

Resolution adopted at the 6th SAMWU National Congress: Constitutional

1. Working Class Unity in The Local Government Sector

Noting that:

- a) The macro-economic strategy of the Government, Gear, poses a serious danger to local government and all its employees.
- b) The most severe effect of Gear is to starve local government of finances to perform much-needed reconstruction and to ensure that its workforce is paid at acceptable levels.
- c) All workers in local government are under threat in the form of privatization, outsourcing, natural attract, low wage increases and reduced benefits.
- d) Imatu is the second largest union in the sector with a membership in excess of 60 000. Its recent history shows that it has been able to attract black, blue-collar workers to its ranks through a number of methods.
- e) The history of Imatu is one that is tied up with apartheid era privileges and senior positions with local government. This has left many Imatu members occupying managerial positions and that causes friction between our various members.
- f) Changes in the structure of labour relations in the sector such as the Organisational Rights Agreement has compelled Imatu to transform its structure to reflect SAMWU's thereby imparting a democratic aspect to Imatu that previously did not exist.
- g) Because of competition over members, SAMWU is forced to adapt and respond to Imatu e.g. providing benefits such as a loan scheme, drawing huge amounts of time and resources for this effort.
- h) In many areas where we faced common attacks such as in the iGoli 2002 Plan, SAMWU and Imatu co-operated to the benefit of all workers.
- i) The effect of the depressed economic period, the attacks of local government as a result of Gear, the Organisational Rights Agreement create conditions that promote further unity between Samwu and Imatu.

Therefore **resolves.**

- a) To develop a strategy that would further develop unity between Imatu and Samwu members on the ground.
- b) Identify progressive forces in Imatu with whom a principled alliance can be built.
- c) Identify issues that hinder unity and develop a programme to eliminate these.

Submitted by the CEC

1.2 Merger with Imatu

Noting that:

- a) Municipal workers continue to be divided on the basis of colour, position or profession.
- b) Samwu has not succeeded in recruiting white-collar workers on a mass scale.
- c) We have not implemented any programmes that aim to draw white workers into our rank.
- d) The lack of unity in the local government that aims to draw divided between Samwu and Imatu.
- e) Imatu has been supportive of Samwu's positions in the SALGBC and the divisions.
- f) Talks have been occurring between our union Imatu to explore unity.

Therefore resolves:

- a) To formally engage Imatu structures in merger talks.
- b) To forward the Cosatu principle to worker control, one Union-One Industry, One Country-One Federation.

Submitted by Eastern Cape

3. The Public Sector Merger

Noting that:

- a) COSATU has a resolution that aims at uniting affiliates in the public sector.
- b) We have achieved the merger with Nehawu that was undertaken prior to the last national Congress.
- c) There is a need to have a comprehensive report for why the public sector did not materialize.
- d) The existence of the South African Local Bargaining Council for municipal workers and the Public Service Bargaining Council for public service workers.
- e) There is a need for workers in the public sector to unity around the common attacks that are confronting all workers.
- f) The policy in Cosatu towards the creation of union cartels.
- g) The benefit of having a centrally co-ordinated merger process overseen by Cosatu.
- h) Given the transfer of staff from local to province, the merger becomes more important.

Therefore resolves:

- a) To re-engage merger talks with Nehawu.
- b) To reaffirm the 4th National Congress resolution to empower the CEC to dissolve the union in the event of agreement to merge.
- c) That the CEC determines a process and agenda for the merger talks.
- d) The establishment of a public sector merges committee that will engage the relevant affiliates in the formation of a public sector cartel.
- e) To establish closer relations between our structures on a agreed programme of action.
- f) To investigate the most appropriate bargaining arrangements and structures for the new merged union.
- g) To strive for a single public sector bargaining council.
- h) To put in place a programme and to compile a swot analysis to assess the merger progress.
- i) To ensure that COSATU plays a central role in ensuring that the merger process materialises.

Proposed: Eastern Cape

Seconded: Gauteng

4.1 A Union Investment Company

Noting that:

- a) Profit is derived from the exploitation of workers.
- b) The system of profit-making, capitalism is in a state of severe crisis with great market instability.
- c) Any investment Company would invariably be bound to exploit workers if it wished to return profits.
- d) Trade unions have been established to protect the interest of workers by fighting the exploitation of their members by employers.
- e) Cosatu and Samwu have campaigned for the end of the system of exploitation and the realization of socialism.
- f) The struggle for socialism will not be advanced by trade unions copying the operation of capitalists and participating in the economy but by building a powerful and revolutionary labour movement that will overthrow the system and institute a worker's state that will control the means of production, distribution and exchange.

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- g) The international history of trade union involvement in the capitalist economy is that of the corruption of the movement and a desertion of the responsibility of fighting for member's interest and for the overthrow of capitalism.



- h) Trade unions have been established to protect the interest of workers by fighting the exploitation of their members by employers.
- i) Cosatu and Samwu have campaigned for the end of the system of exploitation and the realization of socialism.
- j) The struggle for socialism will not be advanced by trade unions copying the operation of capitalists and participating in the economy but by building a powerful and revolutionary labour movement that will overthrow the system and institute a worker's state that will control the means of production, distribution and exchange.
- k) The international history of trade union involvement in the capitalist economy is that of the corruption of the movement and a desertion of the responsibility of fighting for member's interest and for the overthrow of capitalism.
- l) The South Africa history of Union Investment Companies is that of a few individuals personally enriching themselves, the unaccountability of the investment Companies to the union concerned, investments in privatized services, non-productive and capital intensive investments and losses suffered in deals made.
- m) Experienced leadership has been drawn from trade unions to manage investment Companies when there is a crying need to address serious organizational problems and declining service standards.
- n) The danger of corruption is ever-present in our midst but more so in Investment Companies that is not accountable and deal with large sums of money without proper political control.
- o) The further danger is that of the risk of losing worker's money in any investment.
- p) The Union's finances have been properly managed with sufficient funds being generated to meet our needs.
- q) The possibility of division without union ranks as battle over investment issues dominates areas of policy debate.

Therefore resolve:

- a) Not form an Investment Company.
- b) To continue to run the financial affairs of the union by democratic, accountable organs such as the Fincom that are overseen by the NEC.
- c) To invest in such areas that will benefit the union directly such as office premises.
- d) To further use union resources to improve the functioning of the Union by uplifting servicing standards and the education of members.
- e) To intensify to company for the downfall of the system of exploitation known as capitalism.

Submitted by W. Cape and CEC**4.2 A Union Investment Company****Noting that:**

- a) Investments in the capitalist economy are a feature of everyday life.
- b) Investments are compatible with our vision for socialism.
- c) Investments have the potential to improve the financial situation of the union.
- d) Cosatu has developed an investment policy for union investment companies.
- e) The danger of corruption in investment companies.
- f) A separate legal entity will ensure that the union suffers no adverse financial effects from losses that may be suffered.
- g) Conflicts could arise in determining investment objectives.

Therefore resolves:

- a) To establish a Samwu investment company.
- b) To ensure that the investment company operates in a transparent way.

Submitted by E. Cape and N. West**5. Recruitment****Noting:**

- a) We have failed to achieve the resolution of recruiting 200 000 members.
- b) Our inability to develop a comprehensive recruitment strategy, strengthen our organizational capacity.
- c) The 1999 Strategy Workshop developed an approach that would strengthen our organizational capacity.
- d) The inability to develop proper monitoring mechanisms for growth or loss of membership.
- e) Potential members are attracted to a union because of the benefits that it is able to provide.
- f) The low level of potential awareness of workers in the local government sector, and

the need to use measures such as the Agency Shop to facilitate the recruitment of non- members.

