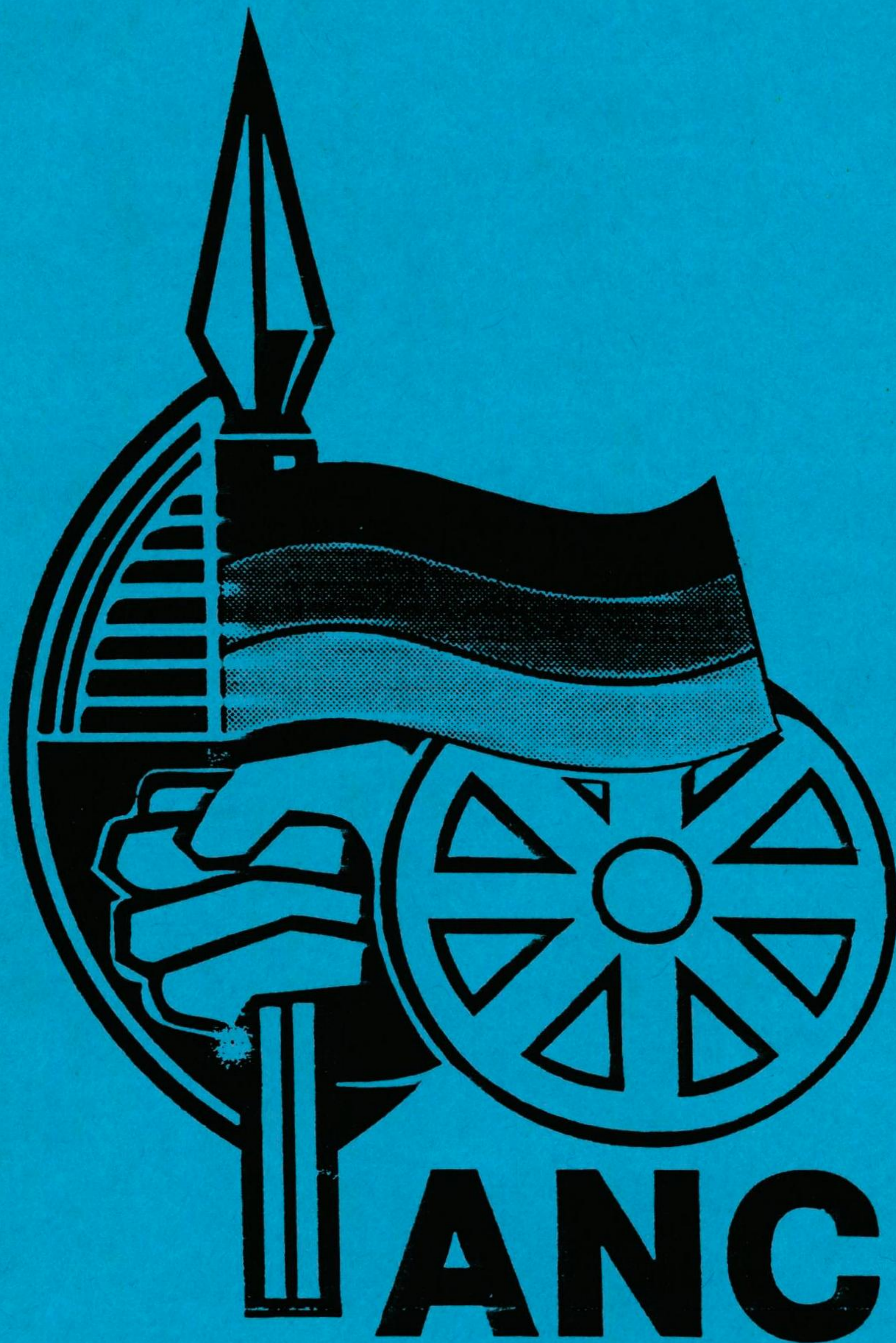


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# **NATIONAL WORKING COMMITTEE**

**REPORT TO NEC  
(8 - 10 JUNE 1992)**

## AFRICAN NATIONAL CONGRESS

### NATIONAL WORKING COMMITTEE REPORT TO NEC FEB - MAY 1992

#### 1. Introduction:

This report deals with those issues the NWC dealt with during the period under review that need to be noted or rectified by the NEC.

