



# **Numsa Policy Resolutions**

**Edited Version**

**Section 3**

**Numsa Education  
Communication  
and  
Research**

**1987 to end June 2012  
(includes NC 2012)**

## **Section 3**

# **Numsa Education Communication and Research**

## Table of Contents

<b><i>Numsa Education Targets</i></b> .....	<b>5</b>
<b>Membership</b> .....	<b>5</b>
<b>Shop Stewards</b> .....	<b>5</b>
Training.....	5
Career Path.....	6
<b>Women</b> .....	<b>6</b>
<b>Office Bearers</b> .....	<b>6</b>
<b>Leadership</b> .....	<b>6</b>
<b>Organisers</b> .....	<b>7</b>
<b>Regional Education Officers</b> .....	<b>7</b>
<b>Writers</b> .....	<b>7</b>
<b>NFC and RFCs</b> .....	<b>7</b>
<b>Additonal training programmes</b> .....	<b>7</b>
<b><i>Numsa Education Content</i></b> .....	<b>8</b>
<b>Collective Bargaining Strategy</b> .....	<b>8</b>
<b>Political education</b> .....	<b>8</b>
<b>Economic Policy Education</b> .....	<b>8</b>
<b>Industry Policy Education</b> .....	<b>9</b>
<b>Finance Training</b> .....	<b>9</b>
<b>Adult Basic Education</b> .....	<b>9</b>
<b>Gender</b> .....	<b>9</b>
<b>Migration and peaceful co-existence</b> .....	<b>9</b>
<b><i>Numsa Education Resources</i></b> .....	<b>10</b>
<b>Funding Union Education</b> .....	<b>10</b>
<b>Swedish Training School</b> .....	<b>10</b>
<b>Numsa Workers Training Centre</b> .....	<b>10</b>
<b>Materials</b> .....	<b>10</b>
<b><i>Numsa Research</i></b> .....	<b>11</b>
<b>Research Capability</b> .....	<b>11</b>
<b>Cluster studies</b> .....	<b>11</b>
<b>Engagement with DTI</b> .....	<b>12</b>
<b>RDGs</b> .....	<b>12</b>
<b>Study Tours</b> .....	<b>12</b>
<b>Research Topics</b> .....	<b>12</b>

<b>Numsa Media and Communication.....</b>	<b>13</b>
<b>Use of Media and Communication .....</b>	<b>13</b>
<b>Newspaper .....</b>	<b>13</b>
Establishment of Numsa News.....	13
Tendering for Numsa News.....	13
News co-ordinator in each region .....	13
Advertising in Numsa News.....	14
<b>Numsa Bulletin .....</b>	<b>14</b>
<b>Numsa Organisational Renewal News.....</b>	<b>14</b>
<b>Use of commercial media.....</b>	<b>14</b>
<b>Pamphlets .....</b>	<b>14</b>
<b>Subscription to Amandla Magazine.....</b>	<b>15</b>
<b>Culture.....</b>	<b>15</b>
<b>Index.....</b>	<b>16</b>

## Numsa Education Targets

### Membership

1. Numsa should develop a clear programme for the popularisation of and education on Numsa that reaches our membership. This would be based on:
  - 1.1. A popular based Newspaper that uses simple language and is written in the different languages common in Numsa.
  - 1.2. The use of radio and television as part of our education and the popularisation of Numsa issues. However this should not substitute for proper report-backs at factories, locals and regions. Worker leadership must be trained in radio/TV at local, regional and national levels.
  - 1.3. Renewed efforts to implement factory based education.
  - 1.4. The use of surveys to ascertain the concerns of membership.
  - 1.5. A combination of formal, informal and adult basic education to overcome illiteracy, semi-literacy and low levels of numeracy.
2. These programmes must lead to the empowerment of workers<sup>1</sup>.
3. The union must conduct across the board education for its members about the five pillars of the union preamble<sup>2</sup>.
4. We must re-inculcate the culture of learning and conduct a literacy campaign as part of ideological work.<sup>3</sup>

### Shop Stewards

#### Training

1. We must greatly increase education and training on our New Collective Bargaining Strategy which involves industry restructuring. This requires detailed knowledge of each sector and industry. This must involve:
  - 1.1. The training of shop stewards to negotiate around these new issues. This training must be in addition to the existing education programme.
  - 1.2. The training of organisers and worker leaders to be experts in specific sectors and or industries<sup>4</sup>.
2. Shop stewards must get more training.<sup>5</sup>
3. Education officers and administrators should help shop stewards to understand what the LRA says with regard to the collection of union subscriptions and include in s/s manual an issue about subs collection.<sup>6</sup>
4. Numsa must embark on a shop stewards training campaign around re-nationalisation.<sup>7</sup>
5. 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.<sup>8</sup>
  - 5.1. In the near future we must push for LRA amendments through NEDLAC around paid time off.