Therefore resolves:

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- a) To strive to have a membership of 200 00 by the following congress.
- b) The CEC is to develop a recruitment strategy that takes account of the following:
 - ✓ An overall assessment of our weaknesses
 - ✓ An identification of the reason for the loss of members
 - ✓ Why we have failed to recruit
 - ✓ The need to implement resolutions arising out of the Strategy Workshop;
 - ✓ To identify the weakness amongst official and to develop a programme to strengthen them;
 - ✓ To develop mechanisms that ensure that leadership implements resolutions adopted in constitutional structures;
 - ✓ To develop union structures that caters for white-collar workers.
- c) The strategy is to include the use of the departments, units and structures in the union to maximum effect.
- d) To utilize the Agency Shop Agreement to recruit; and to include political education as part of the process of raising the political consciousness of the shop steward layer and the general membership.

Proposed: Eastern Cape

6.Gender: Women & Gender.

Noting that:

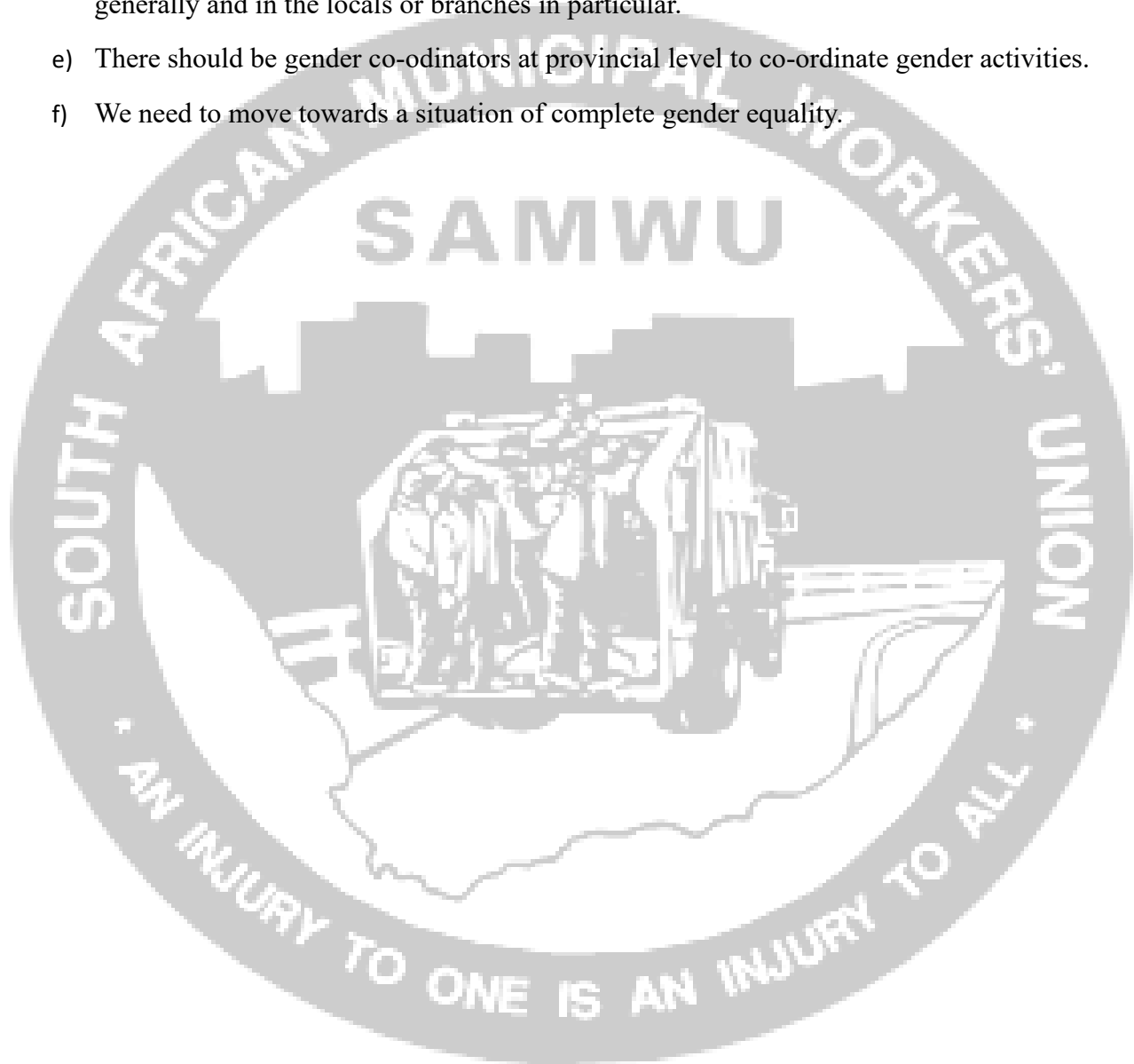
- a) The objective of the previous congress resolution was in a way, attempting to build capacity of women and is further enshrined in the union constitution, and emphasizes the establishment of women's committees from the branch to provincial to national level.
- b) Building the confidence of women and sensitizing gender equality to all our structures.
- c) Building programmes which will assist on leadership skills development.
- d) The objective of educating both men and women on gender and parent rights in SAMWU and COSATU needs to be intensified.
- e) The change from women's committees to gender sub-committees will require constitutional amendments, clear definition of the terms of reference of these new Gender Committees and further debate on how the quota system would be implemented under a system of Gender rather that Women's Committees.

Resolves that:

- a) We should change the name from women's committee to gender sub-committee.

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- b) The women should be in the forefront in this committee to ensure that the gender issues are equally and sensibly handled both by men and women.
- c) The issue of the quota system has to remain applicable, but it should be able to mould and develop further the women's confidence to contest any elections and participate freely in all discussions and decisions making processes in the organization.
- d) To formulate coherent and concrete programmes which will assist in building the women generally and in the locals or branches in particular.
- e) There should be gender co-ordinators at provincial level to co-ordinate gender activities.
- f) We need to move towards a situation of complete gender equality.



- g) We immediately need to put into motion a process of sensitizing our male comrades around gender issues, through such activities as education programmes.

Proposed: Northwest Seconded: Free State

7. Sexual Harassment

Noting that:

- a) Our judicial system is lenient towards those who violate women's rights, the law is applied unevenly, and sentences of criminal are inconsistent.
- b) Government's policy structures and instruments are not accessible, and victims of sex crimes, sexual harassment and violence are not attended to with sensitivity when reporting such crimes to the police.
- c) Unemployment and poverty place women in vulnerable positions for abuse.
- d) There is a lack of ongoing debate around sexual harassment and no appropriate structures to deal with cases within the union and the workplace. Sexual harassment affects all regardless of sexual orientation.
- e) Large numbers of cases of abuse go unreported as a result of fear by victims.
- f) The first SAMWU Women's Conference in September 1999 came out strongly against sexual harassment and drew up a programme of action to combat this, which was subsequently adopted by the first SAMWU CEC in 2000.

Resolves that:

- a) The union must create a safe working environment for victims to report harassment. Victims and perpetrators must get counselling.
- b) There must be further referral procedures if the victim is not satisfied with the way the case was handled.
- c) SAMWU and COSATU must engage in training programmes to raise awareness about the effects of violence. SAMWU's Education Department must begin training shop stewards to set up support structures for victims and to catch offenders. This must be part of a wider program of the union where we seek donations of land and unused buildings for the physical structures through the Integrated Development Plans of municipalities, including rural areas.
- d) We need a sub-committee on sexual harassment and our own code of good practice that will outline internal disciplinary procedures for offenders.
- e) We need a sub-committee on sexual harassment and our own code of good practice that will outline internal disciplinary procedures for offenders.
- f) The principle of disciplinary action where necessary is adopted.

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- g) The rights of gays and lesbians are recognized.
- h) The COSATU code and sexual harassment as adopted by the EXO in May 1995 be re-affirmed. Through CASATU we must campaign for gender sensitization of SAPS, magistrates, judges, interpreters and prosecutors.
- i) To put victim support system in place.
- j) SAMWU must campaign in the South African Local Government Bargaining Council (SALGBC) for the adoption of the National Economic Development and labour Council (NEDLAC) code of good practice on the handling of sexual harassment cases.
- k) SAMWU must conscientise rural women and traditional leaders through regional council's local authorities and Contralesa.