#### 2. Meetings of the NWC

The NWC kept up to its schedule of weekly meetings until recently when it was decided that we should rather hold fortnightly meetings as this would give members of the NWC an opportunity to spend more time doing other tasks particularly in the regions.

#### 3. Cde Chris Hani's NWC " Membership"

Cde Chris Hani has asked that he be relieved of his position on the NWC since he is now working for the SACP on a full time basis.

The NWC proposes that the NEC replaces Cde Chris with another Comrade from within the NEC.

In terms of the Constitution NWC members should be elected from amongst NEC members.

#### 4. NWC Planning Meeting (Bosberaad)

The NWC held a planning meeting during February when it had the opportunity to review both political and organizational matters. The summary of the report is enclosed herewith marked Annexure "A".

#### 5. Co-ordination of Departmental Work

##### 5.1 Regular Departmental Meetings

The NWC decided that all departments should be required to hold regular meetings and if possible on a daily basis so as to engender efficiency, teamwork and good co-ordination in all departments. These meetings are taking place in a number of departments. Those that do not hold such meetings as yet are being encouraged to do so.

## 5.2 Heads of Departments Meetings

Meetings of Heads of Departments continue to be held to achieve an effective measure of departmental co-ordination. The weakness of this process is that many heads of departments fail to attend these meetings.

## 6. President's Visits

### 6.1 Visits to Regions

The NWC agreed that the President should visit regions whereafter he should be followed by the Deputy President and later by the Secretary General. The President has thus far visited all regions save for four.

### 6.2 Visits Overseas

The President visited the following countries during the period under review:-

Senegal, Tanzania, Libya, Switzerland, Czechoslovakia, Gabon, Tanzania (OAU), Finland, Sweden, Norway, France and Morocco.

## 7. Staff Matters

### 7.1 Disciplinary Measures

The NWC considered the state of indiscipline that prevailed in the Organisation and felt that we needed disciplinary grievance procedures as well as a disciplinary code. The said code was adopted and circulated to the regions.

### 7.2 Employment Procedure

The NWC decided that we should have a National Uniform Employment Procedure that should be adhered to by all Departments and Regions.

### 7.3 Provident Fund

The NWC took a decision that we should insure all staff members through a Provident Fund. The full details of the Provident Fund are being finalised and will be presented to the NWC in due course.

#### 7.4 Uniform Salary Structures

The NWC approved a Uniform Salary Structure which should be implemented during June to all staff members once the grading process has been completed. The NEC is requested to ratify the NWC decision. Copy thereof is attached hereto marked Annexure "B".

The fact that regions have staff members who are on the national payroll and some who are paid by regions themselves is a complicating problem.

The NWC Staff Committee will be discussing the question of a Salary increase and make recommendations to the NWC.

### 8. Departments

#### 8.1 Elections Commission

The NWC agreed that we should have a fully fledged department to deal with elections and that it should be called an Elections Commission. A detailed report on the Elections Commission will be tabled when we discuss organizational matters.

#### 8.2 Commission for the Emancipation of Women

The NWC approved the list of people who have been asked to serve on the Commission for the Emancipation of Women.

They are:

Cde O.R. Tambo - Head of Commission  
Frene Ginwala - Deputy Head  
Kader Asmal  
Bongiwe Njobe  
Uriel Abrahamse  
Wally Serote  
Prof. Jackie Cock  
Baleka Kgositstile  
Thutukile Radebe  
Bangumuzi Sifingo  
Arnold Stofile

#### 8.3 Department of Social Welfare

During May 1992 Cde W. Mandela offered her resignation as head of the Social Welfare Department and advised that she would vacate her position as soon as another head of department had been appointed.

The NWC accepted her resignation and has decided that Cde Jackie Selebi be appointed as Acting Head of Department.

