

National General Council (NGC)

Resolutions

HELD AT CEDAR PARK HOTEL,
WOODMEAD, JOHANNESBURG
ON 11-13 SEPTEMBER 1997

BUILDING THE ORGANISATION

1.1 Campaigns

The National General Council hereby resolves that funds be made available to undertake campaigns at various levels of the Union.

1.2 Secondment of Union Officials

This National General Council

Noting:

- The resolution which sought to establish the Secondment Committee.

Believing that:

- There is still that need to pursue the secondment of office bearers.

Therefore resolve that:

- This matter be vigorously pursued in order to make it a reality at all levels of the Union.

1.3 Political Education

It is hereby resolved that:

- The Union set up archives at its different levels.
- These centres be used for programmes of political education.
- Resource persons from within the Union structures be utilised in carrying out the political work.
- Political education be an on-going exercise.

1.4 Provincial Education Officers

This National General Council hereby resolves that consistent with the National Office, Provincial offices appoint full time Provincial Education Officers to assist in the work of the Provincial Education Desks.

1.5 Salaries of Provincial Secretaries

This National General Council hereby resolves:

That the National Executive Committee investigate the possibility of adjusting positively the SADTU package where it has the effect of negatively impacting on the emoluments of persons in those positions.

That this matter be reviewed at the 1998 SADTU Congress.

1.6 Capacity Building

Noting:

- The structure and content of the current Capacity Building Programmes.
- The need to develop capacity at all levels of the Union.

Believing that:

- The Union's capacity to co-ordinate and manage Capacity Building Programmes should be enhanced.

Therefore resolves that:

- SADTU implements other programmes on leadership development and political education.

- The Union makes available full-time personnel in provinces to monitor and co-ordinate the above programmes.

1.7 Financial Accountability, Management and Administration

Noting that:

- The financial system and internal controls applied at the various levels of the union are diverse and/or insufficient.
- The increase in subscriptions has resulted in substantial allocations being made to provinces, regions and branches.
- The constitutional stipulation pertaining to year end audits.

Believing that:

- All structures of the Union should observe sound and uniform financial policies and practices.
- The SADTU Finance Manual would ensure a uniform system of financial administration and management at all levels of the Union.
- Standard compulsory audits should be conducted at the end of each financial year.

Therefore resolves that:

- Workshops on financial administration and management be held for all accounting officers in the Union.
- The SADTU Finance Manual be adopted and made applicable to all structures of the Union.
- Audits at the end of the financial year be conducted at all levels of the Union.

1.8 Development of Lower Structures

Noting that:

- The 1995 Congress Resolutions pertaining to commissions and profit shares.

- Substantial amounts are allocated to Provinces in respect of proceeds from insurance houses.
- Sufficient budgetary provisions are not made at the lower levels for infrastructural development.

Believing that:

- All structures of the Union should benefit from proceeds from insurance houses.
- This source of income should not be utilised to cover normal current expenditure items.
- The Union needs to realign and gear its resources to adequately address the challenges of transformation in education and increasing organisational demands.

Therefore resolves that:

- The proceeds from insurance houses be utilised for setting up offices at lower levels.
- A reasonable percentage of budgeted income be dedicated to developing infrastructure in regions and branches.

1.9 Accountability of Union's Property and Finance

Noting that:

- The provision, allocation and application of Union funds serves to be a one-person function and responsibility.
- The gradual increase in the disappearance of Union property and funds that are not accounted for.

Believing that:

- The Union property and funds belong to the entire membership and must be fully controlled and accounted for.

Therefore resolves that:

- The Union's financial records must be subjected to regular auditing (internally and externally).

- Financial administration and management workshops be conducted for the entire leadership at various levels of the Union.
- FINCOM must formulate a draft policy on 'Procedures and Disciplinary Measures' on the abuse and accountability of Union funds and property for discussion by Union structures and adoption by the National Executive Committee (NEC).

1.10 SADTU Investment Trust

1.10.1 Trustees

This National General Council resolves that:

- The Union develop legal and financial expertise in the existing Trust.
- The existing Trust should not be a permanent one but rather one which is reviewed from time to time.

1.10.2 Investments

Noting that:

- There is need for investments.

