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SOUTH AFRICAN DEMOCRATIC
TEACHERS UNION

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SOUTH AFRICAN DEMOCRATIC TEACHERS UNION 1 :
COMMEMORATIVE J OURNAL
LAUNCH CONGRESS/RALLY
SHAREWORLD - J OHANNESBURG
E / 7 OCTOBER 1990
January 1991

THE NATIONAL ANTHEM
NKOSI SIKELELI iAFRIKA
NKOSI SIKELEL' iAFRIKA
MALUPHAKANISW UPHONDO
LWA YO
YIZA IMITHANDAZO YETHU
NKOSI SIKELELA
THINA LUSAPHO LWA YO
WOZA MOYA
WOZA MOYA OYINGCWELE
NKOSI SIKELELA
THINA LUSAPHO LWA YO
MORENA BOLOKA
SECHABA SA HESO
O FEDISE DINTWA LE
MATSWENYEHO
MORENA BOLOKA
SECHABA SA HESO
O FEDISE DINTWA LE
MA TSWENYEHO
O SE BOLOKE - O SE BOLOKE
O SE BOLOKE MORENA
SECHABA SA HESO
SECHABA SA AFRIKA
LORD BLESS AFRICA
LET HER HOME BE RAISED
LISTEN TO OUR PRA YERS
LORD BLESS
WE, HER CHILDREN
COME SPIRIT
COME HOLY SPIRIT
LORD BLESS
WE, HER CHILDREN
GOD BLESS
OUR NA TION
DO AWAY WITH WARS
AND TROUBLE
GOD BLESS
OUR NATION
DO AWAY WITH WARS
AND TROUBLE
BLESS IT, BLESS IT
BLESS IT, GOD
OUR NATION
OUR NATION

Editorial

This is a commemorative issue not of something that is gone and past, but of another step in the process of struggle for a better South Africa. It is not the end, nor is it the beginning # but another stage in the process of struggle for democracy in South Africa' (COSAS President at SadtU Rally).

The launch of SadtU took place in Johannesburg on 6 October 1990, and was attended by 1500 delegates from 12 teacher organisations. These reflected a wide body of political and educational opinion, but were united in their belief about the centrality of teachers in the development policies of a future South Africa.

Speakers included Comrade Jay Naicloo, General Secretary of COSATU, the giant labour federation which has acted as midwife to the teacher unity process. A long and painful process has necessitated the strong guidance and wealth of experience which COSATU, through its Education Desk, brought to bear on the birth of a united teacher union. The nature of this alliance will be an important issue in the future for SadtU and for COSATU affiliates.

Dr Nelson Mandela, Deputy President of the African National Congress, was invited to speak at the launch in honour of the significant role of the African National Congress in the process. From inception to launch the ANC has been fully involved; they co-mingled the first consultation in Harare, during April 1988, and delivered the keynote speech at this the founding Congress of SadtU. This relationship will also develop as we move into a newly constituted South Africa, and teachers are asked to play a part in the reconstruction and development of a ravaged society.

Messages of support were received from a number of local and international bodies. These included others in the mass democratic movement of South Africa, international teacher organisations and labour federations. It was noted that October 6, the date of the launch, is recognised as International Teachers Day. The full messages are contained in this journal, and SadtU welcomes the stature accorded to it through these.

The highlight of the Launch Congress was undoubtedly the inaugural address of the incoming President, Comrade Shepherd Mtshali. Comrade President is surely at home addressing large gatherings, but even he was awed at the immense power of the event. As a disciplined soldier of the struggle for democracy, Comrade President charted a clear course for SadtU, urging all teachers to take their stand and join the organisation.

The Constitution of SadtU is the product of wide ranging consultations among teachers; teachers drafted it, and approved it in principle at a workshop held with progressive legal academics. It is little more than a basic union structure which seeks to provide the organisation with a democratic framework for action. This constitution was adopted unanimously at the Launch Congress, and is available in a separate publication.

When the 'Interim Constitution' was adopted a 'HIVV agreement' between SadtU and all affiliate organisations was entered into - interim constitutional obligations which bind the participants in the process for the first year of its existence. The terms (if this agreement fall away at the next Congress of SadtU in September 1991).

The action plan for the organisation arises out of the Congress resolutions. These are appended, and should be seen as the end product of sometimes rigorous debate at Congress. These resolutions

tions will

determine the direction of SADTU until the next Congress.

The Launch Congress was a closed meeting, and was followed on Sunday 7 October by a celebratory

public rally at the Orlando Stadium in Soweto. International guests addressed the large crowd. WCOTP

affirmed their support for the union, and its President reiterated her call for a more determined

assault on the still intact apartheid education. The speeches of these are included here. Sakhile

and Bayete ended off the celebration with some fine music as a reminder to all teachers to examine

their own performance, and to begin to build a curriculum which places a vision of the future upon

the traditions of the past

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SADTU National Executive Committee

Congress Pictorial

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SADTU LA UNCH CONGRESS _ 6 OCTOBER 1990
SHARE WORLD - JOHANNESBURG

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INTRODUCTION BY CDE JAY NAIDOO - GENERAL
SECRETARY OF COSATU

Invited Guests

Comrades,

both internal and international and Cde Nelson Mandela -
Compatriots, Sisters, Brothers,

We are about to witness one of the most significant develop-
ments in the history of our liberation struggle.

Today a democratic non-racial teachers union will be born
emerging from the furnace of struggle, as the Phoenix rising
from the ashes of the destruction apartheid has wrought on
millions of our children and people to carve a new way
forward.

Together with students, parents and democratic forces we
must build a new education system that will be non-racial,
democratic, unitary and non-sexist.

That, comrades and compatriots, is a colossal Victory against
apartheid, You carry the torch of learning and knowledge

We have come down a long road to get to this point, the
divisions of the past we celebrate the beginning of this
process. We pay tribute to those in the ANC, SACTU,

COSATU and WCOTF, who had the foresight to convene
that historic meeting in Zimbabwe in April 1988 which
produced the Harare Declaration of fifteen principles and
which laid the basis for the unity we have here today. There
are others such as the NECC and IFFTU that also have to be
saluted for their efforts in promoting teacher unity.

More than three years of painstaking democratic discussions
has now borne its fruits. We are by a consensus unity agree-
ment launching the biggest teachers union in the history of
South Africa. We can justly say a giant is born. A giant that
will make its mark in defining a new road towards a society
based on peace and justice and which will develop the real
potential of our Children. A society that will repair the un-
bearable psychological and physical destruction of our people
in general and our children in particular.

You as teachers are the key instrument of this change. We
urge that we discuss and debate in a democratic, frank, and
open way. Let us bring the best traditions of all organisations
into this truly representative union of teachers in South
Africa. Let us dissolve all our organisational and sectional
interests in pursuit of much more important and higher goal
- that of the unity of all teachers in South Africa and the
future of our country.

PAY PARITY 7- RIGHTS OF TEACHERS

Our achievements already are substantial. It is not coinci-
dental that on the eve of the launch of SADTU the Teachers
Federal Council has a change of heart and decides that non-
racialism is indeed better than its past policies. It is no
coincidence that the Minister of National Education
announces that salary discrimination between men and
women teachers will be eliminated in two years. This is the
product of your struggles and your organisation.

With those few words I take honour in introducing you to
Comrade Nelson Mandela, Deputy President of the ANC, and
the tried and tested leader of all our people in South Africa
who will officially open this launching congress of South
African Democratic Teachers Union.

A comrade who has inspired millions of us, who has sustained
us through the decades even though the apartheid regime had
locked him from us in their dungeons of terror.

Let us welcome the African's most famous son, soldier, patriot
and person of peace, Comrade Nelson Mandela.

AMANDLA AWETHU!

ALUTA CONTINUA!

KEYNOTE ADDRESS BY THE DEPUTY PRESIDENT OF
THE ANC - CDE NELSON MANDELA

Ama ndla!

Let me start off by telling you a story. I was in Harare recently, and met a young girl, and as you know young ladies of that age can be brutally frank. She asked me: Do you know what the children at school say about you? I said no I do not know. She said - when you were young you were handsome. now you are old and ugly.

I thanked her for telling me that when I was young I looked better than I do now. And if I lack confidence today you must know the reason why!

On behalf of the ANC, I am delighted to express our honour for being associated with this launching congress of the South African Democratic Teachers Union. This has been eagerly awaited by us, and it represents a quantum leap for the democratic movement, and for the struggle in the education sector.

It is noteworthy that the 6th of October has been chosen as the date for the launch - the 6th October is International Teachers day, and choosing this day gives due credit to the efforts of the international organisations. It acknowledges the roles of WCOTP and AATO, which, with the ANC, SACTU and COSATU, jointly convened the historic first meeting in April 1988, which led to the formation of the South African Democratic Teachers Union.

