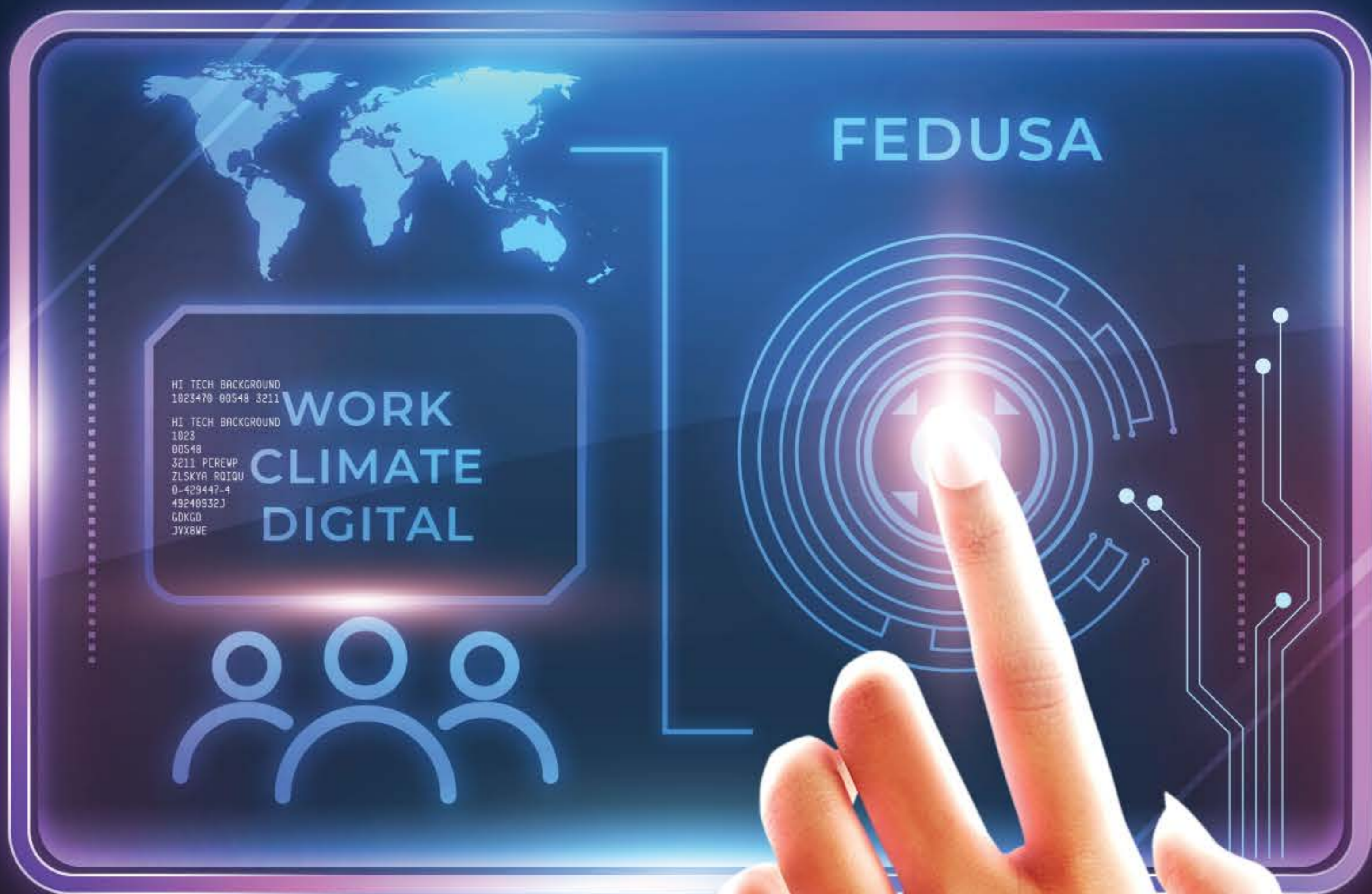


2021 7th National Congress



FEDUSA RESOLUTIONS

Defending Collective Bargaining, Decent Work,
Advancing Just Transition for Climate Change and Digital Economy



7th NATIONAL CONGRESS

ADOPTED CONGRESS RESOLUTIONS

FNC7

Johannesburg. 20 – 21 October 2021



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INTRODUCTION & BACKGROUND

The Federation of Unions of South Africa (FEDUSA) hosted its 7th National Congress from the 20th – 21st of October 2021. According to section 6.1 of our Constitution the “supreme control of the Federation shall be vested in the National Congress, and it may confirm, repudiate or ratify any decision or resolution of any other body of the Federation.”

Resolutions were received from affiliates and the various constitutional structures were tabled for consideration and deliberation and subsequently adopted by National Congress. A special resolution was taken by NEC to accommodate complimentary and supplementary text to the consolidated resolutions, emanating from the respective pre – congress activities, for communication to NEC prior to the formal opening of the Congress on 20 October 2021.

Resolution 1 : Local Procurement

Congress noting that:

- 1) One of the biggest challenges South Africa is the growing rate of unemployment – with the latest Statistics South Africa’s figures showing that it is now stands at 34.4% in the 2nd Quarter of this year from 32.6% in the 1st Quarter – which leads to the impoverishment of the working class and worsening of socio-economic problems.
- 2) The Department of Trade, Industry and Competition (DTIC) has responded by signing Sectoral Master Plans with Organised Labour Formations such as FEDUSA and Business in order to revitalize strategic sectors such as poultry, clothing, textile, footwear and leather, automotive, sugar, furniture and the steel and fabricated metal; save existing jobs and create new ones on a massive scale; and that such recovery processes will be done strictly in accordance and within the framework of localization.
- 3) Further, that for a long time, these strategic sectors have been in steady decline and operating at a loss because of a combination of adverse factors including lack of investment and international competitiveness, over-invoicing, dumping of poultry from Brazil and the European Union, and of cheap fabrics and textiles from the East, which has led to the closure of many factories and the loss of thousands of jobs.

And believing that:

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- 1) An economy in which more and more people of working age are without jobs is not only unsustainable but is also a recipe for social explosion in the form of destruction of factories, infrastructure, and existing jobs like the one the country witnessed during the riots of July 2021.

Congress therefore resolves that:

FEDUSA and its affiliates will

- 1) Fully support the localization of the economy in which at least 70% of goods and services are procured locally.
- 2) Advocate for the urgent implementation of the generic objectives of the Master Plans and their sector specific ones.
- 3) Advance and lobby for the transformation of ownership patterns and production processes to assist small – scale farmers in the poultry and sugar sectors, bringing more black – owned cut, make and trim plants in the textiles sector online and assist new entrants into original equipment manufacturing.

Resolution 2 : COVID 19 Recovery – Accelerated Action on Jobs and Social Protection

Congress noting that:

- 1) Deeply diverging recoveries because of the COVID 19 pandemic, threatens to undermine trust and solidarity and make the world more vulnerable to future crises, including climate change.
- 2) The United Nations (UN) and International Labour Organisation (ILO) have established a ‘Global Accelerator’ to help ensure global financing to create 400 million jobs and extend social protection to 4 billion people currently without coverage.
- 3) Investing in job – rich growth, social protection and a just transition to a net – zero emissions future, could prevent a further deepening of the inequalities between developed and developing economies that have been exacerbated during the COVID-19 pandemic

And believing that:

- 1) No advanced economy has achieved economic and social progress without investing in social protection systems and quality public services that provide people with the necessary support to navigate the vicissitudes of their lives.
- 2) The impact of the pandemic on the world of work, among other factors, increased the number of extremely poor by between 119 and 224 million people – the first increase in poverty in over 21 years.

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- 3) An estimated 8.8 per cent of total working hours – equivalent to the hours worked in one year by 255 million full-time workers – were lost in 2020.
- 4) Because of the pandemic, there are an estimated 75 million fewer jobs in 2021 than there were before the crisis, and 23 million fewer projected in 2022.
- 5) Urgent investments in job – rich, sustainable, and socially inclusive recovery is necessitated.
- 6) Both the public and private sectors should leverage finance to significantly ramp up such investments to get the economy and the global workforce back on track to achieve the Sustainable Development Goals, and to address ever increasing risks from climate change and environmental degradation that could jeopardize 1.2 billion jobs – equivalent to 40 per cent of the global labour force.