Believing:

- There is a need to invest in such a way that returns should benefit the membership of the union.

Therefore resolve that:

- Fixed properties of the Union should be excluded from the investment company.
- Investment areas be identified that will not have a conflict of interest to the Union, its members and other unions.

MARKETING AND BENEFITS (MABCOM)

2.1 Insurance Cover

Noting:

- The insurance cover provided to National and provincial office bearers.

Therefore resolves that:

- This cover be extended to all members.
- MABCOM be given a mandate to work out the application of this resolution with all its financial implications.

2.2 Funeral Cover

Noting that:

- SADTU's funeral benefit scheme only covers members.

Believing that:

- This cover should be extended to other members of the family.

Therefore resolve that:

- The Union work towards a funeral cover that will cater for the entire family of the member.

2.3 Medical Aid Scheme

This National General Council resolves that:

- An investigation be conducted on the intention of the Minister of Health around the Health Policy.

- A further investigation be conducted to ascertain whether there are any contradictions regarding SADTU's position on Medical Aid Scheme and COSATU's position on same.
- The process of merging SANITAS and PROSANO be pursued so that membership of SADTU should not lose out on the accumulated assets.
- The necessary steps be taken to ensure that the Medical Aid Scheme does not collapse once established. Further, that the process of the transfer of assets be clearly outlined.

2.4 Credit Union

Noting:

- The presentations by speakers at the Gender/Mabcom Summit on the subject of the Credit Union.

Believing that:

- The Union should strive to achieve as many benefits its members as possible.

Therefore resolve that:

- SADTU establish its own credit union as a matter of great urgency.

2.5 Union Shopper

This National General Council resolves that the Union establish the Union Shopper as part and parcel of its Empowerment Programme.

3.0 INTERNATIONAL RELATIONS

Noting:

- The role played by our international allies in building the financial base of SADTU which has enabled us to reach a level of self sufficiency.

- That serious difficulties are being experienced by teacher organisations, especially those in Angola, Mozambique and Rwanda.

Believing that:

- SADTU has a moral and political obligation to assist such organisations.
- SADTU has an obligation to fulfill the African Renaissance.

Therefore resolves:

- That SADTU render financial and material assistance to other teacher organisations, especially in Africa.
- That the International Committee together with FINCOM, cost the implications of the above exercise.
- That SADTU set up a solidarity fund made up of a portion of the membership subscriptions.

4.0 LABOUR

4.1 Provincial Chambers

It is hereby resolved that funding of delegates to the provincial chamber meetings be borne by the SADTU National Office through funds received from the Education Labour Relations Council (ELRC).

4.2 Conditions of Service

Noting that:

- Considerable time has been devoted to salary negotiations.

Believing that:

- The Union should also focus on the social wage for educators.

Therefore resolves that:

- This National General Council ratifies the Aloe Ridge document as a mandate for negotiations.
- The Union negotiate the outstanding parts of Aloe Ridge document for the current financial year.

5.0 COSATU

5.1 Operation of the COSATU National Office Bearers

Noting that:

- The option to have COSATU National Office Bearers operating on a full time basis in order to service membership.
- Such moves will have the following implications, namely:
 - a) The notion of worker control will be compromised.
 - b) Additional burden will be placed on resources of the Federation in terms of salary packages rather than such resources being used to service membership.

Therefore resolve that:

- COSATU National Office Bearers not be full time officials but rather full time site/shop stewards in their respective factories in order to allow them to service membership.

5.2 Restructuring of the Federation and its Role in Bargaining

Noting:

- The options raised by the September Commission.

Believing that:

- Bargaining for salaries and other conditions of service is central to each and every union.

- If such a role function was centralised it would diminish the work of affiliate member organisations.
- The said centralisation would not be able to take into account the differentiated roles of the various affiliated organisations.

Therefore resolves that:

- Bargaining remain within the domain of individual affiliates.
- The role of the Federation be the formulation of overall policy guidelines.
- COSATU serves as an information and resource back-up to strengthen the bargaining hand of individual affiliated organisations.

5.3 Building of Women Leadership

Noting that:

- The Union's commitment to the principle of developing and building woman leadership.
- The application of a quota system will result in unempowered leadership to our organisation.

