

Imp/35/0006/01

COSATU WOMEN'S CONFERENCE - APRIL 1988

The COSATU women's conference was held on 22-24 April 1988 to:

- provide a focus for women's issues within COSATU.
- discuss issues facing women in COSATU and in the broader society.
- plan action to tackle specific issues which affect women within COSATU and more broadly.

About 250 delegates - of whom only 10 were male - attended the conference. Delegations came from all over South Africa : from COSATU affiliates, from the National Union of Namibian Workers and from sister women's organisations in the community. This was the first time that women workers had come together nationally to discuss their problems as women.

Conference broke into four commissions:

1. Women at work.
2. Women in the unions.
3. Women and health and safety.
4. Women and the community.

Each commission discussed and formulated recommendations and proposals which were then debated in the plenary sessions and passed as resolutions (see enclosed documents).

At the time of the women's conference there were no women's committees except for a few women's forums operating as subcommittees of the COSATU shop stewards locals. Similarly COSATU affiliates had made important gains for women - eg in the struggles for maternity rights and equal pay for equal work. Affiliates have a growing women membership but clearly women's participation was limited whether as ordinary members or at leadership levels.

Conference gave an impetus both to affiliates and COSATU structures to take up women's issues in a more serious way. Since the conference regional women's committees have been formed in the Northern Transvaal, Highveld and Eastern Cape. Affiliates such as FAWU, NUMSA, CWIU, PPWAWU have embarked on a systematic programme to promote greater participation by women in union structures and to organise campaigns to implement the resolutions of the women's conference - eg on Women and the Living Wage Campaign. In turn this has generated a demand for a programme at a national level. As a result a planning committee of women representatives of each affiliate met on Saturday 19 November 1988 to plan for a national seminar to be held early in 1989.

Undoubtedly attempts by COSATU women to implement the resolutions of the conference hold a significant potential not only for the women of COSATU but for all women in South Africa.



PRESS RELEASE

Issued by:
Congress of South African Trade Unions

COSATU WOMEN'S CONGRESS

COSATU will hold its first National Women's Congress on 22 - 24 April 1988.

The congress is a sequel to COSATU'S education conference in September last year which noted the lack of progress on the women's issue in COSATU.

The Congress will :

1. Discuss the nature of women's oppression in broader society and within organisations.
2. Plan action to tackle specific issues facing women.
3. Provide an impetus for the creation of women's structures.

About 250 delegates mostly women will be drawn from all affiliates and regions. Other democratic women groups will attend as observers.

The conference will focus on 4 themes : Women at work; Women in the unions; Women in the community; Women and health and safety. The issue of women in the family is linked to all themes and will be discussed in each of the 4 commissions.

CURRENT POSITION IN COSATU

At present there are no women's committees in COSATU (apart from a few recently established women's forums operating alongside the COSATU shopstewards locals).

Although COSATU's first congress called for the establishment of a national committee to co - ordinate action to educate members and promote the leadership of women, this has not been implemented.

However, many COSATU affiliates have held seminars on women and have made important gains in the struggle for maternity rights and equal pay for equal work.

Leaders in this field have been the Commercial Catering and Allied Workers Union (CCAWUSA) and Chemical Worker Industrial Union (CWIU) and the National Metalworkers Union of South Africa.

Information Officer: Frank Meintjies

These unions have ever growing women membership, but many women still find it hard to get involved both as ordinary members and officials. The higher up one goes in union structures, the fewer women are found.

This is in contrast to the militancy of women, both in union and community struggles. In the OK strike last year we saw thousands of workers stand firm to win on R100.00 accross the bound increase and improved maternity benefits in a struggle that set the tone for COSATU's successful Living Wage Campaign last year. In the communities women have also stood shoulder to shoulder in struggles around education, rents and housing, and the demand to get soldiers out of the townships. They have resisted evictions and marched on rent offices in many townships.

PROBLEMS FACED

In a series of COSATU seminars held since last year the following were listed as problems which prevent women from being active members in COSATU.

