIC and GEPF should be responsive to the needs of workers, including housing and other benefits that help workers during these times of crisis and need.
- g) The Eskom leadership transition must ensure that it is smooth and the new CEO should be qualified, capable and fit for purpose.
- h) COSATU must work hard to protect Whistle-blowers and all who fight corruption, given the brutal way in which some of them have been killed recently and before. The UIF and the CF cases require decisive actions to protect workers monies from corruption.

15. International Section

NOBs tabled the international report, which includes international solidarity work, the ITUC and the WFTU and the overall context we are operating in, the world we live and work in. This is important in locating what are the forces shaping the world and in whose class interest are they. This assists us employ our tools of analysis effectively and engage with the various forces we work with or that work against us effectively.

Notably, South Africa is the host of the BRICS Conference this year and that would mean COSATU must rise to the occasion and play its part in guiding and ensuring the outcomes reflect on the qualitative advances required to take BRICS and the developing world on a progressive trajectory.

Mover - POPCRU
Secunder - NUM

16. Closing Address by the President

COSATU President, Zingiswa Losi closed the meeting by making the following remarks;

“We have come to the end of the 1st CEC of COSATU in the year, 2023. This CEC was remarkable and qualitative in many ways and its important for it to be seen in that context. We are in a momentous celebration of the 50 years of the historic Durban Strikes, which changed the face of the South African landscape and ushered in a new period of working-class confidence that laid the foundation that gave birth to COSATU in 1985.

She went on to say that “This CEC held over a full 3-day period undertook the following tasks;

- A concrete assessment of the work done by the federation since the last CEC in November 2022, which included an analysis of the obtaining situation domestically and internationally as regards its impact on the working class
- Finalisation of the 14th National Congress Resolutions and the Declaration in pursuit of the directives of Congress to the CEC
- Engagements on reports on the work of building our federation and its affiliates, as per the directives of the 14th National Congress to intensify organisation building and effective renewal”.

President went on to state that, “It is true dear comrades, the CEC was not about making new resolutions or decisions, but finalising Congress work and ensuring that all our outcomes are synergised and taken forward in all workplaces, communities, meetings and whatever spaces we happen to be”.

She further said, “The CEC was clear that:

- COSATU shall heighten working unity in action around issues of unemployment, poverty, crime and corruption, GBV, poor service delivery through joint campaigns with the SACP and the whole alliance and MDM structures.
- The ideological development and political clarity of the federation shall be deepened to ensure that we understand the moment for what it is, domestically and internationally, so that we are clear about the obtaining nature of the class balance of forces and our tasks as COSATU generally.
- The 14th National Congress of COSATU directed that COSATU be so positioned to accordingly advance the effective Reconfiguration of the Alliance with the SACP particularly and the call for a much more elaborate programme of the socialist axis towards building a powerful socialist movement of the workers and the poor.
- We reaffirm the centrality of our progressive internationalism and the class content of our struggle for international solidarity, working class unity and various struggles against oppression and exploitation, wherever it happens.
- We stand with workers in demanding worker control in each of our unions and shall act together to ensure that our unions remain on a higher morale ground as the torch bearers in advancing workers benefit and control their own organisations and their federations directly.
- We call for more coherence in offering more practical solidarity to unions and workers facing struggles and challenges in their sectors and throughout the economy and ensuring more practical measures to support and strengthening their struggles.
- The national state of disaster on energy is a call for renewed urgency and impact in ensuring energy security and the defence of jobs and livelihoods of our people, particularly the working class and the poor. It can't be an

announcement and that's all, but a call to action and must show in our own ways of doing things to advance the delivery of essential needs of our people".

- President emphatically concluded that, "The unity of workers and our focus on their most pressing issues is what COSATU should be and is primarily about, the defence of workers from the ruthless employers in the workplaces, from corrupt and abusive managements, from unscrupulous political and economic elites and from vicious class interests of whatever form".

President Losi finally wished everyone a safe journey home and officially closed the meeting.

Minutes of the Special CEC of COSATU held on the 26th April 2023

1. **Welcome and Opening** - 1st DP Mike Shingange welcome members of the CEC to the meeting.

2. Attendance and apologies

2.1. **Attendance** - The GS Solly Phetoe presented the attendance status of the SCEC and quorum was confirmed for the meeting to proceed.

