

UNEMPLOYMENT 1983

JAN. — MAY.

335 3/1/83

Profits 'are behind move by SAA'

Mail Reporter

THE decision by South African Airways to sign a R100-million catering agreement with an American company was not affected by the recent allegations of unhygienic conditions, an SAA spokesman said yesterday.

SAA public relations officer, Mr J C van Rooyen, said the agreement — made with Marriotts International Services, an American multi-million rand catering company — would financially benefit the airways.

He said SAA was operating

in a financially competitive field, making constant improvements to services and facilities necessary.

South African Transport Services — who have handled SAA's catering for the past 40 years — was finding it difficult to meet its catering commitments.

He said this situation was exaggerated by a staff shortage.

The ten-year contract, worth about R10-million a year, means that Marriotts will be providing the 3-million meals and refreshments

served on SAA flights each year, as from February 1.

The caterers have also been contracted to renovate the kitchen at Jan Smuts Airport — recently criticised for alleged unhygienic conditions — at a cost of R2 700 000.

About 400 SATS staff will lose their jobs when the changeover is made, but they have been offered jobs by SATS and Marriotts.

A Sunday newspaper recently reported that health inspectors from British Airways and the State Health

Department had condemned the kitchen at Jan Smuts Airport.

The newspaper alleged that BA inspectors reported a high bacteria count in food prepared there and cancelled their contract with SATS as a result, although this was later denied by British Airways.

SAA has denied rumours about its in-flight meals being prepared under unhygienic conditions, and said these reports had nothing to do with their decision to move their catering to Marriotts.

1982 recession, 1983 consolidation and

UNIVERSIT
EXAMINAT

THE final quarter of last year reflected definite recessionary conditions in a number of major sectors, particularly the important iron and steel industries, the Steel and Engineering Industries Federation of South Africa (Seifsa), said in their review of business conditions in the metal and engineering industries during 1982 and outlook for 1983.

Real economic activity in the metal and engineering industries started to slow down towards the end of 1981, but retained some carry-over momentum from the relatively satisfactory growth rate of 1981 during the first half of 1982. But it declined sharply from the third quarter.

In addition to softening domestic demand, widespread reductions in inventories towards the end of the year, and some postponement of planned capital investment, both in the public and private sectors, aggravated the general downswing.

During 1982, conditions generally reflected the overall contractionary phase in national economic activity. However the heavy electrical machinery industry, the telecommunications and electro-

Physical production volumes in the basic metals sector, particularly in the ferrochrome sector of the ferro alloy industries, showed a month by month downward trend during 1982. Both domestic and export demand for steel products weakened considerably in the final months of the year and output of steel ingots is now expected to be some 8 500 000 tons as compared with the 8 800 000 tons of 1981.

The continuing crisis in the Western European steel industry also severely affected steel exports which are expected to show a drop of some 36% in tonnages exported for 1982 compared with the previous year.

The metal fabricating and engineering industries reported a general slowdown in activity with substantial deterioration in trading conditions during the final quarter of the year.

In particular, manufacturers of agricultural and irrigation machinery and equipment experienced a considerable drop in order intake and production levels in the latter half of the year as a result of the overall deepening downturn, higher interest rates on loans from the

The substantial capacity in the foundry industry continued under-utilised during 1982 and demand is expected to weaken further during 1983 in line with the declining activity of major end-users in the automotive, heavy engineering and mining industries.

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maintained relatively satisfactory production levels and, despite the overall recessionary trends, anticipates some further potential for import replacement and export demand in the medium term.

The export-intensive ferro alloy industry faces similar difficult trading conditions to the iron and steel industries and is operating at substantially reduced capacity. Output for 1982 is now estimated at some 1 100 000 tons 7,7% below 1981.

The steel construction industry reported an overall drop in activity which accelerated towards the end of the year with the severe pruning of development programmes in the public sector, including the South African Transport Services.

Fabricating shops also reported considerable unused capacity in the second half of the year and no correction is seen in the short to medium term. Despite this downturn, the structural steelwork sector, in particular, reports a continuing shortage of artisans, draughtsmen and technicians and is busy with intensifying its efforts in the field of manpower development and training.

Despite the current severe economic slowdown in the metal and engineering industries, the 1980

bank and the fall in real agricultural output due to unfavourable weather conditions.

Automotive component manufacturers reported relatively satisfactory demand throughout the first three quarters of the year with a marked fall-off in demand in the final quarter, where new passenger and commercial vehicle sales dropped by some 20% compared with the same period of 1981.

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Despite the current severe economic slowdown in the metal and engineering industries, the 1980

forward move to increased capital investment in a number of major Seifsa sectors continued throughout 1982.

Spending on new machinery, plant and equipment was aimed, primarily, at modernisation of production capacity, improving the quality of products, and productivity in general.

New capital investment was centered on the basic metals sector and, in particular, on the basic iron and steel industries, which anticipate a greater per capita use of steel from the mid-1980's onwards.

New investment in the basic metal industries amounted to R247-million at current prices in 1981, an improvement of 47% on the 1980 level and an estimated R596-million for 1982.

The trend in employment of workers in the metal industries is reflected in the following table:

Percentage Increase/(Decrease) in scheduled employment in metal industries for 1976, 1977, 1978, 1979, 1980, 1981 and 1982 respectively:

Employees (1,2); (10,3); 5,9; 7,4; 11,2; 2,4; (2,8).

The 1982 figure is at 1st May 1982.

The figures show that numbers employed are sensitive to economic conditions and in the 1977 recession there was a drop in employment of 10%. Figures are not yet available for the current year on a comparative basis. While a significant number of employees has been retrenched in the metal industries during the current downturn, many employers are adopting alternative courses of action in an effort to avoid retrenchments where this is possible.

Increases in scheduled wage costs in the metal industries ranged from 14% in 1976, to 6,7% in the recession year of 1977 and then climbing to 16,1% in 1980, 18,9% in 1981 and 20,2% in 1982.

A major factor in these high increases has been the scarcity of skilled workers.

The wage drift in respect of these workers has inevitably accelerated during the economic upturn of the late seventies as a result of this scarcity and this in turn has impacted on the wage aspirations of unskilled and semi-skilled workers. The removal of the artificial barriers which contributed to the skills scarcity has cleared the way for the metal and engineering industries to get to grips with this problem in a number of ways, namely:

● New apprentices approved at regional committees in 1982 reflected a further significant increase over the all-time high intake of 1981.

● An alternative route to the apprentice system for training artisans has been agreed with the trade unions. This approach is open to those who have missed the opportunity to become an apprentice and should act as an important supplement to the apprenticeship system.

● Additional funds being generated from increased training levies have been earmarked for the establishment of industry level apprentice training centres, the first of which, is planned to open on the East Rand early in 1983.

"The establishment by many employers in the metal industries, at considerable capital cost, of modern training workshops for the training of apprentices.

As far as the outlook for 1983 is concerned there are a number of severe constraints.

The continuing weakness of the world economic situation gives small cause for optimism of any meaningful revival in the economies of South Africa's major trading partners during 1983.

Present indications are that the downswing in the South African economy will become firmly entrenched and the expected further decline in the levels of activity of the mining, automotive and transport sectors will severely inhibit production performance in the Seifsa group of industries.

Seifsa also anticipates there will be further difficulties in the industrial relations field during 1983 and recent strikes are seen as a serious warning of possible future industrial disruptions.

Nevertheless Seifsa believes sound industrial relations procedures can be established at both company and industry level for resolving worker problems and disputes when they arise.

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SECTION A

UNIVERSIT
EXAMINAT

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INSIDE MAIL

The price SA cannot afford to pay

335
RDM
4/1/83

SINCE the beginning of last year, the motor industry has laid off more than 2 000 workers, the SA Transport Services some 24 000 workers and the textile industry 13 000. Further retrenchments were expected to take place when factories closed for the Christmas holidays.

Towards the end of last year registered unemployment (i.e. among white, coloured, Asian and blacks who qualify) rose to:

| | |
|-----------|---------|
| Whites | 6 835 |
| Coloureds | 41 000 |
| Asians | 2 832 |
| Blacks | 406 000 |
| Total | 456 667 |

Many industrialists and economists have warned that this year will be worse. Indeed, Dr Cloete of Barclays Bank suggests that South Africa is moving into the worst recession since the war.

It is impossible to estimate accurately numbers of unemployed for the following reasons:

Firstly, blacks, who constitute the bulk of the unemployed, do not form part of the official unemployment statistics as they are ostensibly the responsibility of the various "black states". Secondly, the rates of unemployment in the black states themselves have never prop-

Unemployment is likely to be one of the worst problems facing South Africa in the year ahead. This is the first of two articles on the subject by Dr ALEX BORAINÉ, MP and Progressive Federal Party spokesman on labour. In tomorrow's article he will suggest ways of coming to grips with the problem.

erly been documented.

The result is that many estimates of black unemployment have to rely on surveys.

Recently, Prof Keenan of the University of the Witwatersrand estimated that there are approximately three million unemployed in South Africa. He arrives at this figure on the basis that job creation figures have not kept pace with the job supply since 1977, when unemployment was estimated to be 2.3 million, and this shortfall has amounted to 700 000 workers.

On the other hand, Professor Sadie of the Bureau for Economic Research estimates that unemployment among blacks will rise to over 500 000 in 1983 and that of whites will rise to roughly 9 500.

Whichever figure we accept, that problem is serious and demands urgent attention from the state and the private sector.

South Africa's spiralling unemployment is dramatically reflected in the pay-

outs from the Unemployment Insurance Fund, which increased by 66.4% between September 1981 and September 1982. Those who do qualify for this relief receive benefits for a maximum of six months and receive 45% of their last salary. The average unskilled worker earns about R200 a month, which means that he or she will receive a mere R90 a month for six months. Often there are long delays before payment begins.

The dimension of the problem is illustrated by the fact that the majority of workless blacks will not even be entitled to claims on the Unemployment Insurance Fund.

The implications of widespread unemployment are many and varied. Firstly, the unemployment problem cannot be interpreted only as mere statistics in a national growth plan. Behind the statistics are ordinary men and women for whom unemployment has terrifying implications.



Alex Boraine ... unemployment's cruel demands.

When unemployment comes knocking on the door, it brings with it companions who are persistent in their cruel demands.

For some, unemployment means losing their dignity and self-worth; for some it means losing a home because they cannot any longer afford to pay repayments on bonds or rent; for some it means the denial of opportunities for their children; for many it means not knowing where their next meal is coming from; for many hundreds and thousands, it means losing the right to remain in urban areas and being forced back to the homelands; for many it means leaving school after years of study and preparation with no prospect of employment.

For all, it is often degrading and demoralising.

Secondly, when we consider that by and large the unemployed are to be found within the disenfranchised sections of our population, the problem takes on serious

political implications. One of the most significant background causes of the Soweto riots was the lack of adequate job opportunities for the students.

Hand-in-hand with rising unemployment is the increasing number of black matriculants coming on to the job market, and rioting students cause business confidence in the South African economy to be undermined, which further reduces employment opportunities.

Unemployment creates anger and resentment. There is an increasing mass of people with nothing to do all day who are alienated, angry and hungry. What better ingredients for mass demonstrations and mob action? What better fuel to add to our racial tensions when the overwhelming majority of the unemployed are black and the employers — the men who do the hiring and firing — are white?

In other words, large-scale unemployment is a serious problem in any country, but when there exist deeply-felt political grievances and highly unequal distribution of income, the problem is compounded.

Unemployment creates desperate men who seek desperate measures to survive. Consequently, the price of massive large-scale, long-term black unemployment in particular, is a price South Africa cannot afford to pay.

It is not enough only to note the dimensions and implications of unemployment. We must also make strenuous efforts to come to grips with a problem which has assumed social, economic and political proportions which will leave none of us untouched.

● Tomorrow: A seven-point plan to solve the problem



South Africa's jobless ... even more will be joining their ranks in 1983.

Joblessness ³³³ RDM ^{5/11/83} What to do

IN ATTEMPTING to come to grips with unemployment, we must distinguish between *cyclical* unemployment and *structural* unemployment.

Most cyclical employment and unemployment occur as a result of the inflow and outflow of foreign capital for investment in job-creating enterprises, the supply of which is determined by two overriding factors: the confidence in the South African economy and the prevalent economic conditions in the foreign state or region.

As far as the cyclical downswing in the economy is concerned, South Africa is mirroring the recession which has occurred in the West over the last two years. It is probable that as the business cycle improves, so will this form of unemployment.

However, many of the blacks unemployed are unemployed as a result of "structural unemployment" — that is, there are simply no jobs for people who wish to work, whatever the state of the economy. Such people are mostly to be found in the homeland.

While both cyclical and structural unemployment must receive attention, it is the latter which in the long term will require the more serious endeavour.

According to some economists, three factors of South Africa's economic structure are especially relevant in coming to grips with structural unemployment.

Firstly, the seemingly inexhaustible supply of black labour. This derives from the relatively small section of South Africa's land mass reserved for black ownership. It is estimated that approximately 35% of South Africa's population lives in predominantly agricultural land constituting a mere 13% of the land surface. And agricultural conditions have deteriorated to such an extent that only a very small number of families can make their living from farming or, indeed, from any other venture within the homelands. Thus



In the second of his two articles on unemployment, Dr ALEX BORAINÉ, MP, sets out a seven-point plan to solve the problem

the vast majority of so-called "citizens of black states" are forced to migrate to the cities and towns in search of work.

Secondly, the unequal distribution of income. The World Bank survey in 1974 showed that 40% of South Africa's population earned a mere 6.2% of the national income and it has been suggested that this position has worsened since then. With a greater distribution of income, more money would be spent on locally produced items, thus stimulating growth and creating jobs.

A third feature which has contributed to structural unemployment has been the capital-intensive nature of the South African productive system. Both the extent and the value of mechanisation increased dramatically in the 1970s and indications are that this trend will continue for one or all of the following reasons:

- A machine is not subject to the workings of the pass laws, and cannot be incarcerated, leading to expense both for the employer and the employee and to loss of productivity.
 - The application of the pass laws forces employees to return to their so-called "black states" once a year.
 - Rapidly rising labour costs make it attractive to substitute labour with capital investment.
 - The Government has encouraged a capital-intensive economy in the urban areas by generous tax concessions which effectively lower the price of machinery.
- The following seven-point plan is suggested as part of the answer to unemployment in South Africa:
- The establishment of an employment op-

portunities commission representative of commerce, industry, trade unions, universities and government to come forward with ideas to foster job creation.

One of the functions of the Employment Insurance Board is to recommend to the Minister any action likely to affect employment and any proposal likely to reduce unemployment. The Minister of Manpower may, on the recommendation of the board, approve certain schemes to keep unemployed people in employment. Furthermore, the Minister may provide money from the Unemployment Insurance Fund and give it to employers to achieve this end.

Thus far, we have had no recommendations whatsoever and it may be that the establishment of an employment opportunities commission would stimulate more urgent action. The initiative lies with the Minister.

● A move away from a capital-intensive economy to a labour-intensive economy. To encourage this, the Government will have to offer tax incentives to industrialists to move towards labour-intensive investment in urban areas.

● Economic growth must be encouraged at every level. Mr Pierre Steyn, senior general manager of Sanlam, said recently that with a growth rate of 3.6%, the unemployed would rise to 21.9% in 1987. This would mean that there could be 2 500 000 jobless by that year.

Roughly 300 000 workers join the labour market each year. More than 200 000 of these are black. This means that 1 500 new job opportunities would have to be created every day.

Part of the answer to increased growth is

increased productivity. But for this, to increase productivity, we have to improve training. And training must rest upon the foundation of good education. It is on this area of education and training that greater emphasis must be laid.

● Encouraging the development of the informal sector. Instead of breaking down modest shacks which are used to operate one-man businesses, the state should go out of its way to encourage people engaging in this sector.

● Change in agricultural patterns. Agriculture is possibly the only sector of the economy capable of absorbing relatively large numbers of work-seekers within a fairly short period of time. But for this to be possible, a radical redistribution of economic resources is required. What we have at the moment is a comparatively small number of very large farms with a great deal of capital equipment, whereas what is required is a large number of small farms with little capital equipment.

● Buy South African. This would lower our dependence on foreign products, save our foreign exchange and create jobs for people in South Africa.

● Removal of discriminatory laws. Chief among these are the pass laws, and influx control. The pass laws are a symbol of the inferior political status in which blacks find themselves — a daily reminder that the black is in the greater part of South Africa on sufferance. Not only his presence, but housing, jobs, pensions, travel, unemployment benefits and family life depend on the possession of a reference book with the correct endorsement.

Labour mobility is central in the free enterprise system, but the overwhelming number of workers in South Africa are deprived of this right. Labour preference areas should be scrapped and any law which places barriers on the ability of anyone to receive or provide employment should be lifted.

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Mr Pik Botha

US senator meets Pik Botha

PRETORIA — The chairman of the United States Senate sub-committee on African affairs, Senator Nancy Kassebaum, met the Minister of Foreign Affairs, Mr Pik Botha, in Pretoria yesterday.

No statement was issued after the meeting, but it is thought the SWA/Namibian independence issue featured prominently on the agenda.

Mrs Kassebaum is also scheduled to meet the Minister of Constitutional Development and Planning, Mr Chris Heunis, in Cape Town later this week. — Sapa

SWA: Swapo 'abducts' 10

Own Correspondent

WINDHOEK — At least ten people were rounded up at several kraals and "abducted" by Swapo insurgents in western Kavango at the weekend, the Ovambo administration said on Monday.

They were allegedly abducted in the Tsandi-Onesi area. Their ages and sex are not yet known.

Stevedoring firm to lay off 600

Own Correspondent

DURBAN. — About 600 workers are to be laid off by South African Stevedores Ltd here, it was confirmed by the company and the General Workers' Union yesterday.

SA Stevedores also said about 25 men in middle management positions had already been retrenched.

Mr Derek Lawrance, the company's financial director, said the retrenchments were regretted but had been forced upon the company because of the effect the recession was having on the shipping industry.

"It is a traumatic period to have to go through — but if we don't then nobody will be in business."

A union source said the General Workers' Union, which represents more than 2000 stevedores in Durban, had expected the retrenchments, and had together with the workers' committee been having negotiations with the company about them since December.

The first group of stevedores will be laid off tomorrow, and more will be retrenched as they return from leave. Many stevedores are migrant labourers.

In terms of an agreement between the company and the union, those affected by the retrenchments will receive one week's compensatory pay for each year they have worked for the company.

Bribery case sentence

Staff Reporter

A WOMAN who bribed a railway policeman to get on to a quay in Table Bay docks, was jailed by a Cape Town magistrate yesterday for six months.

Kathy Jonkers, 24, of Red Berry Close, Bonteheuwel, pleaded not guilty to a charge of bribery and denied offering Constable D Boonzaaier R15 as a fee to influence him to allow her into the area.

Constable Boonzaaier testified that he had been on duty at the docks on August 11 last year when Jonkers approached him.

She had offered him the money and told him to let her enter the docks.

Mr B Carroll was the magistrate. Mr A C Webster appeared for the State. Jonkers conducted her own defence.

Too late for classification

BIRTHS

COWLEY. — Derer and Angela (nee Macceleari) are happy to announce the arrival of a bonny daughter Bronwyn, sister for Jonathan, on January 4. Weigh in 3,99kg. All well thanks to gynaecologist and staff of Mowbray Maternity Home.

MELCK. — To Nicholas and Petra, a lovely bouncing boy at Mowbray on 4 January 1983.

DEATHS

REDELINGHUIS. — Johannes Her-
manus (Hex), passed away Tuesday
January 4. Deeply loved husband of
Lillian. Deeply mourned and sadly
missed. Funeral arrangements later.

WILSON. — Wally, passed away 1
January 1983. Will always be re-
membered by Marge and Ker Kelly.
Deepest sympathy to Hilda and
family.

WILSON. — Wally, passed away 1
January 1983, lovingly remembered
by his son-in-law Kelvin.

GM of Sats to retire

Staff Reporter

THE general manager of South African Transport Services, Dr J G H Loubser, 62, will retire at the end of the month to move on to a career in the business world.

As general manager of Sats, the biggest transport organization in the country, Dr Loubser had a quarter of a million employees under him in 1982. He has been general manager since 1970.

"You can't be involved with an organization of this scope and then switch yourself off the next minute," he said last night at a cocktail party given in his honour in the Lourens Muller Building in Table Bay Harbour.

"It would be fatal to stop work, so I'm going into the business world and will be seeing Sats from the other side," he said with a smile.

"South Africa has changed to a mineral-export country in the last decade. Before, we had small exports and were more internally balanced, and now we have moved out towards the world."

Dr Loubser is proud of the advances made in the transport of coal at Richards Bay and iron ore at Saldanha Bay. He also organized the rebuilding of the Blue Train.

"Containerization has also taken place in my career — we've modernized Cape Town, Durban, Port Elizabeth and to an extent, East London. We now have a large capacity but unfortunately, with the world recession, we are not taking full advantage of it."

● See leading article, page 10

THE Airik ... documen-
tary department has an-
other winner in the
current Outeniqua series
a worthy successor to the
much praised Overberg
series

Knysna was the focus of
last night's programme,
and the producer suc-
ceeded very well in high-
lighting the areas of
special charm and inter-
est in this lovely town, a
rightly called the jewel of
the Garden Route.

News Focus feature
the recent successful
campaign against drink-
ing and driving.

The Road Safety Coun-
cil has done a good job
but the programme did
well to point out that
while the campaign has
succeeded over the festi-
ve season, the rest of
1983 awaits those self-
enough to ignore all the
warnings which have
been given to date.

