

Joseph Dube

Facilitator: This is an interview with Joseph Dube we are in Durban the date is 18 October 2012, interview is done by Brown Maaba. Thanks very much for your time. Just kindly give me your background, where do you come from and how you ended up in the unions?

Respondent: Just to give a little bit of my background, my name is Joseph Velenkosini Dube I'm normally called JV, my background. I was born in Empangeni in an area called Kwa-Dlangezwa and I was born actually by a very beautiful lady, Mma Gumede to a gentleman who has now passed on Mr Dube on 4 July 1968. My early schooling was from Ongoye Primary School from 1975 and I proceeded actually to the high school which is also called Ongoye High School which is next to the University of Zululand. In those days it was difficult, in fact I wanted to go to university, my ambition was to become a doctor by profession because I loved working with people. In fact I wanted actually to assist people in terms of all kinds of sickness and so forth and even in my area, when people were injured, I would just nurse them because to me I think I was born to be a doctor.

But unfortunately due to the financial circumstances, I ended up having to look for a job after my Matric in 1987. My first job I worked for an insurance company, Alliance Insurance. I worked for almost one and half year and then in 1989 I think it was on 16 September 1989 I was then employed by South African Transport Services (SATS) which is currently called Transnet. I started working as a general worker. I think it's important that I should mention that I earned a half salary in September. In October I earned my full salary. In the middle of November a national strike was called by SARUVEN. At the time when I joined SATS I was already politicised because the school where I went was known to be very politically active. I was one of the students that demanded free education, we had several marches. We were influenced by SASCO, the students from University of Zululand which was about a kilometre from my high school. So we were given lectures.

When I first started at Transnet I asked to join the union of COSATU. I can proudly say nobody recruited me, I actually wanted to join a union of COSATU (interruption – phone rang) – I was speaking about the time I joined SATS. I then joined SARWU. In fact actually in November that's when the three months strike actually started. You will be surprised to know that I was one of the leading members in the strike despite the fact that I was only one month working there. When I started the salary was R550 basic salary.

The strike took three months. We went back on 5 February 1990. When we went back to work there was a lot of discussion. I don't know what happened but probably around June or so I was elected a shop steward. The following year I was elected the local secretary in 1991. I grew from the ranks up until 1993 I was then elected a regional treasurer of SARWU then. Unfortunately in 1994 there was a strike which took almost 46 days. I was a leading figure in that strike and due to the fact that I was called a trouble maker, I was dismissed on the allegation that I am one of the persons that assaulted people during the strike. In fact all those things were lies, ultimately we found out that .., because the company was always looking for ways or anything to use to dismiss me. Apparently a man was promised R25 000 if he can give my name and attach my name to some of the people who were assaulted during the strike. A year later the man admitted that in as much as he was promised R25 000 he was only given R2500, they couldn't find anything against me. People were suspended as soon as we went back to work in 1994, they couldn't find any evidence and so forth so they had to go and cook up something. I was then dismissed.

I spent the whole of 1995 volunteering for SARWU in the office up until in August in 1995 there was a meeting called by the local in Richards Bay, it was then called Empangeni. I was told that the skill that I have .., because during the time of hearings I was the 11th person dismissed, I was known to be very good in terms of representation and negotiations and generally in dealing with worker issues etc. Even when I was still working for SATS, most of the time I was in the office assisting

members, and ensuring that their issues are being attended to, organising etc. It was very easy for the trade union SALDTU to employ me in August 1995. I started as an organiser. In 1996 I was employed full time early January as an organiser based in Empangeni. I then grew from being an organiser to a regional organiser in the second year, 1997. I was also the same year elected in that congress as the regional secretary of Northern Natal then. I was now responsible for Empangeni, Vryheid and Ermelo. Those were the three areas that were called Northern Natal.

