

Gmb/016/0104/2

CONGRESS OF SOUTH AFRICAN TRADE UNIONS

Campaigns Conference



9 - 10 March 1991

CAMPAIGNS CONFERENCE

CONTENTS

1.	Agenda.....	1
2.	Notes for delegates.....	2
3.	Living Wage Campaign - proposals for Campaigns Conference.....	3
4.	LRA Campaign: Programme of Action for inclusion of farmworkers in LRA and Wage Acts.....	8
5.	Restructuring of the National Manpower Commission.....	11
6.	Proposal for COSATU Adult Basic Education Project.....	14
7.	Forward to a Constituent Assembly Forward to Worker Rights in a new constitution.....	25
8.	Summary of ANC's Programme of Action for a Constituent Assembly and Interim Government.....	28
9.	Signature Campaign Form.....	29
10.	Issues for discussion - Action for Constituent Assembly and Worker Rights in a new constitution campaign.....	30

CAMPAIGNS CONFERENCE

AGENDA

- Saturday morning (9am): Living Wage Campaign**
- * Retrenchments
 - * Living Wage
 - * Centralised bargaining
- Saturday afternoon: LRA Campaign**
- * Overview
 - * Farmworkers programme of action
 - * Restructuring of NMC
 - * Labour Code
- Saturday evening: Literacy Programme of Action**
- Sunday morning(9 am) Constituent Assembly Campaign and Campaign for Worker Rights in a new Constitution**
- * Input on process towards a new constitution
 - * Constituent Assembly
 - * Workers rights in a new constitution
 - * Action
 - * Workers Charter campaign

CAMPAIGNS CONFERENCE

Notes for delegates

1. Delegates will a be staying in the Safari and Park Lane Hotels. Some of the rooms in the Safari Hotel are being refurbished. If any delegate has a problem with his or her room - they must report it immediately to the management and insist that their room is changed. We have come to this agreement with the management.
2. Delegates will be eating supper on Friday evening and breakfast on Saturday and Sunday morning in the hotels. Other meals will be served at the venue. COSATU WILL NOT PAY FOR ANY HARD DRINKS THAT ARE ORDERED BY DELEGATES.
3. Delegates must check out of their hotel rooms by 10 am on Sunday morning.
4. The conference venue is D.J. du Plessis Building, West Campus, Wits University.
5. Buses will be collecting delegates from the hotels at 8h30 am on Saturday and Sunday. The conference will start at 9 am sharp. After the conference is over. buses will take delegates to the centre of town.
6. All delegates should receive one copy of this document plus the workshop package "Campaign for a Constituent Assembly and Worker Rights in a new constitution".
7. Unions are urged to ensure that worker spokespersons are appointed to put forward their union's positions.

LIVING WAGE CAMPAIGN

Proposals for Campaigns Conference

The Living Wage Committee held a workshop recently and came up with three proposals be put forward for discussion and adoption at the Campaigns Conference. Please can unions discuss this proposal thoroughly.

PROPOSAL ONE - RETRENCHMENTS

1. MOTIVATION AND CONTEXT OF CAMPAIGN

- 1.1. Retrenchment faces all unions and presents a threat to the working class as a whole.
 - 1.2. Retrenchments in this period are due to
 - 1.2.1. Capitalist crisis (cyclical crisis)
 - 1.2.2. Structural Crisis (Re-organising production for greater profits). Such job loss is permanent.
 - 1.2.3. Automation
 - 1.2.4. Privatisation
 - 1.3. Job loss is directly linked to the state of the economy and to restructuring by the bosses. Therefore our fight against job loss must be guided by the aim of having:
 - 1.3.1. A direct say in how the economy is run
 - 1.3.2. Some control over the process of restructuring.
 - 1.4. Thus we need to view retrenchments in a political perspective and suggest that COSATU links this campaign with our demand for:
 - 1.4.1. Redistribution of wealth
 - 1.4.2. State intervention in the economy
 - 1.4.3. Constituent Assembly and workers rights and control in new South Africa.
- Our media and propaganda must reflect this perspective.
- 1.5. The campaign should be called: "JOBS NOT RETRENCHMENT"
 - 1.6. Retrenchments should be the focus for mass action by COSATU.

2. COSATU'S DEMANDS

1. JOBS FOR ALL, NO RETRENCHMENTS

- 1.1. This position must be put forward as the principle demand in our campaign.

1.2. It can be put forward at three levels:

- * National (State\SACCOLA)
- * Company /industry
- * Factory/shop floor

2. JOB CREATION AND JOB CREATION FUND

2.1. The demand must force bosses and state to take responsibility for creating jobs for retrenched and unemployed workers.

2.2. Will involve "Job Conscription" of youth and unemployed in projects like

- * Electrification of SA townships
- * Building Houses (near places of work)
- * Expansion and changing of existing factories.

E.g. Electrification of SA in next two years could create 100-000 new jobs.

2.3. Job Creation Fund: We could force state\and bosses to contribute to fund, as they are presently doing for education.

E.g. State has given R8 Billion of IDC for additional shifts and put this into fund.

2.4. Job Creation and Fund demand can be put at

- * National level
- * Industry level
- * Company level
- * Plant level

3. TRAINING AND RETRAINING

3.1. Where Retrenchments is due to structural\re-organising of industry\factories and because of automation we should put demand for Training and retraining.

3.2. This demand should be accompanied by demands for

- * No job loss.
- * Information Disclosure (Financial\Industrial strategies).
- * Cut in profits (Cost cutting).
- * Re-organise factory floor with no jobs taken away.
- * Worker control in factory.

NB Our members must fight this type of retrenchment with our collective power.