Proposed: Eastern Cape Secoded: Western Cape

Therefore **resolves:**

- a) To strive to have a membership of 200 00 by the following congress.
- b) The CEC is to develop a recruitment strategy that takes account of the following:
 - ✓ An overall assessment of our weaknesses
 - ✓ An identification of the reason for the loss of members
 - ✓ Why we have failed to recruit
 - ✓ The need to implement resolutions arising out of the Strategy Workshop;
 - ✓ To identify the weakness amongst official and to develop a programme to strengthen them;
 - ✓ To develop mechanisms that ensure that leadership implements resolutions adopted in constitutional structures;
 - ✓ To develop union structures that caters for white-collar workers.
- c) The strategy is to include the use of the departments, units and structures in the union to maximum effect.
- d) To utilize the Agency Shop Agreement to recruit; and
- e) To include political education as part of the process of raising the political consciousness of the shop steward layer and the general membership.

Proposed: Eastern Cape

Secoded: North West

8. Collective Bargaining: Resolutions on SALGBC Divisions

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Noting that:

- a) The current structure of the SALGBC makes provision for metropolitan and non-metropolitan divisions.
- b) The process of demarcation arising from the Demarcation Act has created two further metropolitan areas on the east rand and in the Port Elizabeth area.



- c) The problems associated with the functioning of the divisions.
- d) The difficulty the union has coordinating activities in the various divisions of the bargaining council.
- e) The existence of different conditions and agreement in those provinces where metropolitan divisions exist.
- f) The fact that divisions have adopted resolutions that are at odds with the policy of the union and resolutions adopted by the SALGBC.
- g) The need to advantage of having other local authorities assisting to resolve dispute through a division whilst this does not take place in a Metropolitan Division.
- h) There is an advantage of having other local authorities assisting to resolve disputes through a division whilst this does not take place in a Metropolitan Division.

Therefore resolves:

- a) To propose to the SALGBC that single divisions be created in each province.
- b) To establish appropriate structures to deal with the district level.
- c) To strive to improve the co-ordination of such divisions by the co-ordination of all bargaining activity in the division by the provincial office of the union.
- d) To ensure that there is central co-ordination of all bargaining activities.

Proposed: Eastern Cape Seconded: Gauteng

9. Bargaining In Private Sector Companies

Noting that:

- a) Samwu has committed itself to oppose the privatization of municipal services as it is not in the interest of the broader community, nor is it in the interest of municipal workers in the sector.
- b) There are private companies providing services in the local government sector.
- c) This situation has arisen largely as a result of the privatization of services.
- d) Private sector companies seek to increase profitability by reducing labour costs by paying low wages or reducing the workforce.
- e) Private sector companies seek to gain an advantage over competitors by reducing the cost labour.
- f) Workers in these companies find themselves in an array of unions, some of them in Cosatu affiliates.

- g) Cosatu has a policy of one union one industry and Plant level bargaining is not conducive to building unity and solidarity amongst our members.



Therefore **resolves:**

- a) Workers who are non-Cosatu members in private companies operating in the local government sector are to be recruited.
- b) Workers who are Cosatu members in the local government sector are to be transferred to Samwu.
- c) To campaign for a living wage and wage increase above inflation.
- d) To create central bargaining structures for companies operating in this sector.
- e) To move towards establishing a bargaining council for private sector companies providing municipal services.
- f) To pursue the campaign for the re-incorporation of these services and workers into local government.
- g) To ensure that there is sufficient capacity in Head Office for the co-ordination of centralized bargaining.

Subm10. Resolutions on Gear.itted by the CEC

Introduction

GEAR, amongst others, promotes the privatization of services, labour market flexibility and cut backs in government spending. This includes cuts in transfers and grants to local government. Councilors now use this shortage of money as a reason to justify the privatization of municipal services. SAMWU strongly believes that it is the responsibility of government to build the capacity of local government and provide the necessary funding to ensure that services are delivered. Privatization will in fact have the opposite effect. It introduces private sector values such as competition, commercialization and profits into the public sector. It allows for services to be delivered on the basis of profit and not of need.

Noting that.

- a) Both COSATU and SAMWU have taken resolutions rejecting GEAR.
- b) GEAR continues to be basis of the government's economic policy and sees the state as playing only a regulatory and neutral role.
- c) The government surely has almost delegated its mandate to the "Unelected Market."
- d) The uncritical embrace of privatization as an objective for economic restricting as an ideology not tactical question.
- e) It subjects the economy to monetarism, global injunctions of open trade, ending tariff protection and exchange controls, privatization and deregulation.

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Further **noting** that:

- a) The Freedom Charter was an indication of a working class political programmes that put commitment to socialism as a priority when we gained state power.
- b) Unfortunately the economy is strongly determined by external forces who have no interest in our country but that economics is not a static phenomenon.
- c) It would be a disastrous political mistake either to under estimate or overestimate the power which monopoly capital is wielding.
- d) A lack of a coherent and cohesive national programme of action against privatization and unilateral restructuring.
- e) Balance of forces is not in our favor in terms of economic development.

We therefore **resolve** that:

- a) We step up our campaign against GEAR by building an active and visible anti-GEAR by building an active and visible anti-GEAR component into a revived anti-privatization campaign.
- b) We need to go back to basics as far as our position on economic policy is concerned, and draw once again on the Freedom Charter.
- c) SAMWU should unconditionally support COSATU on its demand of a forum which will strive for a new economic policy frame work.

We must develop a local economic policy that is going to focus on:

- a) People centered programmes focus on collective form of ownership.
- b) Building up of Co-operatives.
- c) Projects which are labour – intensive in nature being coordinated by the government agents.
- d) Black empowerment in opposition to individuals and black business elite empowerment.
- e) Establishment of new parastatals to ensure effective delivery.
- f) The RDP and “Social Equity and the Job creation” documents should be the cornerstone and be defended in any economic forum.
- g) SAMWU has a duty through COSATU to make sure that the government adheres to its mandate of basic services delivery.
- h) Re-affirm our position on GEAR.

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Proposed: Eastern Cape Seconded: North West

11. Local Economic Development

Noting that

- a) There are different understandings and interpretations of what local economic development (LED) is. Often, the government reduces LED to creating an environment for small business to develop in, and for capitalists in general to operate with few restrictions. The motivation for this is that the trickle down benefits of profit-making will eventually benefit all.
- b) As part of this approach to LED, government sees the role of municipalities to be an enabling, regulatory one, with municipalities playing little or no direct role in service or the economy.
- c) There is an emphasis on delivering services through partnerships and the government is encouraging partnerships with private companies.
- d) This approach to LED is part of the justification that central government uses for reduced central government funding of local government. This reduction in central funding is however stifling improvements and proper service delivery to communities.
- e) The government policy of encouraging small business development through the outsourcing of municipal services is creating problems.
- f) For SAMWU, on the other hand, economic development can only come through the government, and specifically municipalities playing an active and redistributive role in the economy, and not through the activity of the free market. This was captured at the 5th National Congress where we took a resolution that “local government should be active in local economic development (LED)”.