In 1998 a decision was taken to merge the three internal unions which worked within Transnet, BLATU which was aligned to Inkatha, there was also an Indian union called DAWU, mostly Indian union and SARWU. The unions merged in 1998. The new name was SARWU. After the merger of the two regions, Northern Natal and Southern Natal, I was then moved because it was now going to be Kwa-Zulu Natal. I was moved to be based in Durban as the regional secretary up until 2000. In 2000 a further merger happened again, between Transport, General and SATAWU, during that time we had to compromise, I then stepped down as the regional secretary, Justice was appointed in terms of the compromise. I was then given the position of para-legal officer. I have a diploma in Advanced Labour Law, I became a legal officer from 2000 to 2003, a congress was held. I was elected as the regional secretary of SATAWU to date. In 2006 we took a position to make political demarcations from regions to provinces, I've been a provincial secretary from I would say 2003 to date. I went to a congress in 2006, was elected unopposed in the congress. Another congress was held in 2010, I was elected unopposed .., I was seconded by the province to contest the position of DGS, unfortunately I did not make it in the 2011 National Congress of SATAWU that took place. I am currently the provincial secretary. In fact I've been in the position from 2003 to date. I've been in this position for almost 10 years.

Facilitator: What are the challenges of this hot seat, being a regional secretary?

Respondent: The challenges, SATAWU KZN province is one of the biggest provinces. We have almost all the sectors, 9 sectors (interruption)

Facilitator: You were still talking about the challenges that are faced by SATAWU?

Respondent: You know in this province as the political head of the province, it means I am co-ordinating the activities of these 9 sectors in the province. In fact I should be well vest in all issues in all sectors, I should also assist the organisers who are responsible for organising in the locals to give them advice in terms of how they are supposed to deal with issues. I am responsible for 24 staff members in the province. KZN is one of the biggest provinces in terms of staff because some of the provinces who have more staff will be like 10 or 12, to deal with 24 people in the province is one of the most difficult things. To deal with members and shop stewards, some don't understand the history of a trade union, the people just want to do their own stuff and so forth and also I'm responsible for staff. I am also responsible of the issue of discipline. It's one of the most difficult things more especially if you have to discipline one of your comrades in a disciplinary hearing. At some point where you have to go as far as recommending a dismissal because a person has been negligent in such a way that maybe 20/50 members have been dismissed on the basis of negligence, we have to make that decision.

One of the headaches in this province that we are still trying to find ways and means in terms of how we going to deal with unprotected strikes. When you are dealing with the unprotected strikes, where members are saying look we are not going back to work until our issues are resolved. The strike is unprotected, it exposes members to dismissal, it also exposes the trade union to be sued by the employers. Members will simply tell you they are not going to work until their issues are resolved. At some point you are called a sell out. You have to look beyond what your members are saying and say look comrades, we understand where you are coming from, we understand the issues but your strike is unprotected, give us time as the leadership to deal with these issues. I think this is one of our biggest challenges. As a provincial

secretary I am supposed to work fixed hours, but I am working unfixed hours. You have to serve members and also your family needs you. You have to balance your family life with your job. Again moving around, dealing with issues, there are a lot of complex issues that you have to deal with: retrenchments. When you are dealing with retrenchments, it is very stressful. If you deal with the security/cleaning sector, it's one sector where you normally find a contract being terminated. So you have to have about 200 members losing a job. You will have sleepless nights because 200 people have lost their jobs, they have families and have to put food on the table. These are some of the challenges we are faced with.

Over and above that most of the things that we deal with is we are able to make a lot of advances on behalf of our members. We are proud that we managed to convert casual positions to permanent in some industries. I think you know that COSATU is campaigning against labour brokers. In Metrorail if I can give you a few examples, you were having people, some of them had been working there for up to 15 years. We managed from 2009 to date to convert them to be permanent employees. Another milestone for us here at the harbour, we managed to change people who had been casual for 10 years, we managed to convert about 750 of them to be permanent. In the harbour of Richards Bay in TPT, last year we managed to seal an agreement with the company for about 75 workers who worked as show hands to be converted to permanent employees. We are very proud of that.