3.3. Demand to put at

- * National Level
- * Industry level

* Target key companies

4. LIVING UIF/ LIVING PENSION

4.1. Job creation programme will not immediately give everybody a job. A living UIF i.e. increase present amounts of money to ensure survival of unemployed and living pension for survival of the old age.

4.2. There must also be an end to racial discrimination in UIF and PENSION.

4.3. These two demands will draw into mass action, the unemployed and pensioners.

5. NO ADDITIONAL SHIFTS

5.1. Additional shifts worsen conditions of workers and do not cause an increase in jobs but force present employed workers to work harder and longer.

5.2. The Industrial Development Corporation (IDC) has given R8 Billion to companies to create ADDITIONAL shifts. This is our tax money which the state is using to help privatization and attack the working class's living standards and social leisure time. The R8 Billion should be put into the Job Creation Fund.

5.3. This demand can be put at:

- * National Level (State/SACCOLA)
- * Industry Level

6. CENTRALISED BARGAINING

6.1. The State and Big Capital like Barlow Rand is attempting to break the Industrial Council system and Industry level Bargaining.

6.2. Our demand is that state/Bosses do not interfere with Industrial council system and allow/encourage companies to join Industrial Councils and Industry level Bargaining.

6.3. This demand can be put at:

- * At National level
- * Industry level
- * Company level
- * Plant/Factory/Mine level

6.4. Slogan: "Centralized Bargaining for a Living Wage"

3. CAMPAIGN PROGRAMME OF ACTION

Slogans

Key Slogans for the campaign should be:

- * "Cut Profits not jobs"
- * Retraining not Retrenchments"
- * Make jobs build houses"
- * Electrification will provide jobs!"

Programme of Action

Step 1 From Campaigns Conference to April

- 1.1. Proposed campaign to be discussed at
 - * National (CEC - then to meet NACTU and NUWCC, CAST and others.)
 - * Regional (RCC) and congresses.
 - * Local level (Locals).
 - * Factory and mine level
- 1.2. Media, propaganda and information on campaign to come out.
- 1.3. Joint Rallies (COSATU/NACTU/Unemployed etc).
- 1.4. Shopstewards to forward six demands to their own factory bosses.
- 1.5. Shopstewards to demand each factory boss to put money into Job Creation fund.
- 1.6. Continues to fight individual retrenchments at factories.
- 1.7. First stage to end in joint May Day Rallies and Marches.

Step 2

- 2.1. COSATU/NACTU meets SACCOLA/State - including SAAU (farm) and the CBM. Delegation of COSATU/NACTU after May 1st to include NUWCC/CAST.

Step 3

- 3.1. Report backs at:
 - * Joint Mass Rallies
 - * Regional Congresses
 - * Locals
 - * Affiliates
- 3.2. Workers Summit to be called in early June to give:
 - * Formal Report of SACCOLA/State meeting

* To plan action if our demands are not met and to set deadlines.

3.3. Massive publicity of report backs and plan of action and political propaganda.

Step 4

4.1. COSATU National Congress to endorse Workers Summit proposal on PLAN OF ACTION.

4.2. Joint executive meetings of COSATU\NACTU\NUWCC, CAST and others to forward plan of action..

NB The urgency of the retrenchment problem calls for a Workers Summit before National Congress of COSATU.

PROPOSAL TWO - A LIVING WAGE FOR 1991

The Living Wage Committee is proposing that the Campaigns Conference accept a proposal to quantify a Living Wage for 1991.

Living Wage Campaign proposes the Living Wage to be R1700 per month. This will help politically to rally all COSATU and COSATU members when individual affiliates take strike action around wages.

At the same time LWC suggests that the debate on Minimum Wage continues. In this regard we have organised a Wage Policy Workshop on 26\27 March.

PROPOSAL THREE - CENTRALISED BARGAINING

Three proposals were put forward by the LWC:

1. Affiliates continue to pressurise companies to join Industrial Councils or Industry/Company level bargaining forums.
2. Unions attempt bring their own sectors together as first step in the process.
3. Unions closely linked to meet e.g. NUM\NUMSA, FAWU\SACCAWU\PPWAWU to work out approaches to wage negotiations, solidarity, strike action, etc.

LRA CAMPAIGN

PROGRAMME OF ACTION FOR INCLUSION OF FARMWORKERS IN LRA AND WAGE ACT

1. Background

There are 5 million farm workers in South Africa of which less than 1 per cent are organised. They have no basic rights that governs their employment.

2. NMC

In the Laboria Accord, the government agreed to extend basic rights to all workers. The Minister of Manpower recommended to the NMC to look at extending rights to farm workers. As a result the NMC established a sub-committee to investigate and report to the Minister on the Basic Conditions of Employment Act, UIF Act, LRA and Wage Act for the farmworkers.

COSATU is participating on an interim and conditional basis in this sub-committee. COSATU is represented by two people. The South African Agricultural Union is represented by two people. There is a representative from the rural foundation and from the Labour Party and there are independent legal advisors which have been appointed by the Minister. The secretariat of the NMC also attends these sub-committee meetings. This sub-committee is chaired by the acting chairperson of the NMC.

The debate in the NMC predominantly is between COSATU as worker representatives and SAAU as employer representatives. The attitude of SAAU has been very negative throughout the process. They do not want worker rights. They have been forced to accept the Basic Conditions of Employment Act and the UIF.

We are in the second phase of the inclusion of farmworkers into the LRA and to be covered by the Wage Act. SAAU has indicated that they oppose any form of inclusion of farmworkers in these two acts. It is also unlikely that they will agree.

3. COSATU's approach

In a workshop on COSATU's strategy towards the NMC's attitude, it was agreed that:

3.1. The basic rights as agreed in the Basic Conditions of Employment Act and the UIF can not be enforced unless there is worker protection in terms of the LRA and the recognition of unions.

3.2. That our negotiations should be backed by action on the ground to strengthen our position at the NMC for the total inclusion of farm workers.