9. Commission of Inquiry:

Former ANC Detainees

A Commission of Inquiry, dealing with the complaints that have been launched against the ANC by former detainees, comprising of Advocate Skweyiya, Advocate Gilbert Marcus and Cde Bridget Mabandla has commenced its work. It will be reconvening again in August 1992 when it hopes to conclude receiving evidence from former detainees.

Advocate Elna Revelas has been asked to conduct the investigation and to lead the evidence before the Commission. The Commission has requested that the International Commission of Jurists, Amnesty International and the International Committee of the Red Cross be invited to be observers at proceedings of the Commission.

It is hoped that the report of the Commission will be handed over to the President during September with recommendations.

10 MK

Military Headquarters held a meeting with Officials and has tabled the following proposals:

A. Strengthening of MHQ

1.	J. Modise	:	Commander
2.	S. Nyanda	:	Chief of Staff
3.	A. Masondo	:	Commissar
4.	S. Ndlanzi	:	Deputy Commissar
5.	L. Moloi	:	Chief of Operations
6.	D. Mafi	:	Deputy
7.	T. Mokone	:	Chief of Personnel & Training
8.	V. Mashaba	:	Deputy
9.	M. Motau	:	Chief of M.I.
10.	V. Ngculu	:	Deputy
11.	A. Ismael	:	Chief of Ordnance
12.	S. Komane	:	Deputy
13.	J. Madiba	:	Chief of Logistics
14.	P. Mokonopi	:	Deputy
15.	J. Molefe	:	Chief of Communication
16.	K. Ramokgopa	:	Deputy

B Internal MK Regional Structures:

1. 5 MK Cadres be employed full time from each Region as Regional Command of MK.
2. Transport be provided for Regional Command Structures.
3. Regional offices provide office space for MK Command Structures.
4. Operational Funds be given to all the Structures set up.

C Internal MK

1. The Regional Command Structures in Uganda and Tanzania be paid salaries.
2. NEC Members should visit camps.

11. CODESA

The NWC dealt with matters pertaining to CODESA on a weekly basis and took decisions and received recommendations from regions as well as the National Negotiations Forum. The matters the NWC had to decide on have already been dealt with in previous special NEC meetings.

12. Violence

The NWC continued to address the question of violence on an ongoing basis and noted with concern that violence was intensifying around the country rather than abating.

12.1 Complaints Offices

The NWC approved a proposal from the Peace Section of the Organising Department that we should make more resources available by setting up Complaints Offices around the country that would deal with the whole question of violence. A budget has been prepared and several institutions are being approached to fund this project.

12.2 International Monitoring on Violence

In April 1992, during a visit to Alexander Township the President called for the setting up of an International Monitoring Group on violence. This call has been later transmitted to the OAU. An OAU Delegation visited the country on a fact finding mission. The matter is still under consideration.

13. Five Parliamentarians Join the ANC

The NWC received a report that five parliamentarians wanted to join the ANC. The matter was considered and their quest to join the ANC was approved with the proviso that they should join at regional level. A sub committee was set up to discuss their role and full implications of their joining the ANC.

14. Proposals from Regional Secretaries Meeting

Regional Secretaries held a meeting with the Secretary General and made proposals that are attached hereto marked Annexure "C".

15. Commission of Inquiry into demonstrations by the ANC Women's League PWV Region

The NWC discussed the demonstration or attempted demonstration at the Head Quarters of the ANC in which members of the PWV ANC Women's League are alleged to have participated as well as the suspension of the PWV ANC Women's League REC by a number of branches which suspension was later endorsed by the ANC Women's League NEC.

The NWC decided that a Commission of Inquiry should be appointed to look into these matters and report by Tuesday 9 June 1992.

16. Meeting between the IFP and ANC

Following decisions that a meeting should be arranged between the ANC and the IFP letters were written to the IFP proposing that a preparatory meeting should be held before the summit of the leaders. No response was forthcoming for months. It was only recently that an acknowledgement was sent through. No further communication regarding the meeting has been received from the IFP.

17. Meeting between the Zulu King and Comrade President

Plans are afoot to arrange for this meeting.

18. Meeting between the ANC and PAC at PF Liaison Committee Level

The PAC wrote several letters requesting a meeting of the Joint Liaison Committee on which the ANC and the PAC serve.