Believing that:

- The Federation needs dynamic leadership in this period of transition.
- By electing woman comrades who lack exposure to political processes would be mere tokenism.

Therefore resolves:

- To reject any application of the quota system except insofar as capacity building and training programmes are concerned.
- That emphasis be placed on building leadership and skill by way of training in order to ensure election of women leaders based on merit.

5.4 Demarcation of Industrial Sectors

Noting that:

- The principle of ‘one union, one industry’ as the Federation Policy.
- The trends internationally indicate clearly the distinction between teacher unions and the public service.

Believing that:

- Such principle should not be interpreted in a mechanistic manner.
- The said policy should take into account the complexities of the various public sector industries, namely, Education, Health, Administration, etc.
- Whilst salaries and conditions are determined in an overall policy, legislation governing the employment of teachers is separate from the public administration.
- A public sector federation within COSATU, with different and varying interests, would have the effect of building workers.

Therefore resolve that:

- COSATU maintain the current position of co-ordinating its public sector unions rather than the creation of one public sector union.

POLITICAL RESOLUTIONS

6.1 Cadre Deployment Policy

Noting that:

- Political careerism has created a stampede for lucrative jobs which has the potential of destroying our organisations.

Believing that:

- There is a need for a clear policy on deployment of leaders in strategic areas.
- The restructuring of the state at national, provincial and local levels is also our responsibility.

Therefore resolves that:

- The Strategic areas be identified for possible deployment of progressive incumbents from either inside or outside SADTU.
- In the event comrades are identified for such posts, the union engage in discussions on the matter with a view to ensuring that adequate time is availed to fill-in such vacancies.

6.2 Promotion of Professionalism and Work Ethics in the Public Sector

Noting:

- The corruption scandals and abuse of government property and resources by some civil servants.
- That the above has the effect of seriously damaging the image of the public service.
- That the said actions are discrediting the new government.

Therefore resolves that:

- COSATU and individual public sector unions develop clear and strict codes on work ethics for public sector workers.
- Government be compelled to prioritise management capacity building and human resource development.

6.3 Building Socialism

Noting:

- The adoption of the ideology of socialism.
- The lack of concrete processes to be taken to advance socialist objectives.

- There are varying degrees of understanding with regard to the concept of socialism.

Believing that:

- Political education is crucial in order to enhance understanding in terms of advancing the cause of the working class.
- Informed decisions and effective debates can take place through consistent political educational programmes.

Therefore resolves that:

- The NEC enters into negotiations with the SACP with a view to formulating a programme on political education.
- FINCOM undertake the task of costing such a programme for possible implementation in the next financial year (1998/1999).
- SADTU, together with the SACP, formulate an education charter with a socialist vision, for adjudication by the 1998 SADTU Congress.

6.4 Provincial Autonomy

Noting that:

- Decentralisation has resulted in more powers on education devolving to provinces.

Believing that:

- Decentralisation of education and the granting of provincial autonomy was meant to appease certain reactionary forces at the CODESA / Kempton Park talks, especially the supporters of federalism.
- Decentralisation implies that MEC's for Education can develop policies which are not in line with the national norms and standards.

- The potential exists that the national programme which was to address past inequalities and imbalances would be seriously undermined.
- Regional inequalities and regionalisation would be seriously perpetuated.
- Education should remain guided by policies developed by central government.

Therefore resolve:

- To campaign at the ANC National Congress and its Policy Conference for an amendment to the Constitution so that education can become a competency of the National Government.

6.5 Policy Formulation

Noting:

- The lack of co-ordination amongst the Alliance Partners on educational matters at all levels of the Government.
- SADTU's failure to fully utilise the COSATU Parliamentary Office in Cape Town.

Believing that:

- The transformation of education on policy formulation and implementation must involve the participation of all the Alliance Partners.
- SADTU as the progressive and democratic organisation central to education terrain must lead the process of transformation.

Therefore resolves that:

- The Education Alliance Summit must be convened to work out the role of the Alliance Partners in policy formulation.
- All the Education Alliance Partners must re-vitalise their Education Desks. Further that such desks be required to meet regularly.