3.3. This action should involve other industrial workers in term of the second phase of our LRA campaign.

3.4. Research organisations should assist in identifying the companies that are related to farming operations.

3.5. COSATU to meet with SACCOLA to pressurise SAAU to change its attitude as far as the extension of the LRA and Wage Act is concerned.

3.6. FAWU to propose a programme of action to the Campaigns Conference which takes into account the conditions prevailing on the farms.

4. FAWU Proposed Programme of Action for Farmworkers

FAWU suggests the following programme of action to force the government to include farmworkers in the LRA

4.1. Information gathering

- * Obtain information on industries linked to farms.
- * Target those factories for mass action.
- * Target companies which have representation on agricultural boards.

The information to be available by 1 April 1990.

4.2. Action of workers in industries linked to farms

- * Workers should approach bosses to demand that farmworkers be included in the LRA.
- * There should be one hour work stoppages at these factories in support of our demands.
- * "Sticker campaign"

Outlets should be targeted in terms of making consumers aware of the plight of farmworkers. This means that packing workers in factories will stick labels onto agricultural products stating the demand that farmworkers will be included in the LRA. Also workers in outlets must be given stickers to put on goods.

Worker action should take place before the end of June 1991.

4.3. Mass Action

- * All unions and organisations to be involved.
- * Regional rallies should be organised.
- * There should be a one-day stay away/ march during the year in support of the demand to include farmworkers in the LRA.

4.4. Media

- * Stickers, pamphlets, posters, T-shirts, badges must be made available to all workers and the public.

4.5. Organisation

- * Unions such as FAWU, PPWAWU, SACTWU, TGWU must assist in the organisation of farmworkers.

* NACTU, independent unions and the ANC must be included in the Programme of Action.

4.6. International Awareness

* Stickers should be placed onto agricultural products being exported. Thus making the international community aware that farmworkers are not protected by any labour organisation.

* The plight of farmworkers in South Africa should take priority in the ILO investigation into the Labour Relations Act and the ILO should pressurise the SA government for farmworkers to be included under the LRA and Wage Act.

4.7. Resources

COSATU should provide material and financial resources for the Programme of Action

RESTRUCTURING THE NATIONAL MANPOWER COMMISSION

This document explains what the National Manpower Commission is and how COSATU would like to see it changed.

It is a discussion document in preparation for the COSATU Campaigns Conference on 8 - 10 March 1991.

1. Introduction

COSATU is no longer prepared to have laws about workers made for us. We want to be part of making those laws. Because of our struggles over the years, the government agreed in the Laboria Minute that no labour legislation should be passed without first consulting the unions. They also agreed to change the structure that considers new labour laws - the National Manpower Commission.

We now need to discuss how we would like to see the National Manpower Commission changed.

2. The Present NMC - what does it look like?

- * Individuals are appointed by the Minister of Manpower. They are usually from employer organisations or from white unions. COSATU has refused to be part of this structure up until now.

- * The NMC is told by the Minister to consider proposed laws and to advise the Minister. The Minister can choose to ignore the advice.

- * The NMC and the Department of Manpower work completely separately. The Department of Manpower can make any changes it likes. It is usually the more influential body.

- * The term of office of the present NMC expires in April. The Minister has asked COSATU to make proposals for changes before this day.

3. COSATU's present position

The C.E.C. in October agreed that COSATU could:

- * Participate in the present NMC on an interim and conditional basis. This involves attending meetings of the NMC and also participating in the sub-committees which are looking at legislation for farm and domestic workers.

- * Participate in a restructured NMC.

The conditions we set for our conditional participation are:

- * The Minister must approve whoever we decide to appoint to the NMC.
- * We have the right to recall the people we appoint.
- * We will report everything back - we will not respect any secrecy.
- * If we have an opposing position - it must be recorded in all the documents.
- * We are not bound by any decisions made by the NMC.

The Minister did not object to any of our conditions.

4. How could the NMC be restructured?

We see two stages to the restructuring of the NMC.

- * In the short term, we want a more representative tripartite body (state, bosses and workers) which considers all labour legislation (e.g. UIF, Workmens compensation) and is not merely advisory.

In the longer term we would like to see a national manpower commission or council established which would play an active role in adressing all employment matters (actively intervene in th labour market). For example it would try actively to address issues of wages, unemployment, tariffs and customs and training. It would play a role in the programme to restructure the economy.

5. Restructuring the NMC in the short term

- * It should be a tripartite body where employer organisations and unions are in the majority. The state would have less seats - for example, the bosses and the unions may have 20 seats each and the state 5.
- * Technical experts such as lawyers should be allowed to sit on the body.
- * There should be proportional representation e.g. SACCOLA should have more seats than NAFCOC and COSATU more seats than NACTU.
- * The NMC should have the power to block or delay legislation or to insist that legislation is tabled in parliament where there is sufficient support.

- * The NMC should consider ALL legislation relating to workers.
- * COSATU representatives should be properly mandated by worker controlled structures.
- * The Department of Manpower should play a less important role.

6. How we would like to see the NMC in the longer term

- * The NMC should be able to control and supervise the administration of funds and programmes e.g. for training, unemployment insurance etc.
- * The NMC should be independent of the Department of Manpower.
- * We will need to review the representation of the state, bosses and workers. We may want the state to play a larger role.
- * The NMC would have powers to intervene in employment matters (the labour market) e.g. by establishing training schemes, a wage policy etc.

7. Suggested Process

- * This proposal should be discussed by all unions for a decision at the Campaigns Conference. We should strive to reach agreement on how we would like to see a restructured NMC in the short term.
- * The LRA Committee should then proceed to negotiate such changes within the parameters set by the Campaigns Conference.
- * COSATU should be requested to investigate the necessary staffing and administrative requirements for effective participation in the NMC.