The ANC went to the meeting of the Joint Liaison Committee recently and asked the PAC first to explain why they acted in the way they did with regard to the vicious press statements they issued after the UN New York Meeting addressed, by Comrade Thabo Mbeki.

The PAC has not been able to give any credible or convincing explanation on why they acted as they did nor have they revealed the source of the information they publicised. No further progress has taken place in this regard as we await their response to the questions we have raised with them.

## 19. The Patriotic Front Forces

### 19.1 Patriotic Front Forces in CODESA

The NWC agreed that there should be a summit of Patriotic Front Forces in CODESA during March. This summit brought together the leaders of the parties that are participating in CODESA. The parties reaffirmed their commitment to co-operating together at CODESA level and also adopted the ANC's position on the Interim Government and the Constituent Assembly as set out in our Scenario. There was also agreement that we should reconvene the Patriotic Front Conference and constitute a committee which would include COSATU, SACP, TRANSKEI, INYANDZA and UPF (Lebowa). There was general agreement that the second Patriotic Front Conference should be held even in the absence of the PAC.

### 19.2 Summit of Patriotic Front Forces in CODESA and MDM Forces

On the 14th May 1992 a Summit of Patriotic Front Forces in CODESA and MDM Forces was held to discuss issues that were going to be discussed at CODESA II. This meeting was attended by more than 60 organisations including the PAC and International Socialist League of SA who had not been included in list of invitees.

## 20. Tripartite Alliance

The Tripartite Alliance has continued to meet on a regular basis at Secretarial level and also at the level of NWC.

The Structures of the Alliance meet regularly to strategise together on Negotiations through the Tripartite Negotiations Forum (weekly);

Economic issues are handled through the Tripartite Economic Forum (monthly) and Campaigns through the Tripartite Joint Campaigns Committee.

A joint meeting of all Regional Secretaries was held in May to address the problems of the alliance at regional local level.

# AFRICAN NATIONAL CONGRESS

## SUMMARY OF DECISIONS AND ACTION TO BE TAKEN FROM BOSBERAAD NWC MEETING

### 1. HOW TO DEAL WITH THE REGIME AND ITS ALLIES

### ACTION BY:

It was agreed that an alliance exists between the regime and the organisations such as the IFP.

DIP, Organising  
and Negotiations  
Commission.

In dealing with this type of alliance we should:

- Be seen to be defending people's culture;
- Promoting role of traditional leaders.

### 2. ROLE OF TRADITIONAL LEADERS

### ACTION BY:

What should the role of traditional leaders be.

Officials

General feeling that traditional leaders should play a role at local and regional level.

Agreed that we should organise a national meeting of traditional leaders.

3. **HOW TO DEAL WITH WHITE FEARS  
AND THREAT FROM RIGHTWING**

3.1 **Organising white workers**

**Action by:**

There was a feeling that we had  
neglected organising white workers

Secretary General

We should hold meetings with  
COSATU to discuss the matter.

3.2 **White Civil Service**

**Action by:**

We need to say something to ally the  
fears of white civil servants. 'Should  
also meet civil servants organisation.

Secretary General,  
Deputy Secretary  
General and  
Comrade Thabo

3.3 **Democratic Whites**

**Action by:**

We need to arrange meetings on a  
systematic basis to address their fears  
and organise them into ANC.

Organising  
Department

3.4 **White Farmers**

**Action by:**

Need to meet Agricultural Union.

Organising  
Department

3.5 **Security Forces**

We need to meet sectors of security forces if they are well disposed to it. Must meet POPCRU.

**Action by:**

Organising  
Department

4. **REFERENDUM IN TBVC STATES**

Decided that we are opposed to ethnic referenda including those in TBVC States. We should set up a committee to discuss with Transkei on their idea of holding a referendum.

**ACTION BY:**

Negotiations  
Commission

5. **ORGANISING AMONG OPPRESSED MINORITIES**

Agreed that we need to take this matter seriously as we have little support in Coloured and Indian communities.

**ACTION BY:**

Organising  
Department

6. **OPINION SURVEY**

We should look at commissioning our own opinion survey to test our support.