- Women have to rush home after work to deal with children and domestic chores.
- Men at home expect to be looked after as well.
- Women (and men) indoctrinated to believe men should do the fighting.
- Many women are involved in associations (e.g. religious organisations, welfare groups etc) that are apolitical.
- Many meetings are not structured and as a result are insensitive to time constraints.
- Most democratic organisations have not dealt with problems that limit the participation of women.

STATISTICS

1. Women make up 25% of the manufacturing workforce. 20 years ago this was 15%.
2. Women make up 34% of the workforce in commerce. This is 10% more than 20 years ago.
3. Domestic workers in South Africa number 800 000. SADWU membership is 60 000.
4. One of the best maternity agreements was won by CCAWUSA in 1985 at Metro Cash & Carry : 12 months maternity leave with 7 months paid 33% of salary
5. 70% of CCAWUSA's 40.000 paid up membership are women.



6. In 1987 an industry - wide national maternity agreements in the metal sector was signed : 6 months paid maternity leave.
7. In 1985, legislation was changed to allow women to work the same amount of overtime as men.



COSATU WOMENS CONFERENCE 22-24 APRIL 1988

RESOLUTIONS/RECOMMENDATIONS

COMMISSION ONE : WOMEN AT WORK

1. ON SEXUAL HARASSMENT

Noting that:

1. Women workers are sexually harassed within the union, at work and in the community.
2. Sexual harassment of scholars is a serious concern of the community.
3. Oppression and exploitation exposes women to sexual harassment.
4. Women who work as domestic and farm workers in particular are the most sexually harassed and are powerless.

Resolves

1. To encourage firmness and self discipline within the unions, at work and in the community; this will restore women's dignity and will protect them from sexual harassment.
2. Parents especially mothers should teach their teenage sons and daughters to respect their bodies.
3. Education and full participation in women's progressive organisations can be a remedy to oppression and exploitation.
4. To organise and encourage women to discuss freely the problems they are faced with.

2. CHILDCARE - MATERNITY

Noting that:

1. The bosses, state and tradition have always made childcare the private exclusive responsibility of women.
2. There is a lack of adequate childcare facilities in the townships resulting in children being left without any care at all or in the care of untrained childminders.
3. This results in frequent absenteeism by women which jeopardises their job security.
4. The burden this sole responsibility places on women workers limits their involvement in organisations.

Believing

1. Childcare is not only care of preschool children but also after school care for scholars and recreational

- facilities.
2. That childcare is not merely supervision of children but also the provision of a stimulating and caring environment that will enable children to develop to their full potential and to make a meaningful contribution to society.
 3. That childcare is a social responsibility.
 4. That this responsibility should be shared by the bosses, the state and parents.
 5. That children are our future, the flowers of the revolution and the reason for our fighting.

Resolves

1. That COSATU women should come together to union and community based locals to lead this struggle for free child care from the state and bosses.
2. The state be pushed to use our taxes to provide enough, fully-equipped child care facilities including special care of handicapped children and after school care.
3. In the interim to demand that companies provide money and resources to set up child care facilities of high standard in the communities with free transport for children.
4. Such child care facilities should be under the control of COSATU members through agreed upon structures, and additional staff should be drawn from N.U.W.C.C. comrades organised and trained by COSATU.
5. To demand from companies that mothers with infants do not work night shift or overtime. They must be offered part time work if they so wish until the infant is weaned, and be given paid time off to breast feed.
6. To educate and encourage male comrades to support women particularly in unions by involving themselves responsibly in child care.

3. WOMEN AT WORK

PARENTAL RIGHTS

Noting

1. That both mothers and fathers have a right to be fully responsible parents and have a right to the time necessary to make this possible.
2. That companies prefer to grant women only limited rights to be parents.
3. That companies do not grant men any parental rights except a few days off at birth.
4. The rate of infant mortality in South Africa which is directly linked to poor care early in life.

Believing

1. That employers have a social responsibility towards the support of parents and their children.
2. That men and women must have equal opportunity to combine gainful employment with family life.
3. That at present most workers are forced to choose between being workers and parents.
4. That maternity rights we have won do not go far enough in enabling mothers to care properly for their children.
5. That the limited paternity rights we have won at some workplaces do not at all seriously enable fathers to take on a meaningful and participatory role with their families.
6. That this reinforces the social discrimination against women.