PROPOSAL FOR COSATU ADULT BASIC EDUCATION PROJECT

On 22 November 1990 COSATU convened a meeting of affiliates to discuss COSATU's role in relation to literacy and adult basic education. The key points that emerged from this meeting were:

A. GENERAL APPROACH

COSATU recognises the massive problem of illiteracy that exists in the country and therefore recognises the need to cooperate with organisations such as the NECC and with a future democratic state to address this problem.

COSATU has an immediate responsibility to address the needs of its members and to respond to affiliate demands for a coordinated response to management initiatives and in particular to adult basic education and training. COSATU needs therefore to develop policy proposals for adult basic education programmes (especially literacy programmes) and skills training programmes to be negotiated with management.

B. UNDERLYING PRINCIPLES FOR AN EFFECTIVE LITERACY PROGRAMME

1. The programmes which COSATU negotiates should be recognised by both management and the state to ensure that opportunities for further training and/or study are accessible to workers. The courses need to be designed in such a way as to:
 - a. Ensure that these courses allow access to other training programmes in the industry and in the economy more broadly.
 - b. Link these courses into the state system of adult education so that the courses will also be recognised in the state system and allow workers to enrol for other courses of study in the state system.

2. Literacy programmes should be planned with the trade unions.
3. Literacy programmes and principles that underlie them must involve negotiations with COSATU.
4. A modular system of literacy courses must be developed which would allow for flexibility and clear possibilities for progression.
5. Literacy courses must be developed on a modular competency basis with recognition and credits being given in terms of national core standards at various levels within a unified system of qualifications.
6. There should be paid time off for literacy and an agreed target date for all workers to achieve the first two literacy levels: level one -mother tongue literacy and level two - beginners English and basic numeracy.
7. Employers must provide facilities for literacy classes and negotiate both the paying and training of literacy teachers as well as the development of suitable literacy materials.

LITERACY PLAN OF ACTION

(The plan of action detailed below is coordinated from a broader plan of action of the Human Resources Committee).

1. Campaigns Conference 9 - 10 March 1991

Basic literacy principles to be tabled.

2. During **March and April** the person whom COSATU has seconded to assist with literacy will meet with the national education officers of affiliates to develop a picture of the literacy programmes the various affiliates are currently involved in. The literacy convenor will also convene a meeting with members of literacy organisations with whom the affiliates are currently working in order to discuss the proposed COSATU strategy on literacy and possible areas for their input.

3. COSATU Human Resources Workshop 2-3 May 1991

Table literacy report of discussions with education officers for affiliates to discuss.

4. Union workshops

*relate with other organisation. Training Learning centre.
target the affiliates - those who are already involved.
training of trainers*

Further discussion of literacy proposals with the assistance of the convenor if requested.

5. Economics workshop 22 - 24 May 1991

Finalise a proposal for a literacy plan with two main parts:

1. Basic principles that form the basis of a resolution for national congress.
2. This will then serve as the basis for an approach to SACCOLA.

6. COSATU National Congress 19 - 21 July 1991.

Resolution on literacy.

BACKGROUND TO LITERACY PROPOSAL

1 WHAT DO WE MEAN BY LITERACY?

In 1975, an International Conference for Literacy was held in Persepolis, Iran, to evaluate ten years of international work in the field of literacy. The conference was attended by people from all over the world. The conference adopted the "Declaration of Persepolis" which was a new approach to thinking about literacy.

The Declaration of Persepolis defined literacy as:

"... not just the process of learning the skills of reading and writing and arithmetic, but a contribution to the liberation of man (sic) and his full development. Thus conceived, literacy creates the conditions for the acquisition of a critical consciousness of society in which man lives and of its aims; it also stimulates initiatives and his participation in the creation of projects capable of acting upon the world, of transforming it and of defining the aims of an authentic human development. It should open the way to a mastery of techniques and human actions. Literacy is not an end in itself. It is a fundamental human right."

In terms of this Declaration, it is clear that being fully literate involves more than knowing how to read and write. To be fully literate, people must have an adequate general basic education.

Because of the enormous problems of the Bantu Education system, we can say that there are four broad categories of adults who have been affected by state policies towards black education and are therefore not fully literate in the sense of the Persepolis Declaration:

- those with less than one year of schooling, most of whom would be completely illiterate;
- those with between one and four years of schooling, most of whom would be semi-literate in their own language, have no, or very little, knowledge of English and be semi-numerate;
- those with between five and six years of schooling, most of whom might be literate in their own language, have basic numeracy and a basic knowledge of English - poor general basic education;
- those with between six and eight years of schooling, most of whom would be literate in their own language, have basic numeracy and a basic knowledge of English - questionable general basic education.

2 HOW MANY PEOPLE IN SOUTH AFRICA ARE ILLITERATE?

It is difficult to provide precise figures in the absence of a proper survey conducted by a democratic government. Also, many people have obviously used the basic literacy skills they got in the schools to further their own education outside the schools.