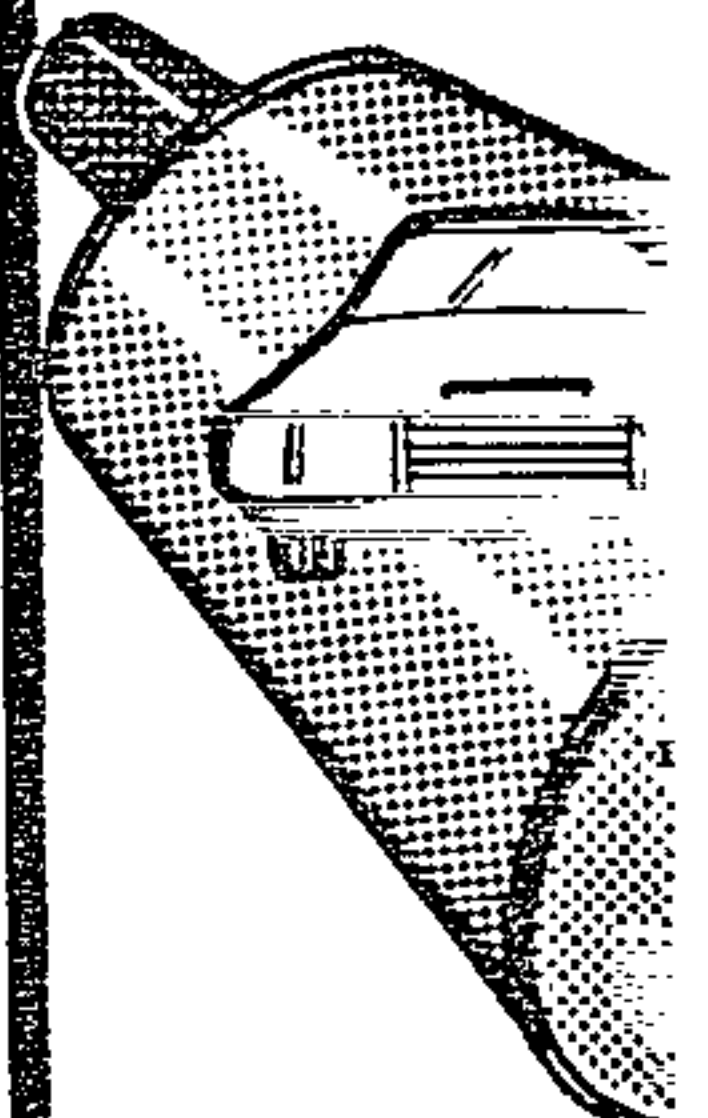
NEIL VEITCH

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Direct sale of

ALITY CHINESE, TURKISH AND
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OTTED CARPETS AND RUGS

continue, due to sustained
public interest

Chase ends in death

Own Correspondent

JOHANNESBURG. — A chase after two thieves through Joubert Park here ended in death yesterday when a young man was shot in the ribs while his father grappled with the thieves.

Stunned visitors to the park crowded around the body of the shot Mr Tony Bocchino while his father collapsed on top of his son, crying.

The dead man's uncle, Mr Luigi Bocchino, wept hysterically as he explained how the incident started.

He said two young men had stolen a radio out of his shop, Ace Electrical in Bok Street, Joubert Park, and that he, his brother Ernest and his brother's son gave chase.

The alleged thieves fled into Joubert Park and, near the central fish pond, they were tackled by Mr Ernest Bocchino, armed with a .38 Special revolver.

During a struggle, one of the thieves grabbed the gun. A shot rang out and the bullet hit Tony Bocchino in the armpit.

Tony collapsed and by-standers called for an ambulance.

When ambulancemen arrived minutes later, Tony was dead.

Hillbrow detectives were told that Mr Ernest Bocchino retrieved his gun from the thieves after the struggle and fired a shot at them which missed.

Detectives called to the scene were told that the thieves, two young "scruffy-looking" white men, escaped unharmed and that the stolen radio was still missing.

Shipping recession blamed

600 dockers to lose Durban jobs

Mercury 5/1/83 335

Labour Reporter

ABOUT 600 workers are to be laid off by South African Stevedores Ltd in Durban, it was confirmed by the company and the General Workers' Union yesterday.

The company also said that about 25 men in middle-management positions had been retrenched already.

Mr Derek Lawrance, the company's financial director, said the retrenchments were regretted but had been forced on the company because of the effect the recession was having on the shipping industry.

'It is a traumatic period to have to go through — but if we don't then nobody will be in business,' he said.

Migrant

A union source said the General Workers' Union, which represents more than 2 000 stevedores in Durban, had expected the retrenchments, and together with the workers' committee had been having negotiations with the company about them since December.

The first group of stevedores will be laid off on Thursday, and more will be retrenched as they return from leave. Many stevedores are migrant labourers.

In terms of an agreement between the company and the union, those affected by the retrenchments will receive one week's compensatory pay for each year they have worked for the company.

A settlement is reached on Triomf retrenchments

Labour Reporter

A settlement has been reached in the dispute between the SA Chemical Workers Union and the Triomf fertiliser firm over the retrenchment of workers last November at the company's Potchefstroom factory.

The union, which is affiliated to the Council of Unions of South Africa, had accused Triomf of having unlawfully victimised workers.

About 60 workers, mainly union members, were retrenched by Triomf, and the SACWU applied to the industrial court to take action against the company.

Triomf's chairman, Mr Louis Luyt, ordered an investigation into the lay-offs

and last month said in a statement that there had been administrative errors in the retrenchments.

The secretary of the SACWU, Mr Danny Tau, said this week he had met Mr Luyt to discuss the dispute and the negotiations had resulted in a settlement.

In a joint statement the union and Triomf said a settlement had been reached but no details would be released.

The union had also protested about the manner in which the laid-off workers were allegedly later removed from their hostels by administration board officials and Triomf security staff.

Canned fruit industry in crisis

CAPE TIMES

7/1/83

ASA

335

By GORDON KLING

THE fruit-canning industry in the Western Cape is on the verge of a collapse that could throw 15 000 people out of their jobs and cost the region more than R100-million in annual earnings.

The chairman of the Canning Fruit Board, Mr Bertie van der Merwe, said in an interview from Worcester yesterday that a seven-year process of decline in the industry had now reached critical proportions.

"Times are very bad," agreed a spokesman for the SA Fruit and Vegetable Canners' Association in the City. "But we still believe there is a future, even if it's not a very good one."

The biggest canning group in the industry, Langeberg Co-operative, is expected to show a loss running into millions, in

spite of this week's average 13,35 percent retail price increase.

Of 15 canners operating in 1979, only nine are left. One of the demises could be attributed to rationalization within the industry, the rest have been starved out, Mr Van der Merwe maintains.

A shift in consumer preferences to fresh fruit, and high duties imposed by major export markets in the European Economic Community, are the major causes of the crisis.

The industry finds the EEC duties particularly irritating because the Republic's overall trade balance with the Community runs highly in the latter's favour. Yet South Africa is not on the list of 118 countries gaining some sort of preference under the EEC tariff structure.

In a highly competitive market, the duties are crippling.

By way of example, Mr Van der Merwe said that farming income on a crate of grapes from the Hex River Valley last year was 85c a crate — the EEC levy on the same crate was R1,06.

Worldwide there was a glut of canned fruit because of the marked preference for the fresh product.

Canners also suffered from surpluses on the fresh side because these were often canned rather than being left to rot. This was keeping price increases, and returns to industry, well below the rate of inflation.

Similar problems on the local market had also prevented viable returns.

Cutting back

"Like Australia and California, we've been cutting back at a terrific rate. The intake of raw fruit by the canners has dropped by 50 percent in the past three years."

The South African farmer was now getting about half as much a ton for his produce as his counterparts in Australia and the United States, and about a third as much as Greek farmers.

The Fruit and Vegetable Canners' Association estimates that about 15 000 people are employed in the industry's factories and administration in the Western Cape.

The world out of work: Electronic 'monsters' blamed

w/L ARGU 8/1/83

THERE will be nearly 35 million people unemployed in the industrialised world in 1984, according to the Organisation for Economic Co-operation and Development (OECD). Last month, there were 11.7 million people without jobs, 18 000 more than the previous month and 1.8 million more than the year before — London Financial Times.

by TONY DAVIS

IT has long been expected that modern technology is not alone responsible for the world's massive unemployment problem. Modern social and political factors are also playing their own considerable role.

This is detailed in a new book which paints a gloomy picture of rising numbers in the ranks of the world's unemployed.

Financial Times journalist Giles Merritt points to the micro-electronics "monster" as a major cause of spiralling unemployment. The age of the microchip and inexpensive machinery is cutting down the need for large workforces.

He quotes American economist Wassili Leon-tif in rebutting supportive arguments for the continuing mechanisation in plants. "The notion of workers replaced by machines necessarily finding employment in the manufacture of these machines is just as absurd as the expectations that horses replaced by automobiles could be needed in the various branches of the automobile industry."

The problem of excessive wage demands is also at the core of the unemployment crisis, according to Merritt. Wage demands should be limited though not to the extent of strangling growth and job demands.

The Organisation for Economic Co-operation and Development (OECD) which represents 24 Western developed countries, has estimated there will be many millions of people out of work in these countries

in two years. (See panel above).

Other factors contributing to the unemployment crisis are the "baby boom," increasing numbers of school-leavers and the teenage unemployed, and the economic hard times being experienced by the manufacturing sector in many OECD countries.

Unemployment leads to social problems such as family tensions, alcoholism, racial hostilities and even violence, says Mr Merritt. Unemployed people grow up living in dole queues, a life style which can be passed on to future generations. And unemployment costs government massive amounts to help sustain the registered unemployed.

The wage issue in unemployment is heightened by powerful trade unions representing skilled workers who are pressing for demands at the expense of workers in

less skilled trades who are more vulnerable to unemployment, says Mr Merritt.

The author, however, points to a number of remedies to the growing unemployment throughout the world. Work-sharing is one alternative, as cutting down on overtime.

"Many governments like to view the job crisis as an avalanche — an unavoidable onslaught that will stop as suddenly as it started, and from which the Western economies will soon be able to dig themselves out.

"The more realistic analysis is that it is a glacier, which beneath its surface is gouging away at our familiar economic, social and political structures just as savagely as the glaciers that once landscaped the earth," he concludes.

● World Out of Work, by Giles Merritt, Collins, R7.05.

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Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University

RECESSION IS HITTING THE EXECUTIVE CLASS

Now the bosses are joining the dole queue

335
S. Express
9/1/83

FOR the first time a recession in the South African economy has brought unemployment to a substantial number of senior management personnel.

Although it is impossible to quantify retrenchments among top and middle-rank executives and managers across the country or even across an industry, it appears their numbers have grown considerably in the

Business Reporter

past three months.

Industries specifically affected are chemicals and contracting, say personnel agencies. And reorganisation and rationalisation in, for example, the steel industry is expected to swell ranks during 1983.

Specialists such as project managers and marketing executives have also been seri-

Martin Westcott, human resources director of PE Consultants, said that while there had been no big wave of retrenchments in recent months, numbers had grown.

Many companies, however, had opted to reduce salary increases and keep staff rather than make them redundant.

"Where six months ago firms expected to pay 12% to 16% increases at the annual salary reviews, they have cut back to 7% to 10%."

In one company — part of an electrical group — the staff were consulted and agreed to a standstill in pay increases in return for a pledge that there would be no redundancies. In another concern, top executives agreed to a 10% pay cut.

ously hit.

Murray McKenzie, head of Management Secondment Services, part of the Renwick group, said that a large food processing group had this week retrenched 24 managers. They were told their services were no longer required because of recessionary conditions.

And during the past two months between 25 and 30 top and middle-level managers had approached his group for employment because they had been sacked.

The head of one personnel agency said that for one person seeking work during any one month a year ago, today five are seeking the agency's service.

Ron Gaylord, director of the Association of Personnel Services Organisation, commented that "trimming of senior staff to meet existing and expected market conditions" had increased in the last quarter of 1982.

Disengaging staff was on a scale not experienced in South Africa before and had affected senior people for the first time in the SA economy.

Jan de Villiers, of De Villiers & Associates, said that unlike the last recession many sectors had not been affected and, measured overall, redundancies so far had not been as great as expected.

According to Ron McKes-sar, senior consultant of Colin Katz Associates, a growing number of men in the R30 000-a-year and upwards bracket have been looking for placement since mid-1982 and their ranks are expected to increase in the next few months.

Building workers stream back

Labour Reporter

AS THOUSANDS of workers in the building industry returned to work yesterday after their annual holiday, the Building Industries' Federation of South Africa predicted a stable year for employees, although other employers' organisations, trade unions and construction companies felt that lay-offs might be inevitable.

Mr Lou Davies, executive director of Bifsa, said there was still a high level of activity in the building industry and he did not expect overall retrenchments to be made this year.

'At the moment we are actually short of employees and are going ahead with training schemes.

'The industry expects to spend R50 million in the next few years on training workers.'

Mr Davies said the building industry had a 'roll-over' of business, a time lag which meant it was not affected as immediately as some other industries by recession.

'For this reason I don't envisage workers being laid off this year,' he said.

But on the prospects for the local building industry, Mr Peter Rautenbach, director of the Master Builders' and Allied Industries' Association in Durban, said that because certain major employers were losing money there would have to be heavy curtailments.

Keep jobs

'I do not expect the type of dramatic contraction the industry had in 1977-78 when the number of men employed dropped from about 30 000 to 18 000, but we are entering a more competitive stage and employers must lay off the less productive sections of their workforce.

'But even at unskilled levels, good workers will keep their jobs,' Mr Rautenbach said.

The secretary of the Cusa-affiliated Building, Construction and Allied Workers' Union, Mr F Mohlala, said union members had already been affected by the recession, particularly on the Reef, and the outlook this year for black workers was bleak.

And according to a spokesman for a construction company which is a major employer of the 30 000 black workers employed in the building industry in the greater Durban area, 1983 did not look very promising.

He said, however, that his company had no plans for major retrenchments.

Court orders 51 back to jobs

By CHRIS FREIMOND

IN A landmark decision that is likely to have far reaching implications for South African labour relations, the Industrial Court has ordered the reinstatement of 51 workers dismissed last year by an Olifantsfontein company.

It was the first time the court had ordered the reinstatement of sacked workers.

The case was brought by the Metal and Allied Workers' Union (MAWU) — a FOSATU affiliate — and 51 migrant members against the firm Stocks and Stocks and its holding company, Stobar Reinforcing.

The respondents had asked for the temporary reinstatement of the workers because they alleged their sackings were unfair.

In a statement yesterday MAWU hailed the "historic judgment". The chairman of Stobar's shop stewards' committee, Mr Robinson Ramasodi, said: "We are very, very happy to have won this order, not only for ourselves, but because it will help all workers."

The union and workers alleged in court that they were fired without warning in an attempt by the company to avoid negotiations over retrenchments so that it could carry out "disguised retrenchment" by dismissing all the workers and then rehiring only some.

Mr H Cheadle, for the union and the workers, argued that it was an "unfair labour practice" to "unilaterally" dismiss an entire work force to avoid retrenchment negotiations with a representative union.

Mr M Brassy, for the companies, submitted that Section 35 of the Metal Industrial Council agreement which sets out procedures employers must follow before dismissing or retrenching workers, was "void for vagueness".

He said it had no legal force because it did not spell out what an employer had to do to fairly dismiss workers.

Reasons for the judgment will be given later. The court made no order on costs.

Top labour sources said last night that the order was "heartening", but it was difficult to say exactly what its effect on labour relations would be before the reasons for the judgment were known.

One source said the order seemed to show that the court was "doing what it was set up to do".

Court says 51 must be rehired

CASE TIME = 11/1/83/14073
335

Own Correspondent

JOHANNESBURG. — In a decision likely to have far-reaching implications for South African labour relations, the Industrial Court has ordered the reinstatement of 51 workers dismissed last year by an Olifantsfontein company.

It was the first time the court had ordered the reinstatement of sacked workers.

The case was brought by the Metal and Allied Workers' Union (Mawu), a Fosatu affiliate, and 51 migrant members against the firm Stocks and Stocks and its holding company, Stobar Reinforcing.

The respondents had asked for the temporary reinstatement of the workers, alleging their sackings were unfair.

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Small changes

Luyt settles labour dispute

By CHRIS FREIMOND

THE chairman of Triomf Fertilizer company, Dr Louis Luyt, intervened personally to settle a labour dispute involving retrenchments at the firm's Potchefstroom plant.

Dr Luyt's intervention enabled the matter to be settled out of the industrial court. A spokesman for the South African Chemical Workers' Union (SACWU), whose members were involved, said yesterday a settlement condition was that details were kept from the media.

But the union — affiliated to the Council of Unions of South Africa (Cusa) — said SACWU was "very happy" with the settlement. Late last year SACWU applied to the industrial court for an order against Triomf for allegedly "unlawfully victimising workers" and for the reinstatement of the sacked workers. The union claimed:

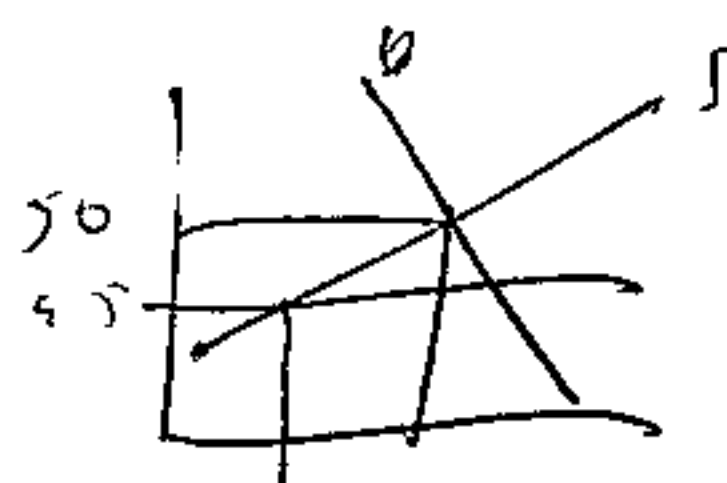
- The company had committed an "unfair labour practice" by retrenching about 60 of 800 workers at its Potchefstroom plant — including SACWU's entire branch executive committee;
- The company had tried to have workers removed from the area in terms of influx control laws; and,
- Company security guards had assaulted workers.

The settlement coincides with last week's historic industrial court ruling ordering an Olifantsfontein company to reinstate 31 dismissed workers.

The case was brought by the Metal and Allied Workers' Union (Mawu) — a Fosatu affiliate — and 51 migrant members against the firm Stocks and Stocks and its holding company, Stobar Reinforcing.

The respondents had asked for the temporary reinstatement of the workers because they alleged their sackings had been unfair.

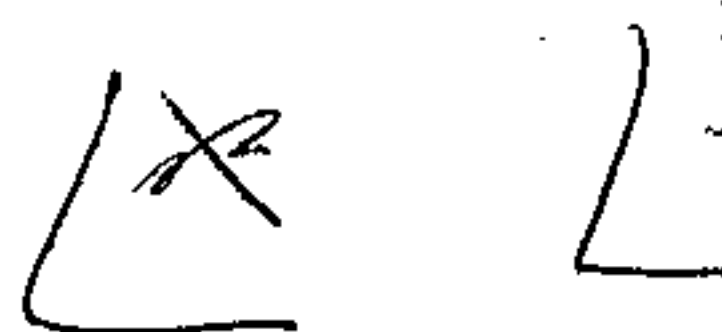
Top labour sources this week described the order as "heartening", but said it was difficult to say exactly what its effect on labour relations would be.



$$0,31 \frac{9}{p}$$

$$p = \frac{25}{100}$$

$$0,32 = \frac{100}{p}$$



9/10

'Aid self-employed' call

335 Star 12/1/83
By David Bamber

The Government must ease restrictions on self-employment and on people working in the informal sector, the chairman of Manpower International, Mr Ralph Parrott, has said.

He said South Africa had to create 760 skilled jobs a day until the year 2000 to avoid drastic unemployment. This was not happening and the Government would have to do something to help those with the initiative to create employment for themselves.

Mr Parrott said it cost up to R10 000 to create a new job in the formal sector, whereas jobs in the informal sector cost "as little as R10 or R50."

A survey on employment prospects conducted by his company shows Johannesburg and the Vaal Triangle will bear the brunt of wholesale staff reductions and lower wage increases which will hit South Africa in the first six months of 1983.

Not only blacks will suffer, the survey says. The percentage decrease in employment is almost identical for whites.

In some sectors companies are predicting greater reductions of white staff than black.

In the retail trade, for instance, just over five times

as many companies as in 1982 say they will be reducing black staff, while nearly 17 times more companies say white staff will be reduced.

Even more alarming is the number of retailers aiming to reduce staff — 38,8 percent whites and 36,7 percent blacks.

The same situation exists in the vehicle, building, fishing and many other sectors.

The number of companies expecting an increase in staff levels for the first six months of 1983 — blacks and whites — has dropped from 14,1 percent to 10,5 percent for white staff, and from 15,2 percent to 9,4 percent for black staff.

The banking and insurance sector is expecting the greatest increase in white staff numbers for the period January to June.

This sector also experienced an increase in staff numbers in the corresponding period last year, but significantly higher increases are expected for 1983.

While the trend in unemployment prospects for the half-year indicated this element of the economy was moving rapidly to a situation similar to that of 1976, Mr Parrott said there was nothing to indicate that the decline was more acute now, or that it would ultimately be worse than in 1976.

Reef workers 'more likely to lose jobs'

Financial Reporter

THE chances of being re-trenched for South African black and white workers during the first six months of 1983 are particularly bad in Johannesburg and the Vaal Triangle according to a survey of employment prospects produced by Manpower International.

The percentage of companies surveyed planning to decrease staff in these areas has risen from 3,4% to 20% for white staff and from 4,1% to 17,2% for black staff, when compared with the first six months of 1982.

"This is particularly significant since, although a downward trend was indicated during the first six months of 1982, employment prospects in these areas were still far better than they were in the remainder of the country," comments Manpower International chairman, Mr Ralph Parrott.

"This situation no longer holds true, particularly in the Vaal Triangle, where prospects are now well below the national average," he says.

According to the survey's findings Natal and the Orange Free State show, at this stage, a much less acute decline in employment prospects, especially for white staff.

"The trend in employment prospects for the first six months of 1983 indicates this element in the economy is moving rapidly to the same situation that existed in the country in 1976," he adds.

"There is nothing to indicate the decline is more acute than at that time, nor that it would ultimately be worse than the 1976 position."

Overall the number of companies anticipating decreases in numbers of black staff is almost three times

greater for the first half of 1983 than for the same period last year, the survey finds.

The corresponding decrease in white staff levels is more than three times greater than it was in 1982.

The sector hardest hit according to the survey is the retail industry followed closely by the vehicle manufacturing industry.

The number of companies anticipating increasing their staff levels for the first six months of 1983 dropped from 14,1% to 10,5% for white staff and from 15,2% to 9,4% for black staff.

Sectors showing the greatest drop in companies planning to increase staff are building-housing, where black and unskilled workers are most likely to suffer, and electronics and electrical engineering, where white staff will be most adversely affected. Electronics and electrical engineering also show marked increases in companies intending to lower staff levels.

Geographically the area worst affected by this is Pretoria where it is a general trend not aligned to any one particular sector.

The sector anticipating the greatest increase in white staff numbers for the first half of this year is Banking and Insurance according to the survey.

In the comparative half of 1982 these sectors also showed an increase in total staff numbers but the increases anticipated for 1983 are significantly higher.

According to Mr Parrott there is the possibility of an upturn in demand for labour on all fronts either late in 1983 or during the first half of 1984.