Resolves

1. To thoroughly discuss this issue on the shop floor.
2. To put forward demands to employers that both mothers and fathers have the right to :
 - freely decide on the number and spacing of their children and therefore :
 - that there should be no limit on the number of times that a woman can qualify for maternity rights.
 - that qualifying periods should be abolished.
 - it is a natural right for women to bear children when they choose.
 - to paid parental leave for the first 4 years of a child's life whether this child be biologically yours or adopted.
 - to job security while on parental leave and that while on leave parents should not have their service broken or lose any accrued benefits
 - to paid time off to take the baby to post natal clinics
 - to paid time off to take a sick child for medical attention
 - to free childcare
 - not to be refused a job because one is pregnant
 - that pregnant women should not do shift work
 - be transferred during pregnancy to jobs where a woman does not suffer the following dangers :
 - *lifting of heavy objects
 - *slippery floors
 - *working at heights
 - *exposure to dangerous chemicals
 - *standing most of the time or sitting most of the time, she must be able to change position.
 - *use of machinery e.g. floor cleaners, which could induce miscarriages.

- *other dangerous working places or practices
- *and if an employer cannot transfer a woman, then she must be given full wages while she is at home.
- 3. COSATU should demand of UIF that it pays these amounts to all parents, including domestic workers and farm workers.
To increase pressure for change in the UIF, all COSATU affiliates should demand the employers pay women the difference between their full wages and the amount they receive from the UIF.
- 4. Affiliates should strive to offer to their own officials parental rights in line with the above guidelines.

4. WOMEN IN Living Wage Campaign

RECOMMENDATIONS

1. We accept existing demands of LWC
2. We recommend that the demands listed below be added to the living wage campaign
 - (a) Equal pay for equal work
 - (b) Shift work : To improve working conditions e.g. Transport, health and safety precautions.
 - (c) Taxation : No taxation without representation is a long term demand. At present we note that married women pay more tax married men.
 - (d) UIF : To campaign for UIF to be improved to serve all workers, including domestic workers and school leavers.
3. Education(NEDCOM): To educate male and female comrades about the role of women as breadwinners and about the need to share child care and housework.
4. Sub-committees within the locals :
To mobilise women into the local, into the LWC; to address issues affecting women specifically and to take an active part in all the activities and programmes of the local.

RESOLUTION

1. The Living Wage Campaign be revived.
2. COSATU and its affiliates actively promote the involvement of women in this campaign.
3. The following additional demands should be included in the Living Wage Campaign:
 - *sexual discrimination to be abolished in all factories.
 - *women workers to have full job security. This means full maternity rights and job guarantees;
 - *service to be unbroken when on maternity leave (to protect women from discrimination under

LIFO).

*equality of opportunity for training and promotion for women workers.

*That the special problems of farm workers and domestic workers be included in the Living Wage Campaign.

*Public holidays to include National Women's Day (9 August) with Sharpeville Day 21 March and June 16th to be commemorated as paid public holidays for all workers.

6. That the equal role played by women in Sharpeville Day and June 16th is acknowledged in all campaign work for these holidays and that the struggles of women and men workers are celebrated on May Day.

COMMISSION TWO : WOMEN AND HEALTH AND SAFETY

1.RESOLUTION ON CERVICAL CANCER

Noting that :

1. Cervical cancer is a major killer of women.
2. and that government family planning clinics no longer provide free pap smears to help in the prevention of cervical cancer.
3. and that the government have declared that cervical cancer is a disease associated with black women.

Therefore recommends :

1. that the government should provide free information and counselling around cervical cancer at clinics.
2. that free pap smears be given again at clinics.
3. that women be given time off to have regular pap smears and where possible this should be provided by the company.

CONTRACEPTION RESOLUTION

Noting that :

1. Certain dangerous contraceptives are dumped on black women e.g. depo provera.
2. and that women do not have a free choice of a range of different contraceptives.
3. women and men are generally ignorant of what contraceptives are available and their side effects.
4. that certain contraceptives are expensive and therefore not available to working class women e.g. diaphragm.
5. that the burden of contraception falls on women and there is little sharing by men.