The Scale of Illiteracy

(drawn from a survey that identifies six years of schooling as the minimum standard needed for literacy)

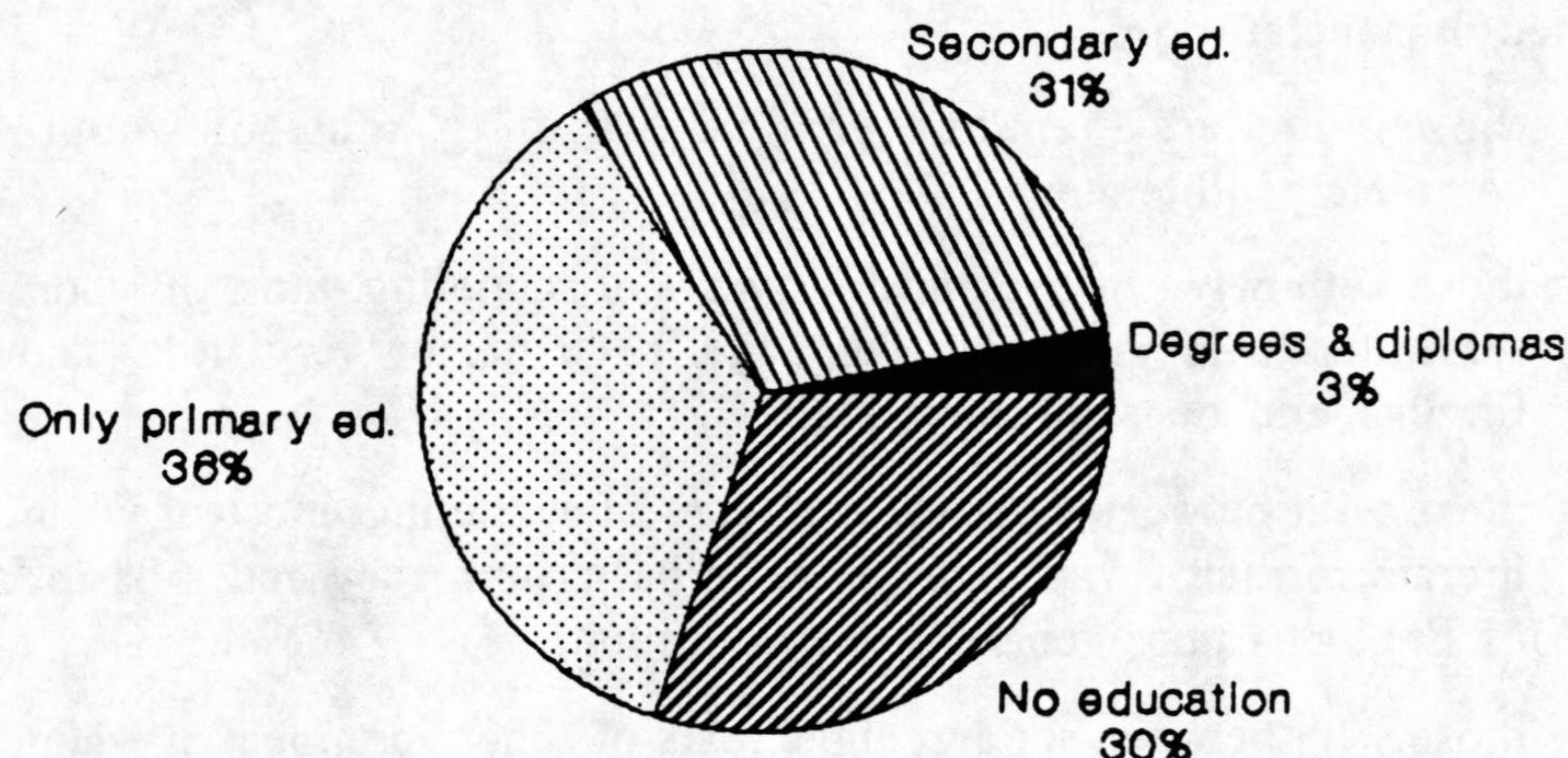
5,7 million	- over 20 years of age, excluding TBVC countries
+ 1 - 2 million	- 10 to 19 years age group
+ 2 million	- TBVC countries
8 - 9 million	
+ 2 million	- no adequate platform of basic education

Total 11 million (out of a total population of 35 million)

This high figure is reinforced by another government survey in 1985 which estimated that 66% of the total black population had a standard 3 or less.

In 1986, the National Manpower Commission report published the following educational profile of South Africa's total labour force:

SOUTH AFRICA: EDUCATIONAL PROFILE



Source: National Manpower Commission

3 PROBLEMS OF ILLITERACY

In November 1990, the NUMSA Training Group discussed the problems that arise from illiteracy under five headings. This is a selection of a few of the answers:

Problems for the people themselves: - feeling inferior

Problems for building democracy in SA: - the leadership can manipulate people more easily; lack of participation in decision-making structures

Problems in building a strong economy: - no basic educational foundation for training; poor communication, reasoning and problem-solving skills (relative to people with higher levels of education); full potential not developed; upgrading chances limited; difficult to compete internationally because of a lack of understanding of technology in the workforce

Problems in addressing inequalities in the workplace: - blacks are stuck at the bottom of the hierarchy; the extent of illiteracy can retard programmes to eliminate racial inequalities

Problems for unemployed: - no real incentive to join present literacy classes because they go nowhere; more difficult for illiterate people to get jobs.

4 SURVEY OF EXISTING LITERACY PROGRAMMES, 1990

We know that only a tiny proportion of the illiterate population is currently participating in literacy programmes of any description.

The main categories of people who provide literacy are:-

- **Progressive literacy organisations** who are part of an informal network called the National Literacy Co-operation
- The **Department of Education and Training** through the DET night schools
- **Capital** - which used the DET or a range of profit-making literacy organisations

The survey recommended the following: (a written summary of the findings is in preparation)

- ☐ Mother-tongue literacy could proceed now on the basis of Project Literacy's "Breakthrough to Literacy" course, with possible adaptations.
- ☐ Adaptation of the basic numeracy courses of Professor Human (Stellenbosch University) - now being developed for Eskom up to standard 1 level - as the basis for a union-supported numeracy course.
- ☐ Several beginners English courses should be ready by May 1991 - Project Literacy, Molteno, English Resource Unit. These could similarly be used as the basis for a union-supported course.

The survey noted:

- ☐ Gencor has approached Heinemann Publishers about the possibility of publishing re-worked versions of their English courses. (These start from a standard 2/3 level and go up to a matric level).

