



Numsa Policy Resolutions

1987 to June 2020

Complete Texts

Section 3

Numsa Education Communication and Research

Introduction

This complete version of Numsa's Resolutions contains all policy resolutions of National Congresses, Central Committees and National Executive Committees in the 33 years between the Founding Congress of Numsa in 1987 and the Special National Executive Committee in June 2020.

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Numsa Education and Training

General Education and Training

Education (2000)¹

Problem Statement.

1. Numsa resolution stipulates that Unions must set aside 10% of their income for Education.

We therefore resolve:

1. That this resolution is long overdue, Numsa to implement it as a matter of urgency.
2. A certain portion of Numsa's income must be reserved in order to have our own Workers Training Centre within the next five (5) years.
3. That this Training Centre can look into ways to utilise finances in the Work Security Fund to train retrenched workers.
4. We need to fight for more paid time-off in order to minimise lost wages with regard to L.O.E., if possible amend the L.R.A. in terms of the wording "reasonable time-off".

Shop stewards Training

1. Union to make a survey to check the levels of literacy of comrades and where needed, union to introduce ABET.
2. Shop stewards to get more training.

Education and Training (2004)²

Noting:

1. There is no Workplace Skills Plan in the union .
2. There is no EEA plan and succession plan.
3. Numsa SDF deals with other organisational matters which take a lot of his time and focus.
4. Education and Training has been separated.
5. Education and Training is key in addressing a number of organisational problems e.g. Gender Equity, Overstaffing.
6. SDF has a lot to do and needs to concentrate on Education and Training.

And noting that the Numsa 2000 Congress resolution refers to;

1. Numsa to put aside 10% of its income for education, which is a long outstanding resolution
2. That a certain portion of Numsa's income must be reserved for the establishment of a Workers Training Centre within 5 years
3. We should fight for more paid time off in order to minimise lost wages with regard to LOE and if possible amend the LRA in terms of the wording "reasonable time off".

¹ NC 2000

² NC 2004

Further noting:

1. Although we did not put aside 10% of our income for education, “education has not been under resourced”.
2. No discussion took place on the Workers' Training Centre, or the Work Security Fund.
3. Paid time-off for Shop stewards was agreed to at the NBC to be part of Regional and Local campaigns.
4. No survey was done to ascertain the literacy levels of comrades.
5. Shop stewards' training was done on:
 - 2001 - Induction
 - 2002 - Motor and Engineering Main Agreements
 - 2003 - [Labour law amendments was postponed]
 - 2004 - Case handling, Auto and Escom Main Agreements

Resolves:

1. That we reaffirm that we investigate the establishment of a Numsa Workers' Training Centre.
2. The scope of workers' education should include the theory of capitalism in all its forms [neo liberalism, globalisation, etc] and practical lessons/experiences we draw daily in our workplaces and communities.
3. Numsa should immediately after this congress call a national education indaba to look at the state of education in the union.
4. The indaba to include in its agenda the following items for debate:
 - 4.1. Education and Training should be combined and fall under Education Department.
 - 4.2. That the National Congress hereby gives the Indaba, through the NOBs, the authority to restructure the education unit. Such restructuring should include reintroducing the old structures (Nedcom) to run and supervise education activities across the Union.
 - 4.3. Clear programmes of promoting access to learning through reputable and accredited institutions to promote equality between the female and male staff and prevention and unfair promotion.
 - 4.4. The union should accelerate training of shop stewards and staff as well as our fellow workers.
 - 4.5. The union must pay particular attention to training that would empower our shop stewards and worker leadership on agency shops and to play a more meaningful role in our pension/provident funds.
 - 4.6. Education must provide knowledge on workers rights, develop campaigns to defend those rights and improve the rights of workers and their families against exploitation of the capitalist system.
 - 4.7. An Office Bearer at Local, and Regional Level should be allocated to Ledcom/ Redcom.
 - 4.8. A campaign is launched to amend the LRA in particular for Office Bearer time-off.
 - 4.9. Regarding REGIONAL SPECIFIC PROGRAMMES, each Region should draw up its own programme and it should be budgeted for in the National budget, and that the Regional Structures monitor and account accordingly to the national Union.
 - 4.10. That NEDCOM/NESCO be re-established (an NOB, GS, Education Co-ordinator and 4 from the CC).
 - 4.11. Develop a clear programme that includes reviewing methodologies, materials, service providers and to develop a mechanism to track down the learning cycles of participation in our courses.

- 4.12. Indicators be defined upfront to assess the impact of education that was provided.
- 4.13. Internal education must be fast-tracked.
- 4.14. Legal department to develop a four year programme of intensive training of a pool of shopstewards and organisers that would be used to accelerate training on legal matters.
- 4.15. That full-time shop stewards attend organizers forum and Cosatu organizers forum.
- 4.16. Maintain our last congress resolution on resources allocation.
- 4.17. The union must build the capacity of shop stewards to deal with training issues at a plant level. Skills development to be budgeted for by the education department.
- 4.18. The last Central Committee in 2005 to get a comprehensive report about implementation.