Congress therefore resolves that :

FEDUSA alongside all its affiliates should: -

- 1) Strongly advocate for a human – centred recovery from the pandemic that needs employment and social protection policies to work in tandem, not only to improve people’s living standards, but also to help them navigate the challenges of a rapidly changing world of work and the transition towards the goal of net zero carbon emissions by 2050.
- 2) Develop, influence and lobby for integrated national and inclusive recovery strategies for decent job creation, especially in the care and green sectors, universal social protection, and a just transition, and ensure they are aligned with macro-economic and fiscal policies.
- 3) Design policy measures to extend social protection to workers in the informal economy, and to foster the progressive formalization of enterprises and employment, including in the care economy.
- 4) Create active labour market policies to help workers upskill and re-skill to keep or change their job, adapt to the green and digital transitions.
- 5) Strengthen collaboration with the private sector to scale-up investments in strategic sectors to promote entrepreneurship, effectively reaching women and women-owned enterprises, to close the skills gap.

Resolution 3: Social Protection for All : The Role of Trade Unions

Congress noting that:

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- 1) Social protection plays a pivotal role in the reduction of poverty and inequalities, and in furthering inclusive and sustainable development. Social protection guarantees every person a decent life and ensures, across the life cycle, access to essential health care, goods, services, and basic income security.
- 2) Social protection is a human right as enshrined in several international and regional legal instruments such as the Universal Declaration of Human Rights, the International Covenant on Economic, Social and Cultural Rights, the African Union Charter on Human and People's rights, the Global Agenda 2030, the AU Agenda 2063 as well as ILO Convention 102 on Social Security (minimum standards) and Recommendation 202 on Social Protection Floors.
- 3) This right to social protection is lamely and unevenly guaranteed. Statistics show that Only 45 per cent of the global population are effectively covered by at least one social protection benefit, while the remaining 55 per cent – as many as 4 billion people – are left unprotected.

And believing that:

- 1) Achieving universal social protection is part of the Sustainable Development Goals (SDGs). This is clearly expressed through the five different but interrelated goals: *SDG 1 (Eradicate poverty)*, *SDG 3 (Achieve universal health coverage)*, *SDG 5 (Achieve gender quality)* *SDG 8 (Promote decent work and economic growth)* and *SDG 10 (Reduce inequalities)*.
- 2) Women have a particular stake in social protection seeing that they face several gender-specific risks, such as maternity and unpaid family responsibilities which can hamper their efforts to have an income of their own.
- 3) Social protection can be achieved through rights-based national policies and programs that provide equitable access to all people and protect them throughout their lives against poverty and risks to their livelihoods and well- being.
- 4) Rights – based national policies and programs enhances human capital, productive assets, and access to decent jobs.
- 5) Challenges such as financing; ineffective social protection management; accountability (corruption – non-remittance of contributions by employers, theft of contributory fund); high unemployment and under-employment and informality continue to undermine social protection development in Africa. Other challenges include weak public service delivery; poor implementation of social protection, promoting international protocols and instruments; corporate state capture and governments' insensitivity to the plight of the people.

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Congress therefore resolves that :

FEDUSA alongside all its affiliates should: -

- 1) Prioritize social protection in all work programmes, campaigns, and actions.
- 2) Strengthen the work of FEDUSA in NEDLAC and deploy all available structures and focal points to advance, influence and urgently fast track social protection for all, through the negotiations and work of the Comprehensive Social Security and Retirement Reform (CSSRR) process.
- 3) Intensify the work at NEDLAC and all other social dialogue platforms through enhanced research and mandated positions to influence government in social dialogue for better legal and political frameworks to extend the right to social protection for all FEDUSA members and workers, to precarious and informal economy workers, migrant and disabled workers.
- 4) Engage in collective action, campaigns, and social dialogue to ratify and transpose into national legislation the ILO standards concerning social protection, in particular, Convention 102 and Recommendations 202 concerning National Floors of Social Protection and R204 (the Transition from the Informal to the Formal Economy).
- 5) Work for the establishment and facilitation of institutionalized dialogue spaces and processes amongst social partners on social protection. This is with the view to enhance coherence, coordination, and sustainability of social protection systems and programmes.
- 6) Develop social dialogue interaction and political actions together with civil society actors for the financing of social protection through both international and domestic resources.
- 7) Build and strengthen the capacities of all FEDUSA affiliated unions so that they can effectively play their different roles in the development, implementation and follow up of social protection policies. Specifically, trade union capacities will be built in the areas of the governance of social security institutions and social dialogue.
- 8) Develop trade union capacities that can construct alternative social protection proposals and solutions to policy – makers and employers that are beneficial for all FEDUSA members and workers.
- 9) Build alliances and synergies among trade unions, federations and civil society organisations for the development guarantees for access to social protection by all. These alliances will be built with and around cooperatives, research centres and academic circles possessing diverse expertise necessary for complementing FEDUSA and its affiliates capacity to wage successful campaigns.

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Resolution 4 : The 4th Industrial Revolution, The Future of Work and The Role of Trade Unions

Congress noting that:

- 1) The COVID 19 pandemic has forced the global workforce into emergency adaptation and rewritten the initial fiction narrative into a demanding reality - the Fourth Industrial Revolution (4IR).
- 2) The global labour market is increasingly adopting new technology. New technology makes it easier for companies to automate routine tasks and could disrupt the balance between job responsibilities completed by humans and those completed by machines and algorithms.
- 3) Transformations and disruptions are already occurring within labour markets across the world.
- 4) Practical strategies must be continually adopted to both manage the negatives aspects and take advantage of the positive opportunities that this profound technological revolution in the workplace has brought forth.
- 5) The introduction of the 4IR has evolved at a rapid speed and we must accept the reality that our future world of work will be dominated by robotics, automation, and digitisation.
- 6) An urgent need for different and new skills sets in the economy and the labour market remains crucial for both sustainability and competitiveness.

And believing that:

- 1) Transformations catalysed by 4IR, if managed wisely, could lead to a new age of good work, good jobs, and improved quality of life for all, but if managed poorly, pose the risk of widening skills gaps, greater inequality, broader polarization and may give rise to large scale job losses.
- 2) The role and responsibility of the SETAs remains crucial to prepare its members and stakeholders for the inevitable changes that will come with the advent of the 4th industrial revolution.
- 3) Government support and intervention is important to drive innovation in strategic emerging technologies and robotics / Artificial Intelligence (AI)

Congress therefore resolves that :

- 1) FEDUSA and its affiliates must become pro – active agents of education and influence in responding to the needs of members as part of the 4th Industrial Revolution and the digital economy
- 2) Prepare strategically for the 4th Industrial Revolution and the Future of Work beyond designing strategies for tackling the high unemployment rate in our country.
- 3) A just transition must form the cornerstone of this South African revolution, characterised by the principle “for every job destroyed by Artificial Intelligence, another opportunity must be anticipated and created”.
- 4) Collective bargaining agreements must be reviewed to include the new envisaged approach on the mechanisation process (artificial intelligence, 4th industrial revolution) with training, upskilling, and reskilling forming an integral part of the revolution.

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- 5) Government must be actively lobbied for significant improvement of infrastructure in schools / institutions in order maximize the opportunities of the 4th Industrial Revolution to learners / children.
- 6) Intensified collective action and lobbying for the establishment of a 4IRSA Fund to enhance R&D, innovation and skills must be pursued
- 7) All FEDUSA and affiliate representatives on SETA Boards must take the initiative to partner with and actively engage constituent representatives to play a pivotal and meaningful role in determining, developing, and implementing relevant and agile training, developmental and educational programmes to assist the workers in being re-skilled, multi-skilled and up skilled to migrate and integrate into the new world of work.
- 8) Adaptation and implementation strategies by SETA's must successfully incorporate the development of new diverse skills demands.
- 9) A regulatory framework for the introduction of innovation, driven by R & D should be developed with a worker – centric approach.

Resolution 5: Education & Training Roll-Out on Pandemics Inclusive of Tools for Support

Congress noting that:

- 1) The new way of working and learning in the workplace is dependent heavily on technology and the “future world of work”
- 2) Key considerations to remain cognizant of, in preparing and equipping FEDUSA members for the “Future of Work” and its technological advances includes effectivity, subject to the context of participant needs (data availability and infrastructure capabilities) ;
- 3) Online learning must still be facilitated and often requires more than one person. One person to engage the participants and someone who would look at the technical issues that will arise.

And believing that:

- 1) Tools and resources should be made available to accommodate online learning, including laptops, cellphones, data, airtime, online tools for taking notes, various apps are available (zoom, Microsoft teams, mentimeter, skype, WhatsApp)
- 2) Resources, including time, research to support the process, content that is relevant and current.