CONCLUSIONS FROM THE SURVEY

Weaknesses of Progressive Literacy Organisations

- no courses are clearly defined in terms of levels, with each level covering clear skills and competencies. Therefore there is no clear route for progression.
- no clear direction and real involvement from unions
- no linkages to work-based skills
- no ongoing assessment of progress and no possibility of incentives to gain recognition (certification) for progression
- not geared for large-scale work because of reliance on sophisticated teachers and a needs-based approach to learning
- not known by people whom they want to "assist".

Weaknesses of Capital's Literacy Programmes

- management selection of people to take part during working hours
- no trade union involvement in planning, implementing, developing and monitoring of courses
- no links with training and progression in terms of clear career paths
- links to the workplace from management's perspective
- modular approach to literacy with clear recognition and possibility for accumulating credits towards school-equivalent certificates does not exist
- no clear agreement on paid time off for study

NAME OF ORGANISATION	WHAT OFFERED	APPROACH	STRENGTHS	WEAKNESSES	FUTURE
1. ELP 14 full-time 150 learners	i. Vernac m-t ii Eng. lit. iii Post-lit Also Workbooks 1-4 (beg) (not used) iv Newspaper (every 6 weeks) v books vi Shopping book	(similar to L&T) (lang. experience some phonics Active Voice) (learner writings complex readings) topics & lang. exercises.	Looks nice relevant relevant, topic oriented relevant topics (good as supplement - not basic - logic ito topics and have progression progressive learner centred democratic	For what? Very controlled, laborious, teachers' notes far too dense. High level how to use them purpose & target not clear - little bits of lots - no clear focus and no progression not looking at competencies High drop out, No clear end puts	1- Numeracy best 1-4 diff. styles lang. teacher training
2. English Resources Unit (not seen 3 full-time)	i basic Eng course ii Teacher T	based on L&T and ELP 7 grammar & commun.	rel. for women & rural context, (gen as re ELP	less structured & ? progression	books for int - advanced
3. Learn & Teach (not seen)	i Vernac m-t iii Basic Eng course (Units 1 - 20) iii Readers (m-t & Eng.)	Freire Communicative-lang. functions		not systematic, enough and not clear linkages to higher levels. Not really beg. useful basis not same structure throughout, not enough lang. input, not well structured enough. Male/urban bias.	
4. Eskom	i m-t (Breakthrough ii Survival (2-3) iii Operational (8) Note: also offer DET, LITSA, OP Upgrade iv Advanced (10 v Numeracy (Basic Gr1-Std1) Int. (2-4) Basic Math 5-7 Advanced N2 (Std9)&10 wks - N3 Science vi Tutor T vii Mentor T viii Cognitive T (2ndary level) ix Bridging (post Std 7 to change direction) x Tech prep & pilot N3 maths for matrics with no maths	Breakthrough Genmin/ID (Communicative) Constructivist	- Possibility of career path progression - not "quick fix" approach - mentor system - Cognitive course good - positive approach to training - accreditation relationships - target re-illit by 2000	No union involvement (See Gencor for comment on materials) Use bad lit materials also because easier to use. need sophisticated teachers - lit not integrated Lith labour structure explicitly or with other Training programs. - recog. re pay etc not automatic.	Replace ETC Piloting N3 programme design and redevelop Training re competency model
5. Underhill & Assoc.	i Prelim lit ii Advanced lit iii Numeracy	English through activity	Vocab.	Appaling - not communicative - insulting - meaningless	

NAME OF ORGANISATION	WHAT OFFERED	APPROACH	STRENGTHS	WEAKNESSES	FUTURE
6. GENCOR/ID	<p>English at:</p> <ol style="list-style-type: none"> 1. Survival (trialed) 2. Conversational 3. Operational 4. Advanced <p>Note: ID train tutors for other companies (in future will use 'READ' for com. organisations.</p> <ol style="list-style-type: none"> 5. Training tutors (5 days) 6. Breakthrough m-t (child version) 	Communicative	Recognised DNE (Claim career path options)	<p>big gaps between levels read&write weak. What pre-survival (see detailed notes)</p> <p>Instructors Std 10. For pre tech must have Std 8 level Eng. So first lang. up to Operational</p> <ul style="list-style-type: none"> - Access dependant on supervisor - recog for courses not automatic. 	<ol style="list-style-type: none"> 1. ETC (revised) 2. Numeracy <ol style="list-style-type: none"> i 3-5 ii 5-8 iii Science 5-8
7. Middelburg Steel	<ol style="list-style-type: none"> 1. Pre-jolt (now dropped - appalling) 2. Jolt (150 hrs) 3. Post-jolt (not done now) 4. Super jolt (40) 5. Interman trains tutors 	8. Interman Jolt Functional & direct method	Work vocabulary	<ul style="list-style-type: none"> - lang. weak & Badly ordered - too much drill - lot of meaningless lang. - ideologically problematic - ltd. language practice - levels & competencies unclear - how relate to school unclear - only lang. for job especially instructions - very controlling - no real possibility for progression so o to DET - very expensive between 39000 & 120000 - desperate for union legitimation. - not enough for lang re T - no recog aut. 	<ol style="list-style-type: none"> 1. Interman lit. in Zulu and bridge in English
9. Iscor	<ol style="list-style-type: none"> 1. m-t & element. English&Afr 2. Prep Course (1&2) - 1yr 3. Course 1 (3&4) - 1yr 4. Course 2 (5) 2 years 5. Functional lit (3 mnths) ave. level Std 1 specif dept. orientated lang. 6. DET trains teachers for 2 wks iscor pays teachers. <p>Note: (see detailed notes for other subjects covered at each level.)</p> <p>Do all courses 4 days a week for 2 hrs</p> <p>(No charge)</p>	DET - direct method	If pass Std 5 may get increase if no job requiring Std 5 "progression" re language.	<ul style="list-style-type: none"> - No link with other Training - Post Std 5 - study by selves & can try to get loan - methodology & content appalling re drills, ideology, what taught - not communicative. 	