In terms of the campaigns, the campaign against labour brokerage, we are pushing it as KZN, we are making serious progress as KZN. We have recommended to COSATU to say comrades it is of no use just to go and march and so forth. It is upon us as affiliates to make a serious impact into workers, we can do it as we have done it at SATAWU and we think if all of us can put the same kind of effort in terms of putting pressure, we do not need to wait for government to promulgate the law of banning labour brokers. It is upon us as trade unions, more especially as affiliates of COSATU to put as much .., you know the issue of this thing of the labour broker being unbanned in terms of legislation should come like a cherry on top but we are supposed to do the ground work. We have been saying to COSATU that in fact we

are very happy as SATAWU KZN. Five years back when we were putting this discussion in terms of banishing this tender system, we've been discussing the issue. This does not assist our members, it only assists a few individuals and that's where the issue of corruption comes in. The moment you have a tender, a person will do anything to get the tender that's where then a person will go and bribe someone else. As KZN Satawu we've, at some point in our central executive committee when this was discussed – some colleagues were saying we understand your ambition but do you think your ambition to do away with the tender system is going to fly. Everything from government to private sector, the tender system is the way to go and we said no comrade we are going to put this campaign, in fact through the structures of the party because we are also participating into the structures of the party. The issue is gaining momentum even to the government. Mr Mzwaleti the Minister of Health wants to do away with the tender system because a lot of people don't realise that a tender is about a person benefiting from government or benefiting from the contract. It is not about service delivery. It's about ..., you know the tender system in a way took away what is important because if you give a tender it's about the service that is supposed to be rendered to a certain department. Things have now changed, it is about how much am I going to benefit, whether the thing is down or not, but it's about myself getting ..., it's about me getting R200 million that's all, whether I did the job or not, that is immaterial. That is what is behind the tender system.

We managed, through our structures, in fact this is an issue that is getting momentum to government, to ANC, SACP, to all structures. So we are proud that this issue when we started some people did not believe that this is going to fly because how on earth can you operate with the tender system. But I think a lot of us realised that it's not assisting the country, in fact it's not assisting service delivery, hence you see a lot of service delivery protest and so forth. People who get tenders it's not about delivering the services, it's about how much am I going to get and beyond that, nothing. So these are our milestones in terms of what we managed to deliver.

We are trying to engage government about road accidents. We said as SATAWU we cannot fold our hands whilst people are just perishing on daily basis on our national roads. We want to campaign against this as KZN Satawu here so that we can ensure that the message is .., in fact this has to deal with the mindset of every driver that is on the road because if our people are not educated in terms of how important ..., to observe the rules on the road, they are supposed also to respect other drivers, the issue of reckless driving especially in terms of the taxi industry. The issue of road rage where people are impatient on the roads, and just snap, a person can just draw a gun and shoot you. As South Africans we need to .., we are happy that the government has taken an initiative. This is part and parcel of our campaign as SATAWU to deal with that particular issue. We are working very closely with the taxi industry, to recruit them because we believe that when taxi drivers become our members and so forth, we will be able to change their mindsets, we will be able to educate them and we also we are going to work with them to push the campaign to say how important it is for all of us as South Africans to drive safely and to observe the rules of our country's roads. Also working with the taxi bosses as well, this should be our starting point. The taxi industry in terms of the statistics states that the mode, of transport mostly used 70% is taxis. If we can make a dent in the taxi industry you would have done a lot for the country. That is a focus for us hence SATAWU working with COSATU has identified the taxi industry as our starting point in terms of this particular campaign. There will be other campaigns. SATAWU KZN we are a trade union, a province that is having serious programmes which we are taking quite seriously and I think most of the programmes we have put together we can see the fruits as mentioned and we are still continuing. We have also proposed at national level that our understanding about the security industry is a casualised kind of industry. The cleaning contracts are also casualised because these people are employed in terms of contracts. So if a contract is terminated automatically the work of the employee is also terminated. We are asking all the state owned enterprises, the parastatals, the government departments, if you have a security company take your people as a department of government. If you have a cleaning contractor, put them into the system and make them permanent. If we have to speak in terms of a decent job, whilst there's a lot of labour brokers, a lot of casualised employees and so forth, the issue of decent jobs will be just a pipe dream. Hence we have said, and to all our locals here in the province, comrades