This launching Congress is a beacon of hope for South Africans n hope that we are putting an end to Bantu education; hope that the aspirations of teachers shall now be represented by a single, resonant voice; hope that we are laying a firm basis for a single, democratic education system.

Friends and comrades, as you are well aware, education in our country has been used as a tool against the people. Black and White. Apartheid education - in fact all 14 departments - has been used to divide our people, whereas education may be used as a vehicle for uniting people.

Apartheid education has been used to foster stereotypical types; it has been used to inculcate a sense of superiority among Whites, while preparing Blacks for certain categories of jobs only. The entire apartheid framework has also distorted our thinking and behaviour, and the struggle for a democratic future has meant freeing our Black brothers and sisters from apartheid ideology. The ANC has been committed to certain basic principles: democracy, unity and non-sexism, which are the principles of any democratic system. Organisations like the South African Democratic Teachers Union are an appropriate expression of the struggle against apartheid. They are also a means through which we entrench our opposition to apartheid.

Our struggle against apartheid and African education has been a long one y it has gone through many forms, to the point in the 1980's which has resulted in the deepest ever crisis for the regime. Through the courageous action of you people we have forced the regime to admit that it has no option but to dis-

mantle apartheid and replace it with a new and democratic order. The uprisings of 1976 and 1977 shook the very foundations of apartheid. The heroic actions undertaken by students arose from these desperate conditions.

Ever since then, action for a democratic education has gained a greater cogency. The short sighted policies pursued by the authorities have resulted in the education system being caught in the vice-grip of a crisis. The government has responded with the panacea of reform _ reforms which are futile - like a prisoner who tries to escape by running on the spot.

The education struggle of the 80's involved a new challenge which we have attempted to meet - around the demands for People's Education. We have raised the question of providing a viable alternative to the racist system of education. This has as its core the demand for a unitary, democratic education system. Comrades and delegates, the teaching fraternity which has come to the front of education struggles today, will have to consider how to take forward the struggle. You have individually, and through your organisations, contributed invaluable to the struggle for a democratic education system. A long tradition of opposition has been established by previous generations of educationists, a tradition which has been revived by you.

The sight of academics, fully robed, protesting in 1983 against De Klerk's Bills, brought back memories of protests at the very same universities against the Extension of the Universities act, which led to the creation of homeland universities.

The "Sixty Days of Struggle" campaign earlier this year graphically demonstrated the stuff of which South African teachers are made. The refusal by teachers to sign a pledge of allegiance to the Kwa-Zulu administration, and therefore Inkatha; the strikes by teachers in Gazankulu, and parts of Bophuthatswana, is the background against which the launch of SADTU needs to be appreciated. The Harare Teachers Unity Accord and the establishment of a National Teacher Unity Forum occurred in the midst of a deep education crisis.

We can appreciate that the process which began in 1988 was not easy one. But as you have noted in your unity agreement, the establishment of a single union to represent all teachers and educationists in South Africa, is the first practical step to contain your commitment to eradicate apartheid education, and in the struggle for a free, non-racial and democratic education system.

Many of the teacher organisations which have come together to create SADTU have been in existence for a number of years. Each has developed a valuable programme of action which has special emphasis on certain aspects of the struggle against apartheid. This does not mean that the new teacher organisation should be a loose coalition, with each of the constituent organisations clinging to their traditions and style. You have made it clear that you are all committed to a single set of objectives and goals. This commitment should ensure that we draw all the forces history into a single stream.

I would like to make use of this opportunity to appeal to those organisations which have opted to stay out of SADTU, to reconsider. It is clear to any rational person that the entire country is on the brink of a new order. By staying out of SADTU, they will make it difficult for themselves to be part

of the new South Africa.

I must mention that towards the end of the past year and when I was still in prison, I was visited by Dr Motlana. I raised with him the crisis in Black education and I sent him to several teacher organisations in this country, to people like Mr Tonyane, Dr Motsepi, Mr Randall Phatudi and Mr HH Dlamlenze. I urged them to come together and to appoint a high powered delegation to see De Klerk, because in my view the crisis had reached a stage where it could no longer be solved by persons in charge of the BET.

When I was released I called all these leaders and I spoke to them, one by one, urging them that it was necessary to send this delegation, and for this purpose all differences must be resolved. Delegates must be selected on merit, and not according to which teachers organisation they belong. And I pledged that I would see to it that they met De Klerk. It is a source of great concern to me that this step was never taken because the crisis in Black education has since become even worse.

I made a call, as my colleague Mr Sisulu had done before I was released, for children to go back to school. Later I received a delegation of students and they told me that they had tried to carry this out and went back to school but they found the schools full with not enough facilities. They came across other difficulties - some were told they had failed, and would not be readmitted. They asked - what must we do now?

It is only an education system based on the concept

of People's Education which can address the legacy we have inherited. You, as teachers, have the best opportunity to implement People's Education where it matters most - in the classrooms. People's Education lays emphasis on the formal qualifications of individuals, as well as improving his or her social commitment.

A fine balance also needs to be struck between the rights and duties of teachers. The new education system will have to grant teachers the right of a living wage. At this point in time, 80 000 teachers are earning less than one thousand rand per month. The demand for a living wage must be taken up with urgency on behalf of the entire teaching fraternity. The rights of political expression and the right to unionise must be struggled for. These are rights which the State will not easily grant, but they are rights which we trust will be stated in a new democratic education system. Hand in hand with drawing up of a new education system will be the question of revising the concept of professionalism, and at the centre of this re-examination lies the concept of consultation - in particular with parents and students.

At the same time, it must be noted that it is your duty to also be democratic in the classroom. You have to answer the question: are you developing a different kind of intellectual among those in your custody? Are you initiating a new kind of relationship with your pupils? Is this relationship based on mutual respect and trust - or is it one which relies on bullying?

With the opening of schools teachers will need to be equipping themselves with the ability to achieve non-racialism in practice. We are going to be facing a number of conservative and reactionary forces who will seek to destroy the progressive gains we have made. The school will have to play a critical role in contributing towards the building of a single nation. Just as workers through their joint action on the factory floor have contributed towards the development of a progressive South Africa, so too will students and teachers be able to make an intervention.

Comrades, Delegates, there is no point in looking at the education system in isolation from the rest of society. There is no point in setting lofty goals without dealing with reality. And there is no other issue which affects the education system as much as the violence which has swept Natal for the past five years, and which broke out on the Reef two months ago. I am aware that the morale of students has dropped to such an extent that it is impossible to carry out any classroom work. It is estimated that because of the violence in Natal 500 000 students have been displaced.

The effect of the violence on the Reef has not yet been quantified, but let there be no doubt that it has left many of the young ones traumatised and withdrawn. The violence our country has experienced in these two regions in particular has already wreaked havoc on the social fabric of communities in Natal, and threatens to do so on the Reef. The ANC is committed to removing the root causes of this violence, which include poverty resulting from racially differentiated access to resources, the Bantustan system and the hostels.

But there is something more which is the immediate cause of this violence. It is some of the State agencies using some well trained death squads. It is the CCB, it is Military Security, it is the national

intelligence Service using organisations like Koevoet, like the Askasris, and other organisations which have power among themselves and are used by these forces.

This is our difficulty. These are the people who are maiming and killing our people; these are the people who don't mind whether you are a Zulu or a Xhosa; whether you are ANC or Inkatha. These are people who have become professional in the art of killing. We are dealing with wild animals and by the failure of the authorities to tackle the source of this violence, even when their attention is drawn to it, as I am doing now, it appears that the Government is either powerless, or that these forces are doing what the Government wants them to do. This is a situation we cannot accept, and the people of South Africa must stand on their feet and fight this issue tooth and nail.

We remain Opposed to the high handed manner in which the police and the army have decided who is to blame. Instead of applying themselves to catching the perpetrators of the violence, they have chosen to strip entire Black townships of basic civil liberties. The idea that "Operation Iron Fist" is good because it has decreased the incidence of violence, is as fallacious as the argument that fascism was good because trains were punctual under fascism. Such security operations would not be accepted in White areas. The Government acceptance of it displays once again the huge racial monster it has created. You will have noticed that ever since we came out of prison we have been hammering the Government to take action and stop this violence. Despite the fact that almost 4 000 people had died

in Natal, and 800 recently on the Reef, the Govern" ment did not move because the lives of Blacks are worth nothing to them.

It took the deaths of two White policemen, and within a week the Government had taken measures. Not to stop the violence at its cause, but to cripple civil liberties amongst us. You can see that despite its rhetoric, the Government is not interested in the welfare of Blacks in this country. That is the simple truth. Their whole history of 42 years has been full of the most draconian legislation - we are still dealing with the legacy of those 42 years. This violence is merely another manifestation of that lack of interest in the welfare of blacks, and although we are talking to the Government, we have not forgotten that these are the people who are killing our people.