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<sup>1</sup> NC 1993

<sup>2</sup> NC 2012

<sup>3</sup> NC 2012

<sup>4</sup> NC1993

<sup>5</sup> NC 2000

<sup>6</sup> NC 2004

<sup>7</sup> Mini NC 2009

<sup>8</sup> Mini NC 2009

## Career Path

1. A career progression of skills for shop stewards should be drawn
2. Senior shop stewards should be assessed by an independent body
3. Industry Training Boards should recognise skills and experience acquired by shop stewards<sup>9</sup>.
4. auto shop stewards have developed a RPL checklist through which a shop steward can be assessed. This document has been agreed to by management.
  - 4.1. This document should be circulated to regions before the next CC for discussion
  - 4.2. Negotiate with training boards to accept the document and do accreditation.
5. Internally we must be careful not to RPL shop stewards first and not members.
6. RPL must be transparent as our members should not think that shop stewards have managed to get an increase for themselves only through RPL<sup>10</sup>.

## Women

1. Implement an affirmative action campaign including training shop stewards to serve as Affirmative Action officers.
2. Provide 2 training courses per year for women<sup>11</sup>.

## Office Bearers

1. A skills audit must be done for all office-bearers<sup>12</sup>.

## Leadership

1. Numsa should develop a clear and coherent education and training programme for its leadership. This should include an economic and political education programme which must not only respond to existing initiatives from Cosatu and the SACP but also directly to the needs of Numsa. The programme will cover all the different layers of leadership. It should cover and link in with economic and political developments in the country so that the leadership are able to make interventions in these developments.
2. Cosatu leadership programmes should be developed and leadership of affiliates be made to interact and debate issues in order to develop a common understanding and a common perspective when approaching issues that confront workers as a whole.
3. Structures should be set up between alliance partners to coordinate the political education and leadership development for cadres in the alliance.
  - 3.1. We should have joint political programmes with the SACP; this can take the form joint political schools at least twice a year.
4. Numsa, Cosatu and the SACP must 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.
  - 4.1. 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.

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<sup>9</sup> NEC 12-13 July 1996

<sup>10</sup> NBC 1997

<sup>11</sup> NC 1996

<sup>12</sup> NC 2000

5. Adequate resources must be made available so that the structures are well supported and able to sustain the political and leadership development programme.
6. We must build a second layer leadership:
  - 6.1. Regions to establish “Mbuyiselo Ngwenda Brigades
  - 6.2. Engage in political debates at CC, REC and other levels.
  - 6.3. The general secretary and the education department must make sure that a second layer of leadership is developed within the next four years.<sup>13</sup>
  - 6.4. Workshops on policy matters and political discussions should be linked to the REC

### **Organisers**

1. Organisers should be trained to be experts in specific sectors and or industries to support our collective bargaining strategy<sup>14</sup>.

### **Regional Education Officers**

1. A skills audit must be conducted on REOs to determine their level of capacity so that support can be provided in the form of skills development. This will ensure utilization of the current resources in the education department<sup>15</sup>.

### **Writers**

1. Each province must recruit writers (one or more per region) for Numsa's publications.
2. Numsa should further develop and accredit writers and bring writers to major union events<sup>16</sup>.
3. Numsa writers, leadership and shop stewards must graduate to participate in the contestation of ideas by writing opinion pieces in the public domain sanctioned by the regional or local office bearers eg commercial and community media.<sup>17</sup>
4. Regional office bearers should be empowered to write<sup>18</sup>.

### **NFC and RFCs**

1. A programme of training for the National Finance Committee and Regional Finance Committees members should be put in place commencing at the beginning of the year 2001 to 2002<sup>19</sup>.

### **Additional training programmes**

1. There should be trade union programmes for training the following comrades:
  - 1.1. Finance Committee
  - 1.2. All levels of office bearers
  - 1.3. Organising and Collective Bargaining
  - 1.4. Administration staff (selectively)
2. This should be taken as a priority in the union and training is done in one year for everyone above to avoid repetition<sup>20</sup>.