Congress therefore resolves that :

- 1) FEDUSA and its affiliates will continue to lobby for government policies to align to the needs of the Future of work ;

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- 2) FEDUSA and its affiliates will continue to bargain with employers to provide the tools and resources to be compatible to new ways of work and learning requirements

Resolution 6 : Prioritisation of Occupational Health and Safety in the Workplace : Covid-19 and Beyond

Congress noting that:

- 1) Occupational Health & Safety is a critical part of the decent work agenda and a fundamental human right.
- 2) COVID 19 has exposed all shortcomings of the current legislative and policy landscape, affirming calls by FEDUSA and other partners that Occupational Health and Safety has not received equal priority and enforcement in all sectors, leaving workers in neglected sectors substantially prejudiced in terms of their rights at work;
- 3) International labour standards (ILS) contain specific guidance for safeguarding decent work in the context of health and safety
- 4) The Occupational Safety and Health Convention, 1981 (No. 155), and its accompanying Recommendation (No. 164), define the basic OSH rights and responsibilities of workers and employers that should be included in national legislation. All of these are also essential in the prevention and mitigation of the negative safety and health effects of pandemics such as COVID-19 in the world of work.

EMPLOYERS	WORKERS AND THEIR REPRESENTATIVES
<p>Responsibilities</p> <ul style="list-style-type: none"> ▶ Ensure, so far as is reasonably practicable, that the workplaces, machinery, equipment and processes under their control are safe and without risk to health (C. 155, Art. 16(1)) ▶ Ensure, so far as is reasonably practicable, that the chemical, physical and biological substances and agents under their control are without risk to health when the appropriate measures of protection are taken (C. 155, Art. 16(2)) ▶ Provide, where necessary, adequate protective clothing and protective equipment to prevent, so far as is reasonably practicable, risk of accidents or of adverse effects on health (C. 155, Art. 16(3)); such personal protective clothing and equipment should be provided, without any cost to the worker (R. 164, Para. 10(e)) ▶ Provide, where necessary, for measures to deal with emergencies and accidents, including adequate first-aid arrangements (C. 155, Art. 18) ▶ Ensure that workers and their representatives are consulted, informed, and trained on OSH associated with their work (C. 155, Art. 19(c-d)) 	<p>Rights</p> <ul style="list-style-type: none"> ▶ Receive adequate information and training on OSH (C. 155, Art. 19(c-d)) ▶ Enquire into – and be consulted by the employer on – all aspects of OSH associated with their work (C. 155, Art. 19(e)) ▶ Remove themselves from a work situation which they have reasonable justification to believe presents an imminent and serious danger to their life or health, without undue consequences (C. 155, Art.13) <p>Responsibilities</p> <ul style="list-style-type: none"> ▶ Co-operate with the employer in the field of OSH (C.155, Art. 19(a-b)) ▶ Take reasonable care for their own safety and that of other persons who may be affected by their acts or omissions at work (R. 164, Para.16 (a)) ▶ Comply with instructions given for their own safety and health and those of others (R. 164, Para.16 (b)) ▶ Use safety devices and protective equipment correctly and not render them inoperable (R. 164, Para.16(c)) ▶ Report forthwith to their immediate supervisor any situation, which they have reason to believe could present a hazard and which they cannot themselves correct (R. 164, Para.16 (d)) ▶ Report any accident or injury to health, which arises in the course of or in connection with work (R. 164, Para.16 (e))

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- 5) The Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187), and its accompanying Recommendation (No. 197), provide for the consistent and systematic treatment of OSH issues and the recognition of existing Conventions on OSH. The Convention is aimed at establishing and implementing coherent national OSH policies and promoting a national preventative safety and health culture, through the establishment of a national OSH system.
- 6) At the ILO Centenary, in June 2019, the Conference adopted a resolution requesting the Governing Body “to consider, as soon as possible, proposals for including safe and healthy working conditions in the ILO’s framework of fundamental principles and rights at work” (ILO Governing Body, 2020).
- 7) The COVID-19 pandemic, and its profound impacts on the world of work, has exemplified the importance of occupational safety and health.
- 8) Crises such as COVID-19, which occur without warning, test the capability and resilience of public health and OSH systems. In the present crisis, workers and employers were not only suddenly faced with the urgent threat of the virus but confronted with many other risks and issues that required an effective response. It is therefore of the utmost importance to build up resilient national OSH systems that can absorb unforeseen threats and cope with new risks, while continuing to protect workers from the many existing OSH hazards and ensuring the continuity of economic activity.

And believing that:

- 1) A sound national OHS policy and regulatory framework is essential for the protection and promotion of physical and mental health at work.
- 2) A robust national OHS system safeguards lives and livelihoods, it is imperative to have OSH systems well-resourced and robust enough to better pre-empt the impacts, tackle the challenges head on, provide resiliency to the world of work, and indirectly positively affecting public health.
- 3) Better national occupational safety and health policies, institutional and regulatory frameworks, that are also integrated into crisis response, are needed investments in OHS infrastructure and integrating it into overall national crisis emergency preparedness and response plans, so that workers’ safety and health is protected, and the business continuity of enterprises is supported.

Congress therefore resolves that:

FEDUSA and its affiliates will:

- 1) Stringently lobby Government to ensure the full realization of the application of ILO Conventions C155, C190, Recommendation R164, Protocol 155 and Convention 187.

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- 2) Intensify all efforts to ensure adequate involvement of trade unions and trade union representatives in the process of ensuring the health and safety of workers and workplaces are realized, monitored, and assessed.
- 3) FEDUSA will therefore intensify all efforts through lobbying, collaborating, and partnering with all like-minded organisations for the development of a system of compensation, to link insurance and cost contributions to the fund to the record of the employer, as a preventative strategy. Flat rate fines do not act as sufficient deterrent to those corporations that can afford it and fines should be considered in terms of a company economic performance metric over and above a flat rate fine. the general increase in employer liability and the raising of penalties do not go far enough to ensure compliance.
- 4) Not hesitate to report the South African government to the ILO where continued transgressions remain unchallenged, considering that Governments' inability to police their own sister departments have only exposed the lack of will and oversight
- 5) Actively participate and advocate for the capacity development of trade union workplace structures and functionaries must be actively promoted and reported, to ensure joint and several liability towards inspectorate and enforcement.
- 6) Continually propagate for the robust tripartite mechanism of social dialogue to be advanced, to build the health and safety culture and policy framework envisaged in ILO Convention 187.

Resolution 7 : Worker Education

Congress noting that:

- 1) Skills shortages in our country is hampering economic growth and it is imperative to up skill workers through education, capacity building and empowerment. Attempts to encourage and improve further studying and vocational education for workers has evolved within FEDUSA and its affiliated trade unions over time.

And believing that:

- 1) Worker education to be prioritised and implemented beyond health and safety requirements, but rather with a focus on the career development of workers.
- 2) Trade unions, employers and learning institutions need to collaborate regarding the provision of worker education.
- 3) Worker Education must be integrated into the mainstream process of SETAs, with barriers to accessing funding to be addressed.
- 4) Some of our affiliates took decisive actions to introduce once-off study grand schemes, to award money annually for the purposes of enabling qualifying members and workers to further their studies. This is a meaningful way to contribute to skills development and to capacitate our workers to become full participants in the economy.

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- 5) The large number of vulnerable unorganised workers receive little to no Worker Education, including formal sector workers in flexible or precarious work forms.

Congress therefore resolves that:

- 1) Worker Education should be funded and supported in the value it can add as one of the outcomes in the national skills development plan.
- 2) FEDUSA must build and strengthen engagements with other economic and policy actors through social dialogue and other mechanisms of direct engagement
- 3) FEDUSA and its affiliates must continue to bargain for sufficient time off for Worker Education with employers which has been seen as a continued barrier to individual and organisational development overall.
- 4) FEDUSA and its affiliates will intensify efforts to negotiate for the increase and adjustments to the low levels of provision by trade unions to worker education.
- 5) FEDUSA will extend provision of worker education to all provinces beyond metropolitan areas and to guarantee reach to vulnerable workers.
- 6) FEDUSA will continuously expand provision of basic, intermediate, and advanced shop steward education to its affiliates.

Resolution 8 : Adequate Funding of Education during and post COVID-19

Congress noting that:

- 1) Educators should be placed at the centre of mitigation and recovery strategies to minimise the impact of pandemics such as COVID 19.
- 2) Professional development and change management skills of teachers, school leaders and local administrators are the cornerstone of any sustainable transformation in education delivery. Moreover, these developmental responses must involve in the design and delivery of new approaches.