NAME OF ORGANISATION	WHAT OFFERED	APPROACH	STRENGTHS	WEAKNESSES	FUTURE
10. MOLTENO	1. Breakthrough m-t (not yet adapted to adults by them) 2. Bridge to Eng. (Sub Std B) (adaptation for ads being worked on) finish May 1991. 3. Train tutors 5 days "good" level English R1000 per head for companies	(approx. 100 hrs) language experience (approx. 100hrs)	systematic & structured & allow learners to move at own pace confidence & cognitive abilities. - good grounding in reading & phonics & basic grade that is clear competencies - like sentence maker - basis for integration with other subjects - good foundation	- some methods not applicable to adults - ?too structural	Bridge plus 1 (Std 1) Bridge plus 2 (Std 2) introd. communicative section for SSB (not clear yet)
11. P.G. Bison	i Will offer breakthrough m-t ii Will probably use Gencor materials	Participative Need based progression	- link to T will be there. - link in with clear levels - link with range of contexts.	Ideology problematic.	Will develop clear frame work re links and courses
12. Project Literacy	i Adapted m-t breakthrough approx. 250hrs ii Train tutors (2 wks) want matric iii Bridge to English		Very positive phonics & pre-survival Eng. (Gencor) & conversational (I.D.) - offer courses in Eng. & Afr. & Maths based on DET syllabuses to Std 5 other subjs. post Std 5	?matric for tutors DET bad -use DET Maths -too laborious -not conversational -linkages not clear -ordering not that clear	Bridge SSB. Readers will need Bridge plus 1 & then on to survival
13. USWE (CT) 2 full & 8 part-time 250 learners	i m-t ii Integrated syllabus (Prep 2) iii Teacher T (6 Sats. - Min Std 8 & in-service & later Advanced T iv Advanced course	active reading & writing skills. Content drives lang. Language through content	systematic approach to content. Basis for for alt. to DET Complement to Gencor. Quite thorough. Reading & writing skills good.	oral Language skills not systematic. Relies on sophisticated teachers & lots of support. Levels not clear	Identify core skills for pre-prep? extend integrated course to course 1
14. OTHER NLC ORGANISATIONS (based on Kagiso report)	- materials - teacher training	Freire Language experience learner centred info. based on communcative	- learner centred - progressive - democratic decision-making - integrate with political content - sensitive to other - issues of relevance to to adults. - NLC but need specialisation	- no core syllabuses with clear end points & linkages - no clear linkages with other Forms of Training or adults education - too needs based - mixed levels - reach very few - not geared for large scale. - need sophisticated teachers - info based. What about progression? - Urban bias - policy stuff weak - not great real co-operation	Teacher training Core syllabus. m-t (L&T)

15. WITS WORKERS
SCHOOL (not seen
materials
just discussion)

Lit
Adapted DET
Std 8 materials in Eng.,
Maths, history, Biology
Business Economics

FORWARD TO A CONSTITUENT ASSEMBLY!

FORWARD TO WORKERS RIGHTS IN A NEW CONSTITUTION

Draft document

The Workers Charter Conference last year discussed the Constituent Assembly and COSATU's demands for a new constitution. On some issues we had consensus and on others - we needed to have more discussion. This draft document summarises the most important issues on which we had consensus. It has also been added to as a result of discussions at the National Campaigns Committee.

We want to adopt this document as the set of demands for COSATU's Constitution Campaign at the COSATU Campaign's Conference from 8 - 10 March. Workers need to discuss this document - whether it should be changed, added etc and the questions at the end.

A. COSATU demands a Constituent Assembly

COSATU believes that the constitution must be drawn up a democratic way.

This means:

- * The delegates to a Constituent Assembly must be elected in a one person one vote election.
- * These delegates must draw up the constitution.
- * The proceedings of the Constituent Assembly must be public.
- * Regular report backs to the people from the Constituent Assembly must be given.
- * Mandating forums must operate all the time to discuss the constitution.

B. The process of arriving at a Constituent Assembly

- * We need to build a **broad patriotic front** to ensure the greatest possible unity within the anti-apartheid movement.
- * There should be an **interim government** to ensure that the existing government stands down and allows the Constituent Assembly to meet in an atmosphere of relative peace and fairness.
- * We need an **All Party Congress** to ensure agreement on the steps towards a Constituent Assembly

C. COSATU wants a Democratic Constitution

1. COSATU wants trade union rights in the constitution including:

- * The full right to strike and picket
- * The full right to organise - including the necessary facilities.
- * There must be no victimisation or interference in trade union organisation.
- * A separate labour court on which trade union nominees sit.

2. COSATU wants trade union independence

The right of trade unions to be independent from the state, bosses or political parties must be respected. Trade unions should be democratically controlled by their members.

3. COSATU wants an accountable government

This can be ensured by provisions in the constitution such as:

* Referendum

The Constitution must give the people the right in a referendum to overturn unpopular laws or to require the passing of certain laws.

* Right to information

Government information should be accessible to the people.

* Media

Radio, television and newspapers must not be controlled by the state.

* Terms of office

There should be limited terms of office for heads of government such as a President.

* Protected clauses in the Constitution

The government must not be able to suspend worker rights protected in a constitution, even in a State of Emergency.

* Constitutional Court

There must be an independent court that protects the rights of people in the constitution.

4. COSATU wants a democratically planned economy

The constitution should provide that:

- * The state can intervene in the economy so that it serves all the people.
- * Trade unions participate in economic planning.