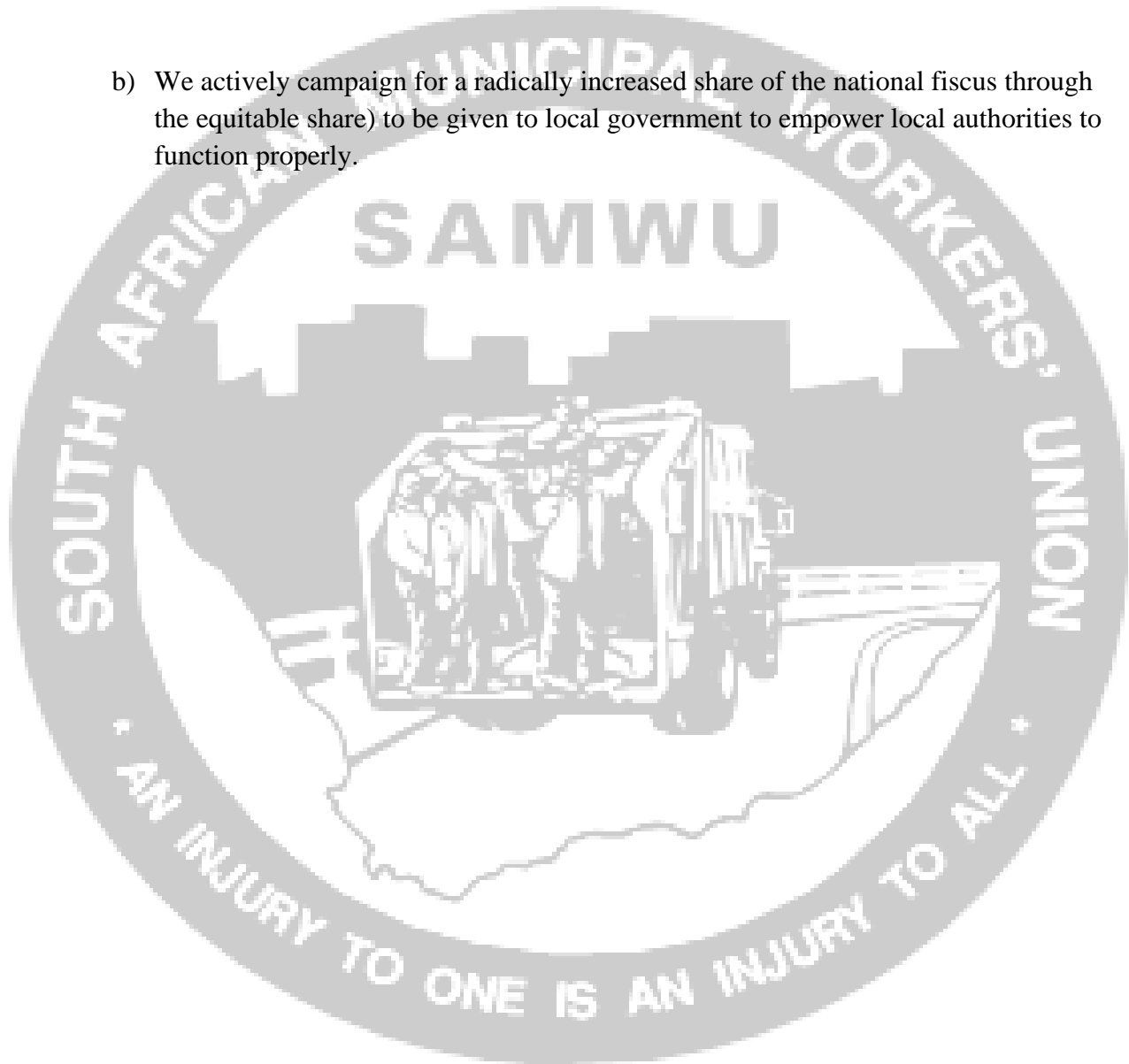
Resolves that.

- a) We build into our anti-privatization / turning local government around campaign a component that promotes municipalities playing a direct and active role in LED, based on the following:

- ✓ The need to alleviate poverty.

- ✓ The need to reduce inequalities in communities.
- ✓ The need to provide a reasonable standard and quantity of service that will have positive health, environmental, social and economic spin-offs in the community and the need to create and provide jobs, through such things as public works programmes that are able to support workers in a reasonable standard of living.

- b) We actively campaign for a radically increased share of the national fiscus through the equitable share) to be given to local government to empower local authorities to function properly.



- c) The role of local government in promoting small business should be to ensure the provision of infrastructure.

Proposed: North West

Seconded: Northern Province

12. Local Government Funding

Noting that:

- a) It has long been our view that local government is the key sphere of government for the delivery of basic essential services and that a far greater share of the national revenue should be directed through local government to achieve these objectives.
- b) We have supported all steps to create a single tax base across apartheid divisions of rich and poor communities to promote more effective internal distribution of local government resources between such communities.
- c) We have supported the recent demarcation process in the belief that this would create local government entities which would be more effective in the use of resources and provide for more effective service delivery boundaries within which progressive block tariff systems could be applied to achieve cross subsidization of the poor by rich users.
- d) The problem is that central government and municipalities seem to see these processes as ends in themselves and as a matter of rationalization, of sliming the state, and of reducing state expenditure.
- e) Over the past 6 years intergovernmental grants to local government have been reduced and municipal budgets capped at unrealistically low levels.
- f) Government and the Fiscal and Financial Commission thus put on hold addressing the issue of an adequate share of the national revenue. They show little enthusiasm to do something concrete about the transitional funding mechanisms that are vitally necessary to underpin the establishment of the final stage of the local government restructuring.

Points 5 and 6 above amounts to a policy of starving local government of funds and thereby forcing them to seek off-budget and private sector options for services delivery.

Therefore **resolves.**

- a) SAMWU initiates a campaign, drawing in COSATU and other progressive formations for the adequate finding of local government by the central government.
- b) In particular, we call on the central government to take the following steps:
 - Significantly increase the equitable share (in the form of grants ad transfers) to local government.

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- Introduce legislation making it compulsory for retirement funds to invest in local government.
 - Establish a Solidarity Fund that can be used to provide low interest loans to municipalities to finance infrastructural development.
- c) Government increases the share of national revenue to local government in respect of both infrastructural development transfer and an equitable share of national revenue.
 - d) Support the devolution of powers of functions from national and provincial spheres in an orderly and structured manner which ensures that all direct and indirect costs of provided such services are covered.
 - e) The Property Rates Act must be applied to all categories of property on a basis that ensures wealth distribution and there must be provisions for stiff fines and expropriation of property of business's which are in arrears.
 - f) Applies a system of progressive block tariffs to all services which cover a basic level of life line supply and are specifically designed to ensure that those who are richer and use more of a service pay more as consumptions rises in order to cross subsidize poorer consumers.
 - g) Re-introduces prescribed assets policies and other measures to improve the capacity of local government to attract private sector financial capital.

Proposed: Western Cape

Seconded: Northern Province

12. Municipal Services Standards and Tarrifs

Noting that:

- a) The Framework for Restructuring of Municipal Services Provision (the Framework Agreement) defines a basic level of services as “minimum level of service necessary to ensure an acceptable and reasonable quality of life, which take into account health and environmental considerations and goes on the state that “no person should fall below this minimum level of services.”
- b) There is a huge backlog in South Africa with regard to the delivery of basic services.
- c) Current tariffs are often not in line with the level service that is provided, and many communities are not involved in the formulation of tariff policy and tariff setting.
- d) Government policy is promoting the provision of services on a full cost recovery basis.

Resolves that:

- a) We call the delivery of services in accordance with the following principles:
- b) Universal coverage: all South African must have access to water, sanitation services, electricity, rubbish removal and other basic municipal services.

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- c) Access to these services must be universal and should not be determined or undermined by the ability to pay.
 - d) Services must be delivered, and resources used in a way that is environmentally sustainable, efficient and effective.
 - e) All residents should receive at least a free lifeline amount of basic services.
 - f) The level of services provided must allow for the steady improvement of the living conditions of residents in a community.
 - g) The principle of cross subsidization must be used to allow for the subsidization of services for the poor.
 - h) Democratic practices and accountability of residents and users must be established and
 - i) Planning must be done in a sustainable manner.
- We should determine, as a matter of urgency in consultation with the broader community, the minimum service levels that each resident should be entitled to.
- a) The provision of services shall be done without resort to a sample full cost recovery approach, or the application of the user pays principle as the absolute requirement.
 - b) A system of progressive block tariffs should be applied to all services. This shall cover a basic level of lifeline supply and should be designed to ensure that those who are richer a use more of a service, pay more as consumption rises in order to cross subsidize poorer residents.