Education (2009)³

Noting

- 1. Paid time offs are very limited and impact negatively on shop steward training.
- 2. The confusion and uncertainty caused by the LRA vagueness and ambiguity in respect of paid time off for shop stewards especially by the following phrase "reasonable time off".(Northern Cape)
- 3. Fulltime shopstewards are under utilized by the organization.
- 4. Even fulltime shopstewards do not realise their role outside their specific companies.
- 5. Co-operation/synergy between education and human resources in materials development is imperative. (KZN).
- 6. The role played by education as the nucleolus of the organization.
- 7. No concerted time off campaign was done as the resolve of the 7th congress.
- 8. That there is significant progress made by education in training shop stewards in 2007/8.
- 9. No tangible investigation made about the establishing Numsa Workers Training Center, thus there is no report reflecting anything about this resolution.(Ekurhuleni, Northern Cape).
- 10. Acknowledging that some 2004 congress resolutions have been achieved but there are still quite a number of outstanding resolutions.(Mpumalanga).

Believing that:

- 1. Fulltime shop stewards are supposed to be an asset to the organization.(KZN).
- 2. REOs must be capable of educating and co-ordinating training but they should also be able to develop material for the purpose of educating. (KZN).

Resolve:

- 1. Unions must use their strength and mobilizing power to negotiate time offs rather than relying on the LRA to secure substantial paid time offs for shop stewards.
- 2. In the near future we must push for LRA amendments through NEDLAC around paid time off.
- 3. Reaffirm all the resolve of the 7th Congress on Education.
- 4. Education to be separated from Legal in Northern Cape
- 5. Education Department to be an education service provider to other departments.
- 6. Re-affirm 2004 resolutions.
- 7. OCB to continue running training issues in factories and REO to do research, knowledge enrichment (including training of shop stewards on EEA and SDA) and sharpening of their skills.

³ Mini NC May 2009

8. Skills audit must be done to REOs to determine their level of capacity so that support can be provided in a form of skills development. This will ensure utilization of the current resources we have at level of education department.
9. Political discussions forums at local level at least once per quarter fully financed by the union, these forums must link with Cosatu socialist forums. LETCOM must be fully capacitated to run with the above program with minimum assistance from the Regions.
10. By 2010 Numsa training center business plan should be finalized and by 2012 the college must be up and running and start empowering and capacitating workers assuming that funding is secured.

Nedcom⁴

The CC resolved:

1. That the Numsa Nedcom be revived and that the national launch should be in the form of a Numsa National Education Conference, to amongst other things;
 - 1.1. Develop the program, content, material and curriculum of the Numsa Marxist Leninist Political Schools
 - 1.2. Identify the challenges confronting shopstewards in the workplace and in broader society (as contained in the snap survey) so that we may adjust and re-design our union education such that it capacitates our shopstewards. This is necessary so that we reduce the over reliance that our shopstewards have on Organisers
 - 1.3. Develop the guidelines of the work to be undertaken by Ledcoms and Redcoms
 - 1.4. Consolidation of the previous education resolutions
2. Composition of Nedcom:
 - 2.1. NEDCOM is to be convened by the President and DGS as NOB deployees to the education department
 - 2.2. Worker representation from each of our regions (2 workers leaders)
 - 2.3. REOs and head office educators to participate in NEDCOM.
 - 2.4. NEDCOM to meet twice a year; before the end of the year CC (evaluate and plan) and before the July CC (to evaluate and monitor the plan)
 - 2.5. The Numsa National Educators Forum should continue to exist as an operational arm of NEDCOM.

Education and Training (2012)

Noting:

1. NUMSA has a resolution on political education which needs to be revisited.
2. Numsa has launched political commissions.
3. Most activities take place at regional and national level which means that ordinary members at local level miss out a lot, especially on political training.

Believing

1. A political school should be established in each province so that members are educated politically.
2. The political school should not be seasonal but an ongoing process.
3. Implementation of raised issues will address the following problems: unemployment, inequality and poverty.

⁴ CC August 2011

Resolve:

1. We must re-inculcate the culture of learning and literacy campaign as part of ideological work.
2. Numsa must endeavour to build an institution mainly to serve as a base for political and organizational education.
3. The education department will be responsible for the training as established in terms of resolutions 1 and 2 above.⁵

Plant educators⁶

1. Plant educators are a mutual interest issue therefore we must negotiate for this. The late Comrade Mbuyi was the first plant educator at VW. We must address the issue of membership education.

Numsa Educators⁷

1. The central committee endorsed a campaign to push for employment of Numsa educators in strategic plants. The central committee resolve that Numsa regions must take up a campaign to push employers in big plants to Employ Numsa educators in big plants to be paid by companies who will train and educate Numsa members and Shopsteward on the policies and political perspective of Numsa, ground Shopstewards to understand globalization, restructuring so that they can be in position to advance Numsa perspective. The office of the GS will coordinate such a task with the secretaries of the nine region and ensure execution on urgent bases.
2. Need guidelines in big companies.

Career Path for Shop Stewards**Shop Steward Promotion (1996)⁸**

The following recommendations were made, that:-

1. A career progression of skills for shop steward should be drawn
2. Senior shop stewards should be assessed by an independent body and,
3. Industry Training Board should recognise skills and experience acquired by shop stewards.
4. It was further resolved that to set the process in motion regions, especially those affected, should make an input in this regard.

Shop Steward Promotion (1997)⁹

1. The issue was raised by the Mpumalanga region that the CC should give a task to the International desk to research the matter at the international level and inform the CC of trends internationally. The meeting agreed with the proposal with the provision that the training desk be fully involved.

