



# **NUMSA Policy Resolutions**

**1987 to June 2020**

**Complete Texts**

## **Section 8**

### **Youth**

## **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 Youth Work Coordination

### Numsa Youth Desk

#### Numsa Youth Desk (2009)<sup>1</sup>

The CC received a report on the National Congress resolution to establish a Numsa Youth Desk and took the following decision;

1. The CC supports the idea of the establishment of the Numsa youth desk because any organisation must be able to reproduce itself. For Numsa to preserve its culture, there is a dire need to create the second layer leadership
2. There would have to be strict control of the structure because most youth are individualistic and do not easily subscribe to the culture of organizational discipline and collectivism.
3. A coordinator is required to operate the desk. The NOB will attend to the matter. The question of payment must be attended to by the NOB.
4. The Numsa youth desk must be filtered down to the regional and local levels of the union.
5. The Numsa Youth Desk as a sub structure must be accountable and subordinated to the constitutional structures
6. Engagement and the establishment of relationships with progressive young structures to prepare young people for the world of work and politically graduate students from higher institutions to make sure the world of work is understood and to participate in campaigns on issues affecting young workers
7. Strict guidelines are required to avoid lawlessness and therefore the structure must be under political authority of the constitutional structures.
8. It was agreed that the cut-off age for participation in the Numsa Youth desk is 35
9. The paper presented by the DGS at the Numsa youth workshop must be circulated to all regions
10. Outside funding for a period of 5 years must be secured.

#### NUMSA Youth Desk (2010)<sup>2</sup>

The Central Committee noted that the July 2010 NUMSA CC deferred the following matters to the December 2010 NUMSA CC;

1. Representation of the NUMSAYD reps in RECs, NECs and CCs (and further policy guidelines on the operations of the NUMSAYD as a substructure)
2. Regional Coordination of the NUMSAYD
3. Employment of a permanent National NUMSAYD Coordinator

The CC further received a report from the NOB on the misconduct of the NUMSAYD National Secretary.

#### The CC resolved that:

1. NUMSAYD representatives would be allowed to attend RECs, NECs and CCs in the same manner as the National Gender Structure of NUMSA are allowed observer status with speaking but not voting rights;

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<sup>1</sup> CC July 2009

<sup>2</sup> CC Dec 2010

2. Regional Secretaries should coordinate the NUMSAYD at regional level. RECs shall with the NUMSAYD at regional level determine who coordinates NUMSAYD at Local level. It was further agreed that the necessary resources within our financial constraints be provided to the NUMSAYD leadership at national level to properly coordinate the sub-structure.
3. Employment of a permanent National NUMSAYD Coordinator - The CC took a view that we should not over extend employment in the head office of NUMSA at the expense of lower levels where it matters most. Nevertheless the CC agreed to mandate the NOBs with responsibility of finding the best way to reorganize head office such that there could be a suitable arrangement to achieve the objective of National Coordination of the NUMSAYD.
4. NUMSAYD National Secretary - The CC endorsed the NOBs' recommendation and NUMSAYD leadership support for the suspension of the NUMSAYD National Secretary for conduct unbecoming. This suspension involves the Comrade not being permitted to enter the premises of the NUMSA head office and VM Conference Centre. The NOBs shall provide a report to the first NEC in February 2011 on the outcome of their investigation into the conduct of the suspended NUMSA National Secretary.
5. The National Office Bearers shall continue to manage and guide the NUMSAYD structures at a national level to ensure that we remain consistent with the resolution of the NUMSA 8th National Congress of 2008 which called for the establishment of the NUMSAYD.

### **Numsa Youth Desk<sup>3</sup>**

#### **Noting**

1. The proposed youth desk policy from the Secretariat
2. The current practice in attendance at the Regional constitutional meetings: youth desk representation is 2.

#### **Resolve**

1. The name must be changed from Numsa Youth Desk to Numsa Youth Forum.
2. The Numsa Youth Desk must work within the confines of the provisions of Numsa Constitution.
3. Rather than rely on name change, Numsa Youth Desk must rigorously advance Numsa programmes, resolutions and policies with specific attention to young metalworkers from who it must first and foremost earn respect as a condition to earn respect from others.
4. The status quo must remain with respect of the coordination of the youth desk at the regional and local levels with local coordinators coordinating activities of the Youth Forum at the local with increased involvement of the Local Office Bearers.
5. Attendance of Youth Forum representatives to constitutional structures must be the same as it has been with Gender Forum.

### **Resolution on gender and youth<sup>4</sup>**

#### **This Congress resolves**

1. To build youth and gender structures from factory level, to report to the local structure, which will report to the regional structure, which will report to the national structure.
2. To ensure that both structures have programs. If the structures do not function at the lower levels, the Union must not release funds for Regional and National activities of the structures.
3. To ensure that structures are not used for individuals to push their own agendas.

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<sup>3</sup> NC 2012

<sup>4</sup> NC 2016

4. To capacitate both Youth and Gender structures.
5. To call for 20% female delegation in meetings

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