The ANC has been unequivocal in its belief that a hidden hand is behind this violence. This hidden hand is the creation of people, some of whom are Inkatha, and who have had experience in Mocambique whilst working with Renamo. The State has trained people in the Caprivi strip, as well as in the White suburbs of Johannesburg. Our analysis of the present situation has led us to the conclusion that the State has embarked upon a two-prong strategy - talk with the ANC, to pull the country out of the mess created by decades of apartheid and weaken the ANC so it cannot grasp power.

Our response to the present climate has been to continue insisting upon peace as a first priority and the development of the ANC into a powerful grassroots movement as we envisaged at the time of our banning. We are thus concentrating on the defence of our communities against attacks launched by various forces. At the same time, we are placing a high premium on the attainment of peace. We have called upon our membership to resist provocation as far as possible; and we have entered into a number of local peace initiatives such as the Lower Umfolosi Peace Accord, which holds the promise of peace for people living in Northern Natal. This accord involves businessmen, churches, Inkatha, Trade Unions and the ANC. It displays the principle by which the ANC approaches the ending of this violence - involvement of all parties at a local level. It was with this in mind that we convened the meeting of all the heads of the non-independent Bantustans, and we are calling another meeting of broad political organisations to address the same question.

People recruited, particularly from the Bantustans, have been used in the past to carry out the dirty work of the evil hand. This meeting was aimed at working out a joint strategy to put an end to the senseless use of Black lives in support of a system which is not in their interests in the first place. Comrades, Delegates, I come here at a time when the prospect of forming a new country from one which has been characterised by racism, and which has involved the suppression of millions of people, to one where democracy, peace and harmony prevail, is increasingly possible. We have to face up to many challenges, trials and tribulations. To our international guests, I trust that you will carry a message from this Congress, and from the people of South Africa: The struggle has not yet ended, and the future of our country is being decided upon at this juncture. Continued pressure on the South African Government is required so that it does not renege on any agreement reached. The new reforms

initiated by De Klerk can be easily reversed. Your support is required until a firm foundation for a democratic South Africa has been laid.

The launching of the South African Democratic Teachers Union is a most worthy and powerful force in the transformation of our society. On behalf of the entire membership of the ANC I wish you all success.

Amandla!

Power to the people!

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1990 CONGRESS RESOLUTIONS

EDUCATION AND POLITICS

In noting that the South African Democratic Teachers' Union (SADTU) is committed to a free, equal, democratic and nonracial education system in a unitary state,

SADTU resolves that every teacher must have the right to be informed and politically active and to express his/her personal opinions in public without fear of victimization.

Mover: Cde F Khumalo; Seconder : Cde D. Rattan.

Carried Unanimously.

THE CURRICULUM

SADTU, believing that education in South Africa

- must serve the needs of the people
- should be accessible to all

and is a means of empowerment and part of the struggle for national liberation and societal transformation and recognising the need for

- education to be restructured
- the involvement of parents, students and community organisations

_ ongoing research into transformative methodologies and into language policy

commits itself to developing curricula which are based on collective input and active participation by all and which stimulate critical and creative thinking, analysis and working methods.

Mover: Cde D Hindle; Seconder: Cde T Reddy. Carried Unanimously.

THE EDUCATION CRISIS

SADTU, believing that all children have the right to be educated, expresses its concern at the current crisis in education. SADTU calls for the democratisation of schools with the implementation of PTSA's and other similar structures as may be necessary, favourable teacher-student ratios, an equitable distribution of per capita funding, early childhood education being available to all and effective utilization of school buildings, including their proper maintenance and security.

Congress, in terms of the said crisis, further directs the transitional NEC to address as a matter of priority and urgency, the dismissal of educators, and more specifically those educators in the Pietermaritzburg area.

Further, that SADTU is of the opinion that the Education crisis cannot be solved by the Privatization of Education, but by an equitable redistribution of resources.

Mover: Cde CR Pillay; Seconder: Cde P Hartogh.

Carried Unanimously.

DEMOCRATIC SERVICE CONTRACT

FOR TEACHERS

In declaring that all teachers are entitled to conditions of service which are free of any discrimination on the basis of sex, race, ethnicity or creed.

SADTU resolves to formulate and negotiate a single and acceptable service contract for all teachers in South Africa as soon as possible and shall ensure that such a contract remain open to negotiation at all times.

Mover: Cde E Kleyn; Seconder: Cde C Padayachee.

Carried Unanimously.

FORMATION OF ADULT EDUCATION AND LITERACY PROJECTS

Believing that the nation can only benefit from the promotion of adult education and literacy projects, SADTU resolves to support and encourage all efforts to promote adult education, special education, literacy projects and educational efforts within the non-formal sector, and that educators involved in such endeavours

be given paid time off.

Mover: Cde A Williams; Seconder: Cde P Jafta.

Carried Unanimously.

DEMAND FOR LIVING WAGE

In believing that it is a human right to receive a living wage and noting that many of its members are not receiving a basic living wage, SADTU resolves to demand a living wage for all educators in South Africa.

Mover: Cde A D Khan; Seconder: Cde G Strauss.

Carried Unanimously.

PARTY-POLITICAL INTERFERENCE

In noting the destabilising influence on education through party-political interference which has its roots in the "own affairs" and homelands system of administration, and further believing that this ethnic system of government has been rejected by the majority, therefore SADTU resolves to demand the

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immediate abolition of the "own affairs" system and the replacement thereof by a singledemocratic ministry of education, administering a common education policy for all South Africans.

Mover: Cde D Simpson; Seconder: Cde D Hindle.

Carried Unanimously.

POPULARISATION OF SADTU

In noting the stand taken by the members of SADTU with regard to their commitment to form a unitary organisation for the teaching profession, This Congress calls upon its leadership and members to undertake as a matter of urgency an intensive campaign to popularise the Union so that in terms of the objects of the SADTU constitution it will include all teachers in the country with special focus on rural and homeland areas.

Mover: Cde ALA Pillay; Seconder: Cde H Hendricks.

Carried Unanimously.

WORKING RELATIONS

This Congress calls on SADTU to establish close working relations with participants in the education sector and other organisations who share and promote the aims of non-racialism and democracy.

Mover: Cde P Dlamini; Seconder :

Carried Unanimously.

Cde D Rattan.

EDUCATION CRISIS CONFERENCE

In noting that a crisis in education has been identified in South Africa as a direct result of the apartheid policy of the state, this Congress resolves that SADTU calls as a matter of urgency a crisis conference to address this issue.

Mover: Cde E lVldane, Seconder :

Carried Unanimously.

Cde A Williams.

EDUCATION FOR CHILDREN WITH SPECIAL NEEDS

In noting that children with special needs are severely underprovided for in the piesent education structures in South Africa, SADTU calls on the State to make greater provision at all schools for these children with special needs, commencing at pre-school level at all schools with immediate effect.

Mover:

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Cde A Naidoo; Seconder: Cde B Olifant.

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SCHOOL CALENDER

In noting the education disjuncture which results from separate school holidays in different departments, and believing that considerable education value is lost as a result of this, Congress demands that SADTU immediately implements a common school calender for all schools.

Mover: Cde M Benjamin; Seconder: Cde CPadayachee.

Carried Unanimously.

SPECIAL THANKS TO WCOTP AND IFFTU

Congress noting the substantial support received from the World Confederation of Organisations of the Teaching Profession (WCOTP) and IFFTU, Resolves to express the thanks and appreciation of the South African Democratic Teachers Union (SADTU) to WCOTP and its affiliates and IFFTU for their role in the creation of Teacher Unity in South

Africa.

Mover: Cde D Hindle; Seconder Cde Y Gabru. Carried
Unanimously.

SPECIAL THANKS TO COSATU

Congress noting the consistent role played by the
Congress of South African Trade Unions (COSATU)
as facilitator/negotiator in the Teacher Unity process
in South Africa,

Resolves to thank and commend COSATU for the role
it has played in bringing Teacher Unity into being in
South Africa.

Mover: Cde P Thiba; Seconder: Cde H Daniels. Carried
Unanimously.

THE ROLE OF WOMEN IN SADTU

SADTU, noting that women teachers have always been
discriminated against on the basis of sex, both
professionally and organisationally,

Commits itself (organisationally)

- to encourage the participation of women teachers in
the structures of SADTU at all levels (branch, regional
and national)

, to establish affirmative action programmes for
women as indicated in SADTU's constitution.

e to place on the P.O.A. of each region campaigns
against all forms of victimisation and harrassment,
t0 the oraanisation of a women's conference and

that in consultation with SADTU regions-branches the issue of attendance by male and/or female educators be decided upon,
SADTU further demands:
an immediate end to discrimination against women teachers;
- immediate full parity in salaries between men and women;
immediate full maternity benefits for all women teachers;
- immediate full paid accouchement leave for all women teachers;
and further SADTU rejects Minister Gene Louw's recent announcement of salary parity at all levels and demands immediately the implementation of a basic minimum wage for all teachers.

Mover : Cde NK Govind; Seconder :

Carried by a large majority.