Proposed: Western Cape Seconded: Northwest

Masakhane

Noting that:

- a) We have implemented our last Congress resolution.
- b) The present ‘cleaning’ strategy is not effective.

Resolve that:

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- a) A stop order facility for our member be implemented.
- b) Our member should be committed to service delivery.
- c) We re-affirm our 5th National Congress resolution.

Proposed: Northwest

Seconded: Gauteng

Service Delivery In The Municipal System Bill.

Noting that:

- a) The Municipal Systems Bill is due to be debated and passed by parliament sometime in September 2000.
- b) There are problems with the chapter on services delivery in the present Bill, where it reduces the role of a municipality to that of a service authority which does not necessarily have to provide services itself but can contract out the responsibility.
- c) The Bill fails to reflect what is, for us, the most important aspect of the Framework Agreement, namely that public sector delivery is the preferred option for service delivery.
- d) In addition, we find unacceptable many of the options of services delivery identified in the Bill. We are opposed to the options of services utilizes and Municipal Business Enterprises as these create a distance between the service delivery vehicle and the council, they are operated along commercial lines, and they become easy targets for privatization.

Believing that:

- a) The union is strongly opposed to service being delivered by section 21 companies or organizations with a profit motive who claim to represent communities but needs to debate co-operation with those social welfare organizations that plays an important role in service delivery.
- b) While the union supports internal department transformation that improves services delivery, we reject the argument that it is necessary to establish service units as separate entities as this represents the introduction of commercial contract principles and is generally used by municipalities as a steppingstone to further privatization.
- c) Overall, the Bill service as being rendered through a commercial business contract with a separate service provider entity run on “ordinary business principle.”
- d) The provisions of services need to be provided in a sustainable way, rendering itself to provide a surplus / profit.

We therefore resolve that:

- a) We actively campaign for the Municipal Systems Bill to be changed before it becomes law to reflect that municipalities must first go the route of public sector transformation before considering any other options for services delivery.
- b) As part of the commitment to public sector delivery, much greater emphasis needs to be placed on the role of other municipalities as well as other organs of state, such as Water Boards, in assisting those municipalities who are struggling with service delivery. A key part of this assistance should be the building of the capacity of the municipality to ultimately carry out the role of service delivery themselves.
- c) We also campaign for the publicly and through mass actions, for the parliamentary amendment of the current provisions to re-enforce the maintenance of direct municipal provision and public sector mechanisms as the preferred option.
- d) We reject any form of internal municipal service district based on a structure which undermines cross subsidization between the rich and the poor.
- e) We will campaign publicly and through mass actions, for the parliamentary amendment of the current provisions to re-enforce the maintenance of direct municipal provision and public sector mechanisms as the preferred option.
- f) We will resist the implementation of any of forms of service provision based on commodification of services even if the Municipal System Act enables municipalities to adopt them.
- g) We will campaign actively for section 19 of the Water services act to be defended and implemented.
- h) We strongly reject and condemn the notion of financial stability sustainability as projected in the Bill.

Proposed: Eastern Cape**Seconded: Western Cape****14. Municipal Planning & Municipal Performance Management.****Noting that:**

- a) Provisions of the Municipal Systems Bill in respect of Integrated Development Planning must be implemented in a manner which maximizes public participation and workers and union participation and create a spirit of collective planning rather than top-down planning.
- b) The provisions of the Bill on Municipal Performance Management are at times too rigid and seek to create a climate of excessive measurement of internal municipal performance rather than the measurement of service delivery outcomes.
- c) Though the section on performance Management has to date been amended to delete those provisions which focused on labour performance, such provisions are still retained in the Section on Local Public Administration and Human Resources Development.
- d) That, in particular, the provision for municipal managers to have contracts which include performance targets to the municipality or time defined targets to implement policies or plans are precisely the form of performance contract which has led to bulldozer tactics and union bashing in the implementation of the IGoli 2002 plan.
- e) That the provisions for short term contracts for municipal managers has been abused and used as an excuse for the excessive escalation of the earnings municipal managers who lack any long term commitment to municipal service.
- f) We remain committed to encouraging a spirit of public service ethics, accountability and responsibility amongst our members and to taking steps to improve the effectiveness of local government service provision.

Resolve that:

- a) The integrity of the Bargaining Council should be protected, and bargaining matters should not be removed to other forums.
- b) We encourage our members to contribute to and participate as union members and as members of the community in support of integrated Development Planning which seeks to meet the priority developmental needs of the municipality with particular emphasis on the needs of working-class community and the poor.
- c) Encourage our members to participate in the establishment of reasonable key performance indicators and delivery targets for municipal services and to monitoring and identifying obstacles in the achievement of defined targets and outcomes.
- d) Will continue to resist any tendency which reduces the performance management of a municipality to the performance management of labour and to issues of workers performance and productivity alone.
- e) That we reject with contempt those provisions for municipal managers to sign performance contracts which incorporate municipal performance targets and policy implementation targets and those for short term contracts and individualized remuneration.
- f) The integrity of Collective Bargaining and SALGBC must not be undermined, and the Municipal manager's wages must be regulated by the SALGBC.

- g) We assert that the central basis for performance assessments of managers are indicators which have to do with the ability to manage the workforce, and to engender in such workforce and in the municipality as a whole a spirit of public sector responsibility and accountability and internal and external participatory democracy.

Proposed: Free State

Seconded: Mpumalanga

15. Privatisation and Local Government Services

Noting that:

- a) Since the 1980's under the old regime, private participation in municipal activities like, employment of consultants to advise, awarding contracts to private sector companies like WSSA and refuse removal companies like Waste Tech.
- b) Some people argue that contracting out services to local residents should be encourage because it is black empowerment through small business development-even if the services are privatized to big or small individuals living in the area.
- c) Municipal services are then no longer delivered on the basis of need but of the basis of profit.
- d) The workers are being retrenched or being transferred to new companies with a lack of job security.
- e) Municipal service privatization takes place in the context of wider initiatives by the state to privatize public assets at national and provincial levels.

Resolve that:

- a) We campaign for re-introduction of prescribed assists.
- b) We need to develop a programme of action that has clear time frames, and that includes national action. Where local action is taken it should be conceived of as a component of the national programme of action.
- c) SAMWU campaign for free life line levels of services that people cannot live without, like water and sanitation, electricity and health etc.
- d) SAMWU has to continue to intensify the campaign against privatization and the returning of those services to local government which have already been privatized.
- e) We re-affirm our commitment to the Framework Agreement for Restructuring of Municipal Services as a Collective agreement and as a basis for the negotiation, and not merely consultation on municipal service restructuring.
- f) We encourage Public-Public Partnerships in the context of co-operative governance.

- g) We build pragmatic programmes to educate, mobilize the communities and the organization about the effects of privatizing basic services and their supposed participation as the service users.
- h) The un-strategic and wasteful use of consultants should be stopped immediately.
- i) Seek to ensure the intensification of a broader campaign against all privatization initiatives through CASATU.

Proposed: Eastern Cape Seconded: Western Cape



16. Local Government Service Delivery and Essential Services.

Noting that:

- a) Since the earliest days of our opposition to privatization we have stressed that local government has a critical and direct delivery role to play in the provision of basic essential services and the extension of such services to working class communities and meeting the needs of the poor.
- b) There are however statements in our resolutions which refer to “fighting to retain a core of basic essential services” in the hands of local government-which can be read to imply that there may be some functions which are less essential to meeting the needs of the poor.
- c) We need to avoid falling into acceptance of private sector ideas about outsourcing support services and of their being “core” and non-core” functions in any department or service unit.
- d) Our central struggle is about meeting the needs of the working class through basic essential services.

We therefore resolve:

- a) We re-affirm our position that all services which municipalities presently deliver are municipal services and that there is no need to differentiate between core and non-core.
- b) We assert the need for the maintenance and strengthening of integrated service delivery units having at their disposal, as in house functions, the personnel and skills required to fully provide such service.
- c) That we will fight for the maintenance of municipalities as integrated multi-service providing institutions capable of delivering packages of services in an integrated and synchronized manner and accordingly to respond sensitively to the priorities identified by the community.
- d) An essential service is any service necessary to support the right to life, the right to a reasonable quality of life and the right to employment. The CEC must take steps to elaborate specific policy for every power and function of local government in relations to this principle.