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<sup>13</sup> Mini NC 2009

<sup>14</sup> NC 1993

<sup>15</sup> Mini NC 2009

<sup>16</sup> NC 2004

<sup>17</sup> Mini NC 2009

<sup>18</sup> Mini NC 2009

<sup>19</sup> NC 2000

## Numsa Education Content

### Collective Bargaining Strategy

1. We must greatly increase education and training on our New Collective Bargaining Strategy which involves industry restructuring. This requires detailed knowledge of each sector and industry. This must involve:
  - 1.1. The training of shop stewards to negotiate around these new issues. This training must be in addition to the existing education programme.
  - 1.2. The training of organisers and worker leaders to be experts in specific sectors and or industries<sup>21</sup>.

### Political education

1. 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<sup>22</sup>.
2. The education department should package a program and material with regard to building the consciousness of officials, members and shop stewards.
3. The attitude of the SACP as the political party of the working class towards state power must be part of our continuous debate and education in the context of 2015 and MTV.<sup>23</sup>

### Economic Policy Education

1. The Education and Research Departments of the Union must 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.
2. Numsa must 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.
3. We must build and strengthen the level of capacity to participate in Nedlac and MIDP and ensure accountability of those who represent us at these institutions.
4. The Union must play a role in the Provincial Development Council and Economic Forums and ensure capacity building around these areas<sup>24</sup>.
5. 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.<sup>25</sup>

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<sup>20</sup> NC 2000

<sup>21</sup> NC 1993

<sup>22</sup> NC 2004

<sup>23</sup> NC 2004

<sup>24</sup> Mini NC 2009

<sup>25</sup> NC 2012



### **Industry Policy Education**

1. We must consider entering into contracts with government departments and labour service institutions with a view to:
  - 1.1. strengthening our ties and networking
  - 1.2. initiating internships and/or exchange programmes to increase our negotiators capacity
2. Any transfers to these institutions:
  - 2.1. must include transfer of skills and knowledge
  - 2.2. the person must come back to Numsa and serve out his/her contract<sup>26</sup>.

### **Finance Training**

1. A programme of training for the National Finance Committee and Regional Finance Committees members should be put in place commencing at the beginning of the year 2001 to 2002<sup>27</sup>.
2. Develop a clear policy in order for the regional finance committee to spread what they have learnt in Numsa.
3. Special training should be arranged by the NFC in those regions where there are vacant positions.<sup>28</sup>

### **Adult Basic Education**

1. We must do a survey to check the levels of literacy of comrades and where needed, the union should introduce ABET.

### **Gender**

1. We must actively promote within the education programme a greater understanding of the specific discriminations suffered by women workers, and ways in which these can be overcome<sup>29</sup>.

### **Migration and peaceful co-existence**

1. We must embark on a campaign to educate our members and society on the causes of migration and what we can all together do to ensure peaceful co-existence.

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<sup>26</sup> Mini NC 2009

<sup>27</sup> NC 2000

<sup>28</sup> Mini NC 2009

<sup>29</sup> NC 1987

## Numsa Education Resources

### Funding Union Education

1. Unions should set aside 10% of their income for education<sup>30</sup>.

### Swedish Training School

1. This project will 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.

### Numsa Workers Training Centre

1. 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.
2. This Training Centre can look into ways to utilise finances in the Work Security Fund to train retrenched workers<sup>31</sup>.
3. By 2010 the 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.<sup>32</sup>
4. The name of Moses Mayekiso attached to the Numsa training centre must be removed. Regional constitutional structures must consider a new person's name to re-name our Numsa training centre. In the meanwhile the NOB must arrange for the name/sign to be covered with a black cloth<sup>33</sup>;
5. Numsa must endeavour to build an institution mainly to serve as a base for political and organizational education<sup>34</sup>

### Materials

1. African Intellectuals Conference materials should be installed in our IT system<sup>35</sup>.

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<sup>30</sup> NC 1996

<sup>31</sup> NC 2000

<sup>32</sup> Mini NC 2009.

<sup>33</sup> NEC Oct 2008

<sup>34</sup> NC 2012

<sup>35</sup> Mini NC 2009.

## Numsa Research

### Research Capability

1. There must be an active programme of study tours to, and contact with, other union movements so as to understand their position in the world and to understand and learn from their experience of economic and industry restructuring<sup>36</sup>.
2. The internal education and research capacity of affiliates should have representatives in “The Walking Through the Open Doors”.
3. Numsa must beef up its research capacity and lead this development of an industrial strategy<sup>37</sup>.
4. Numsa must speed up the process to build its own economic policy think tank<sup>38</sup>.