start right now, in all your collective bargaining processes, put a demand that says we want security, if it's a road freight industry, a road freight company, cleaning, employ those people permanently. That is one of our current campaigns. We are making progress because we are beginning to see, like in Metrorail again, the workers who were cleaners were all taken by Metrorail. Cleaners right now are earning R1800 but in terms of the process that we have done as SATAWU and Metrorail those workers are earning R3500 this is an improvement into the lives of those people from R1800 to R3500 employed as permanent with benefits. The same demand is also put into the pot and all other industries as I've just mentioned. SATAWU is of the view that we should all focus, we should not just campaign for the sake of campaigning, but we must all focus and put all our efforts in terms of these campaigns we are going to make a very serious improvement in terms of the working conditions of our members.

As a trade union, if you look in terms of our objective, is to improve the working condition and the quality of life of our members and I think we are steadily but surely getting there more especially in this province to do precisely that. We don't want to have good objectives in our constitution and not practice them. I think we are doing well as a province in fact we are proud that we are one of the provinces within SATAWU that is most recognised in terms of robust debates, in terms of influencing even actually issues and policy issues at a national level. We are that province that is at the forefront in terms of influencing every debate that is going to be in the interest of members, that is going to add in terms of quality of life of our members, that is going to add in terms of improving the working conditions of our members. We are steadily and surely getting there as KZN.

Facilitator: What about in terms of safety how far have you guys gone because this is one industry that is kind of heavy industry, that is the transport basically speaking, harbours, rail, road, security?

Respondent: In terms of safety we are there, in fact in terms of harbours there's some laws, you cannot just get into the harbour, in most of the companies in Transnet there are very strict rules in terms of access. There are very strict rules in the workplace in terms of safety and we have played a very important role in terms of those safety committees as SATAWU hence, in as much as there can be those particular fatalities, but I think there's been a reduction of fatalities in those particular sectors, especially in Transnet.

In security I think that's where we are trying to make some sort of impact, but you know you have to understand that you are dealing with employers and security that care less. In security at some point you also have to deal with the mindset of the employers, where you fight in terms of the issue of health and safety. You will find that a person is employed as a guard, at some point in a temperature that is below zero degrees. This person is guarding property without a guard house. Those are provided for in terms of the sectoral determination. But employers at some point, and those companies that are getting tenders as security companies, they only care about what is in it for them, whether his guard has a guard house or not, a proper uniform. In fact in terms of the sectoral determination, also the uniform they are not supposed to pay for it, but there are employers who are deducting money from the workers.

So security industry is one problematic industry but we are having a series of engagements in this regard, we have also involved government. As SATAWU we proposed the state owned entities and parastatals, that if a company does not conform with all safety measures the company is not supposed to be given a tender. I think to us, if we can have that particular clause, I think this will make a serious impact in terms of safety because why should you as a person who is the owner of a security company be given a tender when all safety issues and so forth are not there. We are making that a prerequisite. These are the things we are recommending to all sectors. In toll gates we found that workers are working in bad conditions. In winter there was no heaters. If you go to Mooiriver, the temperature can go as far as -2/3 degrees Celsius, imagine a worker under those conditions

without a heater, without having proper uniform. I can safely say on the basis of the engagement, the basis of SATAWU, putting our foot down into the industry to say we are not going to compromise, if you don't have this workers are not going to come to work. So these things are being provided. We are proud to say that we have cleared a lot of things. One of the things we are trying to deal with is the issue of chemicals. Some workers are using chemicals when cleaning buildings. We've taken the matter up at the Collective Bargaining Processes that workers working with chemicals will be provided with the necessary protective clothing. If a company is not providing for this, we are saying if an inspector finds that the company is not complying their certificate should be taken away. We are very hard in the cleaning industry with the assistance of the Bargaining Council. We have five agents assisting us with compliance and safety issues, ensuring that all companies are complying with the Collective Bargaining Processes.

Facilitator: In these different sectors, what about benefits, do workers have enough or any form of benefits?