"There is at this stage, however, no indication of a real growth situation until late in 1984," he says.

Magnum

recover as de- they's at they an an-

move against whatever personal assets Mr Summerley holds by applying for the sequestration of his estate

Last night at least one Lamborghini car — owned by the Magnum group and driven by Mr Summerley — was safely locked up in a Johannesburg sports car company's garage.

The garage is owned by a personal friend of Mr Summerley, but an employee said he was not allowed to comment on the car or allow pictures of it to be taken without the permission of the owner, who is out of town on business.

It is believed that another, older, Lamborghini is being sought by the liquidators who maintain that it, too, could be an asset of the Magnum group.

18 entry days left for Mail Iron Men



By LARRY LOMBAARD
ASPIRANT qualifiers for the Rand Daily Mail Nutri-Sport Iron Man triathlon on February 26 have 18 days left in which to enter.

The energy-sapping event — rated among the toughest endurance tests in the world — has attracted 107 entries so far. The closing date is January 31.

Competitors will canoe once around Hartbeespoort Dam, a distance of 28km, cycle 90km to Voortrekkerhoogte and then run a 42,2km marathon on the Old Pretoria Road to the finish in Sandton. They must finish within 13 hours of starting at 5am.

The competition has a R20 000 sponsorship. The winner receives two tickets to Hawaii, valued at R8 000, where he can compete in the Hawaii Iron Man competition if he wishes to.

The second prize is an overseas trip valued at R3 000. The third man home will receive a prize valued at R3 000. There are also prizes for the two age-group categories, the Masters section between 35 and 40, and the veterans of over 40. The first three receive R1 000, R750 and R500, with the same money breakdown going to the first three women.

● The Sandton Holiday Inns has offered special rates to competitors over the weekend of the competition — R39 a person for bed and breakfast (double bedroom) for two nights, or R24 a person per night for a double room only, or R40/person per night for single accommodation.

● Entry forms can be obtained from: Promotions Department, Rand Daily Mail, P.O. Box 1138, Johannesburg 2000, or telephone 710-2263

Mawu says 140 were dismissed

By CHRIS FREIMOND

MOVES are under way to request the governments of Botswana, Zambia and Zimbabwe to consider banning the import of products from a South African company because of its alleged exploitation of black workers.

In a statement yesterday the Metal and Allied Workers Union (Mawu) said it was declaring a dispute with an Alberton company, Screenex Wireweaving Manufacturers, because it had dismissed its entire work force of about 140 after a dispute over retrenchments.

A union spokesman said the matter might be taken to the Industrial Court. In the meantime the workers had called on Fosatu — to which Mawu is affiliated — to ask the governments of neighbouring countries to which Screenex products were exported to reconsider allowing the trade to continue.

Screenex makes wire screens mainly for the mining industry. Its customers are believed to include mines

in neighbouring states, De Beers, Anglo American and Gencor.

According to Mawu, Screenex has refused since the middle of last year to negotiate with the union.

The union says 11 workers were effectively retrenched on December 10 in spite of an agreement that all contracts would be renewed.

The remaining workers stopped work and were told they would be fired if they did not resume work the following Monday, when most were due to start their leave.

A Mr Freissle at Screenex yesterday denied that the company had a dispute with Mawu. "We don't have any of their members here," he said.

He also denied the work force was fired last year, but confirmed that after the stoppage workers were told that they would be replaced if they did not resume work.

He said the company was not concerned by possible moves to stop exports to neighbouring states. Screenex exported very little, he said.

...ed annually to a pharmacist who ... an outstanding contribution to the ... utical profession in South Africa. ...erland, a retail pharmacist from Dur ... the award for initiating the in-depth ... om" study into the future of pharmacy ... Africa.

Colonel Maggs

...-KNOWN Pretoria businessman, ... Eugene O'Connell Maggs, 83, has died ... Pretoria home after suffering from ... Born in Port Elizabeth and edu ... in Cape Town, Colonel Maggs also at ... the London School of Economics and ... in both World Wars. He was a member ... Board of the South African Reserve ... and on the boards of various other ... concerns. A Pretoria resident for ... years, Colonel Maggs' family home in ... Arcadia, was given to the British ... sy. He is survived by his widow, three ... and six grandchildren.

in tonight

... of the top amateur photographers in ... Africa. Mr Terry Carew, will be guest ... at the Springs Colour Slide Club's ... etting of the year tonight. He will give ... ated lecture on "Aspects of Photo ...", in the Founder's Hall of St Michael's ... rian Church in Seventh Street. The ... starts at 7.45.

ton Jaycees

... ginal meeting of the newly-formed ... Jaycees will be held at 6.30pm on ... y, January 17, in the Rivonia Room of ... ton Holiday Inn. Interested members ... public between the ages of 18 and 40 ... are most welcome. For further details ... John Ford, phone 832-2933.

... MAIL is YOUR column about hap ... in YOUR area. Pass on any snippets ... al or community interest you come ... to the News Editor's Secretary, Rand ... Mail, P.O. Box 1138, Johannesburg 2000. ... her on 710-9111 or 710-2510 after ... For Pretoria the number is (012) 38861 ... East Rand 56-2534.

destiny'

grati- rably turning into a bronze ... monument of herself. She is ... living out a legend in the ... Falklands which will go ... down in history and in myth.

"Years after she and her ... politics have crumbled,

MATTER OF FACT

TO CORRECT specific errors of fact, write to the Editor at P.O. Box 1138, Johannesburg, or telephone the Editor's secretary at 710-9111 between 9am and 5pm on weekdays.

Weather

THE Weather Bureau's fore

TRANSVAAL: — Partly cloudy with thundershowers, but somewhat the highveld where it will be FREE STATE and CAPE north of cloudy and hot with isolated thundershowers, but cloudy in the morning, Free State.

CAPE south of the Orange: — Fine, hot, but cloudy along the south and the morning with light rain clearing.

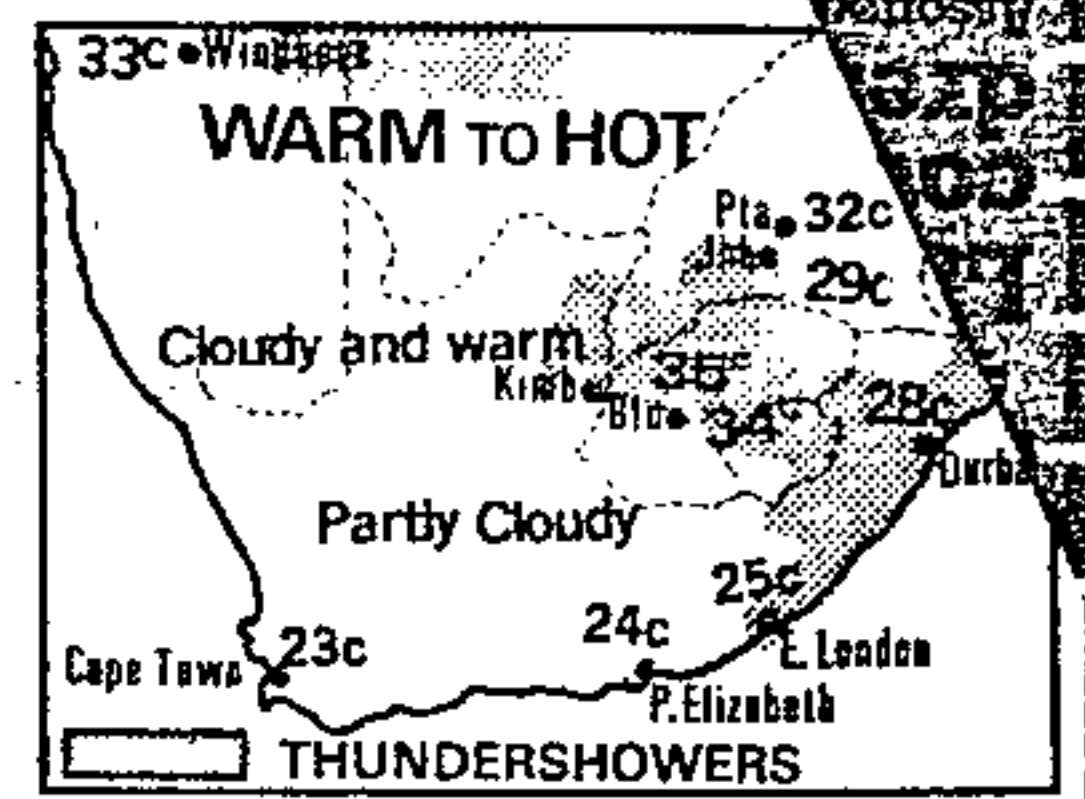
NATAL: — Cloudy and cool with light rain in the south and becoming warmer in the north.

SOUTH WEST AFRICA: — Partly cloudy with scattered thundershowers over the centre and isolated in the south-east.

BOTSWANA: — Partly cloudy and hot with isolated thundershowers, but scattered over the north-west.

Temperatures are Celsius maximums expected for each city.

Rand Daily Mail Weather Station
YESTERDAY
Wednesday, January 12, 1983
Temperatures:
08h00 14h00 21h00
25°C 32°C 24°C
Humidity:
38% 25% 42%
Max temp: 33°C
Min temp: 19°C
Rain 24 hours to 20h00: Drops



SOUTH AFRICA YESTERDAY

Temperatures at 14h00

| | | |
|----------------------|---------------------------|------------------------|
| Bloemfontein..... 31 | Jan Smuts 32 | Potchefstroom 32 |
| Cape Town 20 | Nelspruit 32 | Pretoria 34 |
| Durban 26 | Pietermaritzburg 32 | Rustenburg 36 |
| East London 20 | Port Elizabeth 21 | Skukuza 36 |

SOUTH AFRICA: Hottest at 14h00: Ellisras 38,8°C. Coldest at 08h00: Sutherland 5,6°C
TRANSVAAL: Hottest at 14h00: Ellisras 38,8°C. Coldest at 08h00: Standerton 15,3°C

THE WORLD YESTERDAY

POLLUXDEX

THIS SHOWS THE LEVELS OF POLLUTION IN THE CENTRES OF JOHANNESBURG AND PRETORIA FOR THE 24 HOUR PERIOD ENDED 6PM YESTERDAY

| | Min | Max | Weather |
|-----------------|-----|-----|---------|
| | °C | °C | |
| Amsterdam | 3 | 8 | Cloudy |
| Athens | 4 | 15 | Clear |

NIGHT AGONY

(335)
Sowetan
13/1/83

Women sleep at station while waiting for work

DESPERATE women work-seekers sleep at the Johannesburg Railway station to be the first in the queues for work when city companies open their doors.

These job-seekers, mostly elderly women, were found seated on the pavement in Small Street, Johannesburg in the evening by **The SOWETAN**. They said because of retrenchments, they came to look for work at an office cleaning company in Small Street.

A widow from White City Jabavu, Mrs Agnes Ngwenya, said she had been trudging the streets for four weeks in search of a cleaning job. Since her husband's death five years ago, things have been real tough. She is the sole breadwinner for a family of three school-going children.

She said every morning the manager of the firm asked for a certain number of women. Those who are not chosen simply leave and come back to try again.

"This manager sometimes arrives at midnight. After he has chosen those he needs, we leave feeling very disappointed. But we try again. As there

By **ALI MPHAKI**

is no train, we cannot get home and are forced to sleep at the station. Some women come from Sebokeng and Nigel and they spend the nights with us, sleeping on the station benches and in the waiting-rooms. This has been going on for four weeks," she said.

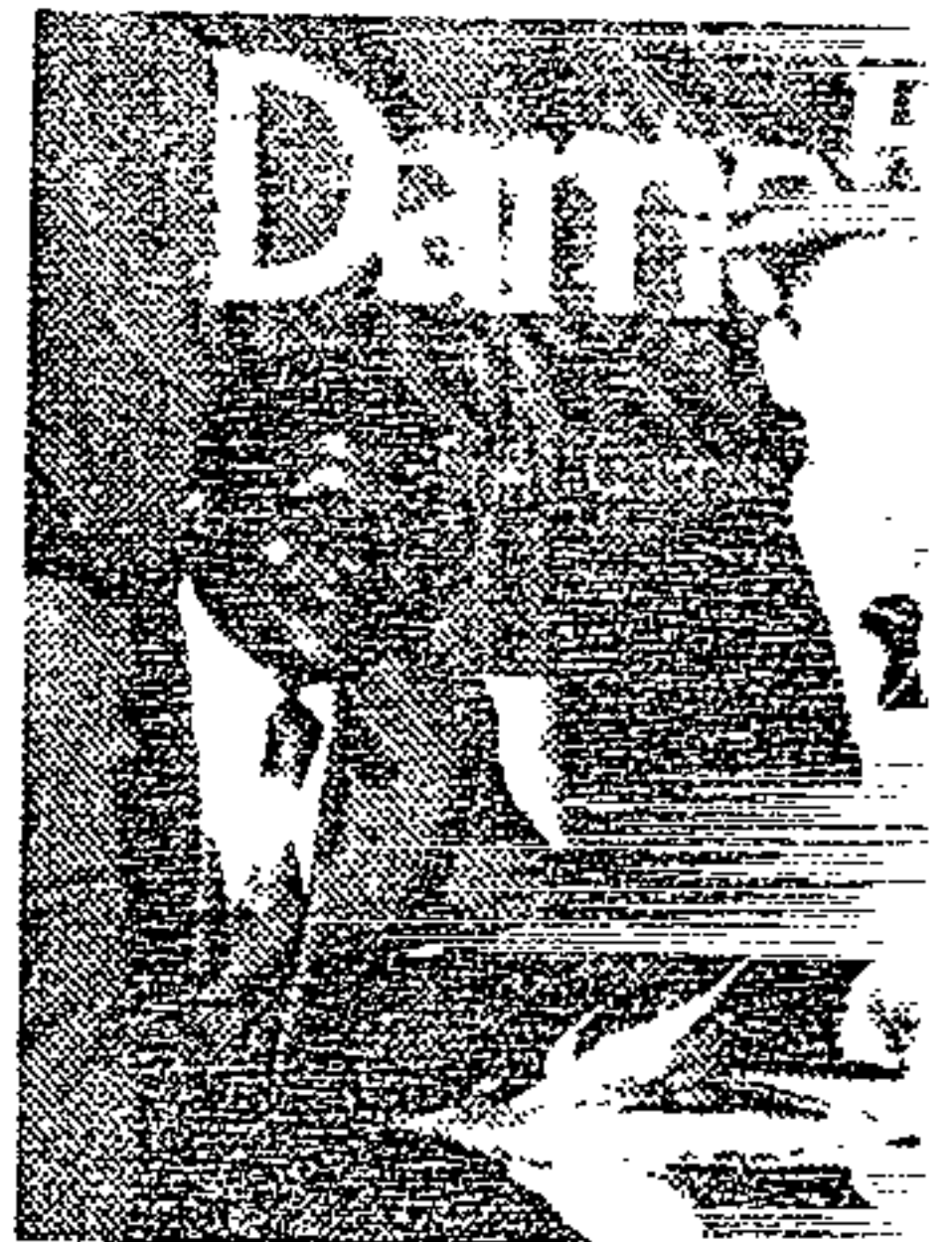
Another job-seeker, Mrs Maria Manyane of Sebokeng, said she was last home on Monday, and had been sleeping at the station since.

She said she used tap water in the station toilets to wash herself and had come with spare clothes to change into every morning.

Mrs Manyane said she has searched, day and night, for employment for the past three weeks, but had not succeeded.

Mrs Joyce Sikhakane, of Duduza, Nigel, out of work for the past three years, said she heard that a cleaning company was employing and she rushed for a chance.

"It is now over two years that I have been struggling to get a job, but I have not lost hope even today. I've always had a vision that one day I will be employed."



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CORRESPONDENCE

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Work prospects darken

EMPLOYMENT prospects for thousands of South Africans for the first six months of this year are rapidly becoming similar to those that existed in 1976.

Salary increases expected for 1983 will generally be lower than they were in 1982, a trend that is particularly evident in the Johannesburg area, according to a survey released yesterday.

The survey, which was conducted by Manpower International, covered 1300 companies in 30 commercial and industrial groups with over one million black and white employees in 10 geographical areas in South Africa.

The chairman of Manpower International in the Cape and Transvaal, Mr Ralph Parrott, said there was however "nothing to indicate that the decline in employment prospects is more acute than in 1976, nor that it would ultimately be worse than the 1976 position."

The graph trend shown in the survey of employment could indicate the possibility of an upturn in demand for labour on all fronts either in 1983 or during the

first half of 1984.

"There is at this stage no indication of a real growth situation, however, until late in 1984," Mr Parrott said.

The survey shows that there is a marked tendency in all sectors throughout the country to "drastically reduce staffing levels for the first six months of 1983".

The geographic areas most affected by this anticipated decrease will be in the Vaal Triangle and the Johannesburg areas.

Industry

Industry

Registrars

Founded:

Area of Operation: Durban

Officials: Secretary: L.J. Durrant

4000

Durban

Telephone: (031) 350202 Ext. 335

Address: P.O. Box 925

| Year | African | Asian and Coloured | White | Total |
|------|---------|--------------------|-------|-------|
| 1970 | .. | .. | .. | 395 |
| 1971 | .. | .. | .. | 424 |
| 1972 | .. | .. | .. | 388 |
| 1973 | 140 | 126 | 266 | 266 |
| 1974 | 89 | 120 | 209 | 209 |
| 1975 | 89 | 62 | 151 | 151 |
| 1976 | 85 | 95 | 180 | 180 |
| 1977 | 94 | 111 | 205 | 205 |
| 1978 | 94 | 111 | 205 | 205 |
| 1979 | 80 | 112 | 192 | 192 |
| 1980 | 81 | 113 | 194 | 194 |

Membership

DURBAN RUBBER INDUSTRIAL UNION

Recession nibbles at middle management

Labour Reporter

RETRENCHMENTS over the past months have affected not only semi- and unskilled black workers — people in middle-management positions have also felt the pinch of the recession and have been made redundant.

About 25 men in middle-management positions have been retrenched by S A Stevedores Ltd in Durban this year.

And according to organised industry and commerce, as well as trade unions representing middle-management employees, this trend could continue if the recession deepens.

Mr John Pohl, deputy executive director of the Chamber of Industries, said that if the recession continued to worsen middle and lower management would be affected.

'This will differ from establishment to establishment, but vulnerable sectors, such as the textile industry, can expect further retrenchments if the economic situation worsens.'

Better chance

The general secretary of the Trade Union Council of South Africa, Mr J A Grobbelaar, whose federation of trade unions represents a small portion of middle-management employees, said he expected middle management in the manufacturing industries to be affected in 1983.

Mr Grobbelaar pointed out however that employees in this bracket still had a better chance of finding re-employment than unskilled workers, and according to available figures the proportion of those in middle-management positions who had lost their jobs was much lower than that among unskilled workers.

'But I'm afraid there are still a lot of lay-offs to come,' he said.

Mr Ken Hobson, Durban manager of the Chamber of Commerce, was more optimistic about the coming year, saying various forecasts indicated that the present recession should be a fairly mild one and the question of retrenchments had so far had a greater impact on industry than on commerce.

Fewer lay-offs in building 13/1/83

335 ~~34~~ Financial Staff Stan

Lay-offs in the building and construction industry in the Transvaal have been less severe in the immediate weeks of the new year than expected and if the gold price continues to boom the drop in employment levels later in the year might be less severe than expected, industry sources say.

A spokesman for Group Five says the fall-off has not been marked although the average number employed is expected to decline later in the year.

Grinaker Construction has experienced a 15 per cent fall due to the company not renewing contracts of some workers hired on a 12-month basis.

It is reported from Cape Town there are no immediate signs of a drop in employment in the building

sector, following the return to work of some 30 000 building workers in the Western Cape.

Mr Neil Fraser, managing director of Murray and Roberts and the mass housing firm Model Development says he expects the industry to be affected by the recession later this year.

A source in the building industry says no sudden change in the employment position is expected in the next three months.

Several hundred workers employed by mass housing firms were laid off late last year in a move which was partly attributed to reduced Government spending on sub-economic housing.

Generally the firms in this sector have commenced the year on a reduced scale of operations, but cut-backs in unskilled labour have been minimal.

Dispute is declared after 100 dismissed

Star 15/1/83
Labour Reporter

The Metal and Allied Workers' Union has declared a dispute with the management of an Alberton wire weaving firm for dismissing its workforce of more than 100 workers following a recent dispute over retrenchments.

The Fosatu-affiliated union has accused Screenex of having dismissed the workers and replacing most of them with migrant workers.

A Mawu statement said the company had been unable to replace its skilled staff and had refused to hold talks with the union since mid-1982.

REQUEST

The affected workers had asked Fosatu to request that the neighbouring governments of Botswana, Zimbabwe and Zambia reconsider importing wire products made by Screenex, the statement said. Clients of the firm include mines in Southern Africa.

Mawu would also notify the Industrial Council about the dispute.

A Screenex spokesman has said that workers were dismissed only after they had refused to return to their jobs after the dispute at the end of last year, and the firm was replacing workers.

'Unemployment breeds unrest'

By Tony Davis
Labour Reporter

Large-scale unemployment in 1983 could result in black community unrest, increased industrial strikes and work stoppages, say labour analysts.

Professor Willie Bendix of Stellenbosch University's industrial relations research unit and a Port Elizabeth industrial relations consulting group said in a report that possible unrest could also be used by politically motivated groups for their own ends.

"The political and social effects of unemployment are so far reaching that careful consideration and negotiation of retrenchments cannot be overstressed," the report says.

However, Security Police action directed at trade unions was likely to decrease during the year, largely because "some police fingers have been badly burnt as a result of the 1982 detentions."

The report says there were fewer strikes last year compared with 1981, although more workers were involved.

There were 202 strikes involving some 120 000 workers last year compared with 342 strikes involving about 93 000 workers in 1981.

About 323 000 man-hours were lost through industrial action last year.

This year will likely see a consolidation in labour trends established last year, the report states.

E Cape blacks face job crisis

335
E Post
15/1/83

By SIMON BLOCH

BLACKS in the Eastern Cape face their biggest job crisis since the second world war, according to Professor Jeremy Keenan, a labour researcher at the University of the Witwatersrand.

He says job prospects for South Africa's blacks have not been so poor since the war. And the Eastern Cape, with car sales dropping, is likely to be one of the bleakest areas.

Whites without skills, including national servicemen and school leavers, are also faced with a tough task hunting jobs, according to employment agencies.

Prof Keenan's assessment of the bleak prospects for black jobseekers was upheld by the chairman of the PE Chamber of Commerce, Mr Tony Gilson.

He said the Eastern Cape had the lowest level of economic activity in SA.

