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(SADTU)
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South African Democratic Teachers' Union
(SADTU)

9th Floor

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Johannesburg 2001 Fax: 331-5910

1 November 1993 _ | 10

Mr P Jacobs

Minister of Education
Republic of Ciskei
Department of Education
Private Bag X0032

BISHO

Telefax: (0401) 951180
Dear Mr Jacobs
I ' !

I refer to your letter dated 21 October 1993 in response to the request by the BSADTU National Office for an informal discussion between a three-person SADTU delegation and the office of the Minister of Education in the Ciskei on either 28 or 29 October 1993.

I also refer to your letter dated 27 October 1993 to the Secretary of the SADTU Border Region in terms of his request for a meeting between SADTU regional officials and the office of the Minister of Education in Ciskei.

I also refer to the letter of Brigadier O J Ggozo dated 25 May 1993 in which he responds to a request by the SADTU National Office for a meeting to discuss the question of the formal recognition of SADTU in the Ciskei.

SADTU notes with regret that despite the reasonable and legitimate requests on various occasions of our union to enter into dialogue with the Ciskei government around SADTU's right to organise and represent teachers in Ciskei, the Ciskei government has consistently turned down all these requests in their abovementioned responses to SADTU letters of appeal.

In its letters to the Ciskei government, SADTU had been careful not to pre-empt the content or outcome of the proposed discussions with the Ciskei authorities on the issue of SADTU's recognition and matters pertaining to the welfare of teacher in Ciskei. SADTU followed such a course of action because it believed that any dispute that may exist between it and the Ciskei government should be subjected to democratic discussion

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and consultation between the two parties, rather than for any one party to adopt an absolutist and rejecticnist approach to the positions of the other party, even before the matter had baen subjected to democratic process.

SADTU is therefore very alarmed that the Ciskel government has consistently rejected out of hand the requests for democratic consultation, and immediately went on in its letters referred to in this correspondence, to condemn SADTU for a wide range of alleged misdemeanours.

Bacause SADTU has failed to obtain any meeting with the Ciskel government in terms of discussing education and teacher welfare, we are therefore placing our position with regard to the Cizkei Administration on record by means of the following statements:

1. SADTU condemns thÃ© Ciskel's autocratic repression of our union's right to organise teachers in the Ciskei. The Ciskei government's opposition to the democratic rights of our union is in direct contravention of the Convention of the International Labour Organisation (ILO) which provides guarantees to workers to form thelr own asscciations and to join them freely, and for these organisations to function without interference from the public authorities.

The Ciskei's repression of SADTU's organisational rights is also in conflict with the Scuth African government's draft Charter of Fundamental Righte which state in Section 19 that every employee shall have the right:

a) to form an employee's organisation, to join such an organisation or not to join such organisation to participate or not to participate in the activities of such an organisation, or otherwise to associate or not to associate or, to organise or not to organise; '

to negotiate or bargain, cÃ©collectively or individuallys;

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- c) to take part in strikes and to withhold labour; and
- d) not to be subjected to unfair labour practices

including intimidation and victimisation.

2. The Ciskei government is also seriously abusing the universal human right of Ciskei teachers to enjoy Freedom of Association. A large percentage of teachers in Ciskei have undoubtedly displayed the wish to associate themselves with SADTU. These teachers have furthermore made it clear that they would like SADTU to represent them with regard to their welfare in Ciskei. The repression by the Ciskei government of the democratic right of these teachers to freely associate with SADTU, flies in the face of basic human rights which are universally respected.

3e Despite the boast contained in the Ciskei government's letters that they follow an "open door policy" and that it is ensuring the 'peaceful and efficient running of the community", the Ciskei has one of the most dismal records internationally of repression and the abuse of human rights.

The callous intimidation and victimisation by the Ciskei authorities of teachers and principals, is a matter of public record. It is clear that Ciskei's unwillingness to recognise SADTU is part of its oppressive tactics to leave teachers defenceless in order for the Ciskei government to victimise them at will.

In order to have this communication formally recorded in the records of various co-ordinating structures, this letter is also sent for the notice of the following institutions:

The International Labour Organisation

The Transitional Executive Council

The Department of External Affairs - 5.A. Government
The Department of National Education

The National Education and Training Forum

The African National Congress

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SADTU would like to inform the DEC: Ciskei as well as all the
aforementioned institutions, that SADTU is left with no
alternative in Ciskei than to campaign for the legitimate and
democratic labour rights of teachers through collective protest
actions. SADTU has done everything possible to persuade the
Ciskei government to deal with the prevailing dispute through
dialogue. SADTU therefore has no other option than campaigning
publicly against the complete lack of labour rights of teachers
in Ciskei.

Yours faithfully

oddl s i, o

RANDALL VAN DEN HEEVER
GENERAL SECRETARY

RVDKE/Jv

cc. The Executive Director
International Labour Organisation

Chairperson of the Planning Committee
Transitional Executive Council

Minister Pik Botha
Department of Foreign Affairs

Minister Piet Marais
Department of National Education

The Executive Committee
The National Education and Training Forum

Mr C Ramaphosa
African National Congress