⁵ NC 2012

⁶ CC May 2014

⁷ CC April 2015

⁸ NEC 12-13 July 1996

⁹ CC 18-19 June 1997

Shop steward accreditation¹⁰

Noting that:

1. The Union has trained shop stewards and through their involvement in the union, they have acquired additional skills apart from their work related skills
2. Management promote them using their own assessment procedures.

Resolves that:

1. We should have an independent body to accredit shop stewards
2. Auto shop stewards have developed a RPL checklist through which a shop steward can be assessed. This document has been agreed to by management.
 - 2.1. This document should be circulated to regions before the next CC for discussion
 - 2.2. Negotiate with training boards to accept the document and do accreditation.
3. Internally we must be careful not to RPL shop stewards first and not members.
4. RPL must be transparent as our members should not think that shop stewards have managed to get an increase for themselves only through RPL.

In-service training for students

In-service training for students¹¹

1. The KZN region has approached by tertiary students who want to be employed by the union on temporary basis for in service training . It was difficult for the region to respond because of lack of a policy on the matter. It was emphasised that NEHAWU is providing in- service training and paying allowance for students. The meeting was cautioned that some student have a reactionary agenda of wanting to use the union for their own gains. Some gain experience in the union and use that to attack the labour movement. SASCO use to have a progressive programme to deploy students in the unions but that programme has stopped.

Agreed

1. The issue must be discussed in the regions because it affects all regions. A discussion paper should be developed that will inculcate a culture of trade union movement in the students. The discussion paper should reflect a socialist ideology.

¹⁰ NBC, April 1997

¹¹ NEC 7-8 April 2000

Numsa Education Targets

Leadership

Political Education and Leadership Development¹²

Noting that:

1. Numsa and the federation have resolved at previous congresses to strengthen political education amongst cadres in the trade union movement.
2. Emphasis would be on continuing political education and developing the capacity of our leadership in general.
3. Together with the SACP, adopt and implement a programme for continuing political education; such a programme to be facilitated by setting up socialist forums, industrial units, regional and national political schools.
4. That these structures have not been properly set up and co-ordinated
5. Participation by shopstewards in the activities of the Alliance in general and the SACP in particular is poor.

Resolve:

1. Emphasis to be placed on setting up structures between alliance partners that would coordinate the political education and leadership development for cadres in the alliance.
2. That Numsa, Cosatu and the SACP drive the process to speed up our political education by ensuring that the Chris Hani Brigade, socialist forums and local branch structures are operational and functioning.
3. The union to continue sending both shopstewards and officials to the Chris Hani Institute for *umrhabulo*. But above all these should be comrades who are activists and not armchair comrades because theory without practice is sterile and practice without theory is blind.
4. Education department to be adequately resourced to ensure that Numsa Shopstewards and Officials participate in Cosatu's socialist forums in all regions.
5. Adequate resources be made available so that the structures are well supported and able to sustain the political and leadership development programme.
6. To have joint political programmes with the SACP, this can take the form joint political schools at least twice a year.
7. Numsa Regions to establish "Mbuyiselo Ngwenda Brigade, with the sole intention of building the second layer leadership".
8. Build a second layer of leadership by engaging on political debates at CC, REC and other levels.
9. To continue exposed our members and the working class in general to ideological training so that they can be better capacitated to lead the NDR and remain the leading social motive force.
10. The union must develop an education programme that targets and responds to the needs of the leadership as this might be different from those of new members.
11. Workshops on policy matters and political discussions should be linked to the REC
12. That the incoming national leadership must design a coherent political education programme for Numsa. Such a programme must not only respond to existing initiatives from Cosatu and the SACP, but it must respond directly to the political education needs of Numsa. It envisaged that this programme will cover all the different layers of leadership and ordinary members of Numsa.

¹² NC 2004

The Red 100¹³

1. The CC agreed that the Red 100 must be armed with revolutionary Marxist Leninist theory and be deployed across the country to capacitate cadres of Numsa, United Front and build leadership of the Workers Party.
2. The CC noted that names for the Red 100 brigade have been by all Regions regions and the number of young people included is appreciated.
3. As part of being alert to the threats and risk of building a revolutionary, mass based and vanguard Workers party, self-defense training must be provided to the Red 100 given the political volatility in the different provinces.

Mbuyiselo Brigade and Red 100¹⁴

1. The Mbuyiselo Ngwenda Brigade and the Numsa Red 100 must be revived, as per the 10th National Congress mandate.
2. Using the President as our political head, Regional Chairpersons and our existing regional and national education infrastructure must propel political education in the Union.

Education before NEC and CC¹⁵

1. We must make it a practice to have an education session before the NEC or CC so that we build our capacity.

¹³ CC July 2016

¹⁴ CC March 2019

¹⁵ CC Dec 2017

Numsa Education Content

Political education

Class contradictions & the working class in SA¹⁶

1. The NEC analysed the Communist Manifesto which defines the state as managing the affairs of the ruling class and regards democracy as an illusion - which sends society to sleep with the so called right to vote - because power relations are not equal - Public hearings find people objecting to changes but when it comes to implementation the people's voices are not heard in the execution of policies by the state.
2. Sharpening class contradictions must be appreciated and therefore the working class must impose its own stamp on the direction of our NDR.
3. The NEC agreed that two day regional workshops must be organised to reflect on the current political landscape so as to take our Numsa cadres on board. Head Office must be of assistance with regards to funding.