Therefore recommends

1. that depo provera be banned and that other safe forms of contraception be made available free of charge at all family planning clinics.
2. that men take an equal share in the burden of using contraception eg use of condoms.
3. that proper sex education be provided for young people in schools and that education on contraception be available generally.
4. and that women be given proper medical examinations before being prescribed with a contraceptive.

VIOLENCE AND WOMEN

Noting that :

1. many thousands of women including children and elderly women are raped every year.
2. and that women are often raped coming to and from work and not believed when they are wearing "sexually provocative" clothes.
3. that the courts do not take the crime of rape, particularly of black women, seriously.
4. that there is an epidemic of family violence wherein husbands and boyfriends, often drunk, beat their lovers with no provocation.

Resolves

1. COSATU conduct a programme of education on the issue of rape and its effects on women and their families.
2. and that COSATU campaign for the courts to take rape seriously and to give life sentences. COSATU should strongly condemn the practice of men beating their women and that there should be a programme of education for men and women around this issue. That there should be the establishment of women's neighbourhood defence committees, and COSATU should look into the provision of defence training for women.

PREGNANCY & HEALTH & SAFETY

Noting that women have the following problems during pregnancy :

1. Women hide pregnancy because they are afraid of victimisation and dismissal.
2. this fear of dismissal leads to some women resorting to backstreet abortion.

3. that pregnant women often work in conditions which are dangerous to their health and the health of their unborn children.
4. that women suffer the discomfoting effects of pregnancy and that the bosses take no note of this e.g. the need for comfortable clothes and shoes.
5. that pregnant women need to have regular medical check ups and are often not allowed to consult a doctor of their choice.
6. that time off to visit doctors and clinics is often not paid and if paid is often deducted from their sick leave. Maternity leave is often too short and unpaid and is dangerous to the mental and physical health of the child.
7. that husbands are not sympathetic or supportive to pregnant women and this leads to stress on the women's physical and mental health.
8. men are often not granted paternity leave, and often where paternity leave is granted men do not use this leave for the purpose intended.
9. that the facilities for pregnant women are discriminatory and that black women are provided with inferior facilities both in the factories and in the community.

We therefore demand

1. that the bosses should recognise the right for women to be pregnant and to give birth when they choose.
2. that women have full job security both before and after birth, and we demand that women be given at least 9 months paid leave to be taken as the women wish before or after birth and that there should be no qualifying period.
3. that the bosses should transfer pregnant women to jobs that do not jeopardise the health of the mother or the unborn child.
4. that the bosses provide proper facilities for the comfort and health of pregnant women, e.g. proper balanced diet, rest facilities, easy access to adequate toilet facilities, suitable uniforms.
5. that there should be paid time off (not deducted from sick leave) to attend post and ante-natal clinics. And that if more frequent medical attention is needed that the bosses should provide paid time off. And that women should be able to go to a doctor of their choice.
6. that we demand 2 weeks paid paternity leave and additional paid child care leave as necessary.
7. that we recommend to COSATU to embark on an education programme around support for women and that this education programme be extended to community structures.

8. and further recommend that COSATU take up the issue together with other health organisations for non discriminatory and adequate facilities for pregnant women.

UIF RESOLUTION PREGNANCY & UIF

Noting that

1. domestic and farm workers are not covered by the UIF.
2. and that UIF payment is not adequate and for payments take too long to come through and that payment and structures need to be revised to meet the needs of pregnant women.

Therefore recommend

1. that UIF must be extended to domestic and farm workers and that COSATU should conduct a campaign to ensure this.
2. there should be a total re-structuring of UIF benefits and that employers should make demands on the government to restructure in the areas of increased payments and increased time to be taken as the women choose, and the payments should be available quickly and when needed by the women.