Respondent: Let me start with start with Transnet which is the Maritime sector. We have made a very serious dent in terms of benefits. Another worker in as much as ..., it's not going to be enough. A general worker takes home a basic salary of about R5600, with benefits a Transnet worker/general worker benefit together with overtime, some can take up to R10 000 home. That is one industry I can proudly say we have made strides in. I am also a person that once worked in that industry, as indicated in 1989 the salary was R550 that was the basic. Workers have got medical aid, workers have a very good retirement fund, they also have all sorts of benefits including the night shift allowance and so forth. If I can make an example, we've seen a lot of people in the teaching industry, SA Police etc., resigning joining Transnet here in Richards Bay to drive cranes. We have a lot of them here, they resigned in their professional jobs to come and join Transnet. A crane driver here take home not less than R18 000.

Facilitator: Really, they are making money?

Respondent: Yes some of the crane drivers cannot read and write but a lot of them the minimum take home is around R18 000. This is what we are saying that in PRASA the basic salary is around R5500 with medical aid, provident fund and a lot of other benefits. You will recall that our minimum wage at some point, three years back was R3000 in COSATU, we have now revised it to be around R6000.

Let me go to security, that is one industry that still needs a lot of work done. Grade D is R2500 is minimum payment from R800. The salaries were paid in terms of where they worked. At some point I nearly cried when we visited Ulundi in the cleaning sector, people cleaning the old parliament in Ulundi. When one of our members stood up in the meeting, we were addressing about 50 workers. He said to us: SATAWU as a trade union do you think you are doing good for us as cleaners? Let me tell you, despite the fact that I'm working, I'm unable to feed myself and my family. The worker came forth and showed me her pay sheet. I nearly cried when I realised that her take home was R200, the basic salary was R800. What can you do with R200 it is not even enough to buy bread for the whole month. So these are the things that we came across. At least now the basic salary is around R1900 which is still too little, after deductions the worker takes home around R1200 which is not enough. Our standard of living in South Africa is high with inflation and everything else going up. That is next to nothing.

One other industry we are having serious fights with is the toll gate industry. The toll collectors, employers can collect up to R40 000/R50 000 per day, the worker earns R1400 per month with no benefits. The three industries I've mentioned we normally call them the vulnerable sectors in SATAWU because ..., all our efforts and strength are put into the vulnerable sectors in terms of ensuring that we improve their working conditions and the quality of life. We believe that if we cannot do that we are not worth organising those particular workers as a trade union. For us, in terms of our objective as indicated is about the quality of life, improving working conditions and

you cannot in a democratic South Africa, that is fee have workers who are ..., because those wages to us are slave wages. Those workers are earning next to nothing. In fact that worker ..., you wake up in the morning just to go to work but the family is not benefiting anything. Those are the people that are under employed, they are working and earning a salary but cannot manage to survive and feed their families, those are the people who mostly live in the shacks. This is not supposed to happen in a free democratic society ..., we shouldn't be having people living in shacks especially if they are employed. Our campaign of the living wage says "if a person is still unable to buy a three bedroomed house it means we have not made any strides, if that person is not having a fridge ..., which is a basic necessities. So in terms of our living wage campaign we are saying we are going to strive for each and every person to earn a salary that will elevate that person to at least be able to feed his family, able to go to work using safe reliable transport that is affordable, the person must be able to go home not a house. A person must at least be able to afford university. If you are unable to take your child to university it's a problem, some people are unable to take their children to a high school. These are some of our campaigns in this decade. As COSATU, SATAWU being part and parcel of COSATU we are taking the campaigns quite seriously, we are going to put pressure on the employers. We cannot afford to stand and look at the CEO/senior executives are making a killing in terms of the profit that the workers are making for them. Workers are earning crumbs from the floor after the bosses have eaten etc. We are going to make life very difficult for those companies who think they can still exploit people – we are going to put pressure on them until they succumb. You will be seeing a lot of such campaigns going forward.

Facilitator: The recent strike of SATAWU, was it a success?