6.6 Government Structures

Noting:

- The difficulties which are experienced by the local government structures due to the inherited old order bureaucracy who are intent on undermining the RDP delivery.
- The lack of necessary skills and training facing the new cadres who are currently holding official positions in these structures.
- The infiltration of the society by counter progressive elements to instill a culture of non-payment of services in order to sabotage the effective delivery of services.
- A lack of clear working relationships among the Alliance Partners at a local level especially on developmental and political issues.
- A lack of development and delivery in areas governed by the rural councils.

Believing that:

- The RDP is still a clear public mandate for the local government structures to deliver.
- The cadreship development and support is necessary in order to sustain the local government structures.
- The development and delivery in local communities must be complimented with affordable rates for such services.

Therefore resolves that:

- The Alliance Partners through their Education Desks must work out skills training / management courses jointly with other reputable education institutions for local authorities.
- The local authorities must financially subsidise such courses.

- The Education Desk of the Alliance Partners must review the relevance of the current courses for personnel in local authorities.
- The Union members at a local level must mobilise the communities on education matters towards the formation of education forums.
- The local Alliance Partners' structural meetings must take place on a regular basis.

6.7 SADTU'S Relationships with MEC's/HOD's

Noting:

- The poor relationships between SADTU and MEC's / HOD's (Education) of the ANC led provinces.

Believing that:

- The transformation of education requires a collective effort, strength and vision amongst the progressive elements.
- Public criticism against the Education Alliance Partners is not healthy.

Therefore resolve that:

- The Education Alliance must convene education Lekgotla wherein all ANC MEC's / HOD's as well as other Education Alliance Partners are invited to participate inter alia working relationships.

6.8 Black Economic Empowerment

Noting:

- The high level of keenness of the COSATU affiliates in investment opportunities.

- The formation of the investment ventures by a few black individuals with well known experts whose ventures expose and embrace the principles, characteristics and features of free market economy.

Believing that:

- COSATU affiliates enjoy the prerogative of exploring the investment opportunities within the broader context and vision of the working class ie. Socialism.

Therefore resolves that:

- COSATU must review investment opportunities for the affiliates in order to ascertain that the vision of redress and redistribution of wealth to the working class is realised.
- The membership of COSATU affiliates must not be encouraged to invest in ventures aimed at further perpetuating the emergence of the few black elites profiteering at the expense of the broader working class.

6.9 Socialist Transformative Programme

Noting:

- The swelling ranks of the Union on a daily basis.
- The lack of political education faced by union leadership and rank and file members in order to guide this Union towards its vision ie. Socialism.
- A lack of clearly defined role SADTU is expected to play in this transitional phase and post 1999 period.

Believing that:

- SADTU has a moral obligation and responsibility to reflect on its principles, nature and operations to strive towards a socialist vision.
- SADTU must begin to gear up for its expected role in the post 1999 period.

Therefore resolves that:

- SADTU must review its strategic character, that is, issues pertaining to bread and butter unionism.
- SADTU must set up a commission whose sole brief will be to investigate the changed political and economic scenario with a view of formulating a clear broad socialist programme of education beyond 2001.
- The report for such a commission be presented for discussion at the forthcoming National Congress of SADTU (1998).

6.10 Structural Adjustment Programmes

Noting:

- Most of the African States are hard hit by the imposition of the Structural Adjustment Programmes of the International Monetary Fund (IMF) and World Bank.
- The current economic policy of the government (GEAR) will have the same implications.

Believing that:

- SADTU must defend the victories gained in education thus far in order to fully transform the education system in in South Africa.
- Southern African Teachers Organisation (SATO) must be empowered and capacitated to install democracy and create favourable conditions for all Southern African teachers.

Therefore resolve that:

- SADTU must popularise its quality public education campaign.
- The Education Alliance must convene a summit to look solely at the effects of GEAR/RDP on education.

- SADTU must also assist SATO in embarking on a campaign to install and defend quality public education throughout the region.

7.0 EDUCATION

7.1 Elsen

Noting that:

- Learners with special education needs in disadvantaged areas are not catered for.

Believing that:

- It is possible to cater for this imbalance.