Union	Expected	Present	Workers	Officials
AFADWU	2	0	0	0
CEPPWAWU	2	0	0	0
CWU	2	0	0	0
DENOSA	4	2	1	2
NEHAWU	4	4	2	2
NUM	4	0	0	0
PAWUSA	2	2	1	1
POPCRU	4	3	1	2
SACCAWU	4	1	1	0
SACTWU	4	4	2	2
SADTU	4	3	1	2
SAEPU	2	1	0	1
SASBO	2	2	1	1
SAMATU	2	1		1
SAMWU	4	4	3	1
SATAWU				

Provinces

Province	Expected	Present	Worker	official
Eastern Cape	2		0	1
Free State	2	2	1	1
Gauteng	2	1	1	1
KZN	2	1	0	1
Limpopo	2	1	1	1
Mpumalanga	2	1	1	1
Northern Cape	2	1		1
North West	2	1	1	1
Western Cape	2	1	1	1

COSATU NOBs

	Expected	Present	Workers	Officials
NOBs	6	6	4	2

2.2. Apologies

Union	Reason
SADTU	The apologies for their deputy president to join late due union commitment
SAEPU	The president will not join the CEC due to union work.
SACCAWU	The president, GS and the DGS will join the CEC late due to Makro strike

SAMWU - Move

SACCAWU - Second

2.3. Apologies

- a. SAEPU President unable to attend
- b. SACCAWU GS, DP, DGS - unable to attend and 1st DP to leave at 12h00

3. **Status of the Unions** - All affiliates are in good standing, except; AFADWU, SATAWU, SASBO and CEPPWAWU

4. **President's Opening** - The President extended sincere condolences to Thabile Kunene, our Eastern Cape Chair and Chris Mathlako, SACP CC/PB member, who have passed on and are to be buried this coming weekend.

President made emphasis on ensuring listening attentively to each other, engage constructively and with the objective of providing solutions. She welcomed the work being done by the affiliates, Provinces and all activists of COSATU towards May Day and the turnout is very impressive and gives hope the May Day shall be successful.

COSATU CEC must accept responsibility for leading workers and also managing internal squabbles inside our unions. Members are under siege in all our sectors. All our structures are on the ground working to mobilise workers and attending to their issues, but also to unite workers on issues affecting them and society.

5. State of Preparedness for May Day

5.1 SADTU Presentation - The GS of SADTU made a presentation on behalf of SADTU. SADTU indicated that the NEC of the union, expressed solidarity to SACCAWU in the struggle at Makro/Massmart. The Union NEC further urged that the NOBs of the union to seek audience of COSATU CEC.

The following are critical matters raised by the union;

- The attacks on the union by fellow sister union, NEHAWU in various activities and Provinces
- The union remain seized with the mobilisation work for May Day
- Requested the following;
 - a) Decisions that are imposed on another union in terms of the COSATU Constitution, are unconstitutional.
 - b) CEC should undertake to protect and ensure that the ANC should participate in the coming May Day
 - c) Undertaking that SADTU members shall be afforded an opportunity to participate and not be abused or attacked by anyone. The important message being safety of all members of the union, families who are welcome to attend the May Day

CEC discussions - The CEC decides to address the concerns raised, rather than in a manner that accusations and counter accusations are made. The issues raised as concerns are understandable and there should be no reason that COSATU unions cannot find each other on this matter.

5.2 Decisions of the Special CEC:

COSATU Convened a Special CEC, mainly to discuss final logistical and other practical arrangements for its 2023 May Day rallies. Arising from this Special CEC meeting, it was resolved as follows:

- a) That all affiliates will do their best in the final few days in the run up to the May Day event, to mobilise as many of its members as possible to attend.
- b) That COSATU calls on all attendees to conduct themselves in the utmost disciplined manner.
- c) That COSATU does not encourage or condone any attempts to disrupt any of our May Day events, including but not limited to disruption or intimidation of attendees or speakers, whether from affiliates or other invited guests from the Alliance.
- d) That in the run up to, and at the May Day rallies itself and beyond, the principles enshrined in the COSATU Constitution be respected at all times.

Towards that end, the Special CEC reiterated that there is a need for a serious political attention of the issues raised by some affiliates and the importance of upholding the principles of the federation in all our work. The unity of the working class remains our central focus and work as a federation.

Move - SACTWU

Second - NEHAWU, SAMWU, POPCRU

- 6. Presentation of COCC Outcomes towards May Day** by NOBs on the state of preparedness by the federation.

The GS tabled the report of COCC which outlined the work being undertaken by the federation in the build up to the May Day and the National Day of Action, as well as the on-going campaign by SACCAWU in Makro/Massmart.

Affiliates engaged the report of the NOBs and made further reflections and additions on the planned activities and the request by NOBs to affiliates. Affiliates committed themselves to do more to ensure that workers have transport and all the necessary support to attend and participate in the May Day rallies organised throughout the country.

The CEC calls on all affiliates and alliance partners to do all possible to make the May Day a success.

- 7. Closure** - the President appreciated and thanked all affiliates for attending the Special CEC and also the spirit of unity and cohesion demonstrated through the discussions. President made a call to all affiliates leadership to communicate the outcome of the Special CEC to their members as we prepare for our 2023 May Day rallies. All our affiliates and provinces should work together to ensure the success of our May Day rallies.