



COSATU

One Country, One Federation
An injury to one is an injury to all

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The living wage campaign is not separate from the struggles workers are waging every day - it is meant to strengthen them!

Some people still ask: "How do we get the living wage campaign going? The struggles around wages and conditions that workers are fighting every day is the basis of COSATU's campaign and its starting point. If the campaign is not giving strength and unity and solidarity and direction to these struggles then the campaign is not working. The main aim of the campaign is to develop and unite these struggles by:

- popularising and mobilising support for Cosatu's living wage demands together with workers' other demands
- creating national, regional and local Cosatu committees where delegates from union living wage committees and from striking workers can share information, plan together and co-ordinate united struggle for a living wage
- exposing the starvation wages workers are earning, the super profits bosses are making and the inability of the bosses system to meet workers needs
- use the campaign to organise unorganised workers into COSATU and to make sure that no group of workers struggles alone
- use the campaign, which has wide-spread support from all democratic organisations, to unite the mass democratic movement behind the workers' struggle

Living wage campaign weak but... **A STRIKE WAVE!**

The biggest strike wave in South Africa's history has built up this year.

In the first four months of 1987 there were many more workers on strike every day than in the whole of 1986. Tens of thousands of workers have fought long and bitter struggles - often at the same time, but isolated from each other - for a living wage.

But despite workers massive strike action already this year, COSATU's living wage campaign has not yet come together as it should.

The National Living Wage Committee is weak - many of our major industrial affiliates are not even participating.

The Regional Living Wage Committees are hardly functioning, although they have been established. And only a few local committees have been established.

Of course the repression against COSATU has affected the campaign. But a bigger problem is that many unions and regions are just not trying. And the only people suffering are COSATU workers.

Building and mobilising a national



campaign for a living wage is not easy. It needs the active participation of all unions in COSATU. It needs to be taken seriously by the union leadership.

COSATU workers have showed in struggle the determination and strength needed to build the campaign. On page 2

& 3 COSATU looks at just some of the actions and gains COSATU workers have achieved in an almost continuous strike wave this year. If this strength is to be united and co-ordinated by our living wage campaign than workers must make sure that their unions take it more seriously.

WORKERS MARCH ON

The main gain so far of COSATU's living wage campaign is the co-operation that is developing between NUM and NUMSA on the wage struggle front. Both NUM and NUMSA have declared disputes with the bosses in negotiations that affect over a million workers nationally.

It is likely that these disputes will come to a head during July. In the meantime, the unions are sharing information and planning joint campaigns to mobilise mine and metal workers in the living wage struggle.

Disputes in a number of food, chemical, retail, hotel, municipal, transport and textile workplaces are also likely to reach a peak during July. If these unions co-ordinate their struggles with NUM and NUMSA, well over a million workers could strike for a living wage at the same time.

In the meantime workers in all sectors have taken action around most COSATU demands as this brief overview of struggle this year shows:

Living wage OK?

The year began with over 10,000 OK Bazaars workers already in the third week of a national strike for a living wage. After 11 weeks of struggle, confrontation, arrests and intimidation OK workers went back as one united force with R100 across the board pay increase.

The OK strike set the pace for living wage struggles this year. And the SATS strike, which also ended in victory for 18,000 SARHWU workers, took the struggle to even greater heights. The dismissal of one worker led to the biggest and longest ever strike in the public sector in SA.

In the Transvaal, OPS and Eastern Cape railway workers came out on solidarity strike.

Other workers blocked goods coming from SATS and thousands of commuters took free rides. Workers responded with a massive nation-wide stayaway on May 5 and 6 to call for protest action in solidarity with the SATS strikers. After 3 months of bitter struggle, the SATS workers went back united and victorious.

CCAWUSA has won other good increases at Pick 'n Pay (R100 across the board), Spar (Clayville) (R220 over 1 year) and Allied Publishing (R110).

While the OK strike was happening, 1700 Mondi workers at 5 plants went on a national 8 day strike. Workers members of PWWU, won a 50c per hour increase. Later 3 Sappi plants came out around demands for a living wage and national negotiations. And Kohler in Brakpan had a six-week strike for a better wages.