Therefore resolves that:

- The Union campaign for the provision of facilities for learners with special education needs in all communities.
- The SADTU Education Department be mandated to draw up a clear programme of integrating learners with special educational needs into mainstream education.

7.2 Public Education

This National General Council resolves that:

- SADTU and COSATU develop a campaign to ensure that the school enrolment increases in rural and township areas.
- Every SADTU educator should donate an hour a month for extra teaching lessons.

7.3 Higher Education

7.3.1 Conditions of Service

Noting that:

- Our system of higher education was fragmented and characterised by segregation based on race.
- Conditions of service of educators in institutions of higher learning has been the competency of various bodies, i.e. the State and various councils.

Believing that:

- Our country deserves a single, co-ordinated system of higher education, planned and administered centrally.
- Sound labour relations is an important element of a single co-ordinated system.

Therefore resolves that:

- The Union embark on a massive awareness programme in ensuring that all institutions of higher learning are declared public institutions.
- The conditions of service of these educators be determined centrally through the National Bargaining Chamber and not through institutional councils as proposed by the Draft Bill on Higher Education.

7.3.2 Rationalisation of Colleges**Noting that:**

- All colleges of education have been declared institutions of higher learning.
- All colleges of education are a competence of the Minister of National Education.
- Rationalisation thereof has been handled by the Provincial Education Departments.
- The Union has a significant membership in these institutions.

Believing that:

- Colleges of Education deserve the same attention and status as all other institutions of higher learning.
- Rationalisation of these institutions need a common nationally inclusive approach.

Therefore resolves that:

- The National Minister of Education take full responsibility for these institutions.
- Any further rationalisation of these institutions at a provincial level should be suspended with immediate effect.
- The rationalisation of colleges of education should be a process agreed upon by all parties through the National Bargaining Chamber.

7.3.3 Curriculum Development**Noting:**

- The discussion document on Curriculum Development in this NGC.

Believing that:

- Curriculum Development is a dynamic process.

Therefore resolve that:

- Notwithstanding the inputs made by the membership, the document as tabled will form the core pillar of the Union's continued participation in the process at all levels of the organisation.

8.0 MEDIA**8.1 Media Liaison**

Noting:

That liaison with commercial media in the provinces should be a collective responsibility of provincial media convenors and the provincial secretaries.

Believing that:

- The National Office has access only to Gauteng newspapers which are not necessarily feature national news.

Therefore resolves that:

- All SADTU offices subscribe to the daily newspapers.
- The provincial administrator or any competent staff member undertake the daily scanning of newspapers.
- The provincial media convenor collate information and send same to the national media desk on a weekly basis.
- The National Media Department compile data for filing and forwarding to all provinces.
- A working relationship between SADTU and individual reporters for commercial newspapers be developed.
- A contact list of reporters/journalists be made available to all provinces and the National Office.

8.2 Composition of the Editorial Board

The previous National General Council resolution is amended as follows:

That the 'National Education Officer' be replaced by a member of the National Education Committee (NEDCOM).

8.3 Provincial Media Convenors/Committees

The National General Council resolves that:

- a) Provincial Media Convenors and their Committees are to undertake the following:**

- Create and sustain media structures.
- Train regional media convenors to carry out their duties.
- Assist with the training of media officers at all levels of the Union.
- Assist with press liaison.
- Write reports and articles for national newsletters and journals.
- Produce provincial newsletters.
- Participate in community and commercial radio broadcasts in consultation with the Secretariat.
- Give feedback on union publications.
- Distribute information produced by the desk to membership.

b) Regional Media Convenors and their Committees are to undertake the following:

- Create and sustain regional media structures.
- Train branch media convenors to carry out their duties.
- Produce a regional newsletter / news bulletin.
- Assist with the distribution of media to membership in the branches.

c) Branch Media Convenors and their Committees are to undertake the following:

- Create and sustain branch media structures.
- Assist and/or co-ordinate the training of site media officers.
- Produce and disseminate branch newsletters / news bulletins.

- Assist with the distribution of union publications to the various sites.

8.4 Additions to the Media Policy on Advertising

Background

The Union is committed to producing publications for all SADTU membership. To ensure that the financial resources are available for this, the Union needs to seek advertising revenue. The Union however should balance this need for financial resources with its commitments to developmental goals. As mentioned in the preamble, advertising often follows a very conservative political perspective. The Union must under no circumstances accept advertising revenue from a company / organisation if they intend to assert pressure on our editorial stance.