**ACTION BY:**

Officials and  
Research  
Department

7. **STATE OF ORGANISATION**

7.1 **Organisational Tasks**

**Action by:**

7.1.1 Agreed to retain subscription fees at present rate of R12.00 per month.

Organising  
Department

A membership data base to facilitate accountability for subscriptions to be developed.

Methods of follow-up on subscriptions should be included in the booklet on induction.

7.1.2 **On NEC Members**

**Action by:**

Draft Guidelines on the utilisation of NEC members in Branches and Regions.

Organising  
Department

7.1.3 **Youth**

**Action by:**

Youth League not reaching out to youth effectively. Matter should be discussed with Youth League

Officials

7.2 **Political Tasks**

**Action by:**

7.2.1 Serious examination on the way Head Office functions.

Officials

7.2.2 Guidelines on how Regions  
should strategise and plan to  
make their work more effective  
and effecient.

Organising  
Department

7.2.3 Re-establishment of Religious  
Desk

Officials

7.2.4 Mass activities to start on 18th  
March and end on 21st March

Organising  
Department

"B"

**AFRICAN NATIONAL CONGRESS**

**NATIONAL UNIFORM SALARY / WAGE STRUCTURE**

<b>JOB GRADE</b>	<b>JOB</b>	<b>SALARY SCALE</b>
10	NEC / NWC	3 200 - 3 400
9	HOD	3 000 - 3 200
8	DEPUTY HOD	2 800 - 3 000
7	NATIONAL COORDINATOR	2 600 - 2 800
6	ADMINISTRATIVE SECRETARY	2 400 - 2 600
5	SENIOR SECRETARY	2 200 - 2 400
4	EXECUTIVE / MIDDLE	2 200 - 2 200
3	SECRETARY	1 800 - 2 000
2	JUNIOR SECRETARY	1 600 - 1 800
1	MINIMUM (BEGGINER)	1 400 - 1 600

# "C"

## **RECOMMENDATIONS ON INTER-REGIONAL CONTACT ARISING OUT OF THE REGIONAL SECRETARIES MEETING ON THE 27TH APRIL 1992 IN JOHANNESBURG**

### **BASIC OBJECTIVES**

To create a forum to assess and plan our strategic priorities with the aim of improving and deepening the quality of our work.

This is to be achieved in two ways:

#### a) **An Annual Inter-Regional Summit**

- \* **Participants:**
  - i) All regional working committees, 3 NEC officials including the Secretary General and the Deputy Secretary General.
  - ii) All Heads of Departments at Head Office including sectional heads of Organising Department.
  - iii) President and General Secretary of Youth and Women's Leagues from all regions.
- \* **Duration:** Approximately four (4) days
- \* **When: +** First week in December
- \* **Convener:** SG's Office in conjunction with the Organising Department. A special preparatory committee to be set up.
- \* **Chairperson:** Secretary General

\* **Status / Purpose of meeting**

- to assess strategic priorities with particular reference to organisational priorities and to make recommendations on the January 8th speech to be adopted at NEC;
- a training component to be built into the meeting in order to empower newly elected RWC members on their duties, functions, etc.

\* **Preparation for meeting:**

Intensive consultations to take place prior to meeting within Regional General Councils and Regional Executive Committees.

By the 31st October, all regions to have made assessments and identified strategic priorities. These have to be forwarded to the SG's Office;

Two weeks before the summit, a composite report to be sent to all regions as well as a draft programme.

- b) Inter-Regional Forum to take place on a three monthly basis, two weeks before NEC meetings.

**Purpose:**

To review decisions taken at inter-regional summit and to deal with any organisational / political matters that arise during the three months period. As well as to enable regions to provide greater input into NEC meetings.

**Participants:**

All Regional Presidents and Regional Secretaries;  
Sectional heads of Organising Department as well as other persons  
relevant to items on the agenda;  
National SG and Deputy SG

**Duration:**

Two (2) days

**Accommodation:**

The PWV region to accommodate delegates at individual homes.

**Preparations:**

Agenda to be forwarded to regions two (2) weeks before meetings.