"The Greater Algoa Development Committee is working on trying to find ways of stimulating industrial and commercial development into the area," Mr Gilson said.

The chairman of the Automobile Manufacturers' and Employers' Association, Mr Rod Ironside, said it was "highly possible there would be further staff adjustments, especially if the industry deteriorates."

But the motor industry is not the only source of the problem.

More than a quarter of all companies in the region are expected to reduce black staff levels this year.

Prof Keenan said it would take at least another nine months before any improvements.

Many labourers, he added, were in a situation where they either had to accept their present jobs without being offered increases or lose them.

Prof Keenan said: "Production workers in manu-

facturing concerns are being drastically affected by cutbacks in overtime shifts.

"Overtime constitutes about 20% of the income of 81% of South Africa's entire work force, and without this overtime income workers would lose about R40 to R50 a week."

Another authority who has forecast grim times for the year ahead is Mr Ralph Parrott of Manpower International.

He said the trend in employment prospects for the first six months of the year indicated that this element in the economy was rapidly moving towards the situation that existed in 1976.

A survey by Manpower International showed there was a marked tendency throughout all sectors to reduce staffing levels drastically for the first six months of 1983.

"But this is, after all, a relatively short period and it is to be hoped that short-term considerations will not mitigate against the critical need to continue and even boost much-needed personnel training in anticipation of the upturn," Mr Parrott said.

He added that, overall, the number of companies anticipating decreases in numbers of black staff is almost three times greater for the first six months of 1983 than it was for the same period last year.

The sector hardest hit by the downward economic trend appeared to be the retail industry, followed very closely by vehicle manufacturing.

According to a recent survey in the Eastern Cape, 26,3% of companies will decrease their black staff levels this year while only 8,3% expect to increase their levels. The survey also shows that 18,8% of the companies surveyed will probably decrease their white staff while only 6,8% will increase their numbers.

Big business is up against it

LOCAL machine-tool manufacturers and merchants are struggling with plummeting turnovers in an increasingly competitive market sector — some companies have already laid off as many as 50% of their workforce.

Heinz Wipperf, chairman of the Machine Tool Merchants' Association, says the average drop in turnover recorded in the 1981/1982 period is 50% and that the bottom of the trough has not yet been reached.

He expects the downward trend to continue until the middle of the year.

Les Webster, chairman of the Machine Tool Manufacturers' Association, says local manufacturers have also found their turnover figures cut in half.

Many of these manufacturers are attempting to offset the unfavourable market by diversification into engineering of a similar nature.

Mr Webster says his 600 Group has adopted this option, and many of the larger local manufacturers are following suit.

Gerhard Rothel, vice-chairman of the Manufacturers' Association and MD of Elga Engineering, says his company has laid off about 25% of its workers and has experienced a volume decrease of about 75% over the previous year's trading.

He says his company's solution has been to cut overheads and rationalise business.

Colin Rochat, past chairman of the Used Machine Tool Merchants' Association, criticises local manufacturers for the low discount figure of 10% they offer to merchants.

"We cannot survive on 10%. We get a far higher percentage on imported machines and can therefore afford to stock, deliver and give after-sales service for these machines.

"We also find that we stock local machines and are then

Makers and

merchants

are in

trouble

By Kerry Clarke

unable to sell them because the manufacturers undercut us. This happened a lot in November and December 1982," says Mr Rochat.

Accusations fly thick and fast from both the merchants (importers) and the manufacturers, with each side accusing the other of aggravating the unsatisfactory state of affairs.

The manufacturers claim there is a lot of dumping going on, with machine tools originating in the Far East and behind the Iron Curtain filling up South African warehouses and being sold at below cost.

In an attempt to counteract this, the Manufacturers' Association has made an application to the Board of Trade for import control in the form of restrictions on numbers rather than tariffs.

Mr Wipperf says he doesn't believe dumping is a problem.

"There has been an increase in the amount of cheap machine tools coming from overseas, and, although these sellers are prepared to reduce prices considerably to reduce stocks, I do not know if they are prepared to drop below cost," he says.

"We cannot control such imports, because this would then be a regulated economy.

"Market forces must be allowed to play their part in

regulating the prices. We do not want to penalise the consumer by putting up trade barriers and not let them take advantage of cheaper machines.

"The association's members have no aversion to local manufacture and have bought and distributed local products, but we do not like unjustified support of local manufacturers to the detriment of the economy as a whole," says Mr Wipperf.

One thing manufacturers and importers are agreed upon is the undesirability of auction sales.

The culprits are importers and factories that have gone under.

Most of the importers are speculators who were hoping for a boom and a quick profit but find their plans foiled by the downturn and are now throwing their stock on to the market at rock-bottom prices.

The Used Machine Tool Merchants' Association is actively trying to absorb stocks of any of its members which might be in difficulty, rather than let machines go into the market via auctions.

If a member is in financial difficulty the association will buy his stock and give other members a chance to acquire it.

Its rationale is that, if the machine tools are kept within the organisation rather than put to auction, reasonable prices will be maintained.

16/11/83
231
Kerry

More Natal jobs face the axe—warning

By MIKE PEIRSON, Finance Editor

MORE retrenchments in Natal industry are in the offing this year and even middle management will not escape the axe.

This is because the balance between production and administration cannot be allowed to skew, according to the latest Weekly Bulletin of the Natal Chamber of Industries.

Employers are, in general, not without feeling, it goes on, and will undoubtedly accord serious consideration to alternatives to laying off staff. They are well aware that loss of employment is unpalatable, even more so when the employee stands to lose more than just his source of livelihood as is all too often the case with urban blacks.

The chamber believes decisions on redundancies lie with the management. But in this day and age, ways and means of sugar-coating the bitter pill need to be looked at and there seems no better answer than a negotiated settlement between employers and trade unions.

Trade union recognition is expected to be less of a thorny problem than it has been in the past.

"Guarded respect for

the other party seems to be emerging from the dust of downright mistrust. But unjustified action against emergent union leaders can bedevil a relationship carefully nurtured," says the bulletin.

"Differences of approach to, and emphasis on, certain aspects of recognition agreements will remain and the chamber believes it is only right that the document, which will set the scene on the working relationship between the employer and the trade union, should be clear and comprehensive.

"However, it accepts that relationships are seldom, if ever, regulated by the niceties enshrined in the dried-out ink of legalistic documents, but rather in the bona fides of the parties and their joint commitment to making the relationship work.

"The concept of the unfair labour practice is part of our industrial relations law. Its embrace is a very broad one. Too broad in the view of the chamber. It seems to us

Even management won't escape, says Natal Chamber of Commerce

that the concept is lending itself to applications not within the contemplation of the legislature when it was defined.

"There is, accordingly, merit in examining the concept in the light of recent experience with a view to seeking some modification of the all-embracing nature of the definition.

"Notice, per se, as a terminator of a contract of employment will, in 1983, be subjected to even closer scrutiny by trade unions and in this certain statutory mechanisms assist the employee.

"Employers who terminate contracts of employment, on notice or otherwise, would be well advised to ensure that the grounds on which they purport to act are supported by facts, are documented and that their actions are in accordance with natural justice.

"In this context a recent newspaper report suggests that the Industrial Court has ordered the interim reinstatement of employees pending further inquiry where

the termination of their employment has been queried by their union.

"This decision may well prove to be the turning point in the life of the Industrial Court in that it may signify to hitherto sceptical unions that the court has a significant role to play in the scheme of industrial relations in this country.

"We have no doubt whatsoever that that will be the case and that legislation must be expected which will develop and underpin the court's powers."

Safety and welfare in the workplace will be highlighted this year in Parliament with the anticipated legislation to replace the Factories, Machinery and Building Work Act among others.

The chamber makes a plea to Government to ensure that all intended legislation which may effect the employer/employee relationship be vetted for industrial relations impact and handled with care — "a tall order perhaps, but we believe a necessary one".

Workers upset over sackings

ARGUS 17/1/83 335

Labour Reporter

ABOUT 15 to 20 workers at the Tedelex factory in Atlantis will have no jobs to return to this year. They were informed by letter during the Christmas holidays that their services were no longer required.

The workers say they were retrenched. However, Mr S G Bernhardt, the managing director of Tedelex in Atlantis, denies this. He says they were dismissed.

An Atlantis source who

did not want to be named said letters from Tedelex were hand-delivered to at least 20 workers on December 29 by the chairman of the management committee, Mr A Krautz, who is also employed in the personnel department of Tedelex.

REGRET

They read: "We regret to inform you that as a result of an adjustment of staff complement your services are no longer required. The attached cheque includes any pay due to you, any leave pay due to you, the amount refunded to you from your savings account and an amount in lieu of notice."

References, signed by the personnel manager, Mr C L Caswell, saying the workers had lost their jobs due to a "re-organisation of staff" were included.

The source said people were unhappy at the "ungentlemanly" way in which Tedelex had informed people they had lost their jobs.

UNFORTUNATE

He said it was "unfortunate" that the chairman of the management committee had delivered the letters.

Mr Krautz refused to comment.

Mr Bernhardt said 15 workers whose service had been unsatisfactory had been dismissed.

"This was due to the re-organisation of staff, but that was just a nice way of putting it. We wanted to give them an opportunity of finding another job," he said.

The dismissals had been made on the recommendation of foremen and supervisors, he said.

Another 120 at GM retrenched

By JERRY McCABE
GENERAL MOTORS today announced the retrenchment of a further 120 members of its workforce.

These workers join the 230 who were retrenched by the company in December and the 200 in September last year, bringing the total to 550 in the past four months.

Mr Peter Sullivan, GM's public relations manager, said today the continued economic downturn in the motor vehicle market had once again forced his company to reduce manpower in line with production schedules.

"In keeping with the company's undertaking to minimise potential for retrenchments, GM in Port Elizabeth has been working a four-day week since October, 1982, and this situation will continue until further notice," he said.

"Under the prevailing circumstances the company is forced to bring about a further measure of retrenchment.

"The 120 jobs of factory workers affected by this adjustment have been discussed with the unions and the company has agreed to rehire as many of the affected employees involved as possible, when the economic situation improves."

Mr Dennis Neer, general secretary of the Motor Assembly and Component Workers Union (Macwusa), said GM's retrenchments were "unacceptable" to his union.

"We feel that quite a lot of people are already unemployed and GM's move is only adding to the problem in the townships," he said.

Workers were prepared to work fewer days and shifts as long as they knew

they had the security of their jobs, Mr Neer said.

Mr Freddie Sauls, general secretary of the National Automobile and Allied Workers Union (Naawu), described GM's latest retrenchments as "unacceptable and disgraceful".

"We put forward several recommendations to them with regard to retrenchment and these were all rejected out of hand."

He said the motor companies were in a strong position because of the economic recession knowing workers tended to cling to their jobs.

"They are using this opportunity to weed out the people they don't want in the company," Mr Sauls said.

Ford and Volkswagen have indicated that they do not intend retrenching staff at this stage.

2 Fax?

335
18/1/83
**Negotiate any
retrrenchments,
says chamber**

Labour Reporter

RETRENCHMENTS, if they must take place, should follow a negotiated settlement between employers and trade unions, according to the Natal Chamber of Industries.

In its latest Weekly Bulletin, Mr John Pohl, the chamber's deputy executive director and industrial relations adviser, warns that further retrrenchments are in the offing.

'Even middle management levels will not escape, for the balance between production and administration cannot be allowed to skew.'

Mr Pohl wrote that

while the chamber believed the prevalence of a redundancy situation was solely a management decision, 'ways and means of sugar-coating the bitter pill must need be looked at and there seems to the chamber no better answer than a negotiated settlement between employers and trade unions'.

Mr Pohl said union recognition probably would present less problems than it had in the past because a 'guarded respect' seemed to be replacing 'downright mistrust'.

But he warned that 'unjustified action against emergent union leaders could bedevil a relationship carefully nurtured'.

Government sends jobless Mozambicans back Recession hits 'illegals'

HUNDREDS OF WORK-SEEKING Mozambicans were being repatriated in large numbers to their country after entering South Africa illegally, senior KaNgwane officials disclosed this week.

By LEN MASEKO

And, according to the officials, South African-born blacks are also falling victim to the Government's crackdown on "illegals" along the SA-Mozambique border. Most are prosecuted and ferried in trucks to the former Portuguese territory, a country they have never seen or have no connections with.

This tough action by the Government should be seen against the background of deteriorating relations between the two countries. At

the core of the trouble is the Government's accusations that Mozambique was being used as a springboard by the African National Congress to launch attacks on South Africa.

Lawyers handling cases of Mozambican immigrants expressed concern at the number of people being repatriated to the country. An average of five Mo-

zambican "illegals" were sent away a week, they said.

Said one lawyer: "Most of the South African-born blacks sent to Mozambique find themselves stateless at the end. Mozambique authorities conduct their own investigations to check whether the people handed over to them are truly Mozambican. If no proof is found, the

persons involved are sent back to South Africa, immediately finding themselves stateless."

A KaNgwane garage owner recently found himself without six of his employees after police raided his business. The police, after interviewing the six employees, took them away and they have not been seen in the area since.

Police, in their search for "illegals", are said to interrogate suspects about their background. In some cases, police test their knowledge of Swazi — the language

generally spoken by locals. Mozambicans mainly speak Shangaan.

Pass offenders in KaNgwane also face the risk of being repatriated, according to sources.

One senior KaNgwane official commented: "This tough action against pass offenders puts them in a difficult position. Many people along the border have never possessed passes in their lives. Most of these people are afraid to carry passes because, they believe, reference books bring a lot of problems."

The harsh reality of retrenchment

335 Star East Rand Bureau 18/1/83

Mr Daniel Jacobus Botha (42) of Secunda is one of the thousands of South Africans caught in the harsh reality of retrenchment.

He was laid off as a pipe fitter at Fluor South Africa on November 19 and cannot find work.

Mr Botha has a wife, three children — aged 10, 12 and 16 — and little money left to live on.

"Things are starting to look desperate. Firms are just not interested in employing a man of my age."

The family is living in a home belonging to his former company.

Lights and water have been cut off and they have been served with an eviction order which is expected to be carried out next week.

"We have nowhere to go and, unless I find a job, we will be in the street."

Mr Botha joined Fluor, a construction company

responsible for building Sasol 1 and 2, in October 1979.

"On recruitment in Durban I was under the impression there would be indefinite work," he said.

He was shocked when told that he had been retrenched.

A spokesman for Fluor explained that most of their staff had been laid off in a gradual retrenchment drive. Initially the company employed 25 000 people; they now employ 1 200, mostly on maintenance.

The spokesman said that Mr Botha had been given ample time to vacate the home. "We now have no option but to evict him."

Mr Botha has applied for unemployment insurance without success.

A spokesman for the Department of Manpower said that they were snowed under and Mr Botha would have to wait until they had processed his application.

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GM ^{D. Dispatch} lays off ³³⁵ ^{19/11/83} more workers

PORT ELIZABETH — A further 120 General Motors employees have been laid off bringing the total of retrenched employees to 550 in the past four months.

Announcing yesterday's retrenchment, Mr Peter Sullivan, manager of Public Relations, said the company had agreed with the unions "to rehire as many of the affected employees involved as possible, when the economic situation improves".

Union leaders in the motor assembly industry have expressed dismay following the retrenchments.

Mr Freddie Sauls, general secretary of the National Automobile and Allied Workers Union (Naawu) said that the economic recession was being used as an excuse to pay off workers.

"This is very bad for our industrial relations," Mr Sauls said. "Recession is being used to weed out certain workers."

Mr Dennis Neer, Motor Assembly and Components Workers Union general secretary, said the retrenchments were "unacceptable".

"It's the same old story. We knew last week already that we would have problems, but the company never indicated there would be so many retrenchments," Mr Neer said.

"The union will now ask the company to make public to us the details of its profits over the last five years, so that we can know that retrenchment is really necessary and why it should affect so many."

Mr Sullivan said yesterday that the continuing downturn in the motor vehicle market had once again forced GM to reduce manpower in line with production schedules.

"In keeping with the company's undertaking to minimise potential for retrenchment, General Motors in Port Elizabeth has been working a four-day week since October 1982, and this situation will continue until further notice," Mr Sullivan said.

"Under the prevailing circumstances the company is forced to bring about a further measure of retrenchment."

"The 120 jobs of factory workers affected by this adjustment have been discussed with the unions, and the company has agreed to rehire as many as possible when the economic situation improves." — DDC.

Arms, drugs charges: 4 appear

PRETORIA — Four people, including a national serviceman, appeared briefly in the magistrate's court here yesterday in connection with alleged possession and theft of army rifles, Mandrax tablets and dagga.

Rifleman Raymond Page, 19, of Voortrekkerhoogte, Mr Osman Chutumia, 39, of Johannesburg, Mr John Gregory Knight, 21, of Voortrekkerhoogte and Mr Yahyaa Ismael Bhamjee, 25, of Elandsfontein, appeared before Mr C. S. van Loggerenberg.

They were not asked to plead and the case was adjourned until today.

They are charged with stealing FN and R-1 rifles from the SA Defence Force, as well as being in possession of and dealing in 13 Mandrax tablets and about 400 dagga cigarettes.

The prosecutor, Mr D. Haasbroek, asked the court to postpone the case so the charge sheet could be properly formulated.

Rfn Page was appearing for the second time yesterday. On Monday he appeared with four other men in connection with the same charges, apart from the theft of an FN rifle.

Eight people have so far appeared in court this week in connection with the same offences. — DDC

Ban overtime call to water workers

LONDON — Union leaders have called on Britain's 29 000 water and sewerage workers to ban all emergency work outside normal working hours from midnight last night and have ordered an all-out strike from midnight next Sunday if talks fail to resolve a pay dispute.

Mr Ron Keating, assis-

tant general secretary of the National Union of Public Employees (Nupe), said industry would be subjected to severe water rationing if the walkout went ahead. He added burst water mains and sewage overflows would be left unrepaired when they occurred outside normal daytime working hours.

Strikes paralyse Italian industry

ROME — Italy's major industries were para-

Ex-minister on war crimes charge

PARIS — A former government minister, Mr Maurice Papon, will be charged today with involvement in the deportation of Jews from France under the Nazi

Mr Papon, 72, was Secretary-General of the Prefecture in the Gironde region of south-west France from 1942 until 1944 when several hundred Jews were

Retrenchment anger

Migrant contract

workers sent home

535 304 139 151
Sowetan 19/1/83

By SELLO RABOTHATA

ABOUT 84 contract workers, mainly from Transkei, employed by Clifford Harris Construction company near Vereeniging have been forced back home after being retrenched before the expiry of their contracts.

The Orange Vaal branch of the General Workers' Union of South Africa, the union representing them, is to seek a Supreme Court order restricting the company from dismissing the workers.

The union claims the company retrenched its migrant workers before the expiry of their minimum three-month contract.

CONTRACTS

The contracts are to expire in March, they said.

The workers were retrenched last week, hardly a week after their

arrival from different homelands.

Retrenched workers allege:

- They were dismissed before their contracts expired; they were not paid for the outstanding period of their contracts; they were given no notice prior to dismissal; they were not transferred to other branches as promised by the recruiting officer and they were left "in the lurch" because they were not transported back to their homelands.

Angry workers who had thronged the union offices said: "Hardly any

reasons were given for the termination of our contracts which expire only in March. We are sick and tired of being toyed around with by the employers just because we live in the homelands. I do not know whether they are taking advantage of the labour-dry homelands but they send us from pillar to post while our children are dying."

UNION

The secretary-organiser of GWU in the area, Mr Phillip Masia, said his union had tried to negotiate with management at the company but there seemed no sign of agreement as to the re-instatement of the workers concerned. Most of the workers left the area last Wednesday

— a day after their retrenchment.

"We are now going to take the matter to court because the company's management is adamant they will not re-instate them. We must brief our lawyers so that we can start preparing for the court action. Management does not seem prepared to take the workers back or to pay them for the outstanding period," he said.

Mr Masia said GWU was not the kind of union that would buy retrenchment packages from employers because of the economic downswing. The economic downturn is the employers' and not the workers' worry. He said the workers who had already left for their homelands would be called back for re-instatement or to collect their dues.

Mercury
200 workers retrenched 335

20/1/83
Mercury Reporter

DICK Whittington Shoes (Pty) Ltd in Pietermaritzburg has retrenched 200 employees out of a workforce of more than 2 000.

Mr Graham Crouch, managing director of the company, told the Mercury yesterday that the 11 percent who had been laid off had been given a week's notice.

'We had to lay them off

because of the down swing in the economy.'

He said the retrenchments came from all categories and the employees had not been dismissed on a 'last in, first out' basis.

A spokesman for the National Union of Leather Workers said he would not comment on the retrenchments until he had discussed the matter with management.

Thousands of jobs cut to halt losses

EDSON 15255

Workers in Atlantis face unemployment

Labour Reporter

HUNDREDS of workers in Atlantis face a grim and possibly jobless 1983 following the spate of retrenchments over the past few months.

Last month the R450 million project, Atlantis Diesel Engines, retrenched 250 workers — 10 percent of their staff.

Another large firm in Atlantis, Tedex, caused a minor storm in Atlantis recently by telling workers by letter during the Christmas holidays that their services were no longer needed due to an adjustment of staff complement.

The manager of Tedex in Atlantis, Mr S G Bernhardt, denied the workers had been retrenched and said they had been dismissed because of "unsatisfactory service".

But workers angrily denied this statement.

"I have worked there for nearly three years," said one woman.

She said the situation was "profoundly unbelievable, bizarre and unprecedented".

SUPPLIES CUT

By yesterday the water workers' overtime ban in the countdown to the strike had brought widespread trouble.

Because of the overtime ban, a fractured main went unrepaired and supplies were cut off to hundreds of homes. Residents collected water from street standpipes.

About 2.5-million people in the Greater Manchester area were warned to boil all water for cooking and drinking. Wales was one of the first areas to be hit.

Water polluted by sewage could cause typhoid or cholera.

Shocked

"We were all shocked when these letters came. There have never been complaints about our work and we have never had any warnings. We have a number 2 stamped on our unemployment cards, which means retrenchment, not number 3 which means you have been dismissed," she said.

A man who used to work at Tedex as a supervisor said workers suspected management had laid off those people who had worked the longest because they were earning the highest wages.

Mr A Lottring, the vice-chairman of the management committee in Atlantis said Tedex was denying that the workers had been retrenched "because they did not want to accept responsibility for them".

Cover-up

"Why is their work suddenly unsatisfactory now, after three years? This is all a glorified cover-up," Mr Lottring said.

When asked to comment on whether the layoffs were dismissals or retrenchments, the managing director of Tedex in Johannesburg, Mr Jack Cohen, said there had been certain "minor changes" in staff, involving 17 workers.