It is therefore resolved that SADTU must avoid advertisers that:

- Follow exploitative labour practices.
- Enforce racial, gender or class stereotypes.
- Encourage the consumption of alcohol and/or cigarettes.
- Preferential advertising rates should be given to NGEOs, Community-based Organisations and trade unions.

9.0 CULTURE

9.1 Stage Performance

Noting that:

- Our performances are becoming professional and therefore require better skills.

Believing that:

- Our performers need proper facilities for development of stage techniques.

Therefore resolve that:

- Theatres be utilised for all stage performances.

9.2 Name of Desk

Noting that:

- The scope of the Culture Desk is increasing day by day.
- The art works of teachers should be displayed in all national activities as a source of encouragement.
- SADTU choirs need to participate in other competitions like those organised by Metropolitan, Old Mutual, etc. as a guest.
- There should be an art exhibition in all SADTU conferences and congresses.

Therefore resolve that:

- The desk be renamed the Arts and Culture Desk.

9.3 Branch Choirs

Noting that:

- Music or mass choirs is loved by SADTU members in general.

Believing that:

- This kind of activity is a recruitment campaign.

Therefore resolve that:

- Branches be given financial aid to launch permanent branch choirs.

9.4 Festival Rules

Noting that:

- The rules and regulations are necessary for good conduct during festivals.

Believing that:

- These rules should be known and adhered to by all participants.

Therefore resolve that:

- Rules be developed and forwarded to various structures of the Union.

9.5 Awards and Ceremonies

Noting that:

- The standard and style of our festival is improving every year.

Believing that:

- This is because of the intrinsic motivation.

Therefore resolve that:

- Award ceremonies be held in each province as a motivation to delegates / participants.

9.6 Donations and Sponsors

Noting that:

- The need to secure funds for cultural activities.

Believing that:

- Fundraising is necessary to assist in organising certain SADTU activities.

Therefore resolve that:

- Donations and sponsors be raised via MABCOM to all structures of the Union.

9.7 Non-SADTU Members

Noting that:

- Non-SADTU members are normally seen participating in SADTU activities eg. Sports, Culture, etc.

Therefore resolves that:

- They be recruited into the folds of SADTU.
- Such new members must be either signed-up or paid-up members of SADTU before they are allowed to participate.

10.0 SPORTS

10.1 Target for Development

Noting that:

- Sports bodies have prioritised the development of sports and SADTU's absence on those committees are conspicuous.

Believing that:

- Our members have a potential to be part of development.

Therefore resolves that:

- SADTU formulate clear targets for sports development.
- SADTU designs programmes which should be realistic and timebound.

10.2 Contract Sponsor

Noting that:

- The Union has a number of desks to which union funds are evenly distributed in order to achieve goals and objectives of sports for union members.

Believing that:

- Extra funds will help achieve such goals and objectives.

Therefore resolve:

- To task MABCOM at all levels of the Union to work in close collaboration with the Sports Committee to secure contracted sponsorship.

10.3 Schools Sports Forum

Noting that:

- Many disadvantaged communities lack school sports fora.
- A co-ordinated forum will monitor progress around policy on practical aspects of sports.

Believing that:

- Schools sports fora will improve SADTU's image in communities.

Therefore resolve that:

- SADTU takes a lead in the establishment of sports fora at all levels of the Union.

10.4 Women Participation in Sports

Noting that:

- The level of participation of women in SADTU is low and that the participation has a potential to increase.

Believing that:

- Women should be empowered in various ways and that the majority of our members are women.

Therefore resolve:

- To increase the number of sporting codes with a view to attracting more females to SADTU and to expose more sporting activities with a view to them leading in some Codes of Sports.

10.5 School Sports (non-competition)

Noting that:

- School sports is focused on competitions rather than sports education.
- The modus operandi of school sports has not changed.

Believing that:

- School sports could unravel talents if it is mass based.

Therefore resolve that:

- A task team be formed to look at the formulation of Sports Policy.