ABORTION RESOLUTION

Noting

1. that abortion contributes to a high death rate amongst women.
2. that when women are raped and fall pregnant it is difficult and embarrassing to get an abortion even though it is legal to have an abortion if raped.
3. unreliability and unavailability of contraception means women have to resort to backstreet abortions.
4. as a result of the migrant labour system girlfriends and wives find they have to resort to backstreet abortions.
5. women resort to illegal abortions in order to secure their jobs.

Therefore recommend:

1. that COSATU run an education campaign around the issue of abortion.
2. and that COSATU liaise with progressive women's organisations to demand the right to safe, free, and legal abortion whenever it is necessary.

WOMEN IN THE UNIONS

Noting that

1. Women are conditioned to have an inferiority complex.
2. There are political and traditional problems.
3. Women see themselves as dependent on men.
4. There is job restriction.
5. That women have a proud history of struggle against this oppressive and racist regime.
6. That we experience a serious lack of progressive understanding and support from our comrades.
7. There is a serious lack of leadership and participation of women in our organisations.

And believing

1. This absence of support is a direct result of a lack of understanding.
2. That an education programme for COSATU as a whole, and a training programme for women comrades specifically, will assist in building our organisations.
3. This should be done by developing an understanding of the links between the oppressive systems of capitalism, apartheid and patriarchy.
4. That women have an important contribution to make in the labour movement.
5. That society can never be free until the women are free.

Resolves

1. that NEDCOM prioritise the women's project.
2. that an education and training programme is drawn up through a process of consultation with affiliates' women's forums by 31 May 1988.

HEALTH AND SAFETY HAZARDS AT WORK

Noting:

1. There are many health and safety hazards at work affecting men and women. Thousands of workers die or are seriously injured in industry each year.
2. Women workers face many additional health hazards.
 - (a) Women are concentrated in "women's jobs" which are generally unskilled, low paid and lead to particular health problems, for example:
 - * in bakeries where women work under extreme heat causing high blood pressure, skin problems, dizziness.
 - * in offices where they work for long hours with VDU leading to eye problems, headaches and backaches.

- * in the electrical industry where they sit in one position and do repetitive jobs causing high blood pressure, back pains.
- (b) Women face damage to their reproductive system and to their unborn children through exposure to certain chemicals.
- (c) Women face many hazards during pregnancy.
- (d) Lack of adequate facilities particularly affects women workers e.g.
 - * inadequate toilet facilities and rest rooms leads to problems during menstruation and pregnancy.
 - * lack of canteens with nutritious food affects women's general health and therefore the health of unborn children.
- (e) Long hours affect women because of their household burdens. This leads to stress, high blood pressure.
- (f) Shift work gives particular problems for women
 - * unsocial hours, with lack of safe transport, puts women into dangerous situations. Women are subject to violent attacks and rape.
 - * marriages break up leaving women as single parents, leading to stress and a deterioration in mental health.
- 3. sexual harassment and abuse is more frequent at night.
- 4. pregnant women's health is adversely affected due to lack of sleep, disruption of body cycle.
- 5. women have difficulty sleeping during the day due to their household burdens.

In addition we note:

1. That there are many women farm workers who suffer the above hazards in an extreme form.

We recommend :

1. That COSATU and its affiliates set up a programme of research into health and safety hazards, with special attention being paid to the additional problems of women.
2. That affiliates actively fight in the factories, mines and shops to eradicate health and safety hazards.
3. That affiliates set up health and safety committees in workplaces to negotiate health and safety agreements.
4. That affiliates specifically fight the hazards affecting women workers and demand from the bosses that:
 - 4.1 "women's jobs" be scrapped. Women should have equal access to training to assist this

- process.
- 4.2 unsafe chemicals and substances should be banned and substituted with safe substances.
 - 4.3 improved facilities be provided such as toilets, rest rooms, canteens, nutritious meals.
 - 4.4 hours of work be reduced with no loss of pay.

We further recommend :

1. COSATU and affiliates fight against shift work. Where shiftwork cannot be avoided we demand from the bosses :
 - * safe transport
 - * reduction of shift work hours
 - * proper facilities during night shift e.g. canteens, first aid
 - * no shift work for pregnant women.
2. That COSATU take up the organisation of farm workers more intensively, and campaign for better and safe conditions, including a living wage.