Nkrumah Political School¹⁷

1. The Numsa Education department together with Comrades in the Workers Party should share political and ideological education material for political training to take place at local and regional level
2. The Numsa Political Discussion Forums must be reinstated/revived.

Economic Policy Education

Economic education for trade unionists¹⁸

Noting

1. The establishment of the Macro-Economic Research Group (MERG) in the run up to the 1994 elections to assist the federation and affiliates by strengthening their capacity to engage on issues of a macro-economic nature.
2. That the Numsa National Leadership workshop in February 2008 resolved to propose the formation of a MERG II at the level of the federation to rebuild our capacity and knowledge of economic and trade issues
3. That similar steps will be implemented at the level of Numsa.
4. That Cosatu has initiated the Open the Doors Project.

Resolve

1. That this Congress endorses the proposals emanating from the February Workshop to establish MERG II (at the level of the federation) and MERG I at the level of Numsa and that these initiatives should be fast-tracked.
2. That the Education and Research Departments of the Union channel adequate resources to strengthen the capacity of our cadres and leadership by developing a module on macroeconomics for trade unionists. Such education must filter down through all levels of the union, without becoming the preserve of national structures.

¹⁶ NEC May 2010

¹⁷ CC July 2017

¹⁸ Mini NC 2009

3. Numsa to network with progressive labour research institutions in all provinces where these exist to complement our existing knowledge base and enhance our capacity to engage on economic and trade issues at a provincial and local level.

Education on the Capitalist Economic Crisis¹⁹

Noting:

1. That shop stewards and staff are incapacitated in dealing with the effects of globalisation, capital mobility and the collapse of capitalism in the context of re-investing solidarity amongst metal workers.

Therefore resolve:

1. That the education department should drive an education programme to capacitate members, shop stewards and trustees on the capitalist economic crisis. Ex-NUMSA ROB, LOB, S/S and staff and NUMSA deployees to parliament who have the necessary experience and knowledge should assist with such training.

Social theory

Decentralisation²⁰

1. Social theory course to be decentralized but do not compromise quality. Relook content and the quality before decentralization.

¹⁹ NC 2012

²⁰ CC May 2014

Numsa Education Resources

Funding Union Education

Union Education²¹

1. Unions should set aside 10% of their income for education.

Swedish Training School

International: Swedish training school (Oct 1999)²²

1. After some clarification by the President around the purchasing of the Swedish sponsored training school, the property is said to shall have been bought by the end of October 1999. A meeting, of which the Acting General Secretary will be part of will be convened to discuss how to run the school.

Discussion

1. E. Cape - We raised serious reservations about the school and there is no report around this. What we need to do is to have a session that will plan on the utilisation of the building. The institution will have to be made useful for all structures like our sister unions in Canada who run a training school. The facility must generate money and be able to sustain itself.
2. Agreed that a planning session be convened to look at the utilisation and the sustainability of the school. We need to consult and interact with our sister unions in Canada because they have immense experience in running such training schools. The facility must sustain itself. Numsa must utilise the facility to the fullest. The institution must serve the entire community and structures of civil society. The committee must meet to tighten up the loose ends. The Swiss must fund the content of training.

International: Swedish training school (Dec 1999)²³

1. The NOB's reported that the industrial training school building has been bought by the Swedish for 8 million rand and a deposit of R500 000 paid for maintenance. This leaves them with a balance of R500000 on maintenance of the building. The union will have to look at the issue of getting a 3 aside committee that would discuss the details of the school. The committee will look at the mission , administration and vision. They further reported that it is not guaranteed that Cde Moss Mayekiso will be available to co-ordinate the project, that still needs to be discuss with him.
2. The NOB's further reported the allegations made by cdes Patricia de Lille and Terry Crawford Brown around the union receiving kick-backs on the R40 million rands should not be ignored. The name of the organisation has been tarnished already, there is a great need to institute an investigation to clear the organisation .
3. The meeting agreed that there is a need to submit a detailed report and further elaborate on the Numsa three year programme. The programme must deliver and be assessed on year bases. The NOB's should give report timeously.
4. The meeting further agreed that the allegations about Numsa receiving kick-backs on the 40 million procurement arms deal need to be highly investigated. But also challenge Delille and

²¹ NC 1996

²² NEC 29-30 October 1999

²³ NEC 4 December 1999

Terry Crawford Brown to come out in open about the allegations. The NOB's were task to make a follow-up on the allegations.

International: Swedish Training School (Feb 2000)²⁴

1. An agreement between Numsa and SAAB has been concluded and signed. The building has been acquired however, Numsa is not sure of the balance of purchase. It was established that the elected team that has to look at the running of the school hasn't met yet.
2. There is a rumour that the school is linked to the armsdeal. NOB's are mandated to meet with Patricia de Lille to disclose information relating to the allegations she made of Numsa's engagement in the armsdeal.