16. PROGRAMME OF ACTION

It is hereby stated that SADTU believes in pursuing a Programme of Action with clearly stated short term and long term goals and therefore resolves the following:

Short Term

to immediately get recognition from the Minister of National Education as the only teachers' union representing teachers on a non-racial, national basis.
This recognition will include the acceptance of stop order facilities,
to recruit membership for SADTU and organise it into branches and regions,
to launch regional structures.

- to elect office bearers
- to employ branch/regional organisers

Long Term

7- to organise a campaign for 3 Teachers Bill of Rights and a Teachers' Charter
- to build the Union on all fronts and pursue the aims and objectives of the Constitution.

Mover: Cde NK Govind; Seconder :

Carried Unanimously.

Cde A Jessa.

17. BANTUSTAN EDUCATION

In recognising that Bantustan education is designed to entrench racist and inferior education for a great percentage of the people of South Africa, this Congress resolves to strive for the dissolution - eradication of Cde V Clark.

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Motion

Bantustan education and demands the incorporation of such former Bantustan education into a unitary education system for all South Africans.

Mover : Cde Jessa; Seconder : Cde L Green. Carried Unanimously.

REPEAL OF THE EDUCATION ACT

Noting that the aforementioned issue is merely symptomatic of the bankruptcy of Apartheid Education this Congress calls for the repeal of the racist Education Acts in order to address the root cause of the existing discrepancies in the education system.

Mover: Cde J Cambell; Seconder :

Carried Unanimously.

Cde L Faragher.

NEW TEACHERS WITHOUT POSTS

SADTU noting:

1. that many newly qualified teachers will not have posts in 1991,
2. the overcrowded conditions in our classrooms,

3. the number of children not receiving any education,
Demands

That all newly qualified teachers be given posts in 1991.

Mover : Cde L Faragher; Seconder : Cde Y Gabru.

Carried Unanimously.

OTHER MOTION DISCUSSED

20.1 POSITION OF TEMPORARY TEACHERS

In response to the hundreds of temporary teachers, nationally, facing displacement at the end of this year, together with the lack of posts for those already unemployed and those prospective teachers who will find extreme difficulty in confirming employment for 1991, SADTU DEMANDS:

1. The scrapping of temporary status be negotiated.
2. Permanent jobs for all qualified teachers and that the said qualifications be determined by SADTU.
3. Permanent jobs for all unqualified teachers already in posts and those unemployed, with the proviso that such teachers be given the opportunity to complete the necessary qualifications over a stipulated and reasonable period determined by SADTU and that such educators be given financial assistance to improve their qualifications.
4. The right of teachers to remain in their current posts OR to select a post elsewhere.
5. The scrapping of the Education Bulletin System in order to achieve permanency.
6. That the terms of probation, if any, be scrapped. not adopted but referred to NEC for immediate action.

INAUGURAL ADDRESS BY THE PRESIDENT OF
SADTU _ CDE S. MDLADLANA

Ladies and gentlemen, friends comrades and fellow compatriots, I greet you one and all in the name of our SADTU. I thank you for having confidence in me particularly because I am an ordinary primary school teacher (Ndiphuma phaya phakathi komgwenye). I now agree to be your servant because I know that leadership is responsibility not power. It is willingness to do the job. My life is in your hands. It is you who are going to give us direction. I am going to be like a taxi driver - Tell me your destination, I'll take you there. We will not be strong if you are not going to be our power base. It is you who must lift us when we fall. Be open to us because constructive criticism is good.

We are grateful indeed to the African National Congress because it is them who took this initiative at a time when our liberation movements were banned in this country. ATASA knew about the involvement of the ANC, TASA knew about their involvement, UTASA knew, NEUSA knew, WECTU knew, DETU knew, EDASA knew, ECTU knew, PTU

PTL-a-NATU and NTS knew. There were no questions about the involvement of the ANC. The watershed speech of the de Klerk regime in February 1990 made people conscious about their ideology, even those who had forgotten about their ideologies. At this juncture I want you comrades to give the Deputy President of the ANC and the ANC a big round of applause for taking boldly and uncowardly the initiative of uniting all teachers in this country.

SADTU is aware that the ANC allows no organisation to affiliate to it. SADTU is not going to affiliate to the ANC. One joins the ANC as an individual. I hope that is clear to all of us. We also express our sincere thanks to the WCOTP, AATO and ZIMTA for being helpful to us. Your presence has bestowed on SADTU the historic title of ONE NATIONAL TEACHERS UNION in this country. We are very proud and grateful to the giant federation of workers in this country, the Congress of South African Trade Union (COSATU). Many people are asking about our involvement with COSATU. According to the Harare Accord COSATU was given a mandate by all teacher organisations who were present in Harare to facilitate the Unity process. Our relations therefore with Cosatu were as a result of that mandate. Thank you COSATU for doing your duty efficiently. You are indeed a giant. Our future relations will be decided by the membership. SADTU is a democratic Union (SADTU is not going to be bureaucratic). Our members will decide.

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We want those not yet in (particularly the Afrikaans speaking White teacher organisations) to know that our doors are open. It is their democratic right to be in or out but they have been invited. Only TTA and NTS participated in our forums. They must also know that one of our aims is to eradicate apartheid in education. Those who do not have now want to have. They must also know that it is the National Government and its allies that are responsible for the disastrous situation in education. The Government has shown us the language that they understand. SADTU has the interest of the child at heart. That is why we will strive for the establishment of SRC's and PTSA's in our schools.

This interest has been proved by mass actions that have been taken by those organisations that were affiliated to the NTUF. The demand for immediate addressing of the appalling conditions in schools eg. overcrowding, high pupil-teacher ratio, resources to teach, shortage of schools - is proof that we have the interest of the child, the parent, the school and the country. The present regimes' ears are deaf, so they require the strongest possible action in order to meet our demands :

- for too long we have been divided by apartheid
- for too long we have been taken for granted

- for too long we have been calling for one system
of education

-for too long we practiced multiracialism -
NortRacialism Now!

The only structures we will participate in are our people's
structures. We will only participate as law abiding citizens in
a unitary South Africa where there will be ONE PERSON
ONE VOTE! We will achieve these goals if we are together
with the struggling oppressed masses of this country. We
cannot afford to be divided amongst ourselves. The ongoing
crisis in education wants us to speak with a strong united
voice. SADTU is that voice.

In conclusion, Comrades, I want to quote from the speech of
President Robert Mthembu : 'If yesterday I fought you as an
enemy, today you have become a friend with both the same
national interests, loyalty, rights and duties as myself. If
Yesterday you hated me, today you cannot avoid the love
that binds you to me and me to you"

SADTU RALL Y - 7 OCTOBER 1990

ORLANDO STADIUM SOWETO

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ADDRESS BY THE PRESIDENT OF WCOTP

CDE MARY F UTRELL

What a wonderful day this is and it is my distinct pleasure to be here and to be part of this historic celebration as we celebrate the launching of the South African Democratic Teachers Union. On behalf of the 13 million members of the World Confederation of Organisations of the Teaching Profession, I bring greetings to all South African Teachers. SADTU may today be the youngest Union in the Nation, but it soon will be the biggest, it will be the strongest and the most unified Union in South Africa. It will be a Union which represents not only the Black Teachers and the "Coloured" Teachers and the Indian Teachers but eventually it will represent the White teachers in South Africa as well. I believe that it is only a matter of time before you represent every single teacher in this country. And just as a nation divided unto itself cannot stand, a profession divided unto itself cannot stand, and those who are waiting, waiting for another day, waiting for a better time, and waiting to see if SADTU is going to thrive, need not wait any longer; because SADTU is here to stay, and today you have a 100 000 members and I predict that by 1995 you will have over 250 000 members among your masses. WCOTP will be there with you every single step of the way.

The journey which has culminated in your presence here at this time and place in history has not been an easy one. It has been a long, hard struggle, but you have persevered. It has been a struggle filled with harassment as many of you had gone to jail. You have suffered beatings, you've lost your jobs and some among you have died, but your spirit was never broken. It has been a struggle filled with frequent attempts to discredit your leaders and to shut down your Unions. But your faith in true Unionism and in teacher Unity has prevailed stronger than it was before. It has prevailed because you believed, and you refused to bow down to apartheid. You refused to lose sight of your ultimate goal and that is the unification of all teachers in. South Africa

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and the guarantee that every child in this country, regardless of race and regardless of socioeconomic status, that every child in this country will have access to the best education which you can give. Not 50%, not 75%, but 100% of the children in this country.