And believing that:

- 1) The Department of Higher Education and Training and National Treasury must find a lasting solution to the fees crisis which has been exacerbated by the COVID-19 Pandemic.
- 2) The DHET must play an increasingly pivotal role in ensuring that the provision of bursaries is prioritised by the SETA's to increase the pool of funding available for tertiary studies.
- 3) Government needs to reprioritise the provision of education, address corruption and curtail expenditure which inhibits the state on focusing on priority areas such as education.
- 4) The Department of Higher Education and Training (DHET) needs to ensure that the quality of education provided within the tertiary institutions is of such a quality that it meets the workplace needs to ensure the employability of graduates.

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- 5) There is a need for additional funding to be provided to the schools to ensure that they can hire adequate and well qualified teachers for the provision of decent and high-quality education to the learners.
- 6) The national education and health authorities must integrate implement comprehensive health and safety management and preventative measures into the workplace to ensure safe and healthy working conditions.
- 7) Educators are required to cooperate and implement the preventative measures when carrying out their tasks.

Congress therefore resolves that:

- 1) FEDUSA and its affiliated unions must intensify all efforts to ensure inclusivity in all decision-making processes within the education sector, in particular processes which will affect the future employment of lecturing, research, and support staff within the Higher Education sector.
- 2) FEDUSA and its affiliates will actively lobby and collaborate with social partners to influence the Department of Higher Education and Training, to adopt a future – oriented culture. In a complex and rapidly evolving world, strategic foresight becomes more critical than ever.
- 3) FEDUSA and its affiliates should co – construct workable strategies with the DHET, to implement proper COVID 19 recovery plans for the education sector. These plans must outline strategies to address the short – term impact on the teaching – learning process, whilst mitigating learning losses.

Resolution 9 : C190 – Elimination of Violence and Harassment

Congress noting that:

- 1) C190 is the “Violence and Harassment” Convention, adopted on 21 June 2019 by the International Labour Conference. It establishes the right of everyone to a world of work free from violence and harassment, including gender-based violence and harassment. It is the first international law to do so. C190 is supplemented by Recommendation 206 (R206), which gives further, more detailed guidance on how the Convention should be implemented at national level. Is violence and harassment only about physical acts? No. The Convention defines violence and harassment as “a range of unacceptable behaviours and practices, or threats thereof, whether a single occurrence or repeated, that aim at, result in, or are likely to result in physical, psychological, sexual or economic harm, and includes gender-based violence and harassment”. This can therefore include physical and verbal abuse, bullying and mobbing, sexual harassment, threats, and intimidation, belittling and humiliating, stalking – as well as abusive work practices giving rise to physical,
- 2) It is the first international standard that aims **to put an end to violence and harassment in the world of work**. It recognizes that everyone has the right to a world of work free from violence and harassment. The Convention will cover existing gaps in national legislation.

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- 3) The Convention further recognises that certain sectors or occupations and work arrangements may expose workers and other persons concerned to a higher risk of violence and harassment and requires governments to identify those sectors, occupations, and work arrangements in consultation with workers' and employers' organisations, and to take effective protection measures. Examples of such sectors, occupations and work arrangements include night work, work in isolation, health, hospitality, social services, emergency services, domestic work, transport, education, and entertainment. Importantly, measures to prevent violence and harassment should not result in excluding or restricting participation of women and vulnerable groups in specific jobs, sectors, or occupations

And believing that:

- 1) Violence and harassment are incompatible with any notion of decent work. It affects people's ability to obtain work and to stay in work, as well as their physical and mental well-being. It affects workplace culture, dignity at work and productivity. It is therefore a key issue for trade unions to organise around
- 2) Join the campaign for the ratification of C190: #Ratify C190!
- 3) Engage in dialogue and policy setting with government representatives and politicians to prevent, address and remedy violence and harassment in the world of work.
- 4) Ensure that measures to prevent, address gender-based violence and harassment are put in place.
- 5) C190 is the first international treaty to recognize the right of everyone to a world of work free from violence and harassment, including gender-based violence and harassment.

Congress therefore resolves that:

- 1) Violence and harassment, in line with C190 and R206, must be included in collective bargaining agreements.
- 2) Negotiate workplace policies and procedures on violence and harassment in the world of work.
- 3) Provide gender-responsive training to trade union representatives and shop stewards to participate in risk assessments on violence and harassment in the world of work.
- 4) Provide gender-responsive training and guidelines to trade union representatives and shop stewards on handling complaints and providing support to victims of violence and harassment in the world of work.
- 5) Raise awareness and provide information and education, in accessible formats, to workers on violence and harassment in the world of work, including specific information on gender-based violence and harassment.
- 6) Ensure that violence and harassment, including attendant psychosocial risks and hazards, are part of occupational health and safety measures.
- 7) Negotiate workplace policies and procedures addressing equality and non-discrimination; and

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- 8) Provide training to trade union representatives and shop stewards on equality and non-discrimination, including on handling complaints of discrimination
- 9) FEDUSA to further campaign for the ratification of C190 through the #C190Can.
- 10) C190 and R206, equally applies to trade unions. FEDUSA and its affiliates must take all steps to ensure that their organisations and operations are free from violence and harassment, in line with C190 and R206, including through risk assessments, workplace policies, training, information and awareness-raising.

Resolution 10 : Labour Migration

Congress noting that:

- 1) The Southern African region experiences all types of movements, including mixed and irregular migration, labour migration and displacement due to conflict and natural disasters.
- 2) By virtue of its strong economic position in the continent, Southern Africa experiences a high volume of migration due to work opportunities in the mining, manufacturing, and agricultural industries.
- 3) Industrial development in some countries in the region, especially in South Africa, Botswana and Zambia, and the oil wealth of Angola have been magnets for both skilled and unskilled labour migrants from within the region and elsewhere, notably the Horn of Africa and West Africa.
- 4) Southern Africa is also a springboard often used as the staging ground for regular and irregular migration to Europe and the Americas.
- 5) Labour migration remains one of the dominant forms of population movement in the region. Some migrants experience xenophobia, including negative social attitudes, discrimination and, at times, violence.
- 6) There is a lot of labour migration in many regions of the world, and many of the workers concerned are trying to make out a living for their families in other countries because of limited opportunities in their own countries.
- 7) Many migrant workers face constant harassment from authorities, which makes them particularly vulnerable to bribery and extortion.

And believing that:

- 1) Immigrants contribute considerably to South Africa's economy. In contrast to popular perception, immigration is not associated with a reduction of the employment rate of the native-born population in South Africa, and some groups of immigrants are likely to increase employment opportunities for the native-born.

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- 2) In part due to the high employment rate of the immigrant population itself, immigrants also raise the income per capita in South Africa.
- 3) In addition, immigrants have a positive impact on the government's fiscal balance, mostly because they tend to pay more in taxes. Policies focused on immigrant integration and fighting discrimination would further enhance the economic contribution of immigrants in South Africa

Congress therefore resolves that:

FEDUSA and its affiliates will:

- 1) Continue to campaign and fight for the ratification / implementation of ILO Conventions 97 and 143 on the Protection of the Rights of All Migrant Workers.
- 2) Promote training and information programmes for migrant workers so they would know that they have rights protected by international labour standards.
- 3) Support the internationally accepted notion that no worker is an "illegal worker". A migrant worker whose immigration papers are not in order is not an "illegal alien" but an "undocumented migrant worker". All workers (formal and informal, documented, or undocumented) are entitled to their rights as workers in accordance with the core Conventions of fundamental labour rights of the ILO.
- 4) Commit to improving the lives of workers in all countries of the world, to discourage affiliated unions from adopting xenophobic policies or practices in relation to foreign nationals from other countries.
- 5) Advocate, lobby and collectively campaign for the improvement of conditions, especially where migrant workers are working in highly exploitative conditions. The decent work deficits they experience daily must be renegotiated and redesigned, to eliminate exploitative conditions – but the dignity of such struggling workers remains intact, and they do not deserve to be called "illegal" or "shadow economy" workers, as if they were committing inherently criminal activities.
- 6) Further advocate and negotiate for social protection for all workers.

Resolution 11 : Opening of a FEDUSA Just Transition Centre in Johannesburg

Congress noting that:

- 1) The impacts of climate change due to global warming are upon us, and the science has long been clear that this is caused by the amount of greenhouse gas emissions from human activities that exceed what natural land and marine systems can reabsorb.