Respondent: I would say it was a success, mind you we wanted to have 15% for the first year, 15% for the second year. We have managed in terms of the settlement to have 10% in the first year, 8.25 in the second year and 9% in the third year which totals to plus/minus 47% in three years in as much as we wanted ..., but you know if you engage in negotiations you don't normally find all what you want. One strategy

that we also have discussed that we have to employ is a strategy of speaking of rands and cents, rather than this percentage thing. We've been receiving a lot of complaints from our members because in fact it is true. If you look in terms of persons earning let's say R10 000, and a person that is earning R3500, despite the fact that 10% if you look in terms of the inflation which is around 5%, looking at May figures this year, a person that scores from that is the person that is earning R10 000 in terms of 10% but the person earning R3500 .., we have to change our strategies because we might think that we are making progress but at the same time making a status quo in terms of the wage gap because if we maintain and we proceed in terms of having settlement in terms of the percentage, even to those lower workers and so forth, we are not making a dent to the lower income group. These are the things we discussed at national level, that we need to change our strategy as a trade union.

Facilitator: The harbour/shipping industry, does it provide you with specific challenges because it is a different sector? You don't find harbours in Jo'burg or any other place?

Respondent: We are working very well with employers in Transnet, most people are called ..(unclear), the only thing that we are dealing with now that's a challenge is .., there's legislation that was promulgated I think in 2005 it's called the Port Act of 2005, the Act promotes ports to compete with private sector, meaning you have to operate with the licence and the licence is valid for a year. A licence can also be issued to the private sector, any, to compete with yourself. The implication is, as you know in South Africa, at some point some of the companies in the public enterprise has not been performing well like you mentioned in terms of SAA and you know that discussions have been held in the public discourse that it has to be privatised. We are proud with the decision made by the minister not to privatise because this was going to have a serious impact for the workers. Workers were going to be retrenched and so forth. So in terms of the Port Act, it allows the private sector to compete with the operations in the ports which might pose a threat in a year or so, the port which is a Transnet Port Terminal not being given a licence if private sector

..(unclear) licence, what is going to happen to those workers. So these are the things that we are fighting as a trade union right now, but we are having some engagement with the Minister of Public Enterprises to change that thing because we believe the ports belong to the people of South Africa and that particular kind of institution or industry cannot be privatised. How do you privatise an enterprise that is owned by the country. The private sector only cares about making a profit. We also believe that in terms of the issue of air pollution in the sea where a vessel has spilled, the private sector is not going to care about that because all they want to is to make a profit, whether the sea is polluted or not. They don't care. The spilling has some impact when the fish in the sea dies, we need to protect them. The moment a sea/harbour is given to the private sector something valuable will be taken from the people of South Africa. South Africa has about 7 harbours and the harbours are the assets of the country and belong to South Africans. We are not going to stop the fight.

Facilitator: And the culture of wildcat strikes, which is kind of a new term now, we saw SATAWU a burning of tyres and on, and there was Marikana recently, is that the way to go?

Respondent: Not at all in fact we are opposed to this as SATAWU that .., we don't understand why the media and everybody else the moment there's actions of violence they are associated with the strikes because there's no where were you can find a leader or a policy of SATAWU stating we should instigate violence. Those are just side issues, you will understand that during strikes people are frustrated – if I am on strike I am not earning a salary. When the increase is granted even those that continued working and were not on strike will also receive the 20% the same as the person who's been on strike for three weeks. So those are frustrations .., you are going to see this happening not because it is authorised by the trade unions .. – but I think at some point the laws of the country are also fuelling the kind of behaviour. If you go on strike you strike by withdrawing your labour so that the employer does not make a production. If you have a law like we have in our country, the Labour Relations Act that promotes ..(unclear) labour, you are rendering strikes ineffective.

We are saying as COSATU/SATAWU that there must be a balance because you cannot have ..., if you have such a situation you are going to have handful of incidents and so forth in as much as we don't condone it and I think we have always propagated to our members not to associate themselves in such behaviour. That does not assist us as trade unions because we end up being sued, some people are arrested. Those incidents have nothing to do with the strike. As SATAWU we are not condoning them, we distance ourselves from any kind of violence because we don't believe violence assists in any in terms of strikes.

Facilitator: There was a break away group from SATAWU to form a new union, some guys who wanted to form their own union?

Respondent: NATAWU

Facilitator: And also there's Armcor which broke away from NUM, is COSATU losing a grip here?