The constitution should enable the people to fight for:

- * Collective ownership.
- * Worker control in the factories, mines and shops.
- * Full employment.
- * Living benefits for all unemployed people
- * Fair distribution of wealth and land.

5. COSATU demands equality between men and women

- * The constitution must recognise fundamental equality between men and women in marriage, in employment and in society.
- * The state must embark on a programme of affirmative action to correct past discrimination suffered by women.

D. QUESTIONS FOR DISCUSSION

Clarification is needed on the following questions which arise out of the above document.

1. Who should be part of the Broad Patriotic Front?
2. What should be the role of the All Party Congress?
3. Who should attend the All Party Congress?
4. How many signatures should be required for a referendum to be called - and should there be any limits on the right to call a referendum?
(e.g. should certain laws not be able to be subjected to a referendum?)
5. If we say that the state should not control media, how then should media be owned and controlled?
6. If we say that executive officers like the State President should only serve for limited terms of office, how long should they be allowed to serve?
7. What do we understand by a democratically planned economy? How should it work?

SUMMARY OF ANC's PROGRAMME OF ACTION FOR CONSTITUENT ASSEMBLY AND INTERIM GOVERNMENT

11 March

National press conference to launch Constituent Assembly and Interim Government campaign jointly with COSATU and SACP. Senior leadership from all three organisations to be involved.

17 March

All regions would have completed regional workshops on the signature campaign. These workshops should be jointly with COSATU and the SACP.

Weekend of 17 - 19 March

Advertisements by the alliance would be placed in major newspapers to popularise the signature campaign. These adverts would popularise the launch rallies of 21 March and the door-to-door work of 23 - 24 March.

21 March - Sharpeville Day

Rallies will be used to launch the signature campaign. National leadership of alliance should be deployed throughout the country to speak at these different rallies.

23 - 24 March

Systematic door to door work would be launched over the weekend in all areas. All alliance activists and leaders must be encouraged to participate with leadership deployed all over the country.

The media must be present to publicise our leaders working on the ground. Door to door work will include factories, mines, shops etc.

Climax of the campaign

The signature campaign should climax around June 16th - before the National Congress of the ANC.

SIGNATURE CAMPAIGN



The present government cannot ensure free and fair elections for that Constituent Assembly. Nor can it be neutral in the transition. We therefore demand an Interim Government with full authority and which enjoys the confidence of the majority of South Africans to administer the country during the transitional period.

[illegible]

Volunteer _____ **Region** _____ **Branch** _____ **No** _____

**ISSUES FOR DISCUSSION -
ACTION FOR CONSTITUENT ASSEMBLY
AND WORKERS RIGHTS IN A NEW CONSTITUTION CAMPAIGN**

The C.E.C. agreed that the Campaigns Conference should decide what kind of mass action COSATU should embark on to demand a Constituent Assembly, interim government and to highlight the demands we want in a new constitution.

Affiliates and regions were asked to discuss what kind of mass action they think needs to be embarked on.

Below are spelt out some of the issues for consideration in this regard:

The tripartite alliance meeting of the three executives of the ANC, SACP and COSATU in on 27 January agreed that the Constituent Assembly Campaign should be a joint campaign.

Therefore at the National Campaigns Committee, a delegation from the COSATU National Campaigns Committee was mandated to meet with the ANC Campaigns Committee to discuss how we could co-ordinate the Constituent Assembly campaign.

The meeting between delegations from the two committees worked on the basis that we were running a joint campaign which could include independent and joint activities. We also bore in mind the fact that we regard the ANC as the leading force in the tripartite alliance.

After discussion and report-backs it was decided that there should be a joint launch of the Constituent Assembly campaign with a press conference. This has been organised for 11 March 1991.

A number of ideas were discussed about joint and independent activities. The ANC's plans are spelt out in an adjoining document. COSATU now needs to decide what activities should be joint and separate.

The following are some of the ideas from the Workers Charter Committee and from the meetings we held with the ANC National Campaigns Committee:

- * Regions and locals could organise joint workshops to discuss the constituent assembly and interim government. To facilitate discussion and debate, a sub-committee of the tripartite alliance has produced a discussion paper. This paper is included in the green package.

- * Joint rallies and meetings if possible could be organised on 21 March. The theme of the rallies should be the Constituent Assembly campaign.

* COSATU could participate actively in the collection of signatures. COSATU could identify a day where workers in factories, mines, shops etc will go out and collect signatures.

The national leadership of COSATU should also participate - going "factory to factory", "shaft-to-shaft" etc. This date could be close to the 23 - 24 March which the ANC has identified as a date for going door-to-door.

* We could have a separate signature form which would include all our demands for a Constituent Assembly and workers rights in a new constitution. We would ask each factory to complete such a form which would be signed by the chairperson of the shop steward committee.

* Towards or during June, COSATU led marches could be organised where our demands for a Constituent Assembly, interim government and workers rights for a new constitution would be highlighted.

These marches could take place on a week day afternoon (and workers leave work at lunch time and congregate in city centres) or on a Saturday morning. Marches could be held in all centres.

The marches in Cape Town and Pretoria could present the signature forms or a memorandum to the Union Buildings and parliament.

Joint Campaigns Committee

The delegation from the COSATU NCC held two meetings with a delegation from the ANC NCC. Arising out of these meetings, the comrades feel that a joint campaigns committee should be established between the ANC, COSATU and the SACP.

The terms of reference of the committee would be to:

- * Strategise around joint campaigns as well as how we can give each other support on separate campaigns.

Decisions however would rest with the constituent parts of the alliance and with the tripartite alliance structure.

- * Co-ordinate the implementation of joint campaigns.

The secretariat suggests that the Campaigns Conference agrees on the formation of such a committee which can be ratified by EXCO. EXCO should also appoint the people to sit on this committee.