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- 2) In 2020 we were already at 1.2 degrees Celsius, with the average global increase over pre-industrial temperatures, the base year being 1880.
- 3) In South Africa, average annual temperatures have increased at least one-and-a-half times the global average increase over the last 50 years.
- 4) Every part of a degree matters, as is clear from the scientific report 'Global Warming of 1.5°C: An IPCC Special Report' by the United Nation's Intergovernmental Panel on Climate Change.
- 5) The science tells us that action to decrease climate emissions needs to be swift and result in deep cuts if we are to stabilize at 1.5°C. Globally we will have to halve emissions by 2040 and get to net zero by mid-century.
- 6) South Africa is consistently among the top twenty emitting countries in the world, although there is a very sharp drop down from the top emitters China, the United States and Europe.
- 7) South Africa is responsible for about 1% of global carbon dioxide emissions, per year currently (1.31% in 2017) and if one adds up its carbon dioxide emissions since the 1880s (1.25% over 1884–2019).
- 8) Globally, there is a low-carbon transition underway, too slowly but it is snowballing. Investors and the finance sector are shifting out of fossil fuels. Countries that South Africa trades with are implementing measures to reduce their national emissions and protect their own economies – the European Union's Carbon Border Adjustment Mechanism is an example.
- 9) As of May 2021, 37 national and 27 subnational jurisdictions are putting a 'carbon price' on greenhouse gas emissions, and these include key export destinations for South African minerals and goods. Industrial and individual customers want lower-carbon products. These trends affect manufacturing in South Africa, our exports, investment in our carbon-intensive economy, and work and employees.
- 10) Climate-related transitions coincide with other drivers of new economic activities and labour shifts, such as the Fourth Industrial Revolution, and the shift from the 'proletariat' (shopfloor factory workers) of industrialisation to the 'precariat' (casual, temporary, or self-employed workers) of the 21st century labour market. Changes and desired outcomes in the world of work were investigated by the International Labour Organisation's Future of Work Initiative launched in 2015. The Initiative probed work and society, decent jobs for all, the organisation of work and production, and the governance of work. It ended in 2019 with a Centenary Declaration which states that we need to invest in people through a human-centred approach to the future of work, to create a just and sustainable future. That means investing in jobs, skills, and social protection, and supporting gender equality. It means strong organized labour to ensure wages are adequate, working hours are fair, and safety and health, as well as other rights at work, are maintained. And it means adopting government policies that create enabling conditions for sustainable enterprises, a flourishing economy, and decent work for all.

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And believing that:

- 1) The level and kinds of changes to deal with and minimize the climate crisis will require fundamental changes to production and consumption patterns, and the structure of South Africa's economy.
- 2) While South Africa is an emerging economy, we have deep levels of inequality, poverty, and unemployment. Any economic transition must be managed to address these economic injustices.
- 3) The principle of countries taking action according to their 'common but differentiated responsibilities and respective capabilities' must prevail in geopolitics and countries' climate-related actions. South Africa is entitled to its share of financial, technological, and capacity-building support from the international community for the transition, and Loss and Damage support, and must improve its ambition to do its fair

Congress therefore resolves that:

- 1) FEDUSA and its affiliates support a goal of a net zero economy by 2050 and will take all necessary action to help bring this about through the establishment of a Just Transition in Johannesburg.
- 2) The world of climate change is the one we live in now.
- 3) Everything humans do must contribute to reducing greenhouse gas emissions or at least not increasing them and must serve to strengthen resilience.
- 4) Hence all government policy, and industry and company plans, must integrate climate change considerations. Economic recovery from the impacts of Covid-19 lockdowns must be greened.
- 5) The federation will promote this through NEDLAC, and in industry and bargaining forums.

Resolution 12 : The Climate Crisis and Collective Bargaining

Congress noting that:

- 1) Climate-related transitions coincide with other drivers of new economic activities and labour shifts, such as the Fourth Industrial Revolution, and the shift from the 'proletariat' or shopfloor factory workers of the First Industrial Revolution era to the 'preariat' – that is casual, temporary, or self-employed workers - of the 21st century labour market.
- 2) Changes and desired outcomes in the world of work were investigated by the International Labour Organisation's Future of Work Initiative launched in 2015. The Initiative probed work and society, decent jobs for all, the organisation of work and production, and the governance of work.

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- 3) It ended in 2019 with a Centenary Declaration which states that we need to invest in people through a human-centred approach to the future of work, to create a just and sustainable future. That means investing in jobs, skills, and social protection, and supporting gender equality. It means strong organised labour to ensure wages are adequate, working hours are fair, and safety and health as well as other rights at work are maintained. And it means adopting government policies that create enabling conditions for sustainable enterprises, a flourishing economy and decent work for all.

And believing that:

- 1) FEDUSA's and its affiliates' primary mandate is to defend the interests of members, both in the sectors most vulnerable to climate change biophysical and transition impacts, and in being proactive in equipping workers for the emerging low-carbon and climate-resilient economy.
- 2) At a minimum, FEDUSA stands for a worker-focused transition which makes sure that employees in high-emitting sectors can enter other jobs and have a social protection safety net; and for equipping the workforce for 'green' or 'climate-smart jobs'.

Congress therefore resolves that:

- 1) Affiliates will engage employer bodies and Bargaining Councils, and shop stewards to engage employers, to:
 - a) address climate change risks, adaptation and mitigation in the sector, business, and workplaces. This includes water-wise and energy-efficient operations, and 'greening' of jobs.
 - b) reach agreement with management that some of the money saved by employees' behaviour that reduces water and energy costs is paid to employees as incentive bonuses.
 - c) be transparent about their plans for climate change adaptation and mitigation, and any planned changes to their business models. Companies' plans may affect working conditions, change processes and technologies, and involve restructuring or retrenchments. Then the union can strategise about what it can do. Unions should be involved in these plans from the start to shape plans, timing, and fair treatment of employees.
- 2) FEDUSA and its affiliates will prepare retrenchment demands and plans to be used should the need arise. This will include reskilling for other work, and the company helping workers to set up cooperatives, and then actively support the cooperatives by buying from them.
 - a) We are not an afterthought, but part of generating solutions
 - b) negotiate education and training for workers in modern technologies and skills that will be needed to defend decent jobs.

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Resolution 13 : The Climate Crisis and Skills Development

Congress noting that:

- 1) Climate changes and the low-carbon transition is affecting every sector of South Africa's economy.
- 2) Most vulnerable to negative impacts on livelihoods and jobs are those that depend directly on natural systems such as agriculture, fisheries, and tourism; and value chains that are very high emitting such as coal, petroleum-based transport, and metals.
- 3) There are solutions in each of these sectors, but if we don't implement them, our economy and employees in these sectors will be left stranded.

And believing that:

- 1) The low-carbon and climate-resilient transition, and other transitions in the world of work, must be a just transition.
- 2) 'Just transition' implies different things to various groups, from a worker-focused transition to a deep social and economic transformation – or, for some companies, merely paying lip service as a marketing tactic and a form of 'greenwashing'.

Congress therefore resolves that:

- 1) FEDUSA and affiliates will require SETAs to include skills related to 'greening' of jobs, climate change adaptation and mitigation, and for the new emerging 'green' and climate smart industries, in their Sector Skills Plans.
- 2) Employers in high emitting sectors must use their Skills Development Levies to prepare employees for future job opportunities, and not only jobs in their own companies or sectors.
- 3) The Water Research Commission must guide the Department of Employment and Labour, and Municipalities on the best approaches and new technologies.
- 4) Staff working in water supply must be trained on these, through the National School of Government, SETAs, SALGA, and in-house training. Local manufacture of the technologies can create jobs.

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Resolution 14 : Just Transition, Investment in 4IR and the Green Economy

Congress noting that:

- 1) South Africa needs to implement an accelerated transition to a low carbon economy because of her high dependence on coal for electricity generation – which is estimated at 90% - and her location in southern Africa - a geographic region that is experiencing temperature increases at twice the global average because of the El Nino Southern Oscillation Effect.
- 2) The 4th Industrial Revolution will introduce profound technological changes in the Workplace, including negative ones which will see machines replace humans, accompanied by severe job losses; but will also introduce positive changes in the form of opportunities for new type of jobs in the new technologies.

