NAPTOSA NATIONAL NEWSFLASH 35

FEDUSA 8TH NATIONAL CONGRESS: RESOLUTIONS ADOPTED

NAPTOSA, as an affiliate of the Federation of Unions of South Africa (FEDUSA), took part in FEDUSA's 8th National Congress, held in Johannesburg from 14 to 16 October 2026. Congress is the Federation's supreme decision-making body, and it adopted 17 resolutions that will guide FEDUSA's work over the coming term. These are the ones most relevant to educators and public service workers.

Safe schools and workplaces

- *Public sector OHS (Resolution 1):* Congress resolved that public sector workplaces, including schools, hospitals and government offices, must fall fully within the Occupational Health and Safety Act. In the interim, labour inspectors must be deployed to these workplaces. The resolution draws on the South African Human Rights Commission's 2025 School Readiness Monitoring Report, which found asbestos, overcrowding, poor sanitation and limited access to clean water in public schools. Its message is that public servants cannot be treated differently from any other worker.
- *OHS compliance (Resolution 5):* FEDUSA will campaign for stronger inspectorate capacity and tougher penalties for non-compliance. It will also push for psychosocial risks, harassment and gender-based violence to be covered by OHS frameworks.
- *Biological hazards (Resolution 2):* FEDUSA will lobby government to ratify the ILO's 2025 Convention on biological hazards in the working environment.
- Climate-proofing schools (Resolution 17): Congress called on government to meet its constitutional and international obligations to make basic education infrastructure climate-resilient.

Wellbeing and the changing world of work

- *Mental health (Resolution 4):* FEDUSA will campaign for the recognition and management of stress, burnout and workplace violence. It will also push for stronger employee wellness programmes.
- *Remote and hybrid work (Resolution 7):* FEDUSA will advocate for legal protection of the right to disconnect and for reimbursement of work-related expenses.
- *Platform economy (Resolution 12):* FEDUSA will seek rights and social security protection for platform workers.

Education and training

- *PSET governance (Resolutions 8 and 9):* Congress backed stronger governance at NSFAS, universities and TVET colleges. It also called for an independent Higher Education Ombud.
- *Shop steward education (Resolution 6):* FEDUSA will develop a Shop Steward Capacity Building Framework covering collective bargaining, OHS, digital skills and more.

Equality, youth and social justice

- *Gender equality (Resolution 16):* Congress adopted constitutional amendments requiring that at least one of FEDUSA's two Presidents be a woman and that at least two Additional National Office Bearers be women. It also adopted the progressive application of 50% representation of women across leadership structures.
- *Youth, care economy, child labour, migration and decent work (Resolutions 10, 11, 13, 14 and 15):* Congress adopted resolutions committing FEDUSA to advance these causes.
- Local procurement (Resolution 3): FEDUSA will champion industrialisation and decent work through local procurement.

What this means for you

These resolutions strengthen the case NAPTOSA already makes for safe, dignified schools and for worker-centred education policy. We will use them in our engagements with employers and government. We will also bring FEDUSA's training and wellness initiatives to our members as they are rolled out.

VIVA FEDUSA!!

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