CWIU workers are amongst the highest paid in the country. Workers at Ciba Geigy, Reckitt and Coleman and Chesebrough Ponds are earning over R4 an hour. Working hours are mainly below 45 hours a week with Reckitt and Coleman working 40 hours a week.

At MIR 700 workers in 4 plants went on a national strike for 3 weeks in March before winning a 31% increase in the lowest grade, while minimum wages for women workers increased by 54%. And at Shell, Mobile and Caltex Oil workers won R155 per month increase, bringing minimum wage to R735 per month. Workers will also receive 100% increase on shift allowance.

In the metal industry NUMSA is demanding R4 an hour at the Industrial Council and is in dispute with the bosses organisation Seifsa. There have already been a number of strikes at metal factories around wages and

conditions of work and NUMSA has also just won the right to negotiate wages for its members at Iscor where there are 15,000 workers.

The NUM has demanded a 55% across the board increase for mineworkers. NUM is already in dispute with the Chamber of Mines. But struggle continues - strikes are breaking out on the mines every week around wages and conditions.

In the food industry, FAWU workers at Beacon Sweets, Dairymaid, African Products, Clover, SAB and Coca Cola amongst others have taken strike action around issues of wages and solidarity. SAB workers are demanding a living wage of R5 an hour. Food workers have been uniting around the slogan "This factory is ours" and have backed up strikes with solidarity strikes, pickets and blacking action.

Municipal, textile, hotel and transport are also presently mobilising for a living wage.

Women worker rights NUMSA and other metal unions have recently won a big victory on the Industrial Council. All women workers in the metal industry have 6 months maternity leave at about 50% of normal wages.

Maternity rights for women workers have been won at over 30 CWIU factories in the Transvaal and sex discrimination has been ended on the SASOL plants and mines - where many women got wage increases from R200 to R470 per month.

CCAWUSA is now beginning extensive negotiations for paternity rights which will ensure that men and women workers play an equal role in family life.

Worker holidays

May Day is no longer an



- Every worker, must be paid enough to live decently - a living wage & jobs for all
- If the bosses say they can't pay they must open their books for inspection by workers.
- Wages should go up automatically with price increases.
- Workers should not pay GST or income tax.
- Workers should control UIF and pension funds.
- Workers should not work longer than 40 hours a week and overtime should be banned.
- There should be decent education and training for all.
- Working women should get at least 6 months paid maternity leave.
- May Day, June 16th and Sharpeville Day should be paid holidays.
- Migrant labour and hostels should be abolished - workers want decent houses near work.

issue. Workers have the won the day in 100's of factories in every sector. June 16th has also been won in a dozens of factories - particularly in the food and chemical industries. This year workers once again demonstrated that, like May Day, June 16 is ours. CWIU has won Sharpeville Day and FAWU is demanding a COSATU Day.

Detentions

The continued detention and imprisonment of worker leaders is causing great anger

among workers and massive protest strikes have already taken place - for example in the chemical industry.

On 14th April the entire Transvaal branch of Fawu went on strike against the continued detention of union leaders. About 45,000 workers took action demanding their immediate release.

At the same time, MAWU workers nationally struck for one hour every Monday for a month in protest against the detention of NUMSA General Secretary Moses Mayekiso

before the metal bosses stopped the action with a court interdict.

Tens of thousands of workers protested, struck and demonstrated on National Detainees Day.

Decent housing for workers

The struggle against the migrant labour and hostel system is growing with NUM's commitment to take control of the hostels this year. Already mine workers in the Witbank area have started

to move their families into the hostels and this is spreading to other areas.

SARHWU is also been running a campaign against the hostel system and has already won important concessions on food and conditions in some hostels after lengthy canteen boycotts. SATS has agreed to spend R10 million upgrading 2 hostels as part of the settlement of the strike.

The massive rent boycotts in over 50 townships country-wide have been actively supported by many COSATU workers. We want decent housing at rents we can afford near our place of work.

Job security

The struggle against retrenchment and for job security is one facing all unions all the time. Many retrenchments planned by the bosses have been prevented through strike action and demands to share work, ban overtime and reduce the working week.

And in an important struggle, CWIU's MRR workers have been in constant and heroic struggle - involving overtime boycotts, protests and strikes - to prevent the company closing up in Wadeville and transferring to Bophutswana.