10.6 SADTU National League

Noting that:

- The establishment of our league and the broader participation of sports loving members of our nation.

Believing that:

- The League will reduce tremendously the financial burden on the National Office.
- Provinces will spend more than expected on the League.

Therefore resolve that:

- Hosting provinces be subsidised by the National Office.

10.7 Athletics as part of sports

Noting that:

- Teachers played a major role in athletics whilst at tertiary institutions.
- Some teachers can still display those skills.

Therefore resolve that:

- Athletics be included as an activity of the Sports Desk.

10.8 International Relations

Noting that:

- The decision by SADTU to engage in various international relations aspects.

Believing that:

- Sports is played in all countries and is therefore a unifying factor.
- Sports is an expression of warm friendship.

Therefore resolve that:

- SADTU establishes and engage in sporting activities with neighbouring countries.

10.9 Relationship between Department of Education and Culture (DEC) and Union of School Sports Association of South Africa (USSASA)

Noting that:

- USSASA has failed to account for the finances of the fees it charges.
- This body has become unpopular because of its non-participatory approach to Sports in education.

Believing that:

- Sports, if handled properly, can play a pivotal role in the realisation of the rainbow nation.

Therefore resolve that:

- That USSASA be restructured in such a way that all stakeholders in education are included.

11.0 GENDER**11.1 HIV/Aids****Noting that:**

- HIV/Aids is real and spreads at a very rapid rate.
- A large section of our communities are still unaware about HIV/Aids.

Believing that:

- HIV/Aids could have a negative impact on the education system.
- HIV/Aids education would assist to eradicate ignorance which destroys communities.

Therefore resolves that:

- A minimum of two teachers per school be trained on HIV/Aids.
- Such teachers should deal with HIV/Aids counselling programmes.
- HIV/Aids awareness and counselling programmes should be part of the school curriculum.

11.2 Child Care Policy

The Child Care Policy, as indicated hereunder, be adopted.

Aims and Objectives

- to encourage fathers and particularly mothers to attend Union meeting.
- to encourage the understanding within our Union on the importance of the participation of all within Union structures.
- to outline the role of the Union as a democratic and fair employer.

Therefore resolves:

- To provide child care facilities at all levels of the Union.
- That the National Office set up a child care centre in Matthew Goniwe House.
- To provide this service for Union and staff members.
- To pay for professional child care from its administration budget.
- To provide service for children between 0–3 years.
- To provide/pay for transportation of the children to the venue of the meeting.
- To contract the service at the venue when meetings are held away from Union facilities.
- That comrades be required to indicate three days prior to the meeting if they need the service unless the meeting has been convened at short notice.
- That a maximum of two children per member be provided for.
- To campaign for child care facilities at the workplace.

11.3 Affirmative Action

Noting that:

- Women are under represented within the leadership structures of the Union.

Believing that:

The above could be due to the following:

- Lack of confidence.
- Domestic roles (responsibilities).
- Lack of Skills.
- Absence of a quota system.
- Attitudes towards women.

Therefore resolves:

- To establish and implement a childcare facility.
- To mainstream gender in all Union programmes.
- To campaign against sexist attitudes and to breakaway from the stereotypes.
- To have 50–50 representation on the Union’s capacity building programmes and workshops.
- To popularise and implement the COSATU Sexual Harassment Code of Conduct.

11.4 Gender Policy**Preamble**

The need for broad frameworks or policies within the union was identified by the union. The Gender Policy, as part of this development was therefore developed with the aim of charting a path which the union needs to follow as part of its strategy towards democratic, non-racist and non-sexist workplace and society.

Mission Statement

To conscientise and empower SADTU membership and women in particular on women and gender issues and the importance of mainstreaming same in all union programmes.

Challenges

1. The culture of recognising the role of women socially as witnessed in the GNU, to a certain extent, still eludes SADTU. Women in SADTU still do not feature significantly in the decision making structures of the union.
2. Culture (which is dynamic) is still quoted as a hindrance which keeps women in the union in perpetual subjection.
3. Women in the education system still abound in the lower categories with salaries to match.
4. Sexual harassment is practised in the education system, but only few individuals are willing to tackle the issue.
5. The attitude of male comrades towards the status of women and woman specific problems in the union and in the workplace.
6. The attitudes teachers (male and female) have towards problems faced by girl children in education from early pregnancy to violence.