And because of your unswerving and courageous commitment to these goals, as well as the ideals of social justice and the elimination of apartheid, WCOTP delegates committed the Confederation to contribute working with you the Teachers of South Africa, primarily through ATASA, as you move determinedly to achieve your agenda. For the last three years, WCOTP has worked with ATASA and UTASA under the effective guidance of COSATU to achieve true Teacher Unity. And again, tenacity and perseverance have paid off and because of your determination to stand up for what you believe, the principle of free independent unionism and quality education for all Citizens in South Africa you have again won the respect of teachers and their unions throughout the world. And that WCOTP organisations have not only demonstrated their solidarity with you, because of their fundamental belief in the justice of your struggle, but the confederation and its member organisations have repeatedly demonstrated convictions that the achievement by South African teachers of a united non-racial teacher union represents a magnificent step forward in that struggle. And that is why WCOTP member organisations in Australia, Canada, England, Finland, France, Scotland, Norway, Sweden the United States of America as well as WCOTP itself have contributed full funding to this rally and when you asked us

for help we were there, and we didn't come after the fact. We were there when you needed us the most and that was at the beginning. When you said we need you to help us to work with us, we did not say, "What commitments do we get for helping you " We said, l'What do you need us to do in order to get you unified and to get you started?" And our commitment to you was not just for this meeting; our

commitment to you is to the point where you've achieved unity, not only within the Union, but within South Africa itself.

WCOTP and its 189 member organisations from more than 120 countries stand with you in solidarity as you continue your struggle to be free. Free from violence and free from exploitation, free from fear and free from intimidation. And usually we speak of violence only when it has reshaped physical extreme. But it is also violence when children are dying of malnutrition and when housing is scarce and when health care is inadequate and when unionism is not free. And we know that when teachers are not given adequate training, when you're not given adequate material and time to truly teach, and when you're given class sizes that are just absolutely incredible. We know that, that is violence because children are deprived the opportunity to develop to their full potential. And we know that when teachers are not paid professional salaries or when they are told that because they are Black, or Indian or 'Coloured', or because they are female that they will only get a fraction of what white teachers get, that is unadulterated unmitigated discrimination. And we know that when funds for education are distributed in such a way as to nurture inequality and quality educational opportunities are denied to all children and they cannot go to school. We know that that is profane and it is wrong. We know a nation which robs any of its children the right to a quality, free public education is denying its own future. Children are for every nation and the future and there are no exceptions. And that is what this struggle has been and is all about. It is not simply about liberating the teachers of South Africa, but also about liberating the children. Liberating them from ignorance, from fear, from homelessness and from hunger. It is about empowering the people of the world through quality education. And it is indeed a struggle.

Frederick Douglass, the abolitionist and the Civil Rights leader in the United States said, . . . those who profess to agitate for freedom without the struggle want the rain without the thunder and the lightning. They want the ocean without the awful roar of its waters and they want the crops without the ploughing of the fields". In other words, you cannot be free unless you are willing to be part of the struggle. We understand that the reason that the people do not want you to get a quality education is because they know that education is power. And they know that it is liberating, but you cannot allow them to succeed. You must make sure that every child in your classroom receives the best education you can possibly give and we know that in today's world, especially with all the geo-political changes and the growing impact of technology, that no nation will survive economically, or politically.

Teachers united everywhere must be in the forefront to get the message across to the leaders and to the citizens of our respective countries that we will not sit back, we will not allow anyone to turn us around. Some of you might say, Mary how do you know that this can succeed? I know because I am from a country which had a system very much like yours. And we stood up, and we fought and we said, "Ain't nobody gonna turn us around," And today we have one system in our country. And today the union to which I belong was also a divided union and we are now the largest, the most powerful union in the USA. And I believe that same victory will be yours, but you have to stand together and you have to stand shoulder to shoulder and you cannot let anyone divide you, not anyone. Teachers united must be full partners and not spectators in any effort to revise teacher preparation programmes in any efforts to revise your salary schedule any efforts to develop a rigorous curriculum for all students or to restructure the schools. And any effort to do so must result in one system not a dual system, for the children of this country. SADTU like WCOTP stands ready

and willing to work with all who want to achieve the goals which you've outlined. I want you to agree to do so as strong unionists, as men and women working side by side and, as you move forward, look within yourselves and within SADTU. Look within yourselves individually and collectively to envisage what you want this Union to be.

And remember that this Union must represent all of you, men and women, leaders and members, as trade unionists working to create a more just, a more humane society for everyone. One which is free of apartheid which will represent everyone who lives here. It means leadership which always reflects the diversity of its membership. It means a leadership which cannot go out and talk of equality but not have equality inside its own ranks. It means women being in leadership roles, just like men. Never forget who you are and never forget the democratic principles and the goals upon which SADTU has been founded. And today there is victory, there is unity for SADTU, tomorrow there will be victory and unity for South Africa. God Bless you and Good Luck!

ADDRESS BY CDE TOM BEDIAKO,
SECRETARY GENERAL - ALL AFRICAN TEACHERS
ORGANISATION (AATO)

Comrade Chairperson, distinguished delegates and comrades, on behalf of the All African Teachers Organisation (AATO) and the Organisation of African Trade Union Unity (OATUU), The Pan African Labour Movement for Workers in member states of OAU and recognised Liberation movements, I have the singular honour and privilege to bring warm and sincere greetings to you delegates and all teachers in South Africa on this historic occasion, the launch of a nonracial Teachers Union - SADTU. AATO and OATUU congratulates the militant teachers of South Africa and especially members of the Teachers Organisations who have committed themselves to the Unity of Teachers and workers, the struggle against apartheid and the development of democratic relevant and purposeful educational system as well as the improvement of the socio-economic conditions of teachers in South Africa and Africa in general.

The All African Teachers Organisations is proud to have been associated with your endeavours to unite teachers for no nation can ever rise above its educational system and it is an undeniable fact that the quality of any educational system in any given society depends to a large extent on the quality of teachers. But the quality of teachers also depends on the quality of the teachers organisations as well as the level of consciousness of the leadership at all levels and the entire membership.

The Chairperson, delegates and the teachers of Africa assure members of SADTU of our unflinching support and co-operation in your continuous efforts to unite and liberate the minds of all teachers to enable them play positive roles in the Liberation of the minds of children, the most precious assets of every nation. We are with you in your just struggle against "man's inhumanity to man" as well as the struggle against apartheid and all forms of discrimination.

The AATO and OATUU are convinced that with the united front, the teachers and other workers in South Africa can make a meaningful contribution to the building of a just and humane society in a new South Africa. Let us remember at all times that "we live to teach and we do not teach to live." To all teachers of all races who are still sitting on the fence and are yet to join SADTU, I say join your colleagues now because the fence will soon give way.

The struggle of teachers for quality education and improved conditions of service continues. United we stand, divided we fall.

Dr Nkrumah, the first president of Ghana, on the 6th March 1957 said: 'The independence of Ghana is meaningless unless it is linked with the total liberation of Africa'.

To you comrades, I wish to assure you that to us the independence and development of a teachers organisation in Africa will not be complete unless the apartheid education structures are completely dismantled and replaced by a non-racial democratic education system designed by the people for the people and controlled by the peoples

WE SHALL OVERCOME!

WE SHALL OVERCOME!

ADDRESS BY THE PRESIDENT OF SADTU - CDE S.

MDLADLANA

Ladies and gentlemen, comrades, friends and fellow compatriots, I welcome you all in the name of the South African Democratic teachers' Union. It is indeed a singular honour for me to extend our revolutionary greetings to the participants in this unique and historical event in South Africa the launch of SADTU.

We extend a special welcome to our fellow comrades who have honoured and graced this occasion i.e. WCOTP, IFFTU, AATO, ANC, COSATU etc. Your presence here lends an added dimension to this encounter. You have indeed bestowed on SADTU the historic title of ONE National Teachers' organisation in South Africa. We in SADTU acknowledge that fact with pride. Your participation does not only underline the unity of purpose among all teachers, patriots and democrats of our country, but it also puts into sharper focus the great challenges that all of us face in the endeavour to cleanse our country of the ideology and practice of apartheid colonialism.

We, as teachers, are grateful and thankful to those who support our struggle for our liberation in this country. We want the world to know that our education system is still fully entrenched in apartheid. We still have 17 education departments in this country. We sometimes wonder about what President de Klerk means when he says the conditions in this country are irreversible. We want President Bush and the world to know that conditions in our schools are not showing that irreversibility. We believe that sanctions must remain intact until our liberation movements decide otherwise. The money that is presently controlled by the South African Government is being stolen especially in the Department of Education and Training. We are used to the slogan "there is no money" in DET circles. One wonders where do they get the so many millions of rands that they have stolen if there is no money in the Department of Education and Training. Whilst the officials are mismanaging funds we are running short of schools; even those that are there are not properly maintained.

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Overcrowding is very rife and yet many teachers are unemployed. Even those employed have no resources to teach. Therefore it is hard to understand and to believe this irreversibility of Government De Klerk. Our comrades, friends and brothers are still toiling in prison. Comrades like Maharaj are still detained in terms of section 29 of the Internal Security Act. We are still waiting for the return of exiles. We still have a security system that is under both the SAP and SADF.