PROPOSALS ON WOMEN IN THE COMMUNITY

1.ORGANISING WOMEN IN RURAL AREAS

Noting that :

1. Rural women are not well organised, and experience additional repression as rural women.
2. Migrant labour is an abhorrent system which seriously disrupts the lives of women, men and children.
3. Migrant labour is still the prevalent form of employment of many rural women and men.

Believing:

1. It is the task of COSATU to organise all working women, and to encourage the organisation of all working class women in rural and urban areas. Organised women in Cosatu have a duty to use their organisational experience to assist in the organisation of unorganised rural women.
2. Migrant labour will not be abolished immediately.

Proposes that :

1. Cosatu should take up joint campaigns with progressive women's organisations to develop low key projects for organising women in rural areas.

2. Cosatu should organise cultural events and rallies in rural areas, which members can attend free of charge.
3. Cosatu affiliates organising farm and rural based workers should be supported and strengthened in these projects. They should seek the support of progressive organisations in this work in terms of Cosatu's Political Policy Resolution of 1987.
4. Cosatu should encourage and support progressive health care campaigns in rural areas.
5. COSATU structures should organise women's conferences at regional level at venues near to rural areas.
6. COSATU should organise education workshops in rural areas.
7. COSATU should encourage its migrant worker members from rural areas to form study groups to study the problems of these areas and look for joint solutions to them. COSATU should support such groups by organising workshops in rural areas.
8. Workers organised under COSATU should educate and inform their families about COSATU and broader political struggle, and the education department should publish material to assist members with this task.

2. CHILD ABUSE

This conference:

Noting that:

1. There is a high incidence of child abuse in our society.
2. The living and working conditions of the majority of South Africans are unhealthy for children and women bear the major burden of bringing up children under these conditions.
3. Children are forced by poverty and farm labour conditions into poorly paid or unpaid work.
4. The above conditions contribute to the high number of destitute and homeless children in urban and rural areas.
5. Children are detained, imprisoned, assaulted, harassed and otherwise abused by agents of the state.

Believing that

1. It is the right of every child to have a secure home, free education and protection from abuses such as child labour.

Proposes that:

1. COSATU structures at all levels campaign for the abolition of child labour and to secure working and living conditions for parents that make it

- unnecessary for children to work.
2. COSATU together with progressive organisations should campaign for the state to provide decent homes, recreational facilities and educational centres for destitute and abused children.
 3. COSATU should expand its Resolution on Repression to cover the repression suffered by children at the hands of the state.

3. AIDS

This conference:

Noting that:

1. There is serious concern among members about the spread of AIDS.
2. Members have very little information about the disease and its consequences, and others are unaware of it.

And believing that:

The unions have a duty to educate members about any serious hazards that may threaten them.

Proposes that:

COSATU should urgently implement an education and information campaign amongst its members on AIDS. This should be done with the assistance of progressive health organisations.

4. PATERNITY LEAVE

This conference

Noting that:

Affiliates are making it a national demand that employers give paternity leave.

And believing that

Many men do not use that leave for the intended purpose, which is to assist and support the mother around the time of childbirth.

Proposes that:

Paternity leave should only be taken on condition that the man is going to use the leave to assist the mother.

And that

Affiliates should be in touch with mothers in order to monitor whether paternity leave is being used to support and assist them.

5. WOMEN IN THE FAMILY

Noting that :

1. Women as both mothers and wives have been burdened with the heavy responsibility of bearing and bringing up children and of all other domestic

chores.

2. This burden results in a double shift for working women.
3. Men are reluctant to share this double load, and even progressive comrades who cherish the ideals of equality fail when it comes to practice.
4. Many women suffer sexual abuses and assault in the family as well as outside of it.
5. Sometimes women have to choose between their jobs and the care of their children.
6. Many traditional marriage relationships maintain women in a position of powerlessness in relation to their husbands and other men.