"But it's such a small matter. I don't think one should create a production over it."

He dismissed the claim that longer-term, higher paid workers had been laid off as "crazy".

Maternity

It is not the first time Tedex has cut down on staff.

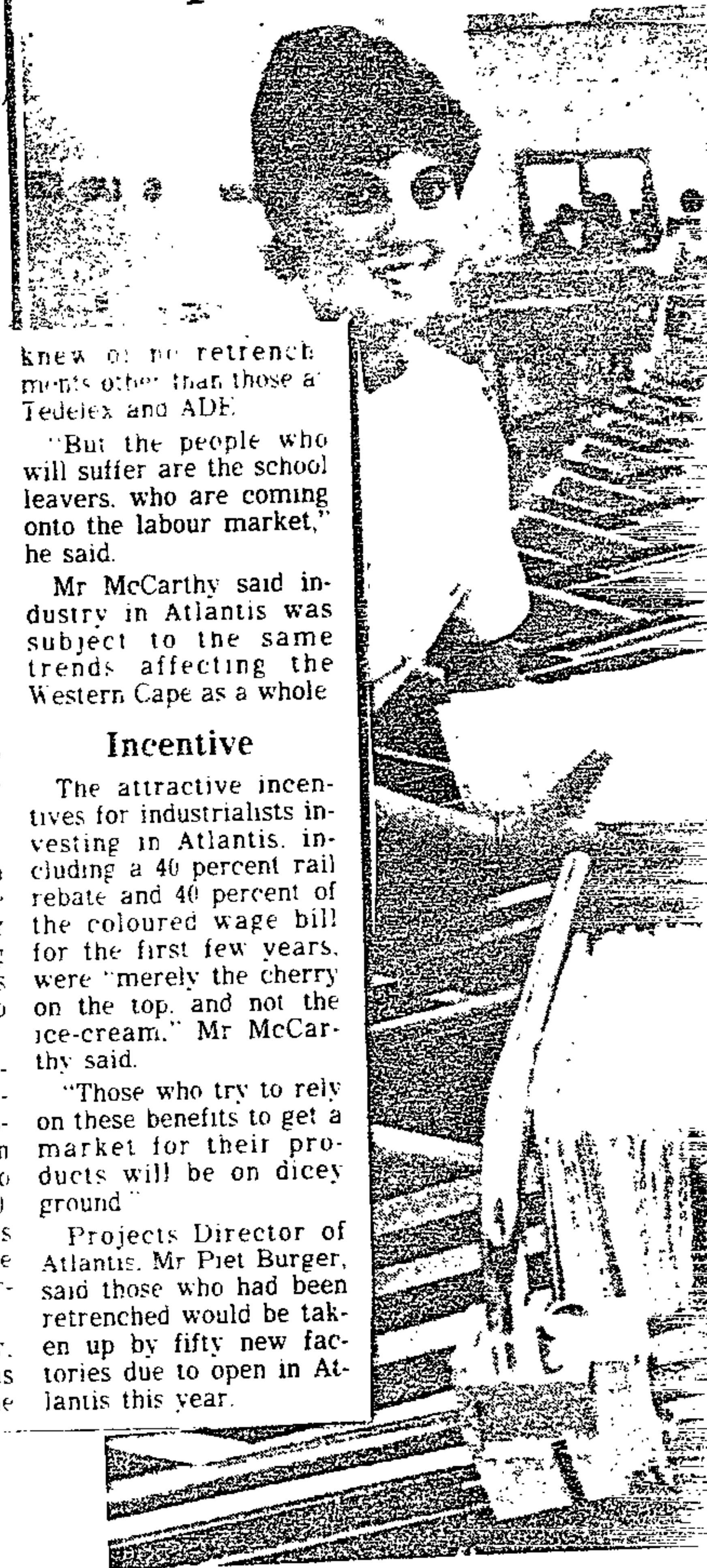
In September last year, between 60 and 80 Tedex workers were retrenched.

Atlantis community sources speak of women going on maternity leave or men going on long sick leave and not being able to get their jobs back when they return to work.

Workers say job-hunting in Cape Town is impossible because of transport costs. A return bus-fare from Atlantis to Cape Town costs R3.50. The proposed increases in fares would increase the cost by about 25 percent.

Mr Colin McCarthy, secretary of the Atlantis Industrial Group, said he

Computer sorting con



POST OFFICE employees, Derryl Walker, above, and Charlotte Kros, right, takes piles of letters from one of the sorting bins of the Post Office's new high-tech Optical Character Reader (OCR). The highly sophisticated, computer-based system can sort 30 000 items an hour.

The OCR eliminates tedious human sorting as long as addresses are set out correctly. It can only read typed, addressographed, typographed and computer printed characters. Very clear, printed handwriting is sometimes accepted by the system but not usually fed in.

System re.

Cape Town (yesterday 2 pm)
Cape Town (today 5 am)
F.F. MALAN climatological data for January 24
(The figure in brackets shows the average for the month)
Maximum temperature
Minimum temperature
Mean temperature
Maximum humidity
Minimum humidity
Mean humidity
Mean atmospheric pressure
Rainfall: 8 am - 8 am
Progressive rainfall for the month
Sunshine
Prevailing wind direction
Maximum hourly velocity
Maximum gust
For the latest up to the minute detailed weather information
call 46 1201

Fired dockers await report

335
Labour Reporter

ABOUT 600 dockers in Port Elizabeth, fired by the South African Transport Services last September, are anxiously awaiting a report by a committee of investigation into staff associations.

Mr David Lewis, general secretary of the General Workers' Union, said the dockers were fired after taking part in a go-slow.

The committee was appointed by SATS in October following an upheaval in the Port Elizabeth docks.

IN MARCH

The four-man committee, under the chairmanship of Mr J P Verster, retired assistant general manager of SATS (Staff), has finished collecting evidence and will be ready to send its report to the Minister in March, according to Sats spokesman Mr Leon Els.

The GWU — representing the dismissed dockers — the International Transport Workers' Federation, to which the GWU is affiliated, the Midland Chamber of Industries and SATS staff associations presented written evidence to the committee.

"All the groundwork has been completed, and now the committee are following up certain things which have come to light," Mr Els said.

URGENT

Mr Lewis said the union had expected the matter to be treated more urgently as "600 workers are anxiously awaiting the outcome of this inquiry and hope to be reinstated."

It did not require an in-depth investigation to ascertain that Sats had been guilty "of violating the most basic labour relations principles," he said.

The workers have been without income for about five months, according to Mr Lewis.

Firm pays off 93

THE FIRESTONE Tyre Company this week laid off 93 of its workers in across the board cut-backs and the Ford Motor Company announced it was to work a four day week at three of its plants.

Spokesmen for both companies blamed the lay-offs and cut-backs on the current economic climate, and said that the situation was being closely watched to de-

termine whether further action was warranted.

Mr Percy Watchurst, director of manufacturing at Firestone, said those workers with the shortest service records had been retrenched first, and that the cut backs had affected all sections of the company.

He said that Firestone had been working a four-day week since last September and had

done everything possible to avoid laying off workers.

There were no plans for further staff reduction "at the present time", he said, but the long-term situation would depend on the economic situation.

The Ford plants affected are at the Neave and Struandale engine and truck assembly plants. — Sapa.

29/1/83
RDM
335

Firestone lays off 93 workers

PORT ELIZABETH. — The Firestone Tyre Company yesterday laid off 93 of its workers in across the board cut backs, and the Ford Motor Company announced that three of its plants would be working a four-day week.

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The Ford plants affected are the Neave and Struan-dale engine and truck assembly plants.

Mr Dirk Pieterse, employee relations manager at Ford, said the implementation of the four-day week had been necessary to avoid retrenchments.

General Motors has been working a four-day week since last October and has laid off 380 workers in the past two months. — Sapa.

'Hard
times'

caused
sacking

28/1/83
Pietermaritzburg
Bureau

HARD times have been blamed for the retrenchment of more than 250 workers of all races by a city shoe factory over the past two weeks.

The managing director of Dick Whittington Shoes, Mr Graham Crouch, told the Mercury yesterday that no further lay-offs were expected after the latest batch of 63 at the company's Victoria Road plant.

This brought the redundancies to more than a fifth of all employees.

Mr Crouch said 1982 had been an exceptionally good year for the company, with a lot of overtime being worked, but the state of the economy had taken its toll on sales.

Motor

parts

makers

hit by

slump

By WAYNE ASHER

THE motor component industry in the Eastern Cape says it is going through its toughest time ever — and things are expected to get worse.

Some companies are working below 50% capacity and more redundancies seem certain next month.

All have been hard hit by the short time at the "Big Three" car plants.

This week, the component plants decided to trim working hours as orders dwindled.

The Ford motor company's Neave, truck and engine plants this week began working a four-day week.

General Motors has been on a four-day week since October.

Volkswagen has been working a four-day week since January 17.

One of the worst hit component makers is the Sidwell company Auto-Press, which supplies all the "Big Three" motor companies.

The manager, Mr Mike Dibben, said that like many others they were not asked to deliver parts to Ford's Neave, engine and truck plants on Monday this week.

This came as a further blow to them in what was already a difficult period.

Orders from General Motors were also very low.

"The situation is becoming a bit drastic now. Since last year we have gradually cut our work force from 100 to 50. We haven't replaced men who've resigned."

Mr Dibben said they would try to keep the men they had now, even if it meant working shorter hours.

"We're operating at about 60% capacity at the moment. I'm hoping that business will pick up in about August," he said.

Mr Chris Mangold, managing director of Acem Holdings, said that as from next week their production sections would go on to a

Unemployment schemes proposed

Mercury Mercury Reporter 29/1/83

THE private sector should seriously consider the feasibility of unemployment insurance schemes once the economy picked up again, Dr John Burns, executive director of the Manpower and Management Foundation of Southern Africa, said in a statement yesterday.

'The principle of the private sector being responsible for social insurance already exists in our system as workmen's compensation. Although unemployment insurance is somewhat different, it would nevertheless be in everyone's interest to consider it,' Dr Burns said.

He said in times of recession the shortcomings of social security systems really became apparent. The unemployment scheme under the State was no exception and some aspects of this form of social security needed to be questioned.

Dr Burns suggested more responsibility for the introduction and maintenance of unemployment insurance should pass to the private sector.

Employers and employees could negotiate very favourable terms with insurance houses if the idea of a private sector unemployment insurance scheme was accepted, he said.

Workers take second unpaid leave

ARGAS 4/2/83
335

Labour Reporter

SIXTY-TWO workers at a Cape Town engineering firm are to take a second unpaid leave in an attempt to avoid further retrenchments because of the economic downturn.

This brings the total number of Dorman Long Swan Hunter Ltd workers on two months unpaid leave to 101, a management spokesman said.

The company's labourers, most of whom belong to the General Workers' Union (GWU), were told last August by management that between 30 and 40 workers would have to be retrenched because of the recession in the engineering industry.

IN CYCLES

However, after negotiations between management and the GWU committee, it was decided that all the workers — about 180 — would take unpaid leave in cycles.

A GWU spokesman said today all the workers had already gone on long leave and many of those now starting their second cycle had only been back at work for two months.

"This means they have worked only two months out of the last six. It is an extreme hardship for workers to be without work for so long, but they have decided it is better for all of them to take unpaid leave than for some to be retrenched.

EXPERIENCED

"The workers are all experienced engineering workers who would be an asset to any firm. They are without work through no fault of their own," the spokesman said.

The union has found 18 men temporary work at another engineering firm. Workers recommended that those who had worked the least over the past months take the jobs offered.

A management spokesman said 62 workers would return to work in March while the remaining 39 would return in May.

CONDONED

It was difficult for management to have sections of the workforce coming back in two-month cycles, but the firm was prepared to condone it.

"We understand the hardships black employees go through when they are retrenched, particularly those from the homelands."

Although the workers were classified as unskilled, they had acquired certain engineering skills, he said.

Retrenched staff complain over pay

By JIMMY MATYU

TWO of 40 women retrenched from the Provincial Hospital at the end of last month claimed yesterday that their bonus and leave pay had been withheld without any reason.

They also said they were never told why the hospital had decided to retrench them.

The women, Mrs Elizabeth Mbomboyi and Miss Daniswa Mtau, described their retrenchment as "unfair".

Miss Mtau had been in the employ of the hospital

for five years and Mrs Mbomboyi for seven years.

The medical superintendent of the Provincial Hospital, Dr L C Cilliers, confirmed today that the women had been retrenched, but denied any money had been withheld from them.

He said 20 black women and 20 white women had lost their jobs.

"These women were not appointed permanently," he said. "This was made known to them when we employed them. We took them as domestics in the wards when we could not

get nurses. But this year we have a better intake of nurses."

Dr Cilliers said the hospital authorities had given the reason for the retrenchment to the advisory committee of the women which was appointed by them. It was the duty of the committee to inform them, he said.

"Some of these people did not really meet the requirements of our services and, besides coming to work late, had bad illness records, and some did not have the ability to work with patients," he said.

"In fact, those claiming to have been here for long periods were here because we were very tolerant and wanted to help them."

On the question of bonuses and leave, Dr Cilliers said there were fixed rules. People received bonuses in the month of their birthdays. Leave pay was a privilege and people could not be paid for leave they had not taken.

Dr Cilliers explained that leave pay was controlled by Provincial regulations. He said he would speak to the administration about this to see if any improvement

could be introduced.

Mrs Mtau said: "The hospital authorities know full well that unemployment has reached an alarming rate. Where do they think we will get work now at this time of the year?"

Mrs Mbomboyi said: "We were told at the beginning of last month that we would be retrenched and we feel we are entitled to a month's notice pay."

She said they were told by the paymaster that their pension money would be "following".

This was confirmed by Dr Cilliers.

2/2/83
RAM
(335)
Gallo workers fired
after protest strike

By STEVEN FRIEDMAN
Labour Correspondent

ABOUT 100 black workers — almost the entire workforce — at record company Gallo Africa's Bedfordview plant were fired yesterday after striking in protest at retrenchments, informed sources said.

The company was hit by a strike several weeks ago, but that one was settled. Company comment on the latest stoppage could not be obtained last night.

Sources said the dispute followed the announcement of company plans to retrench workers.

Leaders of the Gallo workforce had refused to "co-operate" in the retrenchments, they said.

They added that a dispute had been sparked off by the fact that one of the workers earmarked for retrenchment was a black worker leader at the plant.

After downing tools in protest at the lay-offs yesterday morning, the workers were given until 2.30pm to return to work but only a handful agreed, the sources said.

They were then dismissed and told to collect their pay this morning.

The sources said the stoppage had been supported by all workers at the plant.

Included among those fired for ignoring the return-to-work ultimatum were workers who had been with the company for decades, they said.

Thousands jobless in E Cape

335

E. Post

3/2/83

By LOUIS BECKERLING, Business Editor

AS many as 800 000 people could be unemployed in the Eastern Cape region, according to a confidential study.

Official figures released yesterday gave the number of registered unemployed in the Eastern Cape, excluding blacks, as 5 115 — an increase of 16,4% over the previous month. But the Department of Manpower's figures bear no relation to the actual unemployment position, as official figures for blacks are not available.

January's increase in unemployed workers other than blacks is the single largest over the past four months and suggests an increased tempo of redundancies as the economic downturn gathers momentum, affecting workers of all races.

The release of the latest statistics follows a statement by Port Elizabeth Mayor, Mr H van Zyl Cillie, earlier this week that some 40% of South Africa's unemployed blacks originate in the economic region centred on Port Elizabeth.

As estimates of total black unemployment vary from 500 000 to more than two million, this means that

between 200 000 and 800 000 workers in the region are now without jobs. These figures take no account of "under-employed" workers subsisting below poverty-datum levels.

"Region D" is an economic region designated in terms of the Government's regional development programme and embraces a large portion of Transkei and Ciskei.

Quoting a confidential study conducted at "very high level", Mr Van Zyl Cillie said research had indicated that the region was worst affected by unemployment.

"And the overall economic problems have since been compounded by the drought, which has led farmers to make many workers redundant — all of which is contributing to the appalling squatter problem in the metropolitan areas," he said.

The Department of Manpower's official figures show that at 5 115 the total of registered unemployed is 77% up on the comparable

month last year.

Worst affected by the downturn are coloured male workers, 2 433 of whom were jobless in January. A total of 1 049 coloured female workers were without jobs — 112,8% up on the same month a year ago.

The total number of unemployed white men was 464 — 75,8% up on the comparable month last year, while 452 white females were without jobs.

January's 16,4% rise in total unemployed (from 4 393 to 5 115) follows a marginal short-term improvement in the December figure, which showed a 6,1% decline in total unemployed (from November's 4 679). November in turn showed only a 3,6% increase over October's figures.

The figures issued by the Department of Manpower are compiled on the basis of registrations at the department's labour bureaux throughout the Eastern Cape.

The Argus Thursday February 3 1983

Recession: Unemployment doubles in Western Cape

335
ARCS 3/2/83

Staff Reporter

UNEMPLOYMENT in the Western Cape during the past 12 months has doubled, Department of Manpower figures show. And the situation is getting worse as the recession deepens, according to the Divisional Inspector of Labour in the Western Cape, Mr N J Hechter.

In January last year 2 329 people of all races were reported to be unemployed. By last month the total had increased to 4 768 — an increase of more than 100 percent — he said.

This is the largest reported unemployment figure for the Western Cape since the height the 1977 recession when the 7 643 people were jobless. It is 600 more than in October 1976 when that recession started.

Unskilled and semi-skilled workers are the hardest hit and the engineering, motor, building, clothing, leather and hotel industries are the worst affected.

Forecasts

Mr Hechter said he had been in contact with representatives of all these industries and, to a man, they were forecasting a gloomy 1983.

The unemployment figure started to climb "considerably" in September when 3 659 people were jobless, he said.

It increased steeply after that and from December 1982 to January this year it jumped from 4 169 to 4 768.

The figures do not take into account the fact that a large number of people do not report to the department when they are unemployed.

Worst hit

The figures are not broken down into occupations and therefore cannot accurately show which jobs have been worst hit. But they do show that the biggest increase in unemployment has been among coloured men and women between the ages of 21 and 65.

The number of unemployed coloured men rose from 1 902 in December to 2 106 last month and of coloured women from 666 to 798.

The number of unemployed white men in the same age group rose from 572 to 655 and of white women from 110 to 126.

Fear

The total number of unemployed coloured people rose from 2 790 in December to 3 133 at the end of January and whites from 1 367 to 1 610.

The reported figure for the number of African people unemployed showed the most dramatic increase, from 214 in January 1982 to 703 last month. In Langa the reported unemployment figure more than trebled from 190 to 665.

The department has, however, conceded that these figures cannot be regarded as reliable as African people are reluctant to report that they are unemployed for fear of being sent back to the homelands.

The actual number of unemployed Africans at any given time is believed to be several thousand more than the departmental figure.

Cape Times 5/2/83 335

3 000 made jobless in Cape clothing cutback

By ALEX PETERSEN

MORE than 3 000 jobs have been lost in the Cape clothing industry in the last three months — many of them in the last month — mainly through cutbacks on forward orders.

The chairman of the Cape Clothing Manufacturers' Association, Mr Mike Getz, said yesterday that the job losses were chiefly in smaller companies, and those operating in the cut, make and trim areas of the industry.

Many of the cut, make and trim factories which usually sub-contract on a piece-work basis, did not reopen

after the annual close in December.

Larger companies, says Mr Getz, have been less seriously affected by the downturn, and although order books are shorter than usual, a CCMA survey of retailers suggests that most fared better over Christmas than they had expected.

Cape retailers, said Getz, were more confident than their Transvaal counterparts on both the trading and forward picture.

Although the 3 000 jobs represent a 5% drop, ironically, the industry's total Cape employment figure is still 2 000 higher than it was this time last year.

Getz, however, sees the incidence of loss in the cut, make and trim sector as serious, since it provides an important flexibility and versatility in the industry, with a rich mix of entrepreneurial skill.

He is also concerned that in the reaction to current economic conditions further job cutbacks could occur. Getz stresses his view that the industry is in a stable, although tight situation.

Viewing the market in detail, the CCMA say that children's clothing sales have remained firm, due in part to strong black demand. Demand for menswear, particularly at the upper end of the market, has satisfactory bookings, while exports have picked up in recent months.

One facet that has emerged clearly in recent months, Getz feels, is the importance of brand names and merchandizing to counter any drop in sales. Through effective marketing some brand names have increased their percentage of market sectors.

As to 1983 sales trends, women's fashion is seen as the main problem area, with

the key factor being to identify positive trends and respond to these quickly.

The other problem area is that of supply from the textile sector, with the old problems of late deliveries and disappointing quality and service. Likewise, says Getz, textile pricing has not reacted to the market.

Although neither Getz nor the CCMA make the comment, it is likely that if the situation continues more manufacturers will be tempted to look overseas for fabric.

On the retail side many fashion retailers are still nervous, says Getz, and suggests this could lead to understocking "and perhaps some dullness in their stores as caution comes to dominate merchandizing".

Which, of course, does lead him open to the comment from retailers and importers looking for sure-fire sales that the boot is on the other foot.

Lean time for the jobless

By JOSHUA RABOROKO

JOB creation in times of recession is almost impossible while there is going to be a continuity of retrenchments and fast-increasing unemployment, according to sources.

The executive director of the Manpower and Management Foundation, Dr John Burns, said that during such a period it was vital that an adequate income from social security sources should be made.

The unemployment insurance is controlled by the public sector in the State in terms of the Unemployment Insurance Act of 1968 in South Africa.

INSURANCE

This Act, he said, provides for unemployment insurance fund consisting of contributions paid by employers and employees, and contributions from the State Revenue Fund and certain others.

The fund is applied mainly to pay unemployment benefits to contributors who become unemployed. The Act, however, lays down stringent conditions and qualifications for contributors and the payment of benefits, Dr Burns said.

"It is in times of recession that the shortcomings in social security systems really become apparent. The unemployment insurance scheme under the State is no exception and some aspects of this form of social security certainly need to be questioned.

"In the new labour dispensation the State has withdrawn from its role of over-intervention to that of monitor, guide, advisor and architect in the system."

COMPENSATION

He said the principle of the private sector being responsible for social insurance already exists in the case of workmen's compensation.

Section 70 of the Workmen's Compensation Act of 1941, provided that an employer may, with approval of the Workmen's Compensation Commissioner, conclude an agreement with, and obtain a policy of insurance from, an insurance house for the full extent of his potential liability under the Act to all his workmen.

He said although unemployment insurance is somewhat different from workmen's compensation, it nevertheless would be in everyone's interest, including that of the broad society, to give serious consideration to the feasibility of an unemployment insurance scheme in the private sector once the economy starts to improve.