The present crisis in Education is a matter of grave concern. Those in authority in this present government are thwarting the back to school campaign. There are schools who have just received prescribed books for Std. 10. This is going to result in a high failure rate again. We want our children to learn because we know that education is important. Our cadres in MK have only been given the basic military training. In our country we will need a conventional army that is going to be able to compete with any defence force in the world. An army that is able to use sophisticated weapons. How do we achieve that goal without proper education.

Our primary aim is one system of education that is democratic, non-racial and non-sexist. We believe that it is the government of the people that can achieve that goal. We need fundamental change. Our experiences have shown that the tricameral education system will not die without being killed. It has to be removed by the combined forces of teachers. We constitute an advance of the aims of the national democratic revolution. The reason why we experience difficulties is because our present education departments are arrogant. It is you masses of teachers who can put an end to this arrogance. We must prepare ourselves. We must be ready to be offensive and not

defensive. Unity, Organisation and Struggle should be our watch words.

Teachers must see themselves as one. We must be one family under SADTU and we invite even those outside the house to come in.

Let us join hands in our struggle to remove the shackles of oppression. SADTU is also fully prepared to fight for bread and butter issues because we know that these issues will unite teachers, and not ideology. We must struggle as from now to unite teachers under one banner. It is action that unites people not rhetoric. We must organise and mobilise our forces now in order to fight vigorously for the plight of temporary teachers. The Minister of National Education has said that he knows no teachers who are temporary. Let us prove to him that there are many. Even if we go to Louw tomorrow, if you as teachers do not use your power effectively on the ground, such exercise would prove fruitless. We must also fight for the rights of our women ie. equal pay for equal work.

No manna will come from heaven. Teachers in the past waited in vain for this manna. Instead they were seen as part of the system. Many teachers died because of this reactionary attitude and their bed mates (DET) never protected them. We are sick and tired of being loyal to these Departments because it is loyalty that has brought us misery and suffering. We are tired of slogans like "be careful of biting the hand that feeds you" and "Half a loaf is better than no bread"; We want the whole loaf!

Teachers are seeing themselves as part of the broader democratic struggles and are therefore part and parcel of the community. You are therefore accountable to the community you serve. You must be loyal to it. If the community is on fire teachers will suffer from burns and suffocation. SADTU will therefore need teachers whose fingers are on the pulse of the nation. SADTU needs responsible, committed and accountable teachers who will be under the care and discipline of SADTU-teachers who understand that there is no difference between discipline and militancy.

Forward to Democratic Control of Education!

Forward to a single Education Department!

Forward to a New South Africa!

Forward to a Constituent Assembly!

ADDRESS BY THE REPRESENTATIVE OF IFFTU - CDE

WOUTER VAN DER SCHAAF

The International Federation of Free Teachers Unions, IFFTU, salutes SADTU. On behalf of the IFFTU I congratulate you on the launch of the non-racial teachers union which is so deeply rooted in South African education. It is the only organisation which organises workers in education on democratic and non-racial principles.

The IFFTU comprises teacher trade unions from all over the world. The IFFTU represents over seven million teachers.

They come from Chile and Czechoslovakia, from Germany and Zambia. From all continents. And they all stand for free independent trade unions. And all stand for solidarity between workers whatever profession they have, nationally and internationally.

Because we firmly believe that teachers are part and parcel of the broad labour movement, are part and parcel of international community of workers. That is where our strength lies: unity amongst teachers and unity amongst all workers.

The launching of SADTU is a historic milestone in the history of teacher trade unionism in South Africa, SADTU shows that the chalk is mightier than the sword. Your action, your work will show the racist regime that you will liberate this society from the evil of apartheid; liberate South Africa from the chains of racism and sexism.

SADTU is to play a vital role in the liberation struggle. We all know that this struggle is not over. When De Klerk says that the steps taken are irreversible, we do not buy that. The international trade union movement, the IFFTU, stresses that sanctions must be maintained.

We all know that education is the most valuable investment for the future of any nation. Good education opens the gates to liberation. Millions of the working class are in desperate need of good education. Here in the middle of Soweto

hundreds of thousands of children have no bright future because of lack of education. A responsible government which takes the future of a nation seriously must invest in education.

The IFFTU support SADTU fully in the liberation struggle. The IFFTU does so in the knowledge and conviction that we as teachers are workers. We have our roots in the working class and never should we alienate ourselves from these roots.

October 6 will not only live on as international teachers day, but will also live on in our minds and hearts as SADTU-day.

One country, one teacher trade union.

One country, one federation.

ADDRESS BY THE PRESIDENT OF THE BOTSWANA
TEACHERS UNION (BTU) - CDE L.G. MOTHUSI

On behalf of about 5000 members of the BTU which makes up 40% of the teaching population in Botswana, and on my own behalf, I bring you fraternal greetings and message of goodwill on the occasion of the inauguration of SADTU. It is with heartfelt gratitude that the Botswana Teachers' Union has been invited to this historic occasion, the launching of a unified and united front of all teachers in South Africa unimpeded by race, colour nor religion, We all wish for its success and sustainability.

The BTU had hosted seminars that had to do in some way towards achieving the goal that is now being accomplished in the democratic unity of teachers' organisations in South Africa. We as the BTU feel a great sense of fulfilment that our small contribution as host has helped SADTU come to what it is today.

It is worth noting that South African teachers who were educated and trained in South Africa have made a tremendous contribution to the development of education in Botswana and to BTU itself. Some are still doing so, now as citizens of that country. We are very grateful for their contribution. When our organisation was founded in 1937, qualified teachers of that time had been trained either in South Africa or Lesotho. They were very good teachers. The name was Bechuanaland African Teachers' Association and the majority of its founders were South Africans.

During 1962/1965 the organisation went through a transformation in order to align itself with new political events of that time. We were quite vociferous and thought of operating as a trade union rather than an association and actually changed the original name to that of BTU. But we were advised that trade unionism would deny us the professional role of advising Government on matters of educational policy and development. So, we abandoned the intention to register as a trade union but retained the name, BTU, with the last word "Union" connoting unity of all levels and sectors of education. The principle of working together without regard for level has so far worked well for BTU though now we have two other registered organisations with a strong sectoral bias.

I wish to underline that during the transition, again the majority of South African teachers were in the executive of the new BTU. Here I wish to make a special mention of Mr Philip Matoane who is still remembered with envy and respect as being the unrivalled and illustrious leader during those trying times. He was a South African.

By this submission I want to argue that South Africans possess the capacity as effective catalysts to determine their own destiny and direct their own future including education. They have made a good start by initiating, through the assistance of WCOTP, the democratic unity.

I wish to congratulate teachers of South Africa for being among the first to form an organisation that seeks to accomplish unity and democracy. I wish to believe that this initiative is well placed in the sense that teachers, being the most literate group in society are still the best people to pioneer things, while others should follow.

I want to believe also that the new democratic organisation will take the lead in subsequent reforms especially determination of the type and quality of education including peace education in South Africa.

Finally, I wish to take this opportunity to wish this democratic union of teachers a worthwhile success in their trade union and professional endeavour.

Long live SADTU!

ADDRESS BY

CDE MAGARETA AXGLL - SWEDISH
TEACHERS UNION

It is a great pleasure for me to convey to all of you the best greetings from your Swedish Colleagues and from the two teachers unions, Svenska Facklararforbundet and Svengis Tarskforbund.

It is also a great honour for me to be with you personally in your own country at this important event. This is the first time a representative from the Swedish Teachers Union is in South Africa.

The two teacher Unions have during the years been very deeply engaged in the situation in South Africa and we have in our way tried to make contributions to the struggle against apartheid and for a democratic development in South Africa about teacher unity.

The two Swedish teachers unions have also decided to merge and from 1 January 1991 we will form a new teachers' union in Sweden with 180,000 members. We will have our inaugural congress in the same month as you - on 23-24 October. But I would like to mention that our merging process has taken almost 20 years.

And that is the reason why we are so impressed by the way you have managed to create teacher unity. Your process started in April 1988 and today you are launching the South African Democratic Teachers Union.

We believe that Teacher Unity is of vital importance for the teachers and for the development of education in a country. We are convinced that South Africa Democratic Teachers Union will play a historic role in the development of a non racial and democratic South Africa.

I can assure you that the New Teachers' Union in Sweden will continue to support the South African Teachers and the South African Democratic Teachers Union.

solidarity between teacher

Long live international
organisations.

ADDRESS BY THE PRESIDENT OF THE CONGRESS OF
SOUTH AFRICAN STUDENTS (COSAS)

Comrades and Friends -

We bring to you warm, fraternal, sincere and revolutionary greetings on behalf of the entire student youth under the banner and the leadership of COSAS.