International: Swedish Training School (April 2000)²⁵

1. The NOB's reported that the investigation on the Swedish Training School was done. The mandate was that a task team should investigate allegations of kick-backs as postulated by the MP Patricia Delille and Terry Crawford-Brown. The allegations turn to tarnish the image of the union in relation to the training school.
2. The investigating team met the Minister of Trade and Industry on the 1st March 2000. They also met the Swedish union representative on the 7th March 2000. The team subsequently met Mr Les Kattledas. All the mentioned people denied any knowledge of the allegations against the union. The team is still planning to meet MP Patricia Delille, Terry Crawford-Brown and Terry Bell but no date has been set.
3. The NOB's further reported that although the preparations for the school are underway, but the biggest problem is that the comrade who were mandated to participate in the initial establishment of the school are currently reluctant to participate because of the allegations of kick-backs.
4. Comrade Melanie Samson met with the SAAB and with the representative from the Swedish companies after numerous pressure from the government, Department of labour and the Swedish union requesting the union to participate.
5. The following points emerged from the meeting:
 - 5.1. Swedish companies were asked by SAAB to identify their training needs, and what they thought the focus of the school should be
 - 5.2. Swedish companies were asked by SAAB whether they would be willing to contribute money to the school.
 - 5.3. According to the representative from SAAB the school has not yet been purchased, they have only put a certain amount of money down. He stated that if Numsa finds another venue which we prefer, then we would be able to choose a different venue. It would be possible to forfeit the down payment on the school. It is unclear whether SAAB would cover this cost, or whether it would reduce the amount of money available for the project.
 - 5.4. According to the representative SAAB will contribute \$1 million US for the school. Other employers inquired as to whether SAAB would cover the costs of running the school for the first few years. SAAB replied that they would not.
 - 5.5. Employers inquired as to whether they were obliged to finance the school, and SAAB stated that they were not.
 - 5.6. Employers stated that until there was a clear proposal from Numsa the focus and viability of the school it would not be possible for them to commit to supporting the school. However,

²⁴ NEC 18-19 Feb 2000

²⁵ NEC 7-8 April 2000

a number of employers stated that they could possibly send their workers to the school for training, and that they could also possibly provide financing for the school, again depending on the focus etc. A number of employers noted that they thought the school should also be of benefit to the community.

- 5.7. Draft documents have already been prepared on a number of issues. Numsa has not been involved in drafting these documents. The documents in question relate to:
 - 5.7.1. Mission and objectives for the school
 - 5.7.2. budget and financial plan for the school
 - 5.7.3. a training programme for the school
- 5.8. A questionnaire has already been sent to companies asking what their training needs are. Numsa was not involved in drafting this questionnaire.
- 5.9. The employers clearly see the school as being focused on industrial training.
6. Resulting from the meeting there appear to be a number of key issues which need to be addressed:
 - 6.1. The team appointed to deal with the training school has never been convened by the NOBs. There is an urgent need for this team to meet.
 - 6.2. Numsa should clearly decide whether we want to proceed with the idea of a school. If we do:
 - 6.3. Numsa should clearly identify what the objectives and mission of the school are, what we want the focus to be, and who the target is. For example, do we want the school to focus primarily on industrial, technical training? Or do we want the school to focus on union education? Do we want a mix of the two etc.? We need a clear strategy.
 - 6.4. Numsa should thoroughly investigate the financial viability of the school. Will it be self sustaining? Will it be a drain on our resources? We need to do a proper feasibility study accompanied by a financial plan and budget.
 - 6.5. As part of this process Numsa should investigate the experience of other unions in SA and internationally who have embarked on similar processes to identify pros and cons and potential problems.
 - 6.6. Numsa needs to control and be actively engaged in all of the processes related to the school. Tremendous progress has been made on the development of the Numsa school, without the participation of Numsa.
 - 6.7. Numsa should clarify the role of Leif and Moss Mayekiso in these processes.
 - 6.8. Numsa should identify whether in light of all of the above issues it is appropriate for comrades to go on the proposed trip to Sweden at the end of April. If comrades are going to participate on the trip we should be clear of the agenda, their mandate and their role.
7. The NOB's sensetize the meeting of the suggested trip by the Swedish. The Swedish delegation want the union to avail comrades to take a trip to Sweden with the sole purpose of investigating the allegations of kick- backs. The meeting was cautioned by the NOB' s that it seems the aim of the trip is win the hearts and minds of the comrades that will be send to Sweden. Further more to canvass money for the training school.
8. The meeting noted that the primary objective is to conclude investigations but the other dilema is that the contract clause on page 3 is missing.
9. It was further emphasised that comrade Hlokoza Motau, Elias Monage and Osborn Galeni seems to have some information about Swedish Training School.

Agreed

1. The meeting agreed that the NOB's should write a letter to the Swedish to propose a meeting and also clarify the following points :
 - 1.1. Who will be funding the Training school ?
 - 1.2. Who receive kick-backs from Numsa?
 - 1.3. What is the role of SANCO investment company?
 - 1.4. Removal of clause 4, 5.
2. If the above questions are not clarified accordingly then the union should withdraw its participation. But if all the questions are answered then allow the existing Numsa committee to define and deal with the following details.
 - 2.1. Name of the School.
 - 2.2. Syllabus
 - 2.3. Curriculum
3. The investigating task team must continue to operate and report timeously to the NOB's. The task team will cease to operate after all the investigations have been done to people who have information. Comrade Elias Monage, Hlokoza Motau and Osborn Galeni must assist the union with more information. The NEC further agreed that trip to Sweden must be sanctioned until there are clarifications on the above points. The establishment of Section 21 company will only be relevant if the above points are clarified.