Blast

A BLACK worker was killed and another slightly injured in an explosion in the detonation-fuse plant at the Modderfontein explosives factory on the East Rand on Friday, a spokesman for AECI said.

The accident occurred at 3.30pm.



The Damelin Study Directorate, under the Chairmanship of Principal Mr J P Brummer, sees to it that every student receives personal attention before and after enrolling as a student. The members of the Directorate are Mr Philip Puse and Mr Mr the Chief Career Advisers, and Mr Mr Andrew, the Director. Here we see them hard at work.

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Name

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8/2/83
 335 Unemployed persons
 Hausard Q. 61. 33-34
 19. Dr. A. L. BORAINÉ asked the Minister of Manpower:

- (a) How many Whites, Coloureds and Asians, respectively, were registered as unemployed in each inspectorate area as at the latest date for which figures are available and (b) in respect of what date are the figures given?

The MINISTER OF MANPOWER:

| (a) | Inspectorate | Whites | Coloureds | Asians | Total |
|-----|----------------------|--------|-----------|--------|--------|
| | Johannesburg | 3 600 | 2 687 | 370 | 6 657 |
| | Cape Town | 1 352 | 3 557 | 10 | 4 919 |
| | Durban | 2 082 | 1 796 | 5 274 | 9 152 |
| | Pretoria | 708 | 54 | 22 | 784 |
| | Port Elizabeth | 851 | 3 506 | 36 | 4 393 |
| | Bloemfontein | 915 | 491 | — | 1 406 |
| | East London | 319 | 174 | 5 | 498 |
| | Kimberley | 170 | 735 | 4 | 909 |
| | George | 112 | 189 | — | 301 |
| | Total | 10 109 | 13 189 | 5 721 | 29 019 |

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Sewing together a brighter future

By LIZ MACKENZIE

THE women sit round a table in a small house in Guguletu designing, cutting, sewing and talking. Travelling by bus and taxi, they meet in the mornings, others come after work, and sew until late at night. One is a schoolgirl whose parents cannot afford to keep her at school. There is a lot of learning, experimenting and a feeling of great possibilities....

The first of a number of co-operatives for unemployed women in Guguletu, the Ilinge Guguletu Sisters started last month.

A woman from Rondebosch has passed on her skills in fabric painting and Juliana Monareng is printing blue designs on tablemats made from cream, loose-weave cotton. Winifred Mabece teaches herself patchwork. Sheila Shiba cuts patterns which she designs herself. Little dresses, beautifully finished off, line the walls.

After the riots

With the money they make from those, the group plans to buy more material. They hope to make German print dresses and eiderdowns and maybe print men's caftan shirts and wraps.

From small beginnings....

The Ilinge Guguletu Sisters, a group of about 10 women, have set themselves up as an independent sewing group along the lines of the Zamani Sisters of Soweto.

The Zamani ("help-one-another") Sisters started their group after the riots in Soweto in 1976 to teach skills such as patchwork, crochet and dressmaking so the women of Soweto could earn better livings and build better lives for themselves and their families. They now have more than 100 members.

"Ilinge' means 'we are trying'," said Nellie Jibiliza, founder and organiser of the Cape Town group. "As mothers with children we are trying to become independent; we can't ask our husbands for everything."

Mistakes

The unemployment figures in Cape Town's townships are greatly underestimated and steadily increasing. Exact numbers have not been calculated, says the South African Labour and Development Research Unit.

The success of a self-help group depends on the time and commitment of the people involved, how easily they can get hold of materials and other resources and how easily they can sell their products. Nellie Jibiliza, tireless organiser, had tried to start a similar group before.

"We also started a sewing group after the riots, but our mistake was that the people didn't pay anything, our material was all free. (Each member now gives R5,25 towards materials).

"This one would come and cut and never turn up again, that one would go off with the scissors. The women were looking after households, children and often had other jobs too.

"One of our sewing teachers went to live in Johannesburg. Then most of us went to work and the group dissolved.

"The Zamani Sisters sent someone to ask why are we so quiet here. I said to her, it's hard to get things going because I am working."

Help from others

Nellie had, however, approached factories for any material they could spare and one factory made labels for the group.

She then took leave to get the group off the ground.

Women's Movement for Peace gave them four hand machines and the group now has nine, although one is broken.

A venue was difficult to find, so they started building a pondok in Nellie's backyard.

Worked outside

"If it was good weather we worked outside, when it was bad we sewed.

"When we were almost finished Rommel Roberts (a community worker) came and said: 'What a waste. Why didn't you tell me before; I've got a big two-roomed structure that you could have used.' So now we are pulling the pondok down and are trying to arrange transport to get the structure here."

Some teenagers have expressed interest in using the second room of the structure for carpentry. Others want to learn to crochet, others to knit.

Each must do what they feel happiest doing, says Nellie.

qualification and to possible exclusion from
ity

335

9/2/83



The Ilinge Guguletu Sisters gather for their daily sewing session, from left: Sarah Gwenxa, Sheila Shiba, Juliana Monareng, Winifred Mabece, organiser Nellie Jibiliza and Patience Pike.

Mercury
Twelve drivers laid off

(335) African Affairs Reporter 9/2/83

THE Durban Transport Management Board has retrenched 12 black drivers, Mr Marshall Cuthbert, the board's general manager, confirmed yesterday.

He said the reason was the down-turn in the economy.

Mr Cuthbert said there would also be retrenchments among white staff but could not say how many.

10/12/83 (27) 335 0004

White welfare budget is doubled in Eastern Cape

PORT ELIZABETH. — The high rate of white unemployment in the Eastern Cape has prompted the Department of Health, Welfare and Pensions to double its budget this year.

A total of R36 000 has already been granted in the welfare services' financial year ending March 30 and an additional R10 000 will be requested, compared with a total of R21 000 last year.

Mr J F Odendaal, district representative of welfare services in the Eastern Cape,

said the families who received help had increased from 80 a month in 1981/82, to 110 in 1982/83.

The number of blacks unemployed in the Eastern Cape is equivalent to 40% of the workforce. It is predicted that between 200 000 and 250 000 blacks will be unemployed this year and the number will increase by 100 000 next year.

Large numbers of workers in the car and related industries have been retrenched.

— Sapa.

Dispatch 15/4/83
**Sats strikers
lose benefits**

PORT ELIZABETH — Dockworkers from Ciskei and Transkei who were fired after going on an "illegal strike" here last year have been told they do not qualify for unemployment benefits.

A spokesman for the South African Transport Services (Sats), Mr Leon Els, said the workers would not be paid out because they were "from outside South Africa".

Most of the 499 workers who went on strike are affected by the decision. The majority of them hail from Middel-drift, King William's Town, Alice, Alicedale, Fort Beaufort, Bedford and Centane.

They were involved in a go-slow at Port Elizabeth harbour last year and, for five months, refused to accept their final pay.

When they went to collect their money from the Department of Labour yesterday, all those regarded as coming from "outside" South Africa were told they would not be paid.

Grim-faced workers crowded the offices of the General Workers Union here after being told of the decision and com-

plained at being left penniless.

"I haven't been earning since August last year," said one. "I've been staying in Port Elizabeth because there isn't any sense in returning to Ciskei where there is only work repairing roads and dams."

Said Mr Els: "Only citizens of South Africa can apply for unemployment cards, and qualify variously if they are local, contract, temporary or permanent. Ciskeians and Transkeians do not qualify because they are not contributors to the Unemployment Insurance Fund."

Instead of unemployment cards, Sats gave the workers certificates stating the period of their unemployment and the position they held — another move which caused concern among the workers.

"This is not even a testimonial, and I have been with the railways for 36 years," said one worker. "I must get work again sometime."

The workers were also told they did not qualify for rail tickets home as they were no longer employees of Sats. — DDC.

Union plans court action on job losses

Labour Correspondent

A BLACK trade union, the United African Motor and Allied Workers Union, is planning court action against the Datsun-Nissan motor company in the wake of retrenchments at its Rosslyn plant near Pretoria last month.

About 100 workers were retrenched and the union is considering action alleging the workers were victims of an "unfair labour practice" or were dismissed "unfairly".

Comment from the company could not be obtained yesterday.

News of the planned legal action came yesterday in a statement issued by union general secretary Mrs Dora Nowatha calling retrenched workers to a meeting at the union's offices in central Pretoria.

In the statement, the union called on "all union and non-union members who were retrenched by Datsun-Nissan Rosslyn to report to (the union office) to discuss the pending court action they intend taking with regard to unfair dismissal and unfair labour practices".

It urged the fired workers to report to the union office "as soon as possible as the matter is very important and urgent".

Mrs Nowatha said yesterday that no papers had been served on the company and the union had not yet decided whether to proceed in the industrial court or in the ordinary courts.

This would be decided, she said, after consultation with the retrenched workers and with the union's legal adviser.

Staff cuts as car production stalls

THE SIGMA Motor Corporation yesterday advised its workers that there would be a temporary slowing down of production over the four-week period from February 21 to March 10.

The company says the move is essential to correct stock imbalances and reduce inventories in the corporation's passenger vehicle model ranges.

Sigma has consulted with the National Automotive and Allied

Workers' Union (Naawu) on this issue.

Some 700 workers at Sigma Park, near Pretoria, will be temporarily laid off but production has been planned so that no workers will be laid off for more than 10 working days.

This means workers will receive 70 percent of their normal weekly wages in terms of the provisions of Sigma's supplementary unemployment benefit fund.

Sigma expects to re-

sume normal production to prepare for the introduction of new models after March 10.

Sigma also anticipates it will need to re-engage many of the workers who were retrenched in November last year. This temporary lay off is but one of many actions required to restore Sigma to profitability.

As the managing director, Mr Spencer Sterling said: "Some of the medicine we'll have to take will be bitter." — Sapa.

D. Dipaku 16/2/83 106 335 301

Fired men must get UIF payout — minister

ZWELITSHA — Ciskeians who contributed to the Unemployment Insurance Fund prior to independence on December 4, 1981, had unemployment coverage for a period of three years in terms of an agreement between South Africa and Ciskei, the Minister of Manpower Utilisation, Chief Lent Maqoma, said yesterday.

He was reacting to press reports that dockworkers from Ciskei and Transkei who had been fired in Port Elizabeth last year after going on an "illegal strike" would lose unemployment benefits.

A spokesman for the South African Transport Services was quoted as having said that these workers did not qualify for the benefits because they came from outside South Africa.

Chief Maqoma said if

any of the dismissed workers fell in the above category and they had been contributing, they were legally entitled to UIF benefits. The South African Transport Services had no right to refuse them such benefits.

If the dismissed workers entered the labour market for the first time after December 4, 1981, whether on contract or as commuters, they had no UIF coverage.

"Those workers who at present have no coverage at all, I can announce that the Ciskeian Department of Manpower Utilisation will be introducing its own Unemployment Insurance Bill at the forthcoming session of parliament," he said.

"Once this bill becomes an act, all Ciskeian workers who qualify as contributing in terms thereof will be entitled to benefit whether they are working in South

Africa or Ciskei. This arrangement has been made possible by an amendment to the South African Unemployment Act as well as an agreement which the two republics will be entering into."

Chief Maqoma said it was expected that this new measure would come into effect as from May 1 this year.

"So far as Ciskeians participating in strikes in South Africa are concerned, my government is totally opposed to such action. They are there on contract which they are expected to honour and they should serve as good ambassadors for our country."

"There is enough unemployment in the country and workers cannot afford to lose their jobs at this critical stage when the economy is at low ebb," said Chief Maqoma. — DDR

Sigma to lay off

700 workers

Argus Correspondent

PRETORIA. — Sigma is to lay off temporarily 700 workers at its Pretoria production plant within the next three weeks.

The workers who represent 35 percent of the work force, will receive 70 percent of their normal weekly wages during this period.

The motor corporation said the move is essential to correct stock imbalances and reduce inventories in its passenger vehicle model ranges.

Production has been planned so that no workers will be laid off for more than 10 working days, a spokesman for the company said today.

The National Automobile and Allied Workers Union (Naawu), which represents the Sigma workers, has accepted the conditions of the company.

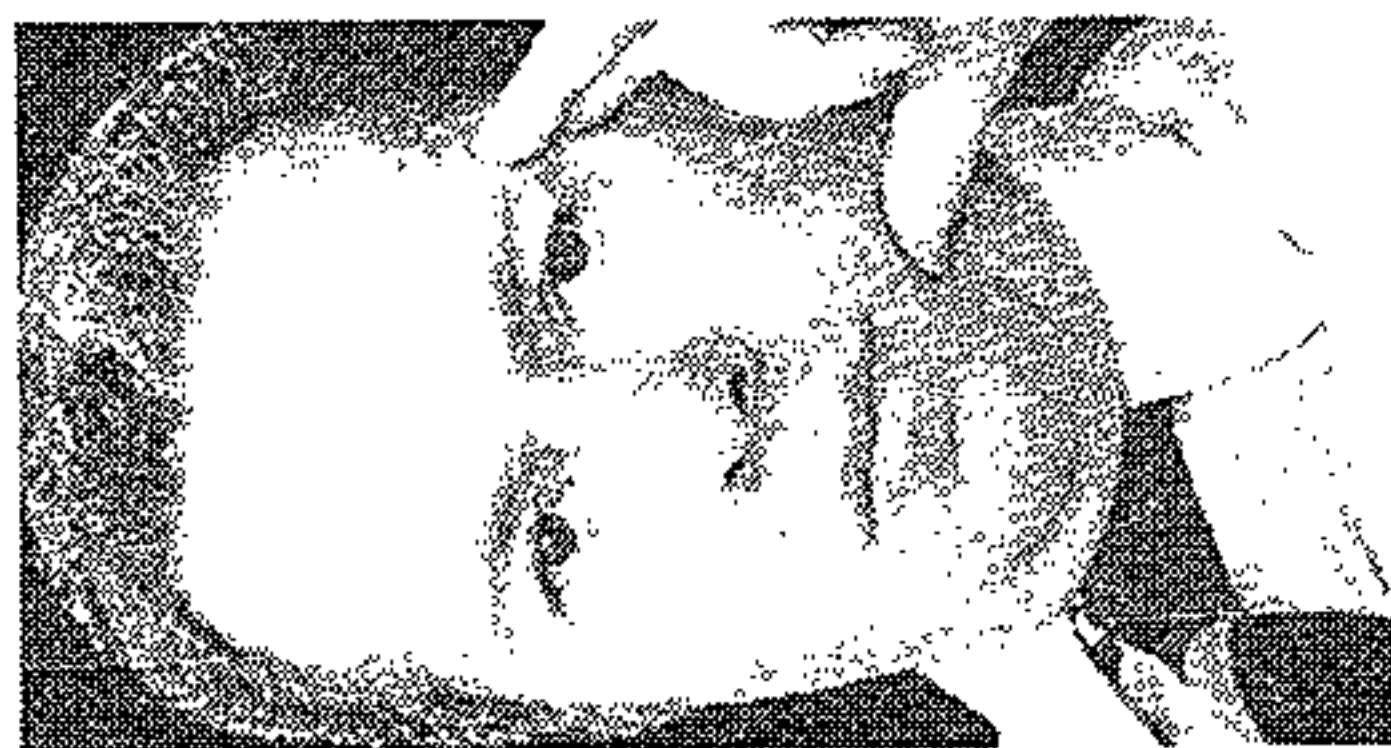
(335) Howard A. Col. 168
Unemployment 16/2/83 -167
100. Mr. F. J. LE ROUX asked the Minister of Manpower:†

What was the unemployment figure in respect of Whites, Coloureds, Indians and Blacks, respectively, on (a) 30 March 1982, (b) 30 June 1982, (c) 30 September 1982, (d) 31 December 1982 and (e) the latest specified date for which figures are available?

The MINISTER OF MANPOWER:

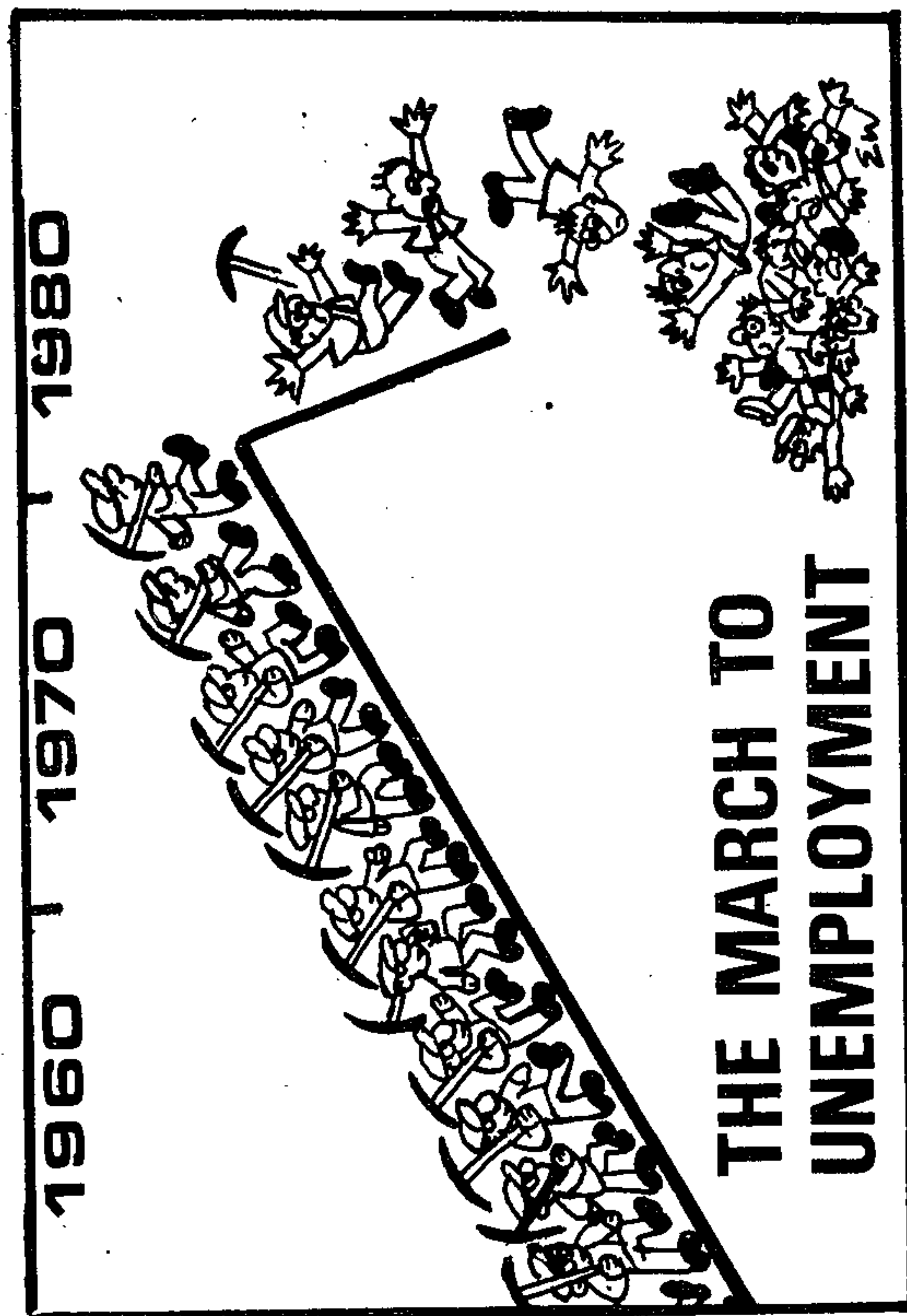
| | Whites | Coloureds | Asians | Blacks | Total |
|--|--------|-----------|--------|--------|--------|
| (a) 30 March 1982 | 6 614 | 8 449 | 2 812 | 17 696 | 35 571 |
| (b) 30 June 1982 | 6 813 | 8 671 | 2 693 | 16 987 | 35 164 |
| (c) 30 September 1982 | 8 926 | 11 676 | 3 855 | 21 354 | 45 811 |
| (d) 31 December 1982 | 10 109 | 13 189 | 5 721 | 15 403 | 44 422 |
| (e) 31 December 1982 is the latest specified date for which figures for registered unemployed are available. | | | | | |

ew skills oust the old



longer be measured with conventional yardsticks such as gross national product, income a head or the balance-of-payment situation.

Something unprecedented is happening for which our traditional economic theories have no answer.



depend on the reaction of readers, their suggestions and proposals to arrive at a well-rounded picture and a set of workable solutions.

GLOBAL SITUATION:

The global unemployment situation falls broadly into two categories: the grave and worsening situation in the industrialised world and the predicament in

Medical realities

By Pamela Kleinot

While South Africa has achieved a high level of medical sophistication with heart and kidney transplants, high infantile mortality rate, tuberculosis and malnutrition are still realities in this country and we will have to come to grips with these problems, said Dr P Joubert, of the Medical University of Southern Africa (Medunsa).

Writing in the South African Medical Journal, Dr Joubert said that one of the key issues discussed at a recent congress at Medunsa was that poor water sources, poor sanitation, nutrition and communication routes were at the roots of health problems in developing communities.

These issues could not be separated from those of employment opportunities and education.

"A piped water supply to every family and a good sewage system would greatly improve the health status of a population," he said. "Further priorities are greater food production, good roads and rapid communication."

Dr Joubert pointed out that although it would initially involve large sums of money to improve water supplies, sanitation and communication this might in the long term prove to be a saving in the total health budget.

The gross maldistribution of manpower was also discussed at the conference, entitled "Health realities in Africa."

The unemployment crisis: n

335 Star 17/2/83

In our previous series on the future of old age, we identified two areas of crucial concern to a secure and dignified retirement: employment or work, and education.

In this new series of articles we take a look at the future of work, of employment. Education will be the subject of our next series. The two subjects are closely interlinked.

Much more than retirement, the prospects of job opportunities is of immediate concern to all of us.

Children have to make difficult career choices at a point in their lives where they have little knowledge about the workings of society, its future demands and opportunities.