### Cluster studies

1. Cluster studies should be needs-driven and linked to RDP initiatives; an example is the housing delivery programme (the finished product determines 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.
5. We should develop report-back and mandating mechanisms throughout these processes<sup>39</sup>.
6. There is a need to have two researchers due to the workload in this area.<sup>40</sup>
7. Numsa must further put in place practical mechanisms to monitor both quantitative and qualitative changes (e.g. employment trends such as retrenchments and changes in the nature of employment such as casualisation and short-term contracts) with regards to employment in all employers and sectors where it organises.
8. The union should engage IG Metall or the IMF to second a person on a fulltime basis for a period of one or two years with research capabilities to strengthen the fighting agenda and share experiences.
9. During the process of restructuring of head office the union must decide how many researchers it will require.
  - 9.1. The researchers should research industrial policy sectors, work re-organization, education and skills.
  - 9.2. Each of them should be allocated a specific sector to work on and they must report on strategic companies on a yearly basis.
10. The first CC after the Congress must decide on Numsa research agenda including items identified above<sup>41</sup>.

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<sup>36</sup> NC 1993

<sup>37</sup> NC 2004

<sup>38</sup> NEC Nov 2008

<sup>39</sup> NC 1996

<sup>40</sup> NC 2004

<sup>41</sup> Mini NC 2009

### **Engagement with DTI**

1. We must strengthen Numsa participation in DTI structures and increase our intellectual capacity
2. The union must hold a quarterly review/engage vigorously with the Trade and Industry (DTI) and government industrial policy around products that affect the sectors where Numsa is involved and ensure that it nurtures the metal industry and is beneficial to the people of South Africa as a whole<sup>42</sup>.

### **RDGs**

1. We need to revive the economic sub-structures (e.g. research and development groups (RDGs)) in order to interact effectively with policy work<sup>43</sup>.
2. The CC should establish a housing RDG to look at provision of housing for members. The RDG must review the experience of the project of the NIC in the Eastern Cape<sup>44</sup>

### **Study Tours**

1. There must be an active programme of study tours to, and contact with, other union movements so as to understand their position in the world and to understand and learn from their experience of economic and industry restructuring<sup>45</sup>.

### **Research Topics**

1. We must develop a study in cooperation with Cosatu on the new forms of global patterns of relations of production and their interconnectedness. The project must be carried out at an international level but located at local level. It must generate knowledge about supply chains so as to build international solidarity to counter globalisation<sup>46</sup>.

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<sup>42</sup> Mini NC 209

<sup>43</sup> Mini NC 2009

<sup>44</sup> NC 2012

<sup>45</sup> NC 1993

<sup>46</sup> Mini NC 2009

## Numsa Media and Communication

### Use of Media and Communication

1. Numsa should develop a clear programme for the popularisation of and education on Numsa that reaches our membership. This would be based on:
  - 1.1. A popular based Newspaper that uses simple language and is written in the different languages common in Numsa.
  - 1.2. The use of radio and television as part of our education and the popularisation of Numsa issues. However this should not substitute for proper report-backs at factories, locals and regions. Worker leadership must be trained in radio/TV at local, regional and national levels<sup>47</sup>.

### Newspaper

#### Establishment of Numsa News

1. Numsa will have a monthly newspaper which will cover trade union and community news<sup>48</sup>.
  - 1.1. It should be a popular based newspaper that uses simple language and is written in the different languages common in Numsa
  - 1.2. It will be called Numsa News<sup>49</sup>
2. The newspaper will be sold to the membership and other workers to finance its production.
3. We will 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<sup>50</sup>.

#### Tendering for Numsa News

1. There should be a tender policy for layout, printing and distribution.
2. NOBs were mandated to develop guidelines on the tendering for discussion and ratification by the next Central Committee meeting<sup>51</sup>.

#### News co-ordinator in each region

1. There is a need to gather news in each region to assist with compiling stories for Numsa News and other publications. This responsibility lies with Regional Secretaries<sup>52</sup>.
2. To ascertain our members' needs with regard to Numsa News we need to conduct a survey of our readers in all of our regions. This will establish needs around content, language etc. <sup>53</sup>
3. We should integrate community issues into Numsa News with a regionally balanced approach.<sup>54</sup>

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<sup>47</sup> NC 1993

<sup>48</sup> NC 1989

<sup>49</sup> CC Feb 1989

<sup>50</sup> NC 1989

<sup>51</sup> NEC 25-26 February 1998

<sup>52</sup> NEC 25-26 February 1998

<sup>53</sup> NC 2004

### **Advertising in Numsa News**

1. The advertising policy should not be commercially or product driven
2. It can include:
  - 2.1. Adverts dealing with social transformation
  - 2.2. Public health care awareness eg. AIDS, environmental etc.
  - 2.3. Educational information sharing.
3. This advertising policy must be ratified by the Central Committee<sup>55</sup>.