This historic formation of one teacher union under the name of SADTU is a fulfilment of our long hope and aspiration of one teacher organisation which we hope to join forces with in our struggle for the creation of a non-racial and democratic education under one education department. Our revolutionary struggle waged by our toiling masses at all fronts and in all sectors of our community have managed to produce dynamic and powerful organisations that have occupied a centre stage in the political scenario of our country. These organisations have taken the revolutionary banner of non-racial democracy to its highest momentum.

As a rudimentary weapon of one of the major social forces in the education struggle Le. teachers, SADTU is expected to take the same position that have been occupied by other social groups in education like students under the banner and auspices of COSAS. It must also be noted that education is one of the primary terrains where our people would be able to advance their just cause. It is also a terrain that has the potential to liquidate and diminish the people's revolution. Comrades, it is true to say that teachers as workers and professionals have been used by the apartheid institution as a tool of entrenching and indoctrinating racism and discrimination. The teachers are also the same people who are supposed to fight at all costs and take that unhealthy and inhumane system out of our people. That necessarily means that teachers remain as one of the crucial components in the realisation of a people's education as a system for the attainment of people's power.

Comrades, as you are meeting here today to witness this historic event of the formation of a single non-racial and a giant teacher union, we remain convinced that this is not the beginning and not an end, but a reflection of the ongoing and unfolding tradition of the education struggles. It is those struggles which have managed to place teachers at a specific strategic position in the theatre of struggle. We are now able to identify one of the building blocks in the struggle for people's education, for people's power and the creation of PTSA's in our schools.

We, the energetic student youth in the country, would like to warmly welcome the teachers as a social force to the national political scene of the South African revolution and we want to say that the building of an organisation must not be understood as an event but as an unfolding process involving contradiction. SADTU is now being born in the crucible of the revolution for the creation of a new society in South Africa and to produce a new humankind in South Africa.

ADDRESS BY THE REPRESENTATIVE OF THE NAMIBIA
NATIONAL TEACHERS UNION (NANTU)

Comrade Chairperson, Comrades and Friends -

On behalf of more than 80% of the entire teaching population and the newly born Namibian community at large, NANTU extends its revolutionary salutations and fraternal greetings to this important and historic launching Congress.

NANTU welcomes the move taken by the majority of the democratic and progressive minded Teachers' Unions, Associations, Organisations and Individuals, who have seen it fit to go beyond the mere chanting of slogans about unity, and embarked upon the creation of a vanguard and formidable teachers union.

NANTU believes this act shall serve to positively negate the division, pseudo-unity, selfishness, hatred and mistrust that have been sown by the evil system of Apartheid for centuries. NANTU hails you for your courage and vision for having taken this patriotic and revolutionary move of uniting the majority of teachers in your country.

We must however remind you of the enormous challenges that you shall have to face to sustain this unity. This unity should not be an end in itself, it must be a means, a vehicle and a tool to bring about the genuine democracy in the education system, and improvement in the living conditions of your members, and that of the community you serve and of which you are part and parcel.

We must warn you however that while working hard to democratize the education system and improve the living and working conditions of your members, you must not be detracted from the noble duty and task of ridding your country of the apartheid evil.

We urge you to devise ways and means in which together with the genuine progressive forces in your country, you are going to democratize your society and all its institutions. Such a relationship should never be taken for granted, but it must be clearly defined.

A teachers' Union cannot be neutral.

You must clearly state where you stand with regard to the politics of your country. NANTU also had to make a choice.

We choose freedom and independence of our country. And therefore NANTU identified with the only progressive, liberation movement 7 SWAPO OF NAMIBIA.

We are proud to state openly both at home and abroad that we helped bring about the political independence of our country and the establishment of a democratic government. These are some reflections, which as we think, can help us in our deliberations through the whole Congress. Most probably, many of these reflections will remain in the shadows of the debate, whenever we deal with various topics and resolutions of your Congress.

Thank you.

INTERNATIONAL MESSAGES OF SUPPORT
ZIMBABWEAN TEACHERS ASSOCIATION

The teaching fraternity comprising AATO congratulates you on the achievement of this unity which is a worthwhile cause for joy and celebrations.

Celebrations which are the culmination of talks and events that date back years.

As we celebrate this unity, two things stand out clearly.

There has been give and take: A perfect recipe for unity. All delegates should receive special commendation for their valuable contribution towards this historic unity which marks a high point of the beginning of this decade.

Finally, this unity is for the ultimate benefit not only of the teaching profession but also of South Africa and Africa as a whole.

Long live the South African Democratic Teachers Union.

T G MOLIFE

VICE-PRESIDENT

INTERNATIONAL FEDERATION OF
SECONDARY TEACHERS

On the occasion of the launching ceremony of the South African Democratic Teacher's Union. I would like, on behalf of the International Federation of Secondary Teachers (F IPESOI, extend to you our fraternal greetings and warmest congratulations.

F IPESO is a constituent federation of WCOTP in the framework of which it represents the Secondary Teachers. Our member organizations have been for a long time involved in the international support to the struggle of the South African people against apartheid. More specifically they have participated in several programmes aimed at strengthening teachers organizations and teachers unity in South Africa. I would by this message confirm that we will continue along these guidelines and hope we will have many occasions in the future to cooperate with the South African Democratic Teachers' Union.

Louis WEBER

FIPESO

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SNES

We bring you warm and fraternal greetings of the 70 000 secondary school teachers, members of our Union - S.N.E.S. in France.

We deeply regret not to be present at this historical congress, which will realize teacher unity in South Africa; unity which has been forged in action.

We wish to tell you how much we welcome this unity.

A more representative and stronger trade union is a precious tool for teachers.

We all know about your struggle for the abolition of the apartheid system and your commitment to a non-racial democratic education system and to teachers' dignity.

You can be sure that we will continue to support your fight for human dignity, progress and freedom.

Monique VUALLAT,
Secrétaire Générale.

Eugenio BRESSAN,
Secrétaire International

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ABOP (Netherlands)

"The ABOP, the largest teacher trade union in the Netherlands, congratulates the teachers of South Africa with the launching of SADTU.

We congratulate you and wish you a very successful congress.

We express the sincere wish that the future ties between SADTU and the ABOP will be a long and lasting one.

Ella Vogelaar
President of ABOP

3663K

FEN

The Federation of National Education (FEN) the (First Teacher's union of FRANCE) is very happy by the creation of a Teacher's union in South Africa.

Wish long life for your new union.

Alain MOUCHOUX
Secrétaire National
Relations Internationales

THE EDUCATIONAL INSTITUTE OF SCOTLAND

On behalf of the President and Council of our union, which represents 45,000 teachers and lecturers in Scotland, I send greetings to the historic launch of the South African Democratic Teachers Union.

For many years, The Educational Institute of Scotland has worked nationally, and internationally through the WCOPT, for the defeat of apartheid and to promote trade union organisations and unity in your country.

Jim Martin
General Secretary
390K

SANTA ROSA

TEACHERS ASSOCIATION

The Santa Rosa Teachers Association in solidarity with the new South African Democratic Teachers Union congratulates you in unifying the teachers organizations of South Africa. We celebrate with you today this effort to bring a unifying voice to the teachers in South Africa in order to improve education and the rights of your people. May this effort be another step in bringing peace to your war torn country. We support your efforts to make sure all people have a right to an education.

George Prydz
President

XXX

OAJ - HELSINKI

We have in Finland followed with great interest the work you have done to find a way to teachers' unity in South Africa. It is with joy we now send our warm and best wishes to your first congress of a democratic, non-racial teachers' union in the South African Republic. We are aware of all the problems in the search for unity as we have passed that process in our

country too. But we also know how strong the unified
teaching profession can be in building society, in safe-
guarding the interests of teachers and in the important
co-operation with other workers in the trade union centre.

OPETTAJIEN AMMATTIJARJESTO OAJ

Voitto Ranne

President

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NEW ZEALAND EDUCATIONAL INSTITUTE

(NZEI)

Congratulations to you and all your members in your brave launch of the South African Democratic Teachers' Union from the New Zealand Educational Institute.

When we listened to your story at WCOTP in Costa Rica we applauded your positive forward-thinking attitudes and we began to understand how much work, discussion and risk you had all undertaken to reach the stage you have at this time.

Over recent years NZEI members and the New Zealand community as a whole have been challenged to provide genuine equality of educational opportunity for all our children - girls as well as boys, Maori as well as those of European descent. We have learnt much but there is still a long way to go before we can all stand tall and proclaim equality as a reality. So we understand a little of the massive challenges you face.

We are firmly committed to the view that an effective fully representative and democratic union covering people working in education is an essential part of a strong high quality public education system.

NZEI's 18,800 members who work in the primary education service join with me in wishing you and your members all the best for the future. Your members have a vital role to play in the development of a democratic state where all are equal regardless of the colour of their skin. Only from that basis can high quality education for all South Africa's children be assured.