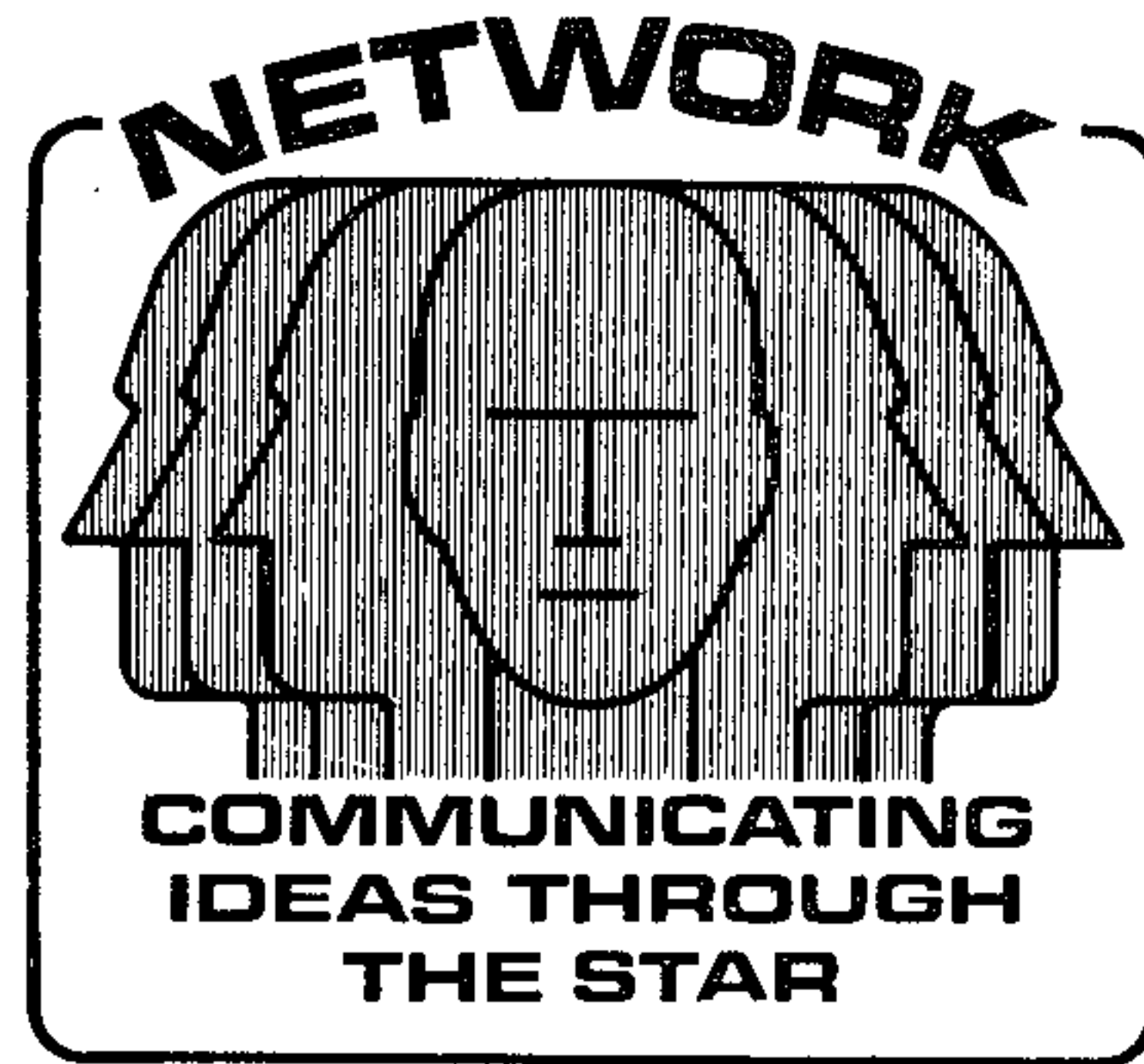
Parents follow with concern the development of their children, the external influences which affect them and the often erratic choices they make.

Meanwhile, thousands of people who have jobs tend to hang on to them — even if they resent their work. Options for mid-career changes are rare and even people in top positions have a wary eye on the merger-mania going on around them — the cult for business which tends to destroy jobs.

Fundamental changes in employment patterns are happening right now. Old skills, which provided secure work for a lifetime, are disappearing at an alarming rate. New ones appear for which we are ill-prepared. Unless we understand these changes and prepare ourselves, and our children, for them the chances are that we will join the evergrowing scrapheap of the unemployed or, worse, the unemployable.

The subject of employment is of global concern. Next to inflation it has become the major concern of politicians and their electorates. Many stop-gap solutions have been tried and failed because they mostly tinkered at the fringes of a fundamental problem which can only be changed by a fundamental rethink of our economic and political systems.

In discussing this problem, Network will again



Today we begin a new series — this time looking at jobs and unemployment. Many children now at school may never find work. Many of today's workers will be losing their jobs because they will be made obsolete by robots and computers.

Just how bad is the situation now? What can be done about it?

In this first briefing by ANDRE SPIER of Syncom (a think-tank organisation) we look at the global situation.

If at any stage the reader feels he or she can add to the debate, please write to Network, PO Box 1014, The Star, Johannesburg 2000. That is the whole point of Network — to get a useful debate going and seek workable solutions.

● Tomorrow: Youth employment.

the Developing and Third World. These two situations are fundamentally different and require different strategies of dealing with them effectively.

The global population is expected to rise from 4 000 million in 1980 to roughly 6 000 million in the year 2000.

are wanted within 20 years. This is 75 percent the number of all existing jobs today.

This is not the complete picture by any means. In addition to the 300 million unemployed today is a vast army of some 500 million underemployed people: ca-

omies excluding, however, the 1 000 million people of China.

The communist countries maintain that they know of no unemployment and that they are in fact short of workers. The propagandist effect on the millions of unemployed in Western Eu-

such as Hungary, which have gradually liberalised their economies. On the whole nothing can be learnt from the Soviet bloc as far as the future of employment is concerned.

Unemployment in the 24 member states of the OECD stands at 28 million and is expected to rise to 35 million, or 9,5 percent of the workforce, by the middle of next year.

The United States alone accounts for 12 million unemployed (10,2 percent) and the UK for more than three million (12,3 percent). These are official figures and do not include the millions who have given up the search for work.

According to the International Labour Organisation in Geneva, unemployment is likely to remain a major world problem for the next 20 years since any decline in the growth of the global population can have no impact this century: the work-seekers of AD 2000 have already been born.

This persistently high and rising unemployment level seems to be of a structural nature. This means that the traditional relationship of high economic growth and "full" employment has ceased to exist.

Therefore, the healthiness of an economy in terms of the well being of all its people can no



Something unprecedented is happening for which the economists have no answer . . . 90 000 demonstrators in Hamburg, West Germany demand "Jobs for Everybody."

Some 200 million will be added to the population of the industrialised countries; the remaining 1 800 million will join the teeming billions of the Third World.

The implications for employment are staggering: 700 million new jobs will have to be created in two decades.

If we add the present number of unemployed in the world, estimated to be in the region of 300 million it means 1 000 million new workplaces

sual workers, people doing an odd job for a few hours a week. Official unemployment statistics mask this vast category of people on the fringe of society.

INDUSTRIALISED WORLD:

The industrialised world falls into two parts, the so-called Western World, or the Organisation for Economic Co-operation and Development (OECD), and the communist bloc, or the Centrally Planned Econ-

omy is obvious. But consider the following: vast numbers of people in communist countries are employed in State bureaucracies, armies and vast security organisations. Most of the State-controlled industries are overstaffed and generally only come up to 60 percent of Western productivity (the UK and South Africa excluded).

Productivity is high only in the small section which has escaped State control and in countries

Sigma will lay off 700 for 10 days

Star 12/2/67 Labour Reporter

The Sigma motor company's plant near Preterea will be temporarily laying off about 700 workers from next week because of the slump in the motor industry.

A company statement said none of the affected workers would be idle for more than 10 days as the lay-offs were being staggered, and workers would receive 70 percent of their weekly pay.

The lay-off is for a four-week period from February 21, and the action was required to help restore Sigma to profitability, the statement said.

A spokesman for the National Automobile and Allied Workers' Union said Sigma had contacted them about the temporary lay-offs in advance. The union felt it had negotiated the best possible settlement in the circumstances.

Star 18/2/83

Jobless youths — is education to

The post-war baby-boom was comfortably absorbed in the very prosperous 1960s. Birth rates peaked again in the Western world between 1960 and 1964 and this second baby boom is now entering the workforce and will decline after 1984.

On average, youth unemployment (15-24 year olds) is double the general unemployment percentage (in Italy it is treble). These percentages are considerably higher for ethnic minorities.

According to the Economist only 40 percent of all school leavers in the UK are able to find work. A black teenager's chance is virtually nil. In the US, teenage unemployment stands at 21.7 percent but over 40 percent of black teenagers cannot find work.

The damage done to the self-image of these youngsters is possibly irreparable.

Their mounting anger towards society could lay the foundation for future dictatorship (as foreseen by Toynbee) or even anarchy.

One of the main reasons for youth unemployment (apart from the present deep recession) is that youth wages in Western countries are too high in relation to the value of their work contribution.

On the positive side, high youth earnings have

system in which youngsters for the first year earn 20 percent and in the second year 30 percent of adult wages. After apprenticeship most male youths are conscripted. This is attractive to industry. In Germany 50 percent of young people go into apprenticeship; in the UK the figure is only 15 percent.

The second main reason for youth unemployment is that the educational systems of the last century, very much alive today, do not prepare youngsters for work.

Education and the real world simply don't meet. This mismatch is demonstrated by the fact that alongside high unemployment there are large numbers of vacancies unfilled, since the required skills are simply not available.

What the deeper reasons for the employment malaise in the industrialised world? We suggest four:

- Demographic pressures: More young people and more women, for a variety of reasons, are looking for work. More old people carry on — if they can — since their pensions are eroded by inflation.

- Competitive pressures: From advancing developing countries. Many labour-intensive industries such as textiles, iron and steel, mining

Is youth a victim of the wrong type of education? Otherwise how does one explain the situation where millions of youths in the West cannot find work but there are jobs going begging? ANDRE SPIER of Syncom presents his second "briefing" for readers on the unemployment nightmare.

Contrary to popular (and labour union) opinion, innovation is not a destroyer but a creator of new work. At present we see a decline in investment in research and development, particularly in the US. Fundamental innovation, in contrast to improving existing technology, becomes increasingly costly and time-consuming.

In 1945 the global economy inherited a level of technology vastly superior to the one of 1939. But this advancement was financed by the war effort. This unearned bonus, together with abundant cheap energy and a global population starved of goods, led to the greatest phase of economic expansion in history. This wave also carried the space programme.

According to Chase Econometrics, each dollar spent by NASA generated 14 dollars in the US economy. Micro electronics came out of the space programme and its full impact is still to come.

In 1973 came the cut-off in the supply of cheap energy — throwing the Western countries into

high inflation and the poor non-oil countries into near bankruptcy. The present glut of energy will end, should the global economy pickup again — refuelling inflation.

What seems to keep economies ticking along is the enormous complex of armaments industries. World arms production

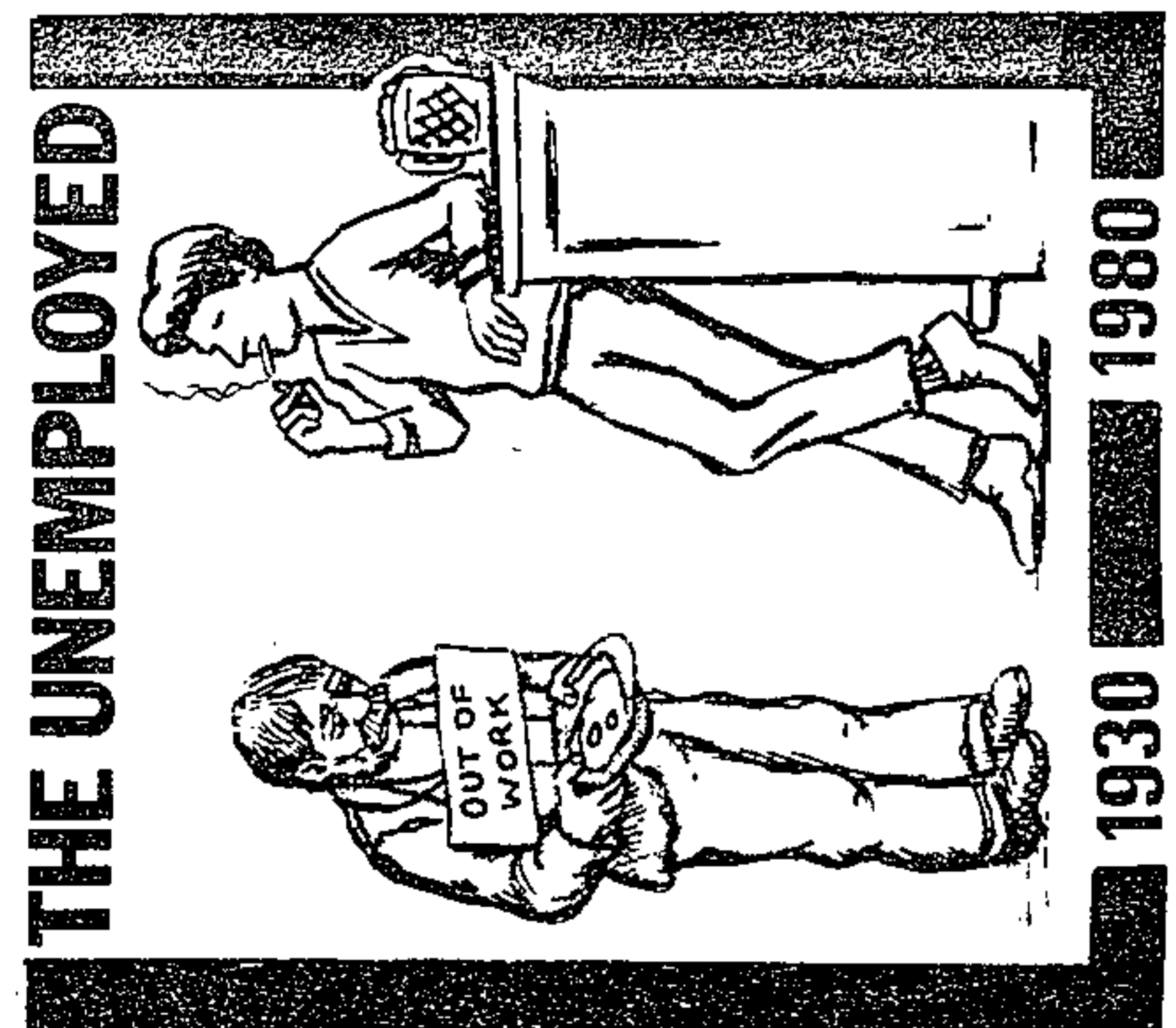
One hates to speculate what disarmament, if it took place, would do to employment.

Next week: The impact of automation on jobs.

NOTE: If you have any observations or criticisms regarding any one of these briefs — more particularly if you have any ideas about solutions — write to Network, The Star, PO Box 1014, Johannesburg 2000.

18/2/83

Unions resist a lowering of youth wages for fear of older workers



Germany has a more realistic approach. It traditionally has a stiff and tough apprenticeship

A recent Organisation for Economic Co-operation and Development conference found that continued payment of unemployment benefits to increasing numbers of people, seemingly permanently out of a job, will lead to an intolerable financial burden to states, since the limits of taxation have been reached. For example, in the United States each one per cent of unemployment costs the Administration about R28 000 million in lost taxes and unemployment payments. The losses, therefore, of the present level of unemployment in the US amounts to almost 10 per cent of GNP.

blame

The Star's Network programme:

- Sorts out just the basic facts behind specific problems facing South African society, and publishes them in "briefing" articles in The Star.
- Suggests solutions.
- Invites readers' reactions and alternative solutions.
- Uses Syncom (a professional think-tank firm) to analyse it all.
- Arranges, via Syncom, public meetings, workshops or full conferences to look at solutions — if interest warrants this.
- Network will publish a booklet pulling together material relevant to each problem area (including any useful reactions from readers) for the guidance of those who are, or who would like to be, involved in one of the subject areas.

'Top brass' go too

By S. A. G. 19/2/83 333
IT IS not only junior staff who are losing their jobs as a result of the recession.

According to management consultants "top brass" are also being axed.

They say this is because getting rid of well-paid top people is one of the quickest and easiest ways of cutting labour costs.

Senior staff members, who apart from high salaries usually have many other benefits, are being ousted and replaced by more junior and less well-paid workers.

One consultant said he was increasingly being called on to help management implement their redundancy policies and to give advice on how to discharge staff as painlessly as possible to both parties.

● The Cape Town branch of the Manpower and Management Foundation is to hold a one-day seminar at the Newlands Hotel on March 31 on managing retrenchments.

The speaker will be Mr Bruno Bruniquel, who will discuss such matters as handling trade unions, counselling the employee and helping him to find alternative employment. The fee is R125 to non-members.

100 000 lose jobs as downturn bites

By AG 45 19/2/83 235

THE economic downturn has cost thousands of South Africans their jobs. Official figures issued this week show that the number of people at work dropped by more than 100 000 between February and October last year.

The biggest reduction in employment was in manufacturing, but construction, the South African Transport Services, retailing and mining also reduced their labour forces.

The number of people employed in manufacturing shrank from a peak of 1 487 500 in February to 1 436 100 at the end of October — down 51 700.

By **DEREK TOMMEY**, Financial Editor

The number of blacks employed in this sector dropped by 341 000 to 774 000, Coloured people by 12 300 to 249 000, Asians by 1 500 to 89 100 and whites by 3 500 to 323 500.

Wage bill

But while the size of the manufacturing sector's labour force dropped, its wage bill kept on rising, growing by 11 percent in the seven-month period to R825-million in October.

In the construction sector employment

dropped by 18 200 to 426 800, with 1 800 whites, 400 Coloured people and 16 100 blacks leaving it. However, the number of Asians employed rose by 100.

Here too the wage bill rose sharply in spite of the drop in employment. It was up 12,7 percent to R186-million at the end of October.

Retailing was another sector where employment showed a significant decrease. In the six months ended September the number of people

employed here fell by 6 100 to 376 400.

On the other hand, the number of people working in the wholesale sector rose by 1 500 to 225 200.

In mining the number employed fell in the six months to September by 21 356 to 725 700. Part of this drop may have been seasonal, however.

Motor trade

In the same period the motor trade took on 200 more people, the control boards lost 107 and the

hotel industry reduced its staff by 100.

South African Transport Services also shed people. Its work force in the seven months ended October dropped by 8 900 to 266 884. SATS recently reported a further large fall in employment.

But two state organisations which are much involved with modern technology — Escom and the Post Office — significantly increased their staffs in the seven months to October.

Employment at Escom rose by 5 400 or 10 percent to 57 200, while at the Post Office it rose by 3 240 or 3,9 percent to 84 743.

S. Times
**Giant Fedmech has
laid off hundreds**

By Elizabeth Rouse *20/2/83* sector *335*

SOUTH Africa's largest manufacturer of farm machinery, Fedmech, retrenched hundreds of employees this month, and factory operations have been scaled down substantially.

Group managing director Dr Leon Knoll told Business Times: "We have done our best, through early retirement and generous separation pay policies, to soften the blow for these employees."

This is the latest step taken by Fedmech, whose Massey-Ferguson tractors were market leaders last year, to ride out the severest-ever decline in farm machinery sales.

Dr Knoll says: "As is by now well known, the recent rapid economic downturn has impacted particularly seriously on the agricultural

"This has been compounded by the fact that summer crops have now been ravaged by drought for two consecutive years."

Masfarg sales dropped from 6 087 units in 1981 to 2 310 units in 1982.

The tractor achieved a 22,6% share of 1982's total market of 10 822 units, which showed a massive 59% decline on 1981's record sales of 28 862 tractors.

Prospects are dismal. "Our organisation is now structured to match the low level of market demand we foresee continuing well into 1984," says Dr Knoll.

He was prescient about the sad state of the tractor market, warning in March last year that sales would be down by 50%.

Plan for new ^{AKGus} centre ^{22/2/83} for city ³³⁵ vagrants

Staff Reporter

THE fund-raising committee hoping to build a new night shelter for vagrants to replace The Haven in Green Point have raised R120 000 — almost half of their projected R250 000 total.

The social worker responsible for The Haven, Mr Peter Templeton, emphasised that the new building was urgently needed.

"Firstly, the present building is inefficient and unhygienic. No matter how often it is fumigated it quickly becomes lice-infested again.

Can't fend

"Secondly, we are nightly turning away people who, even by our strict standards, we should accept," Mr Templeton said.

Mr Templeton said The Haven's policy was to take in only the most destitute people, those who literally could no longer fend for themselves. However, the numbers of these had increased drastically in the past six months because of severe unemployment now being experienced among the poor in Cape Town.

"People often talk as if the skilled worker who loses his job is the one who suffers most. But there is a huge floating workforce that can be — and, at the moment, often is — laid off literally on 24 hours' notice.

Will pay

"We are beginning to feel the effects of this unemployment at The Haven. We are getting groups of people at night who often only want food — and in most cases are prepared to pay for it."

The cost of the new building has been estimated by a quantity surveyor at R190 000. "Extras" such as beds, cooking equipment, medical and rehabilitation services are expected to absorb the remaining R60 000.

The fund raising committee, under the chairmanship of Mr Tim Rooney, hopes to start building in August. The new haven will have beds for 100 people, showers and a canteen.

Big success

The first appeal by post for funds to the Green Point and Sea Point suburbs had been highly successful, Mr Templeton said, and had resulted in R20 000 being collected. The second mailing would be aimed at the southern suburbs.

People wishing to contribute in any way can telephone Mr Templeton at 22 6450.

Sigma gears up again

335 ~~10~~ ADM 22/2/83

Lay-offs cut, revival forecast

By SIMON WILLSON
Industrial Editor

SIGMA Motor Corporation is laying off fewer than half the number of workers it expected to make idle and will be back on full-time working after five days in-
te- f - ay

It also expects to be able to rehire in the second quarter of this year some of the workers retrenched last November.

Company forecasts predict a revival in car demand by April.

A meeting at Sigma's head office near Pretoria yesterday was told that the original target of 700 lay-offs for 10 days, beginning yesterday, was unnecessarily high.

"We were able to get some new production processes into operation more quickly than we expected," said the personnel director, Mr Mof Lemmer. There had been no fresh opposition to the lay-offs from the National Automobile and Allied Workers' Union, which had been consulted about the measures.

Only about 250 workers would be idle this week, and they would be back at work from next Monday, Mr Lemmer said.

Two sections — part of the body shop and back-up material handling functions — would be affected instead of

the seven sections originally threatened.

Sigma's announcement of lay-offs last week and in November last year when 371 workers were retrenched.

The company last laid off assembly-line staff in 1978 during the last cyclical economic downswing.

Since the beginning of last year, the South African motor industry has laid off more than 2 000 workers.

Mr Lemmer said: "This lay-off is also a cyclical measure that goes with the motor market. We have had to slow down the assembly line to match the demand trend."

"But in March or April we expect demand and output to increase and then we could take on some of the people who were retrenched last November."