Proposed: Western Cape Seconded: North West

17. Political Policy: Democracy and the form of the state.

Noting that:

- There is wastage of funds belonging to the Communities at the Provincial level Government.
- There are different approaches to administrative Governance by Provinces while we are Citizens of one Country.
- Provincial governments were not the view of the ANC led alliance from the start of the negotiations that led to the democratic elected government of the people in 1994.
- The different forms of government brought about provinces that are in conflict with the unitary state as the popular view of the ANC led alliance, as a result they came into existence as a compromise.
- Much of financial resources are directed to these Provinces and that on its own hampers the service delivery at local levels.
- As a result, much of finances are absorbed through payments of MPLs and MECs.
- Education, Health, and Welfare departments remain the responsibility of national government.

Resolve that:

- There should be one Central Governing system where all functions will be handled at the National Level of Government to the strengthening of the role of local government. In this regard we re-affirm the past COSATU resolution to bring about the above.
- COSATU as a partner to the ANC led alliance should engage in discussions within the alliance with a view to review the existence of Provincial government structures.

Proposed: Northern

Province Seconded: North West

18. Non –Racialism & Ethnic or Cultural Conflict

Noting that:

- a) Racisms are an increasing problem world-wide.
- b) Although it seems to cut across all categories of workers, it must be understood to stem from the economic and power structure of the society.
- c) Racism in South Africa is not merely about prejudice but particularly about class exploitation about class exploitation.

- d) It is manifested as an attitude problem and in the practice of discriminatory behaviour against other cultures and traditions.



Believing that:

- a) Racism is a massive problem which cannot simply be solved in our sector through recruiting white workers.
- b) Most layers of management in the municipal sector are still white whereas there are many new laws which attempt to address racism and discriminatory practices in the workplace.

Resolves that:

- a) SAMWU must institute a campaign for the full implementation of the Employment Equity Act and other progressive legislation e.g., Skills Development Act, including setting in place monitoring mechanisms.
- b) SAMWU must campaign against xenophobia in the community and the workplace, especially when this xenophobia involves discrimination against African immigrants.
- c) SAMWU must institute union campaigns and education programmes to this effect.

Proposed: Northern Cape**Seconded: Northern Province****Resolutions on the alliance****Noting that:**

- a) SAMWU as an affiliate of COSATU is part of the alliance with the ANC and SACP. COSATU entered the alliance as a strategy to fight against the eradication of the regime and for the advancement of the workers cause, socialism.
- b) The ANC is made up of many class forces.
- c) It is important that we adopt a flexible approach to strategies in the light of changing conditions.
- d) We tend to look at alliance as the ANC alone forgetting the role of other alliance components.
- e) SAMWU as an affiliate of COSATU is not effectively contributing and humanly involve on COSATU structural activities.
- f) Sometimes we fail to distinguish between the government and the ANC as a revolutionary political organization and agent for change.
- g) The alliance should operate as independent and equal partners.
- h) There are major differences in the policy making and that there is no management to this regard.
- i) That the alliance is only active during elections period.
- j) COSATU initiatives in revitalizing the alliance has and is being ignored

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- k) The relationship of government and the alliance is not clearly defined.
- l) The attacks on workers by government impacts negatively on the functioning of the Alliance.
- m) The balances of forces within the economic sphere are not favourable to the Working class.
- n) As workers we feel that some employees in government tend to forget their mandate.
- o) The Capitalist agenda within the ANC led government undermines the realization of Socialist goals.

We **believe** further that:

- a) If this state of affairs is left unattended it will lead to demobilization and demoralization of the working class.
- b) The alliance remains the only social force to carry forward transformation as outlined in the NDR.
- c) The continued nonfunctioning of the alliance creates space for the counter-revolutionary forces that will exploit gains achieved by the alliance.

We **therefore resolve**:

- a) We regularly assess the alliance against our objective of striving for socialism and for a local government that remains in public hands and operates in the public interest.
- b) SAMWU re-affirms its commitment to the Freedom Charter and RDP.
- c) The alliance of the ANC, SACP and COSATU to remain intact but we need to acquaint and educate our members on the alliance policies and the programmes of the alliance components. The alliance should be political centre in terms and the strategic direction and development of State Policy. The Alliance must develop political education programmes for mass mobilization to deepen class consciousness. SAMWU as an affiliate under COSATU Federation in Alliance with SACP should commit educational awareness to our members with the purpose of building the political awareness of members.
- d) SAMWU through COSATU must strengthen alliance as driving force for transformation.
- e) Encouraging our members to be actively participating in all component's structures of the alliance.
- f) It is the duty of SAMWU and other COSATU affiliates to guard the independence of the Federation jealously and pragmatically.
- g) Our policies should both harmoniously and progressively strengthening SAMWU and COSATU through building simultaneously democratic structures from below.

- h) There should be revitalization and unbanning of political debates with the alliance.
- i) The alliance needs to develop workable, practical, and sustainable transformation programmes and adhere there to.
- j) To revive the principle of entailed in the RDP policy document and recommit us therein.
- k) Engage alliance structures at local, branch provincial and national level to redefine our approach to the NDR.
- l) Meetings are held amongst alliance partners to interact by exchanging programmes on how to revive and strengthen the alliance.
- m) That as labour our interaction with the ANC as Alliance partner should not solely be dependent only on NEDLAC processes, joint Alliance meetings should be developed outside NEDLAC.
- n) That the ANC should monitor that the Code of Conduct be implemented to make leaders conform their behaviours.

o) Proposed: North West Seconded: Northern Province

20. Amendments to SAMWU Constitution.

Noting that:

- a) The Union, on 3 / 4 April 1007, adopted a completely new Constitution in substitution of the founding Constitution.
- b) We have had approximately three years to implement and assess the effectiveness or otherwise of the provisions of the Constitution and our experience have shown that not all the structures have functioned as envisaged.
- c) The National Strategic Planning Workshop, held on 12 -15 July 1999, formulated a number of proposals aimed at strengthening the Union and give effect to some of these proposals, it would be necessary to amend the Union's Constitution.
- d) Certain proposals relating to the powers and functions of the executive structures of the Union, at national level, have previously been circulated to Provinces buy have never been finalized.
- e) The ongoing transformation process in local government, especially those brought about by the Structures Act and the Demarcation Act will require a restructuring of our existing

branch and provincial structures. To give effect changes could in all likelihood require further amendments to the Constitution.

- f) Any process to amend the Constitution should involve the majority of our members and should be informed by our experiences on the ground. Very little work has been done in this regard in the build up to this National Congress.
- g) The Central Executive Committee, subject to the limitations imposed by clauses 17.1.1 and 17.1.2 the Constitution, may amend all clauses and sub-clauses in the Constitution.