Carol Parker

President

XXX

NORWEGIAN UNION OF TEACHERS

Norwegian Union of Teachers sends warmest congratulations to the newly founded South African Democratic Teachers' Union (SADTU). We are proud that the fruit of your labours has led to the founding of a unified non-racial Teachers' Organization in the spirit of the Teachers' Solidarity and Trade Unionism.

Per Woeien

President

XXX

NATIONAL UNION TEACHERS (NUT)

The National Union of Teachers in England and Wales send fraternal greetings and Wish every success on the occasion of the launch of the South African Democratic Teachers Union

DOUG McAVOY

General Secretary

7')

NUFO

We follow with great attention and sympathy the birth of an unitary non-racial teachers' organisation in South Africa.

We wish you all the best for the launching and the future work of the organisation.

Karin Elizabeth Torp

International Secretary

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AMERICAN FEDERATION OF TEACHERS

(AFT)

As President of the International Federation of Free Teachers Unions and on behalf of the 750,000 leaders and members of the American Federation of Teachers, AFL-CIO, I would like to fully express our solidarity to the teachers of South Africa, and to the organizations represented at this unity conference, as you move to form a single, unified teachers union.

Trade union unity is crucial during this critical period of what we hope will amount to fundamental political, social and economic change in South Africa. Workers must band together to form a unified force and a strong, democratic institutional base that will lead to the death of apartheid and

the birth of a free and democratic society in South Africa. Unity is also crucial to redressing the multitude of social and educational inequities suffered by teachers and students alike under apartheid and to the achievement of a quality educational system for all South Africans. We stand ready to assist the new SADTU in any way possible.

Albert Shanker

President

XXX

GEWERKSCHAFT ERZIEHUNG UND
WISSENSCHAFT IM DEUTSCHEN GEWERK-
SCHAFTSBUND

On behalf of the executive board of the GEW we wish your conference successful progress. We hope that the South African Democratic Teachers' Union (SADTU) will become the strong base for the teaching profession for all teachers irrespective of race, nation, gender or religion which is needed in South Africa to establish a democratic system of education and science. We look forward to a successful time of co-operation.

GEW-Hauptvorstand

Steffen Welzel

NATIONAL MESSAGES OF SUPPORT
NATIONAL EDUCATION HEALTH & ALLIED
WORKERS UNION
(NEHAWU)

On this historic day NEHAWU would like to salute all who attended this launch of the teachers organisation in South Africa. Every democrat is looking at this day with high expectations and predictions which at the end of the day would further our struggle for liberation.

Let the banner of this new organisation fly high and let every teacher swell the ranks of this SADTU so that this organisation can grow and fight the regime until the formation of a non-racial democratic, compulsory, peoples education in South Africa.

SISA NJIKELANE
GENERAL SECRETARY
380%

NATIONAL UNION OF SOUTH AFRICAN
STUDENTS/NATIONALE UNIE VAN SUID-
AFRIKAANSE STUDENTE
(NUSAS)

Teachers have a critical role to play in transforming South Africa's education from one that arises from a racist and colonial heritage to an education system that serves the needs of the people.

Teachers need to be part of the process of building a people's education, and addressing the imbalances caused by Bantu and Christian National Education.

The student organisations - Nusas, Sansco and Cosas - together with SADTU, must join forces, under the banner of the NECC, to build people's education in a non-racial, non-sexist and democratic South Africa.

Erica Elk
President
NATIONAL EDUCATION
COMMITTEE
(NECC)
COORDINATING

The National Education Coordinating Committee welcomes the formation of a national unified teacher union in the form of the South African Democratic Teachers Union (SADTU). The past fragmentation of the teacher body posed great limitations in the role that teachers could play in the struggle to combat the effects of decades of Apartheid Education. The formation of SADTU illustrates the commitment of teachers and educators to united action which both contests present conditions, but also transforms education as envisaged in the slogan and concept of People's Education for People's Power.

It is the NECC's belief that as an active component SADTU will achieve its aims and through this process deepen and further the education struggles and aspirations of the people as a whole.

FORWARD TO PEOPLE'S EDUCATION!

XXX
SOUTH AFRICAN YOUTH CONGRESS
(SAYCO)

On behalf of the youth of our country we salute the education and teacher formations that have marshalled themselves into a glorious and fighting formation of a section of our revolutionary intelligentsia. We salute you for the selfless and daring actions you embarked on at the beginning of this year and during the course of the year which has been the most turbulent in the education struggles that our people have waged.

SAYCO wishes to reiterate the call that education and teacher organisations have made for one education department for all the people of our country irrespective of race colour or creed.

300K

UNION OF DEMOCRATIC UNIVERSITY STAFF
ASSOCIATION
(UDUSA)

UDUSA welcomes the formation of a unified union of teachers and sends warm greetings to the launch of SADTU. We know that teachers will play a crucial role in the struggle to combat the effects of decades of Apartheid education and to build a new non-racial, democratic education system which will serve all our people.

Nico Cloete
General Secretary
300%

SOUTH AFRICAN RAILWAY AND HARBOUR
WORKERS UNION
(SARHWU)

The Unity of purpose in action of the South African Democratic Teachers Union is a precondition for completing the national liberation struggle. There should be no compromise with a policy that divides people on racial and ethnic lines, otherwise it will be a compromise of the birth rights and happiness of the many for the few. However, the immediate issue which now confronts you as educators and to which special attention must be paid, is your role in shaping the education system of a post apartheid society.

396%
NATIONAL OLYMPIC AND SPORTS CONGRESS
OF SOUTH AFRICA
(NSC)

The N.E.C of the National Olympic and Sports Congress of South Africa wish to add their support for your organisation, on the important occasion of your launch.

May your efforts to establish a truly nonracial teachers organisations meet with the success they deserve.

For Mthobi Tyamzashe
General Secretary

SACHED TRUST
INCORPORATING TURRET CORRESPONDENCE
COLLEGE

The SACHED Trust salutes the South African Democratic Teachers Union on the occasion of its launch. We believe that the formation of this union is a crucial step in the reconstruction of education in our country. It is teachers who have the task of rebuilding a culture of learning in our schools and our communities. It is teachers who will shoulder the task of constructing and implementing a curriculum for democracy in education.

National Working Committee
SACHED TRUST

XXX
UNIVERSITY OF THE
WESTERN CAPE

The UWC Department of Didactics and Teaching Practice believes that it shares a common political commitment with SADTU towards a society of critical reflection and action in the process of building a non-racial, nonsexist, unitary, democratic South Africa.

Together with SADTU we focus on the role of education in the continuing process of democratisation.

We believe that teachers as transformative intellectuals have a major role to play in the transformation of South Africa through the continued dialectic translation of thinking into doing and doing into thinking in educational practice.

DIRK MEERKOTTER
CHAIRPERSON
DEPARTMENT OF
PRACTICE
DIDACTICS AND TEACHING

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SADTU,S NATIONAL EXECUTIVE COMMITTEE

OFFICE BEARERS;

SHEPHE RD MDLAD LANA

President

Cape Town

FRANK TONJENI

Vice-President

Port Elizabeth

RONNIE SWARTZ

VicePresident

Johannesburg

RANDALL VAN DEN HEEVER

General Secretary

Cape Town

HAROLD SAMUEL

Treasurer

Stanger

OTHER MEMBERS

ISMAIL VADI

Johannesburg

PETER THIBA

Vryburg

YUSUF GAB R U

Cape Town

ANTHONY J. SWARTZ

Johannesburg

MZIWODUMO DLIWAYO

East London

PETE R JAFTA

Bloemfontein

BUKHOSI B. MABANDLA

Maclear

LYNETTE FARAGHE R

Cape Town

MICKEY PIERCE

Durban

BASI L MDEG E (Observer)

Umlazi

25

POOBIE NAICKER

Deputy President

Durban

G EO RG E STRAUSS

Vice-President

Cape Town

CURTIS NKONDO

Vice-President

Johannesburg

THEMBELANI "THULAS" NXESI

Assistant Secretary

Johannesburg

NARSAI K. GOVIND

Durban

Z.A. SENKHANE

Bethlehem

AMPIEWILLIAMS

Port Elizabeth

MPENDULO KUMALO

Pretoria

DUNCAN HINDLE

Durban

SAM M. NGCOLA

Alice

FUNDI LE NOONQOZA

East London

ANANDH H. RAMBARAN

Durban

THAMI MSELEKU

Pietermaritzbu rg

CONGRESS PICTORIAL

SHAREWORLD-JOHANNESBURG (901006)

T/IU singing ()fl/w National Anthem .Vkusi Sikclc ' l/lfrika

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TOYI - TOYI

PREAMBLE TO THE SADTU CONSTITUTION

We, teachers of South Africa, recognising that education is a fundamental human right, and committed as we are to the end of apartheid in education and the development of an education system which is the just expression of the will of the people, hereby proclaim the need for a single national teachersi union in our land.

We therefore adopt this Constitution, and in so doing dedicate ourselves to the establishment of a South Africa in which the doors of learning and culture shall be opened to all.