Sigma has conceded that it is likely to incur a loss this financial year. The chairman, Mr Chris Griffith, has attributed this to foreign-exchange losses caused by the falling rand.

Sigma stuns workers with slow down order

(333) Industrial week 27/3/83

IN a shock move last week Sigma Motor Corporation told workers that a temporary slow down of production over the four-week period from February 21 to March 10 was to come into effect immediately.

A spokesman for the company said the move was essential to correct stock imbalances in passenger vehicle ranges.

Sigma MD Spencer Sterling, said the company had consulted the National Automotive Workers' Union on the issue.

He said some of the 700 workers at Sigma Park would be laid off but production had been planned so that no worker would be laid off

for more than 10 working days.

In terms of the provisions of Sigma's supplementary unemployment benefit fund this means workers will receive 70% of their normal weekly wages.

The company is expected to resume normal

Opel sales rocket

OPEL AG says advanced engineering linked to high standards in vehicle design has increased its European market share to more than 9% in 1982. In the UK Opel sales rocketed to 43.6% more than in 1981.

production to prepare for the introduction of new models after March 10.

Workers retrenched last November are also expected to be re-engaged under the new forward looking planning.

The temporary lay-off is said to be one of the measures being taken to restore Sigma to profitability.

Sterling said that by recognising the need to make short-term sacrifices in order to achieve long term objectives, Sigma could take advantage of the anticipated upswing in 1984.

"Some of the medicine we will have to take over the next few months will be bitter but nonetheless necessary," he said.

ARGUS 24/2/83 (63) (172) (335)

E Cape car plant lays off 200 workers

Argus Bureau
PORT ELIZABETH. — Volkswagen South Africa was to lay off 206 employees today at its Uitenhage plant, continuing a pattern of regular retrenchments in the Eastern Cape motor industry in recent months because of the economic slump.

The company announced that "a total of

206 people are to be retrenched today as a result of the current economic situation and its effect on the vehicle market".

Every effort had been made to limit the numbers affected by the lay-off by reducing the working week to four days and by reducing working hours.

The car market was at its lowest for three years and production had to be adjusted accordingly.

"Those laid off will be given preference when demand and production improves," the company said.

"We are confident that the upturn will not be too long in coming, but in the

meantime it is essential that the cost to the customer be contained and that our market share improves further."

It has been learnt that the lay-offs were being discussed with unions this morning, and that employees affected were of all races, both salaried and hourly paid.

5 uo81ou

Argus
R. C. J.

206 car plant men lose jobs

Post Reporter

THE Volkswagen plant in Uitenhage today laid off 206 workers as a result of the current slump in the economy.

VW's Press Relations Manager, Mr Graham Hardy, said the workers were retrenched because of the current economic situation and its effect on the vehicle market.

"Every effort has been made to minimise the number of people affected by the lay-off by reducing the work week to four days and by reducing working hours," he said.

"However, the car market is at its lowest level for three years and production volumes have to be adjusted accordingly."

Those laid off would be given preference when demand improved and production increased.

"We are confident that the upturn will not be too long in coming, but in the meantime it is essential that the cost to the customer be contained and that our market share improves further," he said.

General Motors said it did not have retrenchment plans.

Ford's public affairs manager, Mr Phaldie Kalam, said the company did not plan lay-offs, but would review production patterns.

The regional secretary of the National Automobile and Allied Workers' Union (Naawu), Mr Les Kettledas, said the union's management had on-going negotiations at which Naawu representatives had suggested alternatives to lay-offs.

A spokesman for the SA Iron, Steel and Allied Industries Union said the difficulty of VW's position was understood and the union could see no alternatives to lay-offs at this point.

February
1983

Big steel company pays out workers

A MAJOR steel company, Dunswart Iron and Steel, has agreed to pay more than R30 000 in compensation to migrant workers who were retrenched at its East Rand plant last year, according to informed sources.

The settlement is the first to be revealed in which an employer has compensated migrant workers for being retrenched before their contracts expired.

It is understood that Dunswart, which is controlled by the Gencor group, agreed to pay the compensation at a time when it faced the possibility of court action to challenge the retrenchments on the grounds that the workers were migrants whose contracts with the company had not expired.

A company spokesman yesterday reacted to queries about the settlement with a brief "no comment". And Mr David Sibabe, general secretary of the Metal and Allied Workers Union (MAWU), also refused to comment.

The retrenched workers are members of MAWU and it is believed that the union played a role in the negotiations after their retrenchment.

It is understood that, after negotiations in which the possibility was raised of court action to test the legality of retrenching migrants in mid-contract, Dunswart agreed to pay the workers R500 each as compensation.

Estimates of the amount paid out in terms of this formula range between R32 000 and R35 000.

Retrenchment of migrants in mid-contract has been a common practice in manufacturing industries and, until last year, it had been assumed that there was no legal obstacle to it.

However, last year the giant Steel and Engineering Industries Federation issued a circular on retrenchments to its members saying it had taken legal advice on the issue.

Only 185 ³³⁵
retrenched

25/2/83
Post Reporter

THE Volkswagen motor company in Uitenhage has retrenched 185 people and not 206 as the company stated yesterday.

A VW spokesman explained that 206 was the initial figure for those who would be laid off. But "normal labour turnover" meant that in the end only 185 had to be laid off.

Transkei jobs: SA to fund plan

Cape Times 25/2/83

Labour Reporter

THE SOUTH African Government is to fund a special jobs programme in the Transkei in terms of which one out every four jobs created will go to a Western Cape black.

This was confirmed yesterday by the chief of development for the South African Department of Foreign Affairs, Mr Deon Richter, who said the scheme would initially cost between three to four

million rands a year.

A joint statement issued by the governments of Transkei and South Africa said 4 000 new jobs would be created by the scheme, initiated by Mr George Matanzima, Prime Minister of Transkei.

The statement said: "It is hoped that this programme will bring some measure of relief to the rising number of unemployed Transkeians in that country, as well as in South Africa."

Target date for the project is March 1 this year and the jobs will be "in the fields of the protection of soil and water resources, forestry and construction".

Mr Richter said that for every three local Transkeians employed, an unemployed Transkeian citizen from the Western Cape would be taken on.

He said the lack of an "effective, efficient administration is a real limiting factor".

Jobs for Western Cape blacks — virtually all of whom are regarded as citizens of Transkei or Ciskei — would be "synchronized" on the basis of jobs available and the "needs of people".

Mr Ken Andrew, PFP spokesman on black affairs in the Western Cape, said "every right-minded person would support any sensible scheme to promote development in underdeveloped areas".

'Squandering?'

However, he said: "If this scheme amounts to a further squandering of money in an attempt to achieve ideological ends and to provide a rationalization for forcing people back to the homelands, then it deserves to be condemned."

"South Africa is in reality one country — politically and economically — and the sooner we set about tackling the real challenges that face us and discard the ideological shackles that have hindered our development for so long, the better it will be for everybody."

Volkswagen lays off 206

By Tony Davis, Labour Reporter

The huge Volkswagen assembly plant in Uitenhage this week laid off 206 workers because of the slump in the industry.

Several thousand workers at car plants in the Eastern Cape and Pretoria area have been retrenched over the past year as a result of the recession.

Company spokesmen said Volkswagen had been operating on a four-day week since last month and would probably continue to do so.

Auto industry firms have resorted to shorter work weeks, no overtime and no weekend production to cope with the recession. Firms such as Sigma have taken to temporary lay-offs of workers to offset flagging sales.

TALKS WITH UNION

The latest retrenchments at Volkswagen follow talks between the company and officials of the Fosa-tu-affiliated National Automobile and Allied Workers' Union (Naawu).

A Naawu spokesman said Volkswagen had originally intended to retrench about 900 workers but the talks had resulted in the company's finding alternative measures.

A statement released by Volkswagen said the company was attempting to minimise the number of workers affected by sticking to the shorter work week and reducing regular working hours.

It was hoped that in the event of an upturn in the industry retrenched workers could be taken on again, the statement said.

Call
to
learn
from
past

Property Reporter

THE building industry must have a balanced workload if it is to avoid the problems of the past when, during the 1978-79 slump, there was a 50 percent drop in the volume of work and a loss to the industry of 4 000 artisans — about a third of the trained workforce.

Calling for action by Government and the major developers to prevent peaks and troughs situations which "cripple the industry at regular intervals", the outgoing president of the Master Builders and Allied Trades Association, Frank Mayston, said at the annual meeting that the industry has taken progressive steps in training to ensure an adequate pool of semi-skilled workers.

"And we now look to Government and the developers to take the necessary action to provide the other half of the solution."

Handing out a warning on the labour front, Mayston said retrenchments were likely within the next three months, with the result that the industry could find itself dealing with unregistered trade unions.

"The economic decline has not yet really affected us," said Mayston. "But with the industry in the Transvaal area having real growth of about 8-10 percent, it is probable that the volume of work available will diminish over the next six months."

335 27/2/82 City Press

Car union seeks sacked workers

By Z B MOLEFE

PRETORIA — Datsun car plant here sacked 100 workers "because there were no jobs because of the recession", then replaced them all the next day.

Now the United Motor and Allied Workers' Union is looking for the sacked workers to gather evidence against Datsun. The union plans taking Datsun management to the Industrial Court.

Most of the retrenched workers were union members, and, says union secretary Dora Nowatha, union lawyers have only tracked down 10 so far.

Labour Week By STEVE FRIEDMAN

Industrial council victory

SUPPORTERS of industrial councils seem to have won a major victory now that the Metal and Allied Workers' Union has applied to join the Metal Council.

For the past three years, MAWU, with other emerging unions, has resisted joining these cornerstones of the Government-approved bargaining system.

It argued that to join the council would be to bargain where it would be weak, rather than in the factories where it was strong.

But "seems" may be the operative word. MAWU's move doesn't automatically imply greater black worker support for councils.

MAWU has not changed its basic view of the council, but two factors have now forced it to apply to join: There is almost universal employer resistance to bargaining with it outside the council.

And the recession, which has brought unprecedented retrenchments and tougher Government action against migrant workers — most of MAWU's members — has weakened its ability to use factory muscle to force employers to do so.

So it believes tactics force it to join the council — perhaps temporarily, until it feels strong enough to move outside it again.

That MAWU is applying to join the council while proclaiming that it will continue to bargain outside it and will withdraw if necessary, and while warning workers not to expect great things from the council, confirms this.

Its move may usher in a stormy period on the council and it does not necessarily mean greater grass-roots worker support for the council.

In previous strike waves, black workers ignored, or rejected, wage deals made at the council and may do so again when the economy improves.

Even before its membership application MAWU lacked control over worker action — employer refusal to bargain with it in factories meant it could not develop the muscle to control events and

its scanty resources worsened the problem.

There is still gut black worker resentment of councils and MAWU's ability to control worker action may not grow simply because it has joined a council.

Much will depend on whether MAWU can, by its presence, effect the kind of changes which will increase the Metal Council's black worker credibility.

Only if it does will MAWU's move herald a beginning of an end to the battle over councils.

□□□

A MINOR dispute at three OK Bazaars stores in Port Elizabeth has placed labour relations in the major chainstores on a knife-edge.

The strike comes at a time of worsening relations between stores and the Commercial, Catering and Allied Workers Union (CCAWUSA) and has already led to a decision by OK to suspend recognition negotiations with the union.

The stakes are high. Last year CCAWUSA's membership snowballed as its members were involved in a series of strikes at leading stores.

Employers agreed to negotiate recognition with the union in an attempt to stabilise relations. These talks, which seemed set to lead to black bargaining rights in many major stores, have reached a relatively advanced stage.

Now the entire deal could be in jeopardy. Employers claim that since the beginning of the year CCAWUSA has been damaging negotiations by adding new issues for discussion whenever agreement seems to be reached.

If OK continues to hold off on recognition talks — and this depends on the outcome of the dispute — other stores could do the same.

This could lead to all-out conflict between CCAWUSA and employers.

In the short term, bearing in mind the recession and the fact that CCAWUSA has still to consolidate its newly-won support, employers hold the whip-hand. So there is little mileage for CCAWUSA in confrontation.

But in the long-term, stores are vulnerable to walk-outs by key staff and to consumer action and employers need a permanent accommodation with a union.

So there is still incentive aplenty for both sides to rescue matters.

□□□

RETRENCHING or firing workers is becoming a costly business for some employers.

Last week a major steel firm, Dunsward Iron and Steel, paid out more than R30 000 to retrenched migrant workers because they were fired before their contracts expired which, lawyers, believe, may entitle workers to damages.

The Durban textile company SA Fabrics, too, shelled out R16 000 to ex-workers on the eve of an industrial court case in which a union planned to allege it was an "unfair labour practice" to retrench workers without consulting a majority union and building in certain safeguards for workers.

Recently, the industrial court twice ordered reinstatement of fired workers, and meat giant Vleissentraal agreed to rehire fired workers.

All this confirms that unilateral employer decision-making on firings and retrenchments is under intense pressure.

It also shows that, because their power has been weakened by lay-offs, better-organised unions are turning to court action to reinforce their demands.

Although the scope for this sort of action is clearly limited, they appear to be doing so with some success.

□□□

THERE were clear signs last week that major employers are pushing for an unofficial wage "freeze" for at least the next few months.

Both Escom and metal employers said as much and they are not alone.

Some tough talking lies ahead. But this punter is backing two near-certainties: There will be negotiated pay rises, but these will be the smallest for some years.

R38 000 back-pay for 51 sacked workers

Own Correspondent over dismissals and re-trenchments.

JOHANNESBURG. — An Olifantsfontein company, Stobar Reinforcing, has paid R38 000 in back-pay to 51 Metal and Allied Workers' Union members sacked last year, according to Fosatu Worker News, journal of the Federation of SA Trade Unions.

This settlement follows a recent landmark industrial court ruling in which the court granted the workers a "status quo" order instructing the company to reinstate them temporarily while their dispute with it was being resolved.

It is believed to be the biggest cash settlement paid by an employer to dismissed workers in the current series of disputes

The court's order temporarily reinstating the Stobar workers was made in early January and was the first such order made by the industrial court.

Although it was known that the dispute had since been settled, the precise terms have not yet been disclosed.

The case arose out of dismissals last August. Management charged that the workers had been fired for engaging in a "go slow".

The union disputed this, charging that the dismissals had followed re-trenchments at the company which had been rejected by workers. It alleged that the firings were "disguised re-trenchments".

Record cash payment for fired workers

Labour Correspondent

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125 retrenched at Atlantis firm

Labour Reporter ³³⁸ retrenched about 125 workers, but we kept on as many as we could," he said.

Mr Dave Douglas, the managing director of Gundle, said Burbell had been placed under judicial management as a result of "not being able to stand on its own two feet."

"So, in order to ensure the on-going viability of the operation, we have been forced to curtail certain of our activities. We

The plant manufactures plastic sheeting, most of which is used in making plastic bags.

● Meanwhile, Mr H Beckurts, the managing director of Atlantis Diesel Engines, denied reports that ADE was intending to retrench more people.

"There is no truth in that whatsoever. We have made a commitment that there will be no further retrenchments at ADE."

Bank of Australia

Back made money, you can buy more with it

LABOUR

Chances worst since 1977 recession

Job-hunters find doors closed

ARGUS

2/3/83

335

Staff Reporter

SCHOOL-leavers of all races, more particularly blacks, and even university and secretarial college graduates, are involved in the grimest struggle for jobs since the 1977 recession.

This is apparent from discussions with the personnel department heads of several city banks — a good gauge of employment opportunities for matriculants — and spokesmen for Cape Town employment agencies.

Barometer

A spokesman for Standard Bank in Johannesburg said coastal areas were always inundated with job applications at the start of each year, but an indication nationwide of how many people were seeking jobs was on the Witwatersrand, "where for the first time in many years we have a waiting-list".

He attributed the job

famine to the recession, which has resulted in companies cutting back on their staff intake and the fact that people with jobs were holding on to their employment and the security that goes with it.

The position, he said, has been worsened by the fact that thousands more matriculants than before were looking for work.

Difficulty

Mrs Dannie Freeman of Ralph Parrott and Manpower Personnel said matriculants and secretarial college and university graduates were finding it extremely difficult to get jobs.

In the past her agency had had only a few inquiries from matriculants — "but we now take between five and 10 calls a day".

Even qualified people who had been retrenched were finding it a battle to get jobs.

Mrs Freeman suggested that unemployed people should use all

the time now available to them to gather more skills.

She predicted that the job market would improve towards the end of the year.

A spokesman for Kelly Girl agency said: "Companies are choosing only qualified office staff — and there's definitely nothing going for school-leavers."

Miss Beulah Thomas, of Caminploy, an agency which recruits mostly black work-seekers, said that in the past few years "we have been inundated with calls from companies looking for workers, but this year we have had very, very few".

Coloured school-leavers were having a hard time, but African matriculants were finding it almost impossible to get jobs, and in most cases had to find menial work in supermarkets, restaurants and private homes — "just anything, anywhere".

A spokesman for the Defence Force said that

although former national servicemen were getting jobs because many companies felt duty-bound to employ them, they could no longer be "too choosy".

The SADF, as usual, was having difficulty finding jobs for ex-servicemen with lower educational qualifications.

The official of the Department of Manpower said unemployment figures for the Western Cape had doubled in the past year and the situation was likely to get worse.

Much higher

In January last year 2 329 people were reportedly unemployed. By last month the official figure had more than doubled, to 4 768.

The actual figure is certain to be much higher because many unemployed, Africans particularly, do not register for various reasons — suspicion of officialdom, fear of repatriation to a homeland and ignorance.

A qualified secretary — but today she waits at tables



Miss Cynthia Langa

Staff Reporter

A Guguletu woman who struggled for about three years to get the necessary qualifications for a "good job" and who is now forced to work as a waitress, typifies the dilemma that faces many educated Africans in Cape Town.

Miss Cynthia Langa, 25, recently completed an expensive secretarial course that equipped her to work as a switchboard and telex operator or as a dictaphone typist.

LONG SEARCH

However, she claims she has had a cold reception at employment agencies in the city, who invariably claim that they have no work or that they prefer to employ white, coloured or Asian people.

"For about three months I came to town almost every day to look for work. When I telephoned for

jobs and went for interviews the story was always the same: 'The job's been taken.'

"I tried all the employment agencies that had been recommended by the principal of the college."

Miss Langa said she left school in 1976 "because we were struggling."

While completing her matric at nightschool between 1977 and 1978 she worked as an interpreter at Red Cross Children's Hospital.

TOOK COURSE

When she completed her matric she battled for some time to find a job and then last year decided to take a six-month secretarial course.

"But it still hasn't helped," Miss Langa said. "I really don't know whether it's my colour or whether jobs are now just that hard to come by."

Welfare

society

sacks 17

Mercury workers

23/33 Mercury Reporter

THE Chatsworth Child and Family Welfare Society yesterday sacked 17 qualified social workers, including three supervisors, and administrative staff — raising fears that the society's services would be disrupted.

Mr Steve Ramsamy, president of the society, said the social workers were repeatedly urged to call off their strike and return to their desks. 'They rejected our pleas,' he said.

A spokesman for the dismissed workers said legal opinion was being sought with a view to interdicting the society from enforcing the dismissal notices signed by Mr B P Govender, staffing chairman.

The workers had been striking in protest against the dismissal of a professional colleague who is alleged to have clashed with a senior official, Mr R P Govender.

Employment prospects plummet

335 1/23
Industrial week 2/3/83

OVERALL economic problems, further compounded by SA's worsening drought, have brought unemployment to alarming proportions.

This conclusion is drawn from the latest unemployment figures completed last week by the Department of Statistics which indicates that the number of jobless is probably highest in the Eastern Cape.

Although latest figures, (November last year) show the total number of registered unemployed hit 548 505 compared with 503 667 in July, the figures could be much higher: it has been widely

acknowledged that January's unemployment figures were the single biggest since last July.

Doubts

Some sources believe that official figures cannot account for all the black workers mainly from the more rural areas, who are without work or are "under-employed".

"July's unemployment figures for coloureds and blacks have just been revised, showing that there were more out of work at that time than original figures

indicated", a Department of Statistics spokesman told Industrial Week.

He would not speculate on whether the escalation in jobless over the past three months had been the highest yet.

November figures just compiled show that the number of registered white unemployed had reached 10 227 (6 825 in July) and Asians out of work totalled 5 278 (2 832 in July).

"Our records and calculations show that in November, there were 471 000 blacks and 62 000 coloureds without work," he added.

Reports that as many as 800 000 people could be unemployed in the Eastern Cape have been labelled "speculative" by Port Elizabeth's mayor, Hendrik van Zyl Cillie.

Van Zyl Cillie, who has had sight of a confidential report on unemployment in region "D" — the area designated the highest priority for development in terms of the Prime Minister's decentralisation policy — said that although the area was regarded as the worse affected the unemployment was nowhere near the 800 000 being publicised:

"I believe, however, that the drought has recently led to widescale layoffs by farmers of workers."

"Many of these people are now adding to squatter problems in the metropolitan areas," he said.

D. Dispatch *(1/8/83)* *335*
Border firm
changes scope
—112 lose jobs

By TOM LOUW
Business Editor

EAST LONDON — Border Footwear (Pty) Limited of King William's Town is to be changed in scope and part of its operation is to be transferred to Port Elizabeth.

The immediate effect will be the retrenchment in the next month of 112 people out of the staff of 248.

A company statement says over the next few months the capital-intensive shoe-making operations at King will be merged with the holding company's Edworks plant in Port Elizabeth.

The remaining labour-intensive cutting and stitching plant will continue operating at King William's Town, and will gradually be expanded, creating more work in time to come in the Border area.

The company says this move is in the nature of a

logical rationalisation with the aim of making both plants more efficient and more profitable.

An important motivating factor has been the continuing high level of imports from the Far East, which compete directly with Border Footwear in their target market.

The company adds: "We reiterate that although we intend to expand the activities in King William's Town in the future, it will in the meantime cause a retrenchment in the next month of 112 persons of the existing staff of 248. However, additional jobs will be created in Port Elizabeth.

"The Border Footwear company's product range will be strengthened. Their marketing thrust will be directed from Port Elizabeth under Mr C. R. Horne, the production director of Edworks."

The awesome cost of creating just one job

By Andre Spier

What are the costs of creating a job?

The Chamber of Mines announced a few years ago that the mining industry planned to create 100 000 new jobs between 1980 and 1985. It put an investment figure of R12 000 million to it.

This amounted to R120 000 to create a single job in mining at 1980 price levels.

Apart from the fact that the present recession will have made cuts in this programme, inflation and mechanisation will have raised the cost for one mining job to R200 000 by 1985.

Mining will, for two reasons, not make a large dent in future black unemployment figures:

● A considerable per-