International: Swedish training school (Oct 2000)²⁶

1. On the basis of the allegations made by Patricia de Lille and Tony Crawford Brown that Numsa benefited or alternatively received a bribe for the Swedes in particular SAAB, the NEC resolved that the NOB's should investigate and approach the Heath Special investigation unit to probe these allegations.
2. In this regard and given the uncertainty regarding Numsa's role on this arms deal, the acquisition of the training school is put into abeyance pending the outcome of investigation.

International: Swedish training school (Feb 2001)²⁷

1. This matter related to the defence Procurement deal has been shrouded in public controversy. The NOB's reflected on the current debate for or against the inclusion of the Heath Commission in the government initiated probe has somehow compounded this matter further.
2. In recent media reports it was alleged that a senior SACTWU official served as a director on behalf of the KZN Workers College in consortium, Nkobi Holdings that benefited from the downstream spin-offs of the deal. It was alleged without documentary proof that many individuals became instant millionaires from the Defence Procurement.
3. In this meeting, a new proposal was presented in regard to purchasing another school in Centurion.
4. The NOB's recommended now that the matter has been discussed for almost two years in the union, in spite of allegations that certain individuals benefited , that we have not been able to lay our hands on any concrete evidence to substantiate these allegations.

²⁶ NEC 27-29 October 2000

²⁷ CC 23-25 Feb 2001

5. This has for sometime distracted our attention and resources on the most important things of the organisation. The union has no organisational interest in acquiring the Centurion college as presented by the Swedes in January 2001.

Agreed:

1. The meeting concluded that the matter must not be pursued any further. The NOB's will inform the Swedes in writing that Numsa would not be party to any school shrouded with allegations of corruption and controversy.
2. If evidence appears in the near future that certain individual/s acted improperly on behalf of Numsa, legal steps would be taken to defend the name of the union.

Swedish Training School (2002)²⁸

1. The NOB's reported that pursuant to allegations that emerged, linking this initiative to the Arms Procurement Saga and the union's decision taken thereafter to distance ourselves from the Training School, several meetings were held with the Swedish Metalworkers Union to;
 - 1.1. Clarify this matter and mend our relationship
 - 1.2. Discussion on financial support on the HIV/AIDS pandemic
 - 1.3. Financial support on the Numsa Organisational Renewal Project
2. In the recent period, a delegation of the union comprised of the President, the National Treasurer and the General Secretary went to Sweden to cement this relationship. Amongst many others, issues discussed with the Swedes were the following;
 - 2.1. An allocation by various institutions in Sweden of an amount totalling to R7 million for vocational training in the Centurion Training College, therefore benefiting the Metal Industry
 - 2.2. A further allocation of R17 million to the Southern African region to stem the tide of HIV/AIDS
 - 2.3. A commitment to support and fund the Numsa Organisational Renewal Project up to 2004
3. The meeting noted these positive developments and further mandated the NOB's to engage the Centurion College to provide training that would benefit members and staff of the union.

Materials

Intellectuals conference²⁹

Noting:

1. The 2004 Numsa resolution was not fully implemented that Numsa must collate materials arising of the African Intellectual Conference
2. Further noting that there is an intellectuals' conference report.

Believing:

1. The budget should be increased by 5% from total budget of the union.

Therefore resolve:

1. 2004 resolution is still relevant.
2. Materials should be installed in our IT system.

²⁸ CC 24-26 June 2002

²⁹ Mini NC 2009

Research Capability

Industrial Policy³⁰

1. Cluster studies should be needs-driven and linked to RDP initiatives, example housing delivery programme (finished product determine the establishment of clusters)
2. We reject the notion of export-driven studies.
3. Our participation in the cluster studies should be to defend the interests of workers, particularly changes to work organisation.
4. We should secure funding (IDC, DTI, Japanese Grant Fund) for training and capacity building for our comrades participating in these structures. Develop report-back and mandating mechanisms throughout these processes.

³⁰ NBC April 1998

Numsa Media and Communication

Media and Communication

Media and communication (2004)³¹

1. To ascertain our members' needs with regard to Numsa News we need to conduct a survey in all of our regions of our readers. Such a survey would establish needs around content, language etc.
2. Each province to recruit writers (one or more per region) for Numsa's publications.
3. Numsa should further develop and accredit writers and bring writers to major union events.
4. Engage employers to fund and/or give financial support to community based radio stations.

Media and communication (2009)³²

Resolve:

1. To campaign for Cosatu to sign with all media houses a percentage on labour issues that will be aired at prime time and in general time
2. Numsa with Cosatu to partner with community radio stations and intensify involvement including occupying strategic seats on their boards.
3. Numsa to research how much it would cost to pay for a regional radio station, regional TV broadcasts, local "for sale" newspapers and Cosatu's Congo Mobile project so that by 2012, Numsa should
 - 3.1. establish its regional radio stations and two regional TV broadcasts.
 - 3.2. Create local "for sale" newspapers that will deal with issues in communities.
 - 3.3. ensure that Cosatu's Congo Mobile project is implemented and encourages members to subscribe to this means of communication.
4. To integrate community issues into Numsa NEWS with a regional balanced approach.
5. Numsa writers, leadership and shop stewards must graduate to participate in contestation of ideas by writing opinion pieces in the public domain sanctioned by the regional or local office bearers eg commercial and community media.
6. Regional office bearers to be empowered to write.
7. The media department to release information about when NOBs will participate in debates timeously.
8. Develop and accredit writers as per 2004 resolution.
9. Re-affirm 2004 congress resolutions though some have been partially achieved.