Congress reaffirms that:

- 3) Our long-standing commitment to an ecologically sustainable and low-carbon economy with the potential to create 'green' and decent jobs. Indeed, we still stand by our belief that when we 'go greener', the amount of jobs will also increase!
- 4) The principle of a just transition as a 'brainchild' the trade union movement that has its roots in the Just Transition Pact that was signed 11 years ago.
- 5) The fundamental role of unions in the revolutionary transition to a low-carbon economy through 'putting' pressure on employers to ensure that they reduce carbon emissions including education and awareness –raising
- 6) Our unequivocal support towards the Climate Change Commission which was established by the Presidency – from the presidential Job Summit of 2018
- 7) Our commitment to the principle of a solidarity economy in the context of food security and climate change

And believing that:

- 1) An accelerated transition to cleaner forms of energy and new technologies in a country facing extreme inequality, unemployment, and poverty makes it more important to manage the transition in a manner that is socially just and sensitive because of threats of deeply negative impacts on jobs and livelihoods. At the same time, no resources should be spared in retraining and reskilling workers for the new technologies.
- 2) Climate change is 'killing us' and we cannot continue 'business as usual". We are faced with deep systemic ecological and socio-economic challenges as a result of climate change while carbon emissions continue to rise. This not only threaten food, clean water and job security but also union organising strategies. Climate change has adverse impacts on bio-physical environment, marine life (e.g. fish), erratic rain patterns, changing weather patterns, droughts, 'shifting baseline' among the young generation and unpredictable tectonic movements which exert pressure on water aquifers and result floods.

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- 3) South Africa tops the list of carbon emitters on the continent as its economic growth model is still very much dependent on fossil fuels. Consumption of fossil fuels has increased with 2020 recording the highest carbon emissions despite the hard covid lockdowns.
- 4) The iterations of economic growth policy centred on industrialisation deleteriously impact on our planet in such a way that in the near future, we might as well need about five more planets to live in. Hence, in “Imagining the future we want’, we certainly need to question whether the future is green?
- 5) Lack of political will to ratify the Paris Climate Change Agreement. For example, it took 50 years for Germany to achieve a low-carbon economy and while, we have begun the ‘journey’ here in South Africa, we need to be critical on how long this would take here if we are to consider the same economic model and trajectory followed by developed countries.
- 6) The role of trade unions in creating ‘green’ jobs is not well documented. While there are divergent views on what constitutes ‘green jobs’, it is however, important to find common understanding of the principle of a just transition in a country with an official unemployment rate of 44%. Of concern is that the shifts brought about by the fourth industrial revolution (4IR), might impede our primary objective of creating ‘green’ jobs.
- 7) Water crisis in South Africa is not always a result of climate change but also poor management. Thus, there is need to make a distinction between water shortage as result of climate change or bad management. The water - energy -food nexus clearly explains how water can support energy transition as solar and wind are ‘intermittent. In fact, water is good for energy storage.
- 8) Politicians tend to abuse and manipulate the notion of co-operatives in such a way that resources are channelled on partisan (‘cadrerism’) basis and this is retrogressive to our struggles for a just transition.

Congress therefore resolves that:

FEDUSA and its affiliates will :

- 1) Intensify campaigning and lobbying of government at national, provincial, and local level to urgently start making budgetary allocations to fund the Just Transition.
- 2) Collectively challenge and contribute through meaningful engagement, supported by empirical evidence, for the reprioritization of funds, for a substantial portion of the National Skills Fund to be dedicated to 4IR training and reskilling of workers.
- 3) Continue to advance and implement the narrative in all workplaces and negotiating forums, that **#NoOneMust BeLeftBehind**
- 4) Continuously report to NEC and all Constitutional Committees on progress and advancement of investments in 4IR, the just transition and the green economy to realise the future we want, where no worker shall be left behind.

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- 5) Intensify our campaign **#ClimateChangelnAction** and educational programmes in our struggle for socio-ecological justice. Unless we act now; we are more likely to not only face socio-ecological deep crisis but also deprive the current and future generation of the much needed job security.
- 6) The success of any policy depends on political will much as we also need to put pressure on business to reduce carbon emissions. It is our role as trade unions to lead to ensure that our government implement what they have committed to, and thus, demand that our Parliament adopts the Paris Agreement within the spirit and letter of the National Determined Contribution (NDC).
- 7) We need to strengthen our collaboration to co-create sustainable strategies towards a just transition and at the same time, harness our Climate Change Policy as an essential scientifically backed tool to advance our collective bargaining demands at NEDLAC. In the same way, we need to encourage active engagement, build capacity, educate and raise awareness not only among our members but also in communities where they live. It is also important to involve the young generation in the Climate Change Commission in order to allow them to define the future they want.
- 8) Our belief is that when we go greener, the amount of jobs will also increase. In fact, renewable energy has a multiplier effect and is more likely to create not only one but many jobs. Equally important is that as we go green, we also need to re-train those who lost jobs due to shifts brought about by 4IR and re-deploy them so that they can continue feeding their families.
- 9) Once adopted, the Climate Change Policy must be workshopped among affiliates and serve as a reference tool for collective bargaining processes. Encourage active engagement that allow our members to be actively involved in the struggle against climate change.
- 10) Climate change need not create a water crisis in South Africa if strategic storage is guaranteed underpinned by good water management and demand that politicians appoint competent public managers regardless of colour. Essentially, there is need to support regional hydropower for economic development and integration. In the same way, there is need to support agriculture to overcome climate and policy challenges
- 11) There is need for systemic transformation of food systems and society to ensure we have enough food for all. As unions, we need to encourage our communities to establish organic food gardens much as we would demand for the democratisation of the water common.
- 12) The Climate justice Charter proffers scientific guidelines in response to the crises of socio-ecological reproduction. Furthermore, it calls for a Climate Justice state that is people-driven particularly with regards to disaster management systems. In this regard, we need to adopt the Climate Justice Charter and also join the Climate Justice Charter Movement as part of our vision of a deep just transition as we also commit to strengthening of our constitutional democracy.
- 13) We cannot divorce the human being from climate change and gender. Climate change is about the well-being of human beings. For example, subsistence farmers who are much affected by climate change are women and special interest groups. We need to invest in irrigation (erratic rains) and encourage women to establish co-

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operatives to ensure not only sustainable employment and productivity but also, food security. How do we bargain to ensure that issues of gender become integral to the climate change strategy? There is need for a gender audit and analysis to ensure we mainstream gender in the policy and also bearing in mind that when women are empowered, the future is female! On a different but related note, we also need to think about how we boost jobs in the health sector.

Resolution 15 : Corruption and the Recovery of Looted Resources

Congress noting that:

- 1) Historically, our State-Owned Enterprises (SOEs) have played an important role in the South African economy, delivering crucial utility services such as energy, transport, and water, all of which are necessary to grow our economy and to ensure equity. Corruption has caused the collapse of several government departments, dozens of municipalities, and key state-owned enterprises (SOEs).
- 2) It has reduced SA from the darling of the world and roll-model for Africa since the dawn of democracy to an almost failed state. South African Airways and SAA Express, a decade ago won international awards and today they have collapsed and seen thousands of workers losing their jobs. Denel once a leading arms manufacturer sought after by many countries, today cannot pay workers their salaries.
- 3) However, over the past decade or so, our SOEs have been transformed into honey pots by corrupt state officials in collaboration with unscrupulous elements in the private sector because of their large procurement spend running into billions of Rands.

And believing that:

- 1) SOEs procurement processes and contract management were deliberately collapsed and because of this nefarious collaboration, billions of Rands were paid by these entities with no services being rendered or with zero value accruing to the state. Most of this money was sent out of the country using complex financial mechanisms and schemes with the participation of lawyers, financial advisers, and institutions
- 2) The National Prosecuting Authority (NPA), the South African Police Service (SAPS) and judiciary are showing no leadership in the fight against state capture and corruption. Millions of Rands have been spent on Commissions of Inquiry into State Capture and Corruption
- 3) Law enforcement agencies have yet to arrest, charge and successfully prosecute those implicated in looting resources.

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Congress therefore resolves that:

- 1) FEDUSA and its affiliates will intensify all efforts to hold Government, business, as well as our own constituents as Labour, accountable for the implementation of lifestyle audits for all civil servants as well as corporate entities who have been and are subject to investigation because of corruption, collusion, “tenderpreneurship” and all other undue and morally incorrect behaviour.
- 2) The Federation and its affiliates must campaign and allocate sufficient resources to fight the scourge of corruption and state capture, as well as to continually associate and align itself with like – minded organisations in the fight against corruption, capture and collusion.
- 3) The Federation and its affiliates to actively campaign and lobby government and business for greater protection for whistle blowers who expose corruption and fraud. Disastrous and devastating consequences have far too often had the reverse effects of exposing corrupt practices.