### **Numsa Bulletin**

1. Numsa News is unable to deal with complex issues which are of interest to shop stewards and worker leaders.
2. The union should re-establish Numsa's Shopsteward Bulletin on a pilot basis in 1999.
3. 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<sup>56</sup>.

### **Numsa Organisational Renewal News**

1. An OR News must be printed after every assessment workshop (every three months)<sup>57</sup>.

### **Use of commercial media**

1. Cosatu should negotiate with all media houses a percentage on labour issues that will be aired at prime time and in general time
2. Numsa with Cosatu should partner with community radio stations and intensify involvement including occupying strategic seats on their boards.
3. Numsa should 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. We should engage employers to fund and/or give financial support to community based radio stations
5. The Polokwane resolution on the media tribunal must be fast tracked towards implementation

### **Pamphlets**

1. The national office must prepare 2 simplified pamphlets which clarify:
  - 1.1. Pamphlet 1: what is defined as the 1996 class project
  - 1.2. Pamphlet 2: popularize the Freedom Charter particularly with a view to empower and capacitate our shopstewards (particularly the newly elected shopstewards) and our members across the country<sup>58</sup>.

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<sup>54</sup> Mini NC 2009

<sup>55</sup> NEC 25-26 February 1998

<sup>56</sup> CC May2000

<sup>57</sup> NC 2004

### **Subscription to Amandla Magazine**

1. It is important to read everything so that we do not create intellectual blockages.
2. Numsa should therefore continue to subscribe to Amandla<sup>59</sup>.

### **Culture**

1. The Numsa Education Department should play a role in ensuring that the cultural talent of Numsa members is exposed and developed.
2. Numsa should strive to get employers to afford workers the right and facilities to expose and develop their natural cultural talents.
3. Numsa should work with cultural organisations which have a history of supporting the South African workers' struggle, to generate financial resources in order to assist members' cultural projects.
4. Numsa will recommend to the Alliance as a whole to regard culture as a bridgebuilding block to achieve reconciliation and respect for one another in our country<sup>60</sup>.

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<sup>58</sup> NEC Oct 2008

<sup>59</sup> CC Dec 2010

<sup>60</sup> NC 1993

## Index

<b>1</b>	Moses Mayekiso .....	10
1996 class project .....	Motor Industry Development Plan .....	8
<b>A</b>	<b>N</b>	
Africa	Nationalisation .....	5
Intellectuals conference .....	NEDLAC .....	5, 8
Alliances	Numsa	
The Alliance .....	Bulletin .....	14
Amandla magazine .....	Education .....	2, 5, 8, 10, 15
ANC	Swedish Training School .....	10
1996 class project .....	Media .....	13
	News .....	13, 14
<b>B</b>	Organisational renewal .....	14
Bargaining strategy .....	RDGs .....	12
	Research .....	11
<b>C</b>	Shop stewards	
Chris Hani Institute .....	Training .....	5
Corruption .....	Staff	
	Regional Education Officers .....	7
<b>E</b>	Structures	
Education and training .....	National Finance Committee .....	7, 9
	Regional Finance Committee .....	7, 9
<b>F</b>	Training Centre .....	10
Finance training .....	Writers .....	7
Freedom Charter .....		
	<b>P</b>	
<b>G</b>	Polokwane .....	14
Globalisation .....	Provincial Development Council .....	8
	<b>R</b>	
<b>H</b>	Recognition of Prior Learning .....	6
HIV/Aids .....	Reconstruction and Development Programme .....	11
Housing .....	Research and development .....	12
	<b>S</b>	
<b>I</b>	SACP .....	6, 8
Industry policy .....	Shop steward training .....	5
International	Skills development .....	7
Solidarity .....	South African Communist Party .....	6, 8
	Study tours .....	11, 12
<b>L</b>	<b>T</b>	
Labour Relations Act .....	Time off .....	5
Leadership training .....		
Literacy .....	<b>W</b>	
	Work organisation .....	11
<b>M</b>		
Mbuyiselo Ngwenda Brigade .....		