Democratic society

Politics is, whether Botha and the bosses like it or not, a bread and butter issue for South African workers.

And COSATU unions speak with one voice on the immediate need for a non-racial democratic South Africa with one person one vote. But more and more, as the political crisis deepens, workers are discussing what the content of such a society should be.

Unions like NUM, CAWU, CCAWUSA and NUMSA have come out clearly in favour of a socialist society

and the question of socialism is being seriously discussed in many other COSATU affiliates.

The NUM, FAWU and NUMSA, which represent well over half COSATU's membership, have also adopted the Freedom Charter as a guiding programme in the struggle for socialism. This position has a lot of support among many affiliates in COSATU.

COSATU's National Congress in July is certain to be looking at the question of the political direction, programme and goals of organised workers more seriously than ever before.

Massive strike wave

The workers struggle also demands that COSATU seriously discuss the question of political direction. Because more than ever before, organised workers are leading the mass struggle in action.

The strikes, occupations, boycotts, blacking actions, solidarity strikes, victories and ongoing struggles so far this year, are just a small part of the hundreds of struggles affecting thousands of workers going on every single day.

There seems to be a massive strike wave developing. It has been spontaneously building up this year as more and more workers take action around their demands.

In the past 2 months, in addition to countless workplace-based strikes, hundreds and thousands of workers from Soweto and the East Rand supported a three-day stay-away.

On May Day about 3 million workers stayed away.

On May 5 and 6, the biggest national stayaway actions ever took place in protest against the white elections and in solidarity with the SATS strike.

Then on June 16th millions of workers demonstrated that the day is truly ours by taking it as a public holiday.

It is here, in these struggles and actions that workers are taking every day, that COSATU's living wage campaign must be rooted.

COSATU SALUTES 32 YEARS OF THE FREEDOM CHARTER

- Friday June 26th is the 32nd anniversary of the adoption of the Freedom Charter by the Congress of the People .
 - The Freedom Charter is supported by NUM, NUMSA and FAWU, which represent over half the total membership of COSATU.
 - The Freedom Charter is regarded by millions of South Africans as the most democratic pledge to emerge from our liberation struggle.
- COSATU WORKERS - Make sure the Charter and its meaning for workers in the struggle for a worker-controlled society free of oppression and exploitation is widely discussed.**

THE FREEDOM CHARTER

as adopted at the Congress of the People on 26 June 1955.

Preamble

We, the people of South Africa, declare for all our country and the world to know: That South Africa belongs to all who live in it, black and white, and that no government can justly claim authority unless it is based on the will of the people;

That our people have been robbed of their birthright to land, liberty and peace by a form of government founded on injustice and inequality;

That our country will never be prosperous and free until all our people live in brotherhood, enjoying equal rights and opportunities;

That only a democratic state, based on the will of the people, can secure to all their birthright without distinction of colour, race, sex or belief;

And therefore, we the people of South Africa, black and white together - equals, countrymen and brothers - adopt this FREEDOM CHARTER.

And we pledge ourselves to strive together, sparing nothing of our strength and courage, until the democratic changes set out here have been won.

ownership of the people as a whole.

All other industries and trade shall be controlled to ensure the well-being of the people.

All people shall have equal rights to trade where they choose, to manufacture and to enter all trades, crafts and professions.

THE LAND SHALL BE SHARED AMONG THOSE WHO WORK IT!

Restriction of land ownership on a racial basis shall be ended, and all the land re-divided amongst those who work it, to banish famine and land hunger.

The state shall help the peasants with implements, seed, tractors and dams to save the soil and assist the tillers.

Freedom of movement shall be guaranteed to all who work the land.

All shall have the right to occupy land wherever they choose.

People shall not be robbed of their cattle and forced labour and farm prisons shall be abolished.

ALL SHALL BE EQUAL BEFORE THE LAW!

No one shall be imprisoned, deported or restricted without fair trial.

No one shall be condemned by the order of any government official.

The courts shall be representative of all the people. Imprisonment shall be only for serious crimes against the people, and shall aim at re-education, not vengeance.

The police force and army shall be open to all on an equal basis and shall be the helpers and protectors of the people.