³¹ NC 2004

³² Mini NC 2009

Newspaper

Numsa Newspaper (Feb 1989)³³

1. The meeting noted a report that the National Office Bearers had discussed the establishment of a Numsa newspaper and concluded that it had become imperative that a newspaper be launched.
2. The Office Bearers had requested the General Secretary to invite Cde Ian Bissell who is presently living in London, to take charge of the newspaper. This had been done and Cde Bissell had declined.

RESOLVED on a motion by Cde Oliphant seconded by Cde Kolotsi that:

1. A Numsa newspaper be established:
2. The national office-bearers be and are hereby mandated to acquire the services of a suitable person to perform the duties of editor of the newspaper;
3. A budget for this newspaper be drawn up and submitted to the Nordic metal unions for assistance;
4. An interim newspaper be published which would be financed out of the budget of the Education department.
5. The meeting noted that a newspaper entitled "Numsa ENGINEERING NEWS" had been issued. It was agreed that no future issues should bear this title and should simply be called "Numsa NEWS".

Numsa Newspaper (May 1989)³⁴

Noting:

1. Information and communication is the basis of proper democracy.
2. Numsa has no information and educational newspaper and our members need one.

We therefore resolve

1. To have a monthly newspaper which will cover trade union and community news.
2. That the newspaper will be sold to the membership and other workers to finance the production of the paper.
3. To have a media and information section at head office which will collect information and distribute it to the structures of the union.
4. This paper should be educational and convey Union policy and news to the members. The Union must make sure that the information is collected and the paper circulated properly to our members and that our members are discussing the contents of the paper and making comments.
5. To employ the necessary staff at head office and regions to work on this project. The Central Committee should make the necessary arrangements.

³³ CC 18 - 19 February 1989

³⁴ Mini NC 1989

Numsa News: Tendering (Feb 1998)³⁵

1. The proposal to adopt in principle a tender policy for layout, printing and distribution was accepted. NOBs were mandated to develop guidelines on the tendering for discussion and ratification by the next Central Committee meeting.

Numsa News: Tendering and Advertising Policy (June 1998)³⁶

1. The meeting unanimously agreed to ratify the NEC recommended advertising policy and Numsa tender policy subject to the national office developing guidelines for discussion and decision by the next CC.

News co-ordinator in each region³⁷

1. The meeting agreed that there is a need to gather news in each region to assist with compiling stories for Numsa News and other publications. Resolved to task regional secretaries with this responsibility.

Advertising in Numsa News³⁸

1. The proposal to adopt in principle a policy on advertising as a way of covering the costs of our newsletter was accepted. That the advertising policy should not be commercially or product driven thus NOBs were mandated to develop certain criteria to be followed amongst others to include:
 - 1.1. Adverts dealing with social transformation
 - 1.2. public health care awareness eg. AIDS, environmental etc.
 - 1.3. educational information sharing.
2. This advertising policy to be ratified by the Central Committee.

Numsa Bulletin

Shop steward bulletin³⁹

1. The Central Committee accepted that to the re-establishment of Numsa's Shopsteward Bulletin. It has become abundantly clear that with Numsa News, is unable to deal with complex issues which are of interest to shopstewards and worker leaders.
2. The Central Committee agreed that union should re-establish Numsa's Shopsteward Bulletin on a pilot basis in 1999.

³⁵ NEC 25-26 February 1998

³⁶ CC 19-21 June 1998

³⁷ NEC 25-26 February 1998

³⁸ NEC 25-26 February 1998

³⁹ CC 4- 6 December 1998

Shop steward bulletin: editorial policy: Writing letters/papers to the Numsa Bulletin⁴⁰

1. The NOB's reported to the meeting that comrade Jenny Grice approached them to approve the paper that was written by comrade Osborn Galeni with a heading "Let us not stoop so low". The paper was sent to comrade Jenny Grice to publish it in the Numsa Bulletin. Comrade Jenny Grice wanted permission to the NOB's to publicise the paper for discussions within the union in the Numsa Bulletin.
2. She subsequently showed the NOB's a Central Committee decision that says the Numsa Bulletin will not be the mouthpiece of the union and the leadership, therefore letters/papers cannot be sanctioned by the NOB's. The NOB's wanted the Central Committee to discuss whether there was confusion for the Numsa Bulletin to via the NOB's based on the previous Central Committee decision that the Numsa Bulletin is not the mouthpiece of the union and its leadership.