Resolution 16 : International Solidarity

Congress noting that:

- 1) International solidarity is important to advance the interest of workers and protect their rights at both national and international space and platforms.
- 2) The global unions are better placed to prosecute that struggle at international level on behalf of their affiliates. It provides valuable support, both politically and technically to national unions as they embark on campaigns.
- 3) They are better placed to lobby organisations such as ILO and other UN agencies and if you are a member of a global Federation your voice finds a global expression.
- 4) International relations allow nations to cooperate with one another, pool resources, and share information to face global issues that go beyond any country or region.
- 5) International relations advance human culture through cultural exchanges, diplomacy, and policy development.
- 6) International policy includes contact with international organisations and sister unions abroad, sharing experiences, solidarity work and involving members to defend and promote workers’ rights and the people who provide them.

And believing that:

- 1) The primary mission is the promotion and defend workers’ rights and interests, through international cooperation between trade unions, global campaigning, and advocacy within the major global institutions.
- 2) Solidarity means speaking out when fellow trade unionists are under threat. Solidarity also means working with sister trade unions and Federations to build their organisations on their own terms.

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- 3) FEDUSA further believes that increasingly workers' rights are coming under threat as neo-liberal policies are implemented globally. FEDUSA should work with trade unions, Federations and NGOs to challenge labour and human rights violations wherever they occur.

Congress therefore resolves that:

- 1) FEDUSA should focus on main areas of activity that include the following: trade union and human rights; economy, society, and the workplace; equality and non-discrimination; and international solidarity.
- 2) Reinforcing international solidarity and strengthening the federation solidarity work
- 3) FEDUSA to work with sister trade unions and Federations in building their organisations on their own terms.
- 4) FEDUSA to deepen relationships with trade union confederations throughout the world, supporting joint actions on issues of interest to workers, such as combating neoliberal policies,
- 5) FEDUSA to promote joint initiatives between different trade union organisations in different countries,
- 6) FEDUSA to encourage affiliates to be part of global unions to create an international exchange amongst workers.
- 7) FEDUSA to encourage exchange programmes with workers organisation in the world.

Resolution 17 : Youth

Congress noting that

- 1) Under the world-wide decent work agenda, one of the most prominent issues are the alarming rise in youth unemployment. According to the International
- 2) Labour Organization there is about 71 million unemployed young people and 156 million young workers living in poverty.
- 3) Young people have been forced into informal or temporary forms of employment.
- 4) Poor employment conditions directly affect the working and living standards of young workers and create a cycle of poverty that will be a detriment to future generations.
- 5) Congress further notes with concern challenges faced by the South African Youth in the labour market where a huge number of young people are unemployed and suffer from exploitation and poverty.
- 6) This situation is further exacerbated by the failure of skills development institutions and systems to provide and equip youth with relevant skills training that meets the demands of the labour market and bridges the disconnect between skills produced and the skills required by the labour market.

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- 7) The challenges of unemployment and underemployment that face youth South Africa and across the world can be contextualized within a world of work that is rapidly undergoing transformational changes that had had a profound effect on the nature and forms of work.
- 8) Today the world of work is witnessing the emergence of diverse forms of employment with the employment relationship shifting from the standard model to self-owned businesses, non-standard and short-term transient forms of work that offer less security and protections of rights at work.
- 9) While some of these changes generate opportunities, others threaten workers' access to decent work and social justice and have become the subject of national discourse as Government and the Social Partners explore appropriate policy responses to safeguard the rights of workers to decent working conditions.

And believing that:

- 1) Trade unions must recognize that major effects of the global economic downturn and the rise in precarious work undermine working standards for young workers.
- 2) Young workers whether they have a permanent or a fixed-term employment contract are most likely not to have decent work. They are beset by brand-new challenges of changing dynamics of the future of work and are the ones who will carry these challenges towards the next generation.
- 3) Like elsewhere in the country and globally, young workers face challenges that are unique to them, and there for it is imperative to establish a youth desk as a sub-structure of the federation to create a platform in which young members can engage in robust debates on critical issues that affect young workers' lives and social wellbeing.
- 4) It must ensure that youth like all other members of the Federation enjoy the protection and advancement of their rights within and outside of trade union movement.
- 5) FEDUSA is also committed to see that young workers drive a strong advocacy to ensure that affiliate members of the federation understand and implement policies that are responsive to the needs of youth.
- 6) **STRONGLY EMPHASIZING THE FACT THAT** trade unions must consider that young people can currently play an active leadership role in trade unions.
- 7) Young workers should have more representation in trade union structure to voice their demands and problems not only in the labour market but also in economic, social, and political arena. Young workers should be the main actors of the present and future of the struggle.
- 8) The Youth functions to promote sensitivity to the challenges faced by young workers and the impact of such challenges on young workers in the world of work.
- 9) It further seeks to promote development and the empowerment of young workers in the workplace and to actively organise youth workers and youth activities within the Federation.

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- 10) Youth Committee will operate on the understanding that young workers should champion youth empowerment programmes, negotiate, and deliberate on a society that is fully empowered with job opportunities, skills, and adequate training for youth.
- 11) **DEMANDING THAT** the federation shall support the necessary steps to enhance the roles of young people in decision-making structures.
- 12) FEDUSA shall encourage its affiliates to strengthen the policies of giving a more accurate voice and place to youth. Additionally, young people's problems shall be included as a focal point of the federation campaigns, and young people shall be given responsibility of driving campaigns influencing young workers and youth issues.

Congress therefore resolves that:

- 1) FEDUSA have an evidence-based assessment that will contribute towards informing the establishment of an appropriate Youth Desk with a mandate to address identified needs, aspirations and challenges that uniquely confront young workers in the federation.
- 2) FEDUSA and its affiliates should mainstream youth issues into their policies and programmes to create a safe space and opportunities to empower young workers and to give recognition, visibility, and credibility to the youth contributions.
- 3) The creation of a FEDUSA Youth committee be finalised and implemented comprising of all affiliates to increase youth activists' influence on all key and current matters – i.e., **#Nothing4UsWithoutUs**
- 4) The inclusion of FEDUSA policies to strengthen cooperation between affiliated unions' youth activists must be streamlined to advance the collective ambition of building and transforming the Federation into the largest independent federation in south Africa.
- 5) The Youth committee should contribute to several FEDUSA global campaigns including the Global Sports Campaign for Decent Work as well as encouraging young people to work in the Federation, amongst other campaign initiatives that will arise.

Resolution 18 : Gender Equality

Congress noting that

- 1) Gender discrimination is evident throughout the country in access to resources, education and economic opportunities, political power, and leadership positions, only a certain percentage of those employed in the country are women, with the majority being in the public sector, agriculture, and retail.
- 2) Women are over-represented in low paying jobs, underrepresented in executive, management, and technical position, and often suffer poor working conditions.

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- 3) Women's skills and jobs have been historically undervalued with the gender pay gap at 22%.
- 4) Policies and programmes to achieve gender equality are essential but have not proven adequate to dismantle stereotypes and overcome injustice.
- 5) Gender differences in participation and unemployment rates are a persistent feature of the South African Labour market despite advances in education levels of women.
- 6) Women still suffer multiple disadvantages in access to the Labour markets and in more cases do not have same opportunities as their male counter parts in the choice of work and having access to the working conditions to which they aspire.
- 7) Such exclusion is particularly serious as regards to young women workers and migrant workers. In addition, traditional social roles burden women with an undue share of caring responsibilities and domestic or family work.
- 8) Cultural, economic, social, and religious barriers must be identified, condemned, and overcome for women's human rights to be respected and fully implemented. As gender discrimination frequently interacts with other form of discrimination such as age and gender identity and sexuality, policies programmes should be put in place to address the multiple forms of discrimination against women and cross cutting approach on gender should be adopted.
- 9) Sexual harassment and other forms of abuse are serious forms of discrimination that undermines the dignity of women and men and negate gender equality. Congress deplores the reality that one third of women suffer from violence at some stage of their lives.
- 10) C190 is the "Violence and Harassment" Convention, adopted on 21 June 2019 by the International Labour Conference. It establishes the right of everyone to a world of work free from violence and harassment, including gender-based violence and harassment. It is the first international law to do so. C190 is supplemented by Recommendation 206 (R206), which gives further, more detailed guidance on how the Convention should be implemented at national level. Is violence and harassment only about physical acts? No. The Convention defines violence and harassment as "a range of unacceptable behaviours and practices, or threats thereof, whether a single occurrence or repeated, that aim at, result in, or are likely to result in physical, psychological, sexual or economic harm, and includes gender-based violence and harassment." This can therefore include physical and verbal abuse, bullying and mobbing, sexual harassment, threats, and intimidation, belittling and humiliating, stalking – as well as abusive work practices giving rise to physical.
- 11) Further note that it is the first international standard that aims to put an end to violence and harassment in the world of work. It recognizes that everyone has the right to a world of work free from violence and harassment. The Convention will cover existing gaps in national legislation.
- 12) The Convention further recognises that certain sectors or occupations and work arrangements may expose workers and other persons concerned to a higher risk of violence and harassment and requires governments to identify those sectors, occupations, and work arrangements in consultation with workers' and employers'

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organisations, and to take effective protection measures. Examples of such sectors, occupations and work arrangements include night work, work in isolation, health, hospitality, social services, emergency services, domestic work, transport, education, and entertainment. Importantly, measures to prevent violence and harassment should not result in excluding or restricting participation of women and vulnerable groups in specific jobs, sectors, or occupations

Congress believes that:

- 1) Gender Equality should be addressed as a central element of all aspects of employment policy, including Macro and Micro economic framework, active Labour market policies, skills development, enterprise promotion and employment intensive programme.