Aims and Objectives

1. To develop and implement women empowerment programmes.
2. To promote gender sensitivity and awareness.
3. To conduct research on gender awareness issues.
4. To integrate gender in mainstream education.
5. To network with other structures.

Principles

1. Promotion of women and their welfare and to place them on an equal footing with their male counterparts.
2. Educating and developing men and women to raise their awareness of gender oppression and options for redress in the union and the workplace.
3. Ensuring that gender consciousness runs through all the programmes and levels of the union.
4. Eradication of all forms of intimidation and harassment by male and female comrades in the union.
5. Placing a special emphasis on the effects of the apartheid past by fighting all forms of race, class and gender discrimination (including gender orientation).
6. Ensuring that the education system (which is very influential in the perpetuation of values) is geared towards eradicating all forms of sexism and gender stereotypes.

Strategies for Implementation

The Education System

1. Educating boys and girls to accept the principle of equality fully by removing prejudice against the different sexes.
2. Promoting full integration of schools eradicating race, class and gender differentiation.
3. Elimination of drop-outs especially amongst girls and to establish causes for dropping out.
4. Development of literacy programmes directed at women (young and old). Elimination of teaching material which promote several stereotypes and the division of labour according to gender.
5. Elimination of teaching materials which promote several stereotypes and the division of labour according to gender.
6. Elimination of sexual stereotypes in the media.

7. Preparing children to embark on life as responsible, independent and self-reliant adults.
8. Restructuring teacher education and curriculum to allow women teachers to deliver in areas where doors were previously closed.
9. Encouraging women teachers to take part in the management of education institutions.
10. Encouraging women teachers to take part in the management of educational institutions.
11. Including women on the educators negotiation team.
12. Working with COSATU, COB's and NGO's in highlighting problems with the status of women and all forms of abuse and violence in the family.
13. Working towards removing all obstacles in the advancement of women within education in terms of the structures, processes and ideology.
14. Participating in all educational of state machinery dedicated to position of women and eradicating discrimination in society and monitoring these processes.

The Union

1. Appointing women into other positions of responsibility apart from the gender portfolio.
2. Organising networking groups with the aim of encouraging women to participate at all levels and spheres of the union and offering support to these comrades.
3. Dissemination of documents on women development in the union and elsewhere.

4. Developing forms of meetings which encourage participation by all.
5. Developing a child care policy for the union as a strategy of encouraging participation by all.
6. Exchanging information and strategies with affiliates of COSATU.
7. Working towards gender-sensitive representation in all forms of the union, particularly congresses, general councils and international conferences.
8. Encouraging the use of inclusive and not gender-biased language in union forums.
9. Popularising international positions on gender eg. ILO Conventions and the United Nations Conventions on the Elimination of Discrimination Against Women (CEDAW).
10. Promoting and supporting government and other efforts of addressing equal opportunities for all regardless of gender.
11. Developing women empowerment programmes for the union.
12. Encouraging the participation of all in the union on gender related matters.
13. Including gender perspective in all programmes and processes of the union.
14. Preventing sexual harassment in any form within the union.

12.0 SOUTH AFRICAN COUNCIL OF EDUCATORS (SACE) TFC ASSETS

12.1 Teachers Federal Council (TFC) Assets

Believing that:

- The previous government was in partnership in the acquisition of TFC assets.

Therefore resolve that:

- All TFC assets be transferred to the South African Council of Educators (SACE).

12.2 Representation in SACE

This NGC resolves that:

- Representation in SACE should be reviewed and be in line with the constitution of SACE on proportional representation.

13.0 SOCIO-ECONOMIC ISSUES

Noting that:

- There is a need for economic growth in the country.
- There is a major conflict between GEAR strategy and labour policies.

Believing that:

- There is a need to guard against compromising some of the important public services.

Therefore resolve that:

The Federation comes up with an alternative economic strategy that will ensure the following:

- Delivery of basic public services.
- Mass employment.
- Development of capacity for citizens to provide for themselves.

- Launches a campaign that deals with cutbacks on public expenditure.