Respondent: Not necessarily, I would say in every revolution there will be people that would try to betray a revolution for themselves. COSATU has 2.2 million members, we are not competing with anybody. We have four federations in South Africa. The one that is in the middle is almost having NATO, or FEDUSA, is having 550 000 members, it's not even half of COSATU. But let me indicate that you know there are people who look at trade unions as a way or means to make their kinds of spaza shops. If I can make an example in terms of how NATAW was formed, our former comrades, one was the chairperson of the Gauteng Province, the other one was deputy chairperson of the province ..., whilst our offices were closed in 2011 they went and met with a certain service provider and entered into a contract that in Gauteng Province alone they are going to have a membership system that is going to monitor our membership. The contract was worth R36 million for a period of 5 years, on monthly basis it was worth almost around R500 000. When we called them

to a DC to account for what they have done, they did not attend the hearing and formed a trade union. You can see it's people who were trying to make money out of SATAWU that when we find that particular plot they went and funded SATAWU, so their interest was about making money. So it's not necessarily about representing the interest of workers. Trade union to them is some sort of cash cow. So you will have those things, if you've read in terms of the profile of John Mathunjwa, we are told that he has about 5 cars and amongst them there's an X5, he has two houses in the leafy suburbs, where is he getting the money from, who is behind him. How did he accumulate so much money to form a trade union. One day we will find out who is financing him. So there's a very clear strategy and plot to destabilise COSATU and we won't be surprised to find out one day that the people behind it is some capitalist people who want to disturb because COSATU is disturbing them in terms of their interest of making a huge profit at the expense of members. Apparently they've been financed by certain service providers, the intention was to weaken SATAWU, take over membership and form these companies so that certain people can make money out of SATAWU. So behind those unions there are certain business people behind them, to use members as some sort of a cash cow and with those people having interest also for themselves to make money. These are the realities we are faced with in South Africa. We can say they are not going to survive, workers out there are not stupid and as we speak right now the NATAW, despite the fact that they thought they were going to move with most of the membership, they are not making any progress. They are just fading before they can see the sun.

Armcor we are also sure that sooner or later workers are going to see through them, what they really are. You can fool workers at some stage but not always. These are the realities, the unions are going to die a natural death and mark my words you will see that.

Facilitator: Is there anything that you think is important that we did not discuss?

Respondent: I think COSATU and SATAWU being one of the biggest union, I think it's important to mention that the reason why COSATU is having such a big membership is due to what has been achieved as a federation, as trade unions within COSATU, it is the policies that we developed, the battles that we have won. I think we have made a lot of progress and successes in terms of losing a lot of gains, a lot things for our members hence people associate themselves with the unions of COSATU, it is through the struggles and they know very well that we are the voice of reason and we are able to fight our struggles in a public discourse fight our struggles and put clearly in terms our policies our intentions. We are saying that in terms of our policies as SATAWU we might see ourselves sooner or later, we are looking forward to a strategy that SATAWU should be one of the biggest unions within COSATU more especially in terms of the sectors we have organised because everywhere you go there's a security guard, a taxi, taxi industry alone are employing about 185 000 people nationwide, we are looking forward to their membership. We also want every security official in South Africa, in fact in terms of the statistics, the security industries after government is the second biggest employer in South Africa. We believe we can be one of the biggest trade unions within COSATU on the basis of those numbers. Managing the taxi industry, security industry, cleaning industry, trucks/ports, in as much as we are in the majority but we have not made a serious dent. We are saying as SATAWU to make a recruitment and organise a campaign, one of our priorities and we are looking for ..., come 2015 in terms of a decision taken at congress we are going to achieve the figure or target. So those are the things that are important to us because for every trade union it's about numbers in terms of membership it makes you strong, you have the organisational power to say if you say you are going on strike, you want to make a serious political issue if you say all our members in the industry are going to go on strike. You know it's going to be a total shut down. These are the things we are saying as SATAWU that we want to ensure that on each and every area where we are organising, at least we have next to 80% membership in the sectors. This will be a very serious campaign for us.

Facilitator: Let me set you free, thanks for your time

END

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