Congress reaffirms that:

- 2) Violence and harassment are incompatible with any notion of decent work. It affects people's ability to obtain work and to stay in work, as well as their physical and mental well-being. It affects workplace culture, dignity at work and productivity. It is therefore a key issue for trade unions to organise around.

All FEDUSA affiliates must :

- 3) Join the campaign for the ratification of C190: #Ratify C190!
- 4) Engage in dialogue and policy setting with government representatives and politicians to prevent, address and remedy violence and harassment in the world of work.
- 5) Ensure that measures to prevent, address gender-based violence and harassment are put in place.
- 6) Recognise that C190 is the first international treaty to recognize the right of everyone to a world of work free from violence and harassment, including gender-based violence and harassment.

Congress therefore resolves that:

FEDUSA and its affiliates should :

- 1) Expand and extend gender awareness training programmes to both men and women trade union leaders and activities with a view to the systemic incorporation of gender perspectives in policies, programmes, and negotiations
- 2) Promote the appropriate participation of women as trade union negotiators and implement a plan of action for collective negotiation, social dialogue, and gender equality.

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- 3) Promote participation in health and safety of women in the workplace and health policies, including HIV/AIDS and other viruses.
- 4) Develop policies and procedures to eliminate sexual harassment, discrimination, and violence in the world of work and in the community in general.
- 5) Monitor and assist unions to bring about coherence in trade union gender policies at national level and encourage unions to conduct/carry the gender audit to strengthen their policies and structures on gender equality including through use of the ILO gender Audit Tool.
- 6) Take affirmative action and other corrective measures as necessary to further strengthen women's involvement in Trade Union decision making, policies, activities and actively promote FEDUSA's commitment to achieve gender parity in its programmes and in access to positions of responsibility in the leadership and structures of the federation, its affiliates, and the trade union with particular attention to the active participation of young women in decision making structures.
- 7) Promote gender parity with ILO and a higher representation of women at International Labour Conference (ILC), and involvement of trade union women at the United Nation Commission on the Status of Women (UNCSW)
- 8) Fully engage in efforts to enable the adoption and ratification of ILO conventions supplemented by recommendations on Maternity, Elimination of Violence and Harassment in the World of Work and Domestic Workers.
- 9) Intensify campaign at national, regional, and national level for the ratification and implementation of ILO Convention 190, 183, 100 and 111 and implementation of recommendation of the 2009 ILO conference on "gender equality at the heart of decent work".
- 10) Undertake specific actions to protect women's health and safety at work regarding their reproductive health and maternity rights.
- 11) Actively take part in international women's day 8th March, National Women's Day 9th August making the day/month of action and building alliances with civil society on behalf of women trade unionists and with women's organizations to achieve common goals.
- 12) Condemn violations of women's trade union rights and violence against women trade unionist, participate actively in international day for "No violence against women and children" 25 November and (16 Days of Activism), and strive for the elimination of all various forms of violence against women and children.
- 13) Promote access of women trade unionist to education on all areas of trade union work at national, regional, and international level including the global economic crisis, trade and Labour standards, climate change and international institutions.
- 14) Violence and harassment, in line with C190 and R206, are included in collective bargaining agreements.
- 15) Negotiate workplace policies and procedures on violence and harassment in the world of work.
- 16) Provide gender-responsive training to trade union representatives and shop stewards to participate in risk assessments on violence and harassment in the world of work.

ADOPTED RESOLUTIONS (FNC 7)

- 17) Provide gender-responsive training and guidelines to trade union representatives and shop stewards on managing complaints and providing support to victims of violence and harassment in the world of work.
- 18) Raise awareness and provide information and education, in accessible formats, to workers on violence and harassment in the world of work, including specific information on gender-based violence and harassment.
- 19) Ensure that violence and harassment, including attendant psychosocial risks and hazards, are part of occupational health and safety measures.
- 20) Negotiate workplace policies and procedures addressing equality and non-discrimination;
- 21) Provide training to trade union representatives and shop stewards on equality and non-discrimination, including on handling complaints of discrimination
- 22) Further campaign for the ratification of C190 through the #C190Can.
- 23) **Develops a standalone C190 policy and standards inclusive of penalties for non-compliance.**
- 24) C190 and R206, of course, also apply to trade unions. Trade unions should take steps to ensure that their organisations and operations are free from violence and harassment, in line with C190 and R206, including through risk assessments, workplace policies, training, information and awareness-raising.

Resolution 19 : Securing LGBTI Rights in the World of Work

Congress noting that

- 1) Since mid-February 2021, eight (8) LGBTI people have been murdered in townships, where there is less policing and dense housing, making it more difficult to hide.
- 2) Despite residing in the world's first country to protect sexual orientation as a human right in its constitution in 1995, and after a 2005 ruling by the Constitutional Court and subsequent approval in the National Assembly, there is full marriage equality.
- 3) As outlined in Section 3, there are several laws and codes of practice that aim to give practical effect to LGBT workers' rights in the country.
- 4) However, as elsewhere, challenges for LGBT persons persist, in the workplace and elsewhere.
- 5) A majority of LGBTI workers choose to conceal their sexual orientation and gender identity in the workplace, which causes stress and can have negative consequences on productivity and career progression.
- 6) Recent reports show that persons with alternative gender identities and sexual orientation frequently face incidents of prejudice, exclusion, and persecution globally, for example as targets of hate crimes.
- 7) Discrimination and violence against people of diverse sexual orientation and gender identity is a serious problem around the world.
- 8) Because of their perceived or actual sexual orientation, lesbian, gay, bisexual, transgender, and intersex workers experience discrimination in the labour market throughout the employment cycle.

ADOPTED RESOLUTIONS (FNC 7)

- 9) They may be refused work, training and promotion, and social security benefits.
- 10) Because LGBTI workers are underrepresented in government, business, and labour unions, their concerns are rarely addressed in social dialogue or collective bargaining.
- 11) Because many people are hesitant to come out, LGBTI workers with same-sex partners rarely get the same perks as married couples.
- 12) This means that their partners are not covered by the company's health insurance plans, medical leave policies, or other benefits available to regular employees. As a result, when individuals face discrimination, harassment, or bullying at work, their options for resolving workplace conflicts may be limited.

Congress believes that:

- 1) The right to equal treatment and non-discrimination is a fundamental right enshrined in the South African constitution and should be fully respected.
- 2) LGBTI rights are human rights and therefore a legitimate trade union issue that should be championed.
- 3) Trade unions can actively promote and protect the rights of LGBT identifying workers.
- 4) FEDUSA will provide information, training, and support to its members and affiliates to combat homophobia, biphobia, and transphobia.

Congress therefore resolves that:

- 1) FEDUSA must facilitate a coherent and concerted programmes to develop awareness of LGBTQI+ issues and foster leadership among LGBT members, their allies and union affiliates.
- 2) To engage NEDLAC to further the LGBTQI+ workplace rights through policy discussion
- 3) Affiliates to advocate for LGBTQI+ rights at their collective bargaining forums
- 4) Official workplace forms of FEDUSA and affiliates to be reviewed to ensure inclusivity and promoting equity.
- 5) There should be a committee that focuses on mainstreaming and knowledge sharing on issues of LGBTQIA, intersectionality and HIV/AIDS at FEDUSA and its affiliates.
- 6) Review of code of conducts at workplace level be spearheaded by the various affiliates and the employers in their sector.