



Numsa Policy Resolutions

Edited Version

Section 8

Youth

1987 to end June 2012

(includes NC 2012)

Section 8

Youth

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Youth Focus

Youth demands

1. There must be an active programme to increase worker participation in the union. This should include adult basic education classes and the necessary infrastructure both in the workplace and in the communities to benefit the entire working class and particularly disadvantaged sectors such as women and marginalised youth¹.
2. There must be equal and increased technical and vocational training for women and youth².
3. Youth and women in particular, as they form a higher percentage of the unemployed, should be fully trained to play an important role in the recycling process³.

Youth resources

1. The National Youth Commission and Umsombomvu Youth Fund are vital tools to promote youth interest, however, access must be expanded. Equity Fund to expedite skills and enterprise development among youth and the unemployed is welcomed but should be expanded to cover the masses of the unemployed people⁴.

Youth strategy

1. We need to target sectors of society like schools, the youth, women, etc to shape an understanding of where we come from (Freedom Charter, RDP) and where we want to go to (Socialism)⁵.

Youth organisations

1. We must be harsher in our criticism of ANCYL conduct because they are seriously undermining our movement. In this regard we must properly characterize the ANYCL of today and what they are doing for young people in distress.
2. We must differentiate between the role of the youth agency and what the ANCYL is meant to do. We must also trace all developments inside of the ANCYL in the recent past which seeks to undermine the working class⁶.

¹ NC 1993

² NC 1987

³ NC 1996

⁴ NC 2004

⁵ NC 2004

⁶ NEC May 2010

Establishment and terms of reference

1. Numsa must speed up the process of establishing a youth desk, and further improve contact with youth in institutions of learning in order to conscientise and prepare them about the importance of unionisation in the labour market.
2. The Central Committee must develop a programme to implement these resolutions within twelve months⁷.
3. Numsa needs to set up a 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
4. The launching of the Numsa youth desks at national and regional level should also challenge the political attempt to liquidate our national liberation movement⁸.
5. The name must be changed from Numsa Youth Desk to Numsa Youth Forum.⁹
6. There will have to be strict guidelines and control of the structure to avoid lawlessness; most youth are individualistic and do not easily subscribe to the culture of organizational discipline and collectivism.
7. The Numsa youth desk must:
 - 7.1.be filtered down to the regional and local levels of the union.
 - 7.2.as a sub structure be accountable to and under the political authority of the constitutional structures
 - 7.3.engage and establish 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
 - 7.4.work within the confines of the provisions of Numsa Constitution
 - 7.5.rigorously advance Numsa programmes, resolutions and policies with specific attention to young metalworkers from whom it must first and foremost earn respect as a condition to earn respect from others¹⁰
8. The cut-off age for participation in the Numsa Youth desk is 35
9. A coordinator is required to operate the desk.
10. Outside funding for a period of 5 years must be secured¹¹.

Representation on union structures

1. NumsaYD representatives will be allowed to attend constitutional structures in the same manner as the National Gender Structure of Numsa: observer status with speaking but not voting rights;

⁷ NC 2008

⁸ NEC Feb 2010

⁹ NC 2012

¹⁰ NC 2012

¹¹ CC July 2009

Coordination

1. On employment of a permanent National NumsaYD Coordinator:
 - 1.1. There was a wish not to over extend employment in the head office of Numsa at the expense of lower levels where it matters most.
 - 1.2. The NOBs have the responsibility to find 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.
2. 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 Bearers¹²

Regional coordination

1. Regional Secretaries should coordinate the NumsaYD at regional level. RECs shall with the NumsaYD at regional level determine who coordinates NumsaYD at Local level.

Conduct of the NumsaYD National Secretary

1. The NumsaYD National Secretary was suspended for conduct unbecoming.
2. The NOBs shall provide a report to the NEC on the outcome of their investigation into the conduct of the suspended Numsa National Secretary.
3. 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.

¹² NC 2012

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