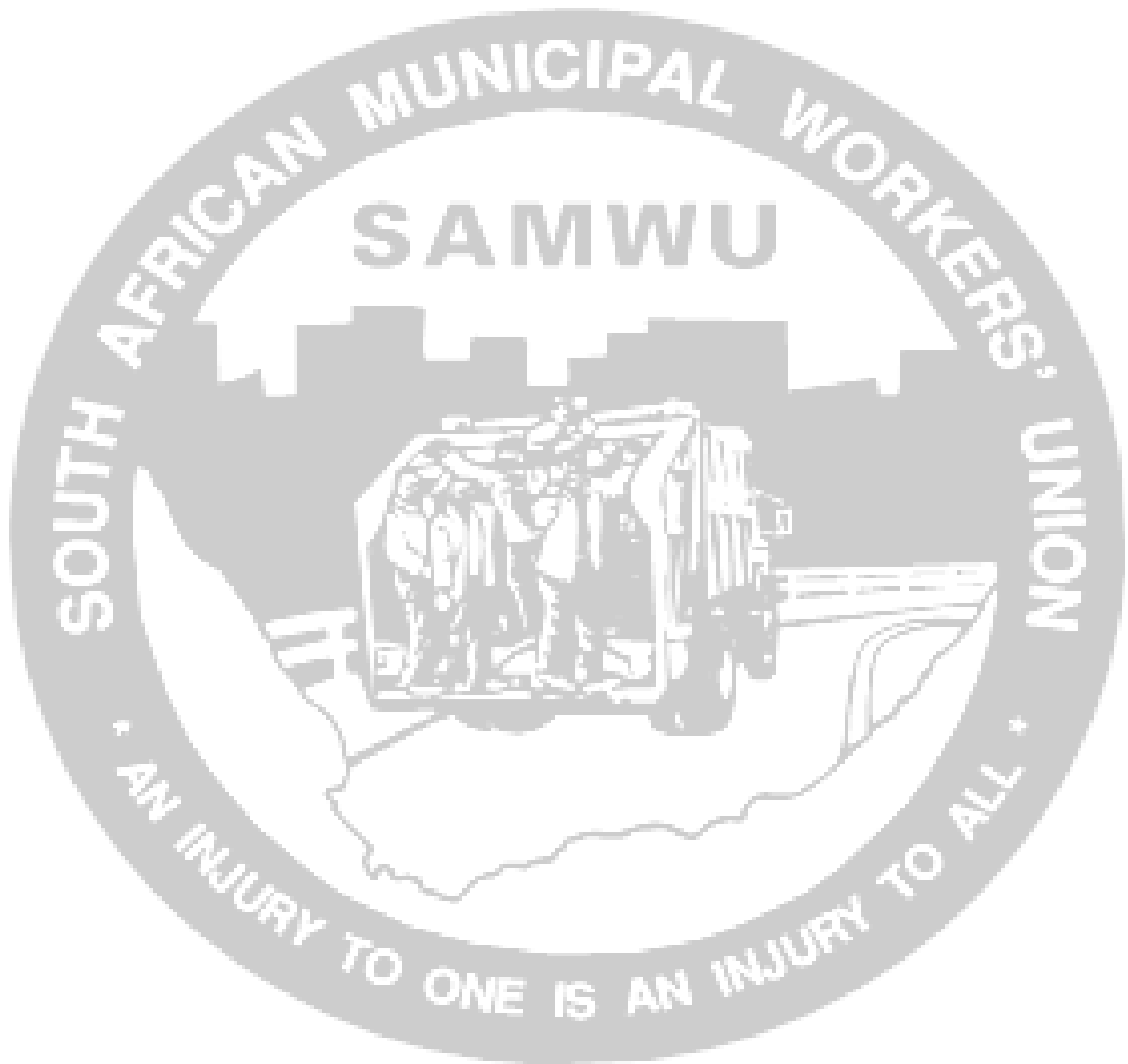


- h) The Union, on 3 / 4 April 1007, adopted a completely new Constitution in substitution of the founding Constitution.
- i) We have had approximately three years to implement and assess the effectiveness or otherwise of the provisions of the Constitution and our experience have shown that not all the structures have functioned as envisaged.
- ii) The National Strategic Planning Workshop, held on 12 -15 July 1999, formulated a number of proposals aimed at strengthening the Union and give effect to some of these proposals, it would be necessary to amend the Union's Constitution.
- iii) Certain proposals relating to the powers and functions of the executive structures of the Union, at national level, have previously been circulated to Provinces buy have never been finalized.
- iv) The ongoing transformation process in local government, especially those brought about by the Structures Act and the Demarcation Act will require a restructuring of our existing branch and provincial structures. To give effect changes could in all likelihood require further amendments to the Constitution.
- v) Any process to amend the Constitution should involve the majority of our members and should be informed by our experiences on the ground. Very little work has been done in this regard in the build up to this National Congress.
- vi) The Central Executive Committee, subject to the limitations imposed by clauses 17.1.1 and 17.1.2 the Constitution, may amend all clauses and sub-clauses in the Constitution.

Therefore **resolves:**

- a) In order to facilitate meaningful debate on proposed changes to the Constitution, a Constitution Sub-Committee comprising of at least one person per Province and any other persons as determined by the National Office Bearers shall be established.
- b) The Sub-Committee, taking into account, amongst others, the report arising from the national Strategic Planning Workshop, proposed constitutional amendments previously circulated and the issues set out in clause 4 below, shall present proposed amendments to the first CEC following this Congress.
- c) The Central Executive Committee, on receipt of the proposed amendments, shall circulate same for discussions in all structures of the Union prior to adoption or otherwise at the next ordinary Central Executive committee thereafter.

- d) The Sub-Committee, in formulating proposed amendments, using simplified language and format, shall also take the following into account



- e) The expansion of the quota system to all levels within the Union
- f) Make specific provision for the prohibition of dual membership.
- g) The possibility of increasing the composition of the National Congress, Central Executive Committee, national Executive Committee.
- h) Providing for continued membership, under special conditions, for retired members.
- i) The necessity or otherwise for the continued provisions relating to Service Committees

21. International Policy.

Preference

The advancement of the working-class struggle for a society free from capitalist oppression and exploitation, and the achievement of a democratic and socialist society, has been the cornerstone of SAMWU's political program. The struggle for socialism is international. It is this over-arching political commitment that has always informed SAMWU resolutions on international policy. All SAMWU National Congresses, National Executive Committee and Central Executive Committee meetings have always adopted clear resolutions and positions on internationalism. All the resolutions and positions are documented. The fundamental problem has been and is still a failure to implement.

It is therefore imperative that SAMWU refrains from piling one good resolution on top of the existing ones. The fundamental matter to be addressed is to develop the guidelines towards implementation. We have to concentrate on this aspect of the work.

Background

All SAMWU resolutions on International were influenced, inevitably, by existing material conditions. Also, in relation to aspects where there was some form of implementation, this was determined by material conditions as well.

The resolution adopted by the First National Congress was influenced by the "cold-war tensions" at the time, and the existence of two world federations- the WFU and the ICFTU. But the situation has since changed. COSATU, after years on non-alignment, is now affiliated to the ICFTU. As a COSATU affiliate, we have supported the position.

The problem, however, remains that to what extent has SAMWU been able to take its leadership and membership along to ensure clear understanding at each and every stage of development.

Understanding policy is the key to implementation.

The resolutions of the Second and Fourth National Congresses were specific in directing SAMWU to concentrate on establishing and building links with trade Unions in Africa and Southern Africa.

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Subsequent NEC and CEC meetings took the resolution further by developing some concrete guidelines



In relation to Southern Africa in particular, CEC meetings agreed on a Solidarity Project for Southern Africa. This involved SAMWU hosting four trade unionists, drawn from local government in Namibia, Botswana, Lesotho and Swaziland, on a study visit to South Africa.

This was to be a pilot project, and depending on its success, could be extended to other countries in Southern Africa. The outlined plan and the time frames attached were not successfully implemented. The Union has agreed to re-visit these.

The Third National Congress resolution concentrated on affiliations to the PSI. There has been relatively good success in this area of work. However, it needs further development, more integration into SAMWU activities, and new ideas in making this affiliation concrete in building internal worker solidarity.

The Fifth National Congress focused more on the challenges SAMWU and the World working class face in the light of the onslaught by global capital. The policies as adopted remain valid. We need to develop concrete tactics and strategies towards implementation.

In addition to the National Congress resolutions, the NEC / CEC has taken policy decisions and partially taken matters forward, informed by Congress resolutions. However, there still remains the need to ensure full implementation of all these matters. These relate particularly to:

- ✓ The struggle against privatization and link with PSI
- ✓ Developing work with PSI
- ✓ Co-operation with SNTAP (Cuba)
- ✓ Solidarity project Netherlands/South Africa
- ✓ Developing existing links
- ✓ Southern Africa
- ✓ Relations with Unions in the developing world
- ✓ Twinning
- ✓ Union publication, etc.