Discussions

1. The NOB's have an ultimate political authority to manage the union and to realise its goals. The union cannot allow self-interests to mushroom and squander the political objectives of the union. Even if there is a Central Committee decision that says the Numsa bulletin will not be the mouthpiece of the union. That decision is not contradictory in raising legitimate concerns of officials but that does not mean that individuals should challenge the political authority of the union via the Numsa Bulletin. The two decisions are not contradictory.
2. We do not want to commit suicide. The General Secretary was supposed to be the editor in chief. Now that there is no General Secretary then the NOB's are charged of taking responsibility.
3. No free for all. It is the duty of NOB's that the image of the union is not tarnished. We cannot print something that will destroy us. The NOB's are charged to sanction because the union is paying. Rather the Bulletin should be used to educate.
4. Some of these comrades have proposals in these documents, which suggests that they are clever than others. They advance their views on existing policies. That means they are challenging most of CC/NEC decisions. The union cannot allow that to happen.
5. We should have freedom of expression in the organisation. If we do so the union will grow and spark debates in the organisation. Rather than censoring, the best alternative is to attach NOB's remarks/responses at the end of each paper to spell out Numsa's policies and decisions.
6. There are two ways to express views. The bulletin should give a feeling that members are free to talk. Editor should go to the individual and ask him to respond. If we do so, then we would be giving people the freedom of speech. There is no need to sanction give people a freedom to speak.
7. We propose that if anyone wants to issue a paper, it must via the General Secretary and the information officer.
8. Does Numsa have the responsibility of that paper?
9. No-one is disputing the freedom of expression. We must express loyalty to the organisation. We must allow to be governed and be led. The content of the papers written sometimes sends wrong message to workers. Let us follow proper procedures.
10. Freedom of expression must be channeled through proper procedures. NOB's must have control. The Numsa bulletin has a union logo and we have always encourage internal debates within the existing structures. We cannot run away on our responsibilities to lead and control the union. NOB's have the right to sanction.
11. We should ensure that any material is in line with the principles of the organisation.

⁴⁰ CC 25-27 May 2000

12. The Numsa INFO should be sanctioned. It also turns to discredit some of the staff members. This has resulted to some of the staff members wanting to sue the union.
13. Only popular views will be in the Numsa Bulletin. It's either we manage the bulletin or we close it altogether.
14. The intention is not to close debates but to distinguish between constructive and destructive views. We cannot allow a paper that insinuates our own comrades. Chaos and democracy do not go together. Different views must not insult other comrades. We need to create unity. What type of a foundation do we want to build?
15. The Numsa bulletin cannot be used as a political expression outside the existing structures. NOB's must provide leadership. We must distinguish between rights and obligations. The Numsa bulletin is a very useful document but it must not be used to undermine the policies of the organisation.
16. If you have structures, one must be prepared to contradict himself. Let's exercise freedom of expression. The bulletin should cater for views of people. Numsa is not liable and Numsa Bulletin should cater for other views.
17. The union should take ownership. No one has absolute rights. Freedom of expression should be curtailed at some point.
18. The union will not suppress good views. But everything must be scrutinized and should build the union.

Vote

1. After a long debate on the issue, the matter was then taken to a vote

There were two views :

1. Even if there was a previous Central Committee decision that the Numsa Bulletin is not the mouthpiece of the union but the NOB's should take the overall charge to sanction any letter/paper.
2. Let everyone express his/her views to stimulate debates within the union. The NOB's must not censure freedom of expression.

First view : 17

Second view: 7

Abstained: 4

Agreed

The NOB's will take the overall responsibility for Numsa Bulletin without suppressing the views of the writers. They are entitled to scrutinize, edit and sanction letters/papers.

Communication Strategy

Alternative Media Centre⁴¹

1. An alternative media hub has been established in Brazil and India. Both Thoughtworks and Bertha Foundation have funded these media centres and they want to open up a media hub in Johannesburg which can be used by Numsa, the United Front, the MfS and the new Federation. The purpose of the centre would be to:

⁴¹ NEC November 2015

- 1.1. Keep comrades in the US, and beyond, informed of news on South Africa in general as well as the work of NUMSA and other left organisations in the country.
- 1.2. Build a strong broad-based solidarity network both locally and internationally
- 1.3. Shape the local and international discourse around NUMSA and the evolving situation in South Africa
- 1.4. Raise the profile of NUMSA internationally
- 1.5. Provide access to quality progressive news and analysis within NUMSA
2. Activities of the centre would include to:
 - 2.1. Publish a weekly newsletter to be shared with a national and international constituency.
 - 2.2. Create an online repository of research papers and political analysis produced by and for NUMSA.
 - 2.3. Collaborate with the existing NUMSA publications: Shop Steward Bulletin and NUMSA News.
 - 2.4. Reviving our social media platform
 - 2.5. Improve the Numsa website
3. The Secretariat HOD and Comrade Nyari of Thoughtworks are working on a date in October to have a workshop on how this is set up. The Comrades who have set up the Brazil and India centre will be invited to present to us. As Numsa we will take our NOB', Publications and Spokesperson and Nurpi comrades.
 - 3.1. The above recommendations in the secretariat report are supported and endorsed by the NEC
 - 3.2. The NEC further accepted that the implementation work was being undertaken by a task team under the direction of the National Office Bearers
 - 3.3. The framework for the communication strategy must be finalised in the December CC
 - 3.4. The bulk of the funding for this media hub will be generated externally but the December CC must discuss how to augment the budget – one possibility is to increase our current media budget.

The Media Hub⁴²

1. The CC appreciated the work undertaken to establish the Media Hub as reported in the Secretariat Report.
2. In this regard the CC resolved that external funding should be sourced.

⁴² CC July 2017

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