All laws which discriminate on the grounds of race, colour or belief shall be repealed.

ALL SHALL ENJOY HUMAN RIGHTS!

The law shall guarantee to all their right to speak, to organise, to meet together, to publish, to preach, to worship and to educate their children.

The privacy of the house from police raids shall be protected by law.

All shall be free to travel without restriction from countryside to town, from province to province, and from South Africa abroad.

Pass laws, permits and other laws restricting these freedoms shall be abolished.

THERE SHALL BE WORK AND SECURITY!

All who work shall be free to form trade unions, to elect their officers and to make wage agreements with their employers.

The state shall recognise the right and duty of all to work, and to draw full unemployment benefits.

Men and women of all races shall receive equal pay for equal work.

There shall be a forty-hour working week, a national minimum wage, paid annual leave, sick leave for all workers, and maternity leave on full pay for all working mothers.

Miners, domestic workers, farm workers and civil

servants shall have the same rights as all others who work.

Child labour, compound labour, the tot system and contract labour shall be abolished.

THE DOORS OF LEARNING AND CULTURE SHALL BE OPENED!

The government shall discover, develop and encourage national talent for the enhancement of our cultural life.

All the cultural treasures of mankind shall be open to all, by free exchange of books, ideas and contact with other lands.

The aim of education shall be to teach the youth to love their people and their culture, to honour human brotherhood, liberty and peace.

Education shall be free, compulsory, universal and equal for all children.

Higher education and technical training shall be opened to all by means of state allowances and scholarships awarded on the basis of merit.

Adult literacy shall be ended by a mass state education plan.

Teachers shall have all the rights of other citizens.

The colour bar in cultural life, in sport and education shall be abolished.

THERE SHALL BE HOUSES, SECURITY AND COMFORT!

All people shall have the right to live where they choose, to be decently housed, and to bring up their families in comfort and security.

Unused housing space shall be made available to the people.

Rent and prices shall be lowered, food plentiful and no one shall go hungry.

A preventative health scheme shall be run by the state.

Free medical care and hospitalisation shall be provided for all, with special care for mothers and young children.

Slums shall be demolished and new suburbs built where all have transport, roads, lighting, playing fields, creches and social centres.

The aged, the orphans, the disabled and the sick shall be cared for by the state.

Rest, leisure and recreation shall be the right of all.

Fenced locations and ghettos shall be abolished and laws which break up families shall be repealed.

THERE SHALL BE PEACE AND FRIENDSHIP!

South Africa shall be a fully independent state which respects the rights and sovereignty of all nations.

South Africa shall strive to maintain world peace and the settlement of all international disputes by negotiation - not war.

Peace and friendship amongst all our people shall be secured by upholding the equal rights, opportunities and status of all.

The people of our neighbours Lesotho, Botswana and Swaziland - shall be free to decide their own future.

The right of all the peoples of Africa to independence and self-government shall be recognised, and shall be the basis of close co-operation.

THE PEOPLE SHALL GOVERN!

Every man and woman shall have the right to vote for, and stand as a candidate, for all bodies which make the laws.

All the people shall be entitled to take part in the administration of the country.

The right of all the people shall be the same, regardless of race, colour or sex.

All bodies of minority rule, advisory boards, councils and authorities shall be replaced by democratic organs of self-government.

ALL NATIONAL GROUPS SHALL HAVE EQUAL RIGHTS!

There shall be equal status in the bodies of state, in the courts and in the schools, for all national groups and races.

All national groups shall be protected by law against insults to their race and national pride.

All people shall have equal rights to use their own languages and to develop their own folk culture and customs.

The preaching and practice of national, race or colour discrimination and contempt shall be a punishable crime.

All apartheid laws and practices shall be set aside.

THE PEOPLE SHALL SHARE IN THE WEALTH OF THE COUNTRY!

The national wealth of our country, the heritage of all South Africans, shall be restored to the people.

The mineral wealth beneath the soil, the banks and monopoly industry, shall be transferred to the

Let all those who love their people and their country now say, as we say here:

THESE FREEDOMS WE WILL FIGHT FOR, SIDE BY SIDE, THROUGHOUT OUR LIVES UNTIL WE HAVE WON OUR LIBERTY.