There is no doubt that SAMWU has, over a number of years, developed clear policies on Internationalism. Programs on how to take these policies have also been developed. As stated above, there is no need to develop or draw-in new resolutions on policy. The main task facing the Organization is to develop mechanisms to ensure implementation.

22. Anti Privatisation Struggle Southern Africa.

The struggle against the privatization of Local Government / Municipal services provides a concrete basis for uniting all local government / municipal workers in the country, the

working class and the poor in Southern Africa and throughout the World, against the current political and economic World order.

In purchasing the SAMWU resolution on the need to establish links with and building the unity and strength of the working class and the poor in Southern Africa, SAMWU should strive towards the establishment and development of a common political strategy and a programme of action to fight privatization in Southern Africa.

Therefore **resolve:**

- a) SAMWU should initiate a meeting with Trade Unions organized in Local Government in Southern Africa to begin discussions on a programme for political and organizational co-operation in the fight against privatization.
- b) Strive to organize such a meeting before the end of the year 2000.
- c) In taking this initiative, SAMWU will draw the assistance of the PSI Southern Africa sub-regional office.

[SAMWU, through the PSI, should initiate a programme engaging Local Government Ministers in Southern Africa, for discussions on Local Government restructuring.]

[Visits to Trade Unions in Southern Africa should be utilized to promote worker to worker contact. This can be achieved by ensuring that with every visit, workers should be drawn from Province nearest to the country visited.]

22. Developed and developing world

In taking forward the resolutions on the need to establish relations with Trade Unions in the developed and developing countries, the tendency has been to confine engagement to attending conferences and Congresses of these Unions. Relations have been merely ceremonial. SAMWU must move away from this practice.

Therefore **resolve:**

Every visit to a Conference or Congress, [in particular visits to developing countries], must contain a clear directive from SAMWU to its delegation to discuss and seek a co-operative agreement on a concrete project. The charter of the project will depend on the Trade Union being visited.

The projects must include, but not limited to:

- Research projects as is the case with the Municipal Services Restructuring Project SAMWU is undertaking with the co-operation of the Canadian Union of Public Employees.

- Popularizing the SAMWU position of public / public partnerships. The example is in relation to the Netherlands where SAMWU, with the co-operation of ABVAKABO, is pursuing discussions with public Water companies.
- Sharing practical experiences on the struggles undertaken as in the Philippines and Latin America.

The approach by SAMWU must always be informed by the need to capacitate members and to enhance worker to worker contact.

23. Public Services International

SAMWU has engaged in a practical project with the Research Unit of the PSI. This work has focused particularly on the developments around our opposition to the iGoli 2002 restructuring plan.

The research also includes an analysis of experiences in other parts of the World where public/ public, private /public and privatization projects were embarked on the work done so far has produced valuable results.

Therefore **resolve:**

- a) The co-operation between SAMWU and the PSIRU be further developed and strengthened.
- b) The SAMWU Research Unit is responsible for linking up with the PSIRU. The SAMWU Research Unit must also take responsibility for the work of the PSI Working Group.
- c) Whenever necessary, SAMWU must strive to allocate additional financial and human resources to strengthen and develop research work with the PSI.
- d) All the research work done in this regard must be produced into a booklet for publication inside SAMWU, in COSATU and in the broader Working-Class community.

24. Twinning

As part of purchasing our goal towards building international working-class solidarity, SAMWU developed the policy of twinning. The policy was developed following the argument reached with ABVAKABO. The policy position adopted by the CEC was to start proves of twinning between SAMWU Regions and the sub-national structures of Trade Unions with which we currently enjoyed bilateral relations.

Regions would develop direct links with the respective Trade Unions except that financial and other direct material support which might be discussed between the respective structures must be directed via the SAMWU Head Office. We have done little in this regard.

The only exception, which came about accidentally because of other projects, is the current Solidarity Project- the Co-operation agreement between the Employer's and the Employees Organizations in South Africa and the Netherlands.

Instead, it is the Government Institution and their Agencies that have taken the initiative. For example, the cities of Port Elizabeth and Gothenburg were officially twinned during the Sweden-South Africa Partnership week. The Swedish International Development Agency is deeply involved with projects with the Council of Kimberly.

Therefore **resolve:**

- a) SAMWU Head Office Communicate with the sister Union in Sweden, SKF national centre, indicating our desire to faster worker to worker contact on the basis of twinning arrangements.
- b) Communication by Head Office should follow a proposal by the two Provinces, written to SAMWU Head Office, giving content on the proposals regarding twinning on the basis of guidelines to be developed by the SAMWU International Unit together with the NOB.
- c) The primary aim should be to ensure that the voice and views of municipal workers org in Local Government is heard in South Africa and Sweden on Local Government restructuring.

25.Education

Among the policy positions adopted by the CEC, education on international developments has been vital. This in the light of current developments in the world political and economic order. The CEC in December 1998 agreed that Provinces convene workshops on the international situation. The CEC further agreed that international affairs training module for shop stewards be developed.

Therefore **resolve:**

- a) The National Education Department includes, as part of its programme, education programmes on International Affairs.
- b) The national Education Department to work closely with the International Unit developing the education programme and developing a training module for shop stewards.

- c) The national Education Department to work closely with the International Unit developing the education programme and developing a training module for shop stewards.

26.Cuba

This Congress endorses the co-operation agreement between SAMWU and SNTAP (Cuba). The agreement should be taken forward. The National Office Bearers of SAMWU and the International Unit must meet as a matter of urgency to discuss taking forward the agreement on co-operation between SAMWU and SNTAP.

27.Debt

South Africa, like many of the World's under-developed and developing countries face the burden of having to repay huge loans. In South Africa, the money is owed to both foreign and domestic banks. The largest part of the South African debt is owed to domestic capital.

The bulk of the South African debt was accumulated during the apartheid era. This was the debt referred to as the "apartheid debt". In 1989 it stood at about R89 billion. In 1996 it grew to over R300 billion. The main reason for this growth was the change in the pension fund for government employees. In 1989, the apartheid government moved from a "pay as you go" to "fully funded" scheme.

The new Government has taken over responsibility for the overall debt. This is a huge burden. The consequences have been the adoption of the present macroeconomic policies by the Government. The GEAR policy has been fashioned around what the government claims to be the "unsustainability" of the debt situation. GEAR set a target of reducing the budget deficit to 30% of gross domestic product. This has meant an emphasis on cutting state expenditure on social services like, health, education, infrastructure building, etc. the principles of the RDP have been thrown out of the window. The responsibilities of the state are being handed over to the private sector—hence the privatization of public services. The victims of apartheid have to pay the price.

It is for the reason, amongst others, that there is growing opposition in South Africa to the repayment of the debt. This opposition forms part of opposition struggles that have emerged in the under- developed and developing countries throughout the World. The opposition has grown to include all the countries of the South.

In South Africa, opposition is organized around Jubilee 2000. This involves a number of community organizations and NGO's. COSATU and affiliates participates as well. In the South countries, Jubilee South brings together a number of countries and Organizations like the Southern Initiative on Globalization and Trade unions rights. SIGTUR has a number of Trade Unions participating, including COSATU.

SAMWU should commit itself to participating in these formations. We should endeavor to interact and co-operate with forces that stand for a Trade Union movement that is a vehicle for political and social change, for shifting the balance of forces in favor of the working class, for an end to the marginalization of the masses in the developing countries by the current World order, for equity and the distribution of wealth and for a stronger role of the state in the economy.

Therefore **resolves:**

- a) SAMWU participates fully in the Jubilee 2000 campaign. This must not be confined to participation at national level only. Provinces and Branches should be actively involved as well with representatives from constitutional structures.
- b) SAMWU participate in the Jubilee South and SIGTUR activities.
- c) The SAMWU International Unit must co-ordinate participation.
- d) The SAMWU International budget must take into account work that may have to be done in this regard.