And believing that :

1. These problems all contribute to the poor participation of women in unions and political organisations, and particularly in the leadership of these organisations.
2. Men can share equally in doing domestic chores and in bringing up children thus releasing women to participate more actively in struggles of our society.
3. The family should provide a healthy environment in which both parents participate in shaping the outlook of their children.
4. Women have a right to equality with men in all spheres of society.
5. These problems are a collective responsibility and not the individual concern of women in the family.

Resolves:

1. To campaign for equal participation by both partners in the bringing up and education of children and in the general running of the family.
2. To campaign for housework to be shared by all who live in a household.
3. To oppose reactionary statements on this issue within our own ranks.
4. To educate our members on progressive methods of equalising the relationship between men and women in Cosatu and in society at large.
5. To campaign against all forms of assault and

sexual abuse, particularly amongst its own members, and to discipline offenders through the structures of Cosatu, ensuring at the same time that they are educated.

URBAN AREAS

Noting that women in urban areas face numerous problems, amongst them :

1. Housing. Unmarried women face particular housing problems and are forced to live in squatter areas. Access to housing is used as a form of influx control.
2. Children. As women's sole responsibility, child care prevents women from participating fully in organisations and community struggles.
3. Transport, which makes a woman's day much longer and is so costly that women cannot afford basics such as rent.
4. Repression, where the presence of the SAP and the SADF pose a specific threat to women. Women in detention are also particularly vulnerable to rape and sexual abuse.
5. Education is especially inaccessible to women, who have a higher drop out rate due to pregnancy, and which forces them into the most menial jobs. Children too are not safe at schools from the SAP and SADF.
6. Legal issues. Women are discriminated against in property rights, taxation, prostitution, abortion, inadequate maintenance for single/divorced mothers.
7. The church which propagates women's domestic inferior role.
8. Family/traditions which place women as minors in the household.
9. Violence, rape and sexual harassment.

Further noting that :

1. COSATU has not yet begun to address these issues, apart from individual affiliates in the field of childcare and parental rights.

WE PROPOSE THAT COSATU LOOK AT THE FOLLOWING CAMPAIGNS:

A. HOUSING

- Join community campaigns around better housing and lower rents.
- Further demand housing subsidies for all workers outside of management control.
- Demand an end to single sex hostels.

B. CHILDCARE

- Within COSATU there should be volunteers for child-care.
- Demand creches and nurseries either at the

workplace or in the community with subsidized transport.

- Join with women's organisations to fight for recreational facilities in the community. Our taxes should be used for this purpose.

C. LABOUR RELATIONS BILL

- Take this up as a priority as this affects our ability to fight other issues.

D. TRANSPORT

- Demand cheaper, more accessible transport.

E. HEALTH

- Run joint programmes with HWA and community organisations.

F. REPRESSION

- Demand the release of detainees and political prisoners especially women and children.
- Add our voice to the Save the Patriots Campaign, where women and workers are sitting on death row.

G. LIVING WAGE CAMPAIGN

- This is especially relevant to women who receive the lowest wages.

H. UNEMPLOYMENT

- Draw unemployed women into COSATU structures and women's community organisations.

I. EDUCATION

- Join with the people's education campaign.

RELATIONSHIP WITH WOMEN'S COMMUNITY ORGANISATIONS

Noting:

1. That COSATU cannot take up these issues in isolation from community based organisations.
2. That women's organisations politicise and organise women around these very issues that have been outlined as problems facing women in the community.

Believing that:

1. There is a need for united action with progressive community organisations.
2. That encouraging women to join women's organisations is not enough.
3. That working women should have a leading role in

mass based women's struggles.

We therefore resolve:

1. To establish links with women's structures in the community in terms of COSATU's political policy.
2. To encourage the incorporation of working women's demands into FEDSAW's programme.
3. To encourage individual women in COSATU to join progressive women's structures in the community. e.g. Fedtraw, NOW.
4. To have joint campaigns and seminars between COSATU and Fedsaw.

STRUCTURES

RESOLUTION

1. We commit ourselves to the building of women's forums in all COSATU locals.
2. Where women's forums exist regional and national coordination is to be carried out through regional Office Bearers, Regional Education Committees and the National Education Committee.
3. It was further agreed that the matter would be debated further and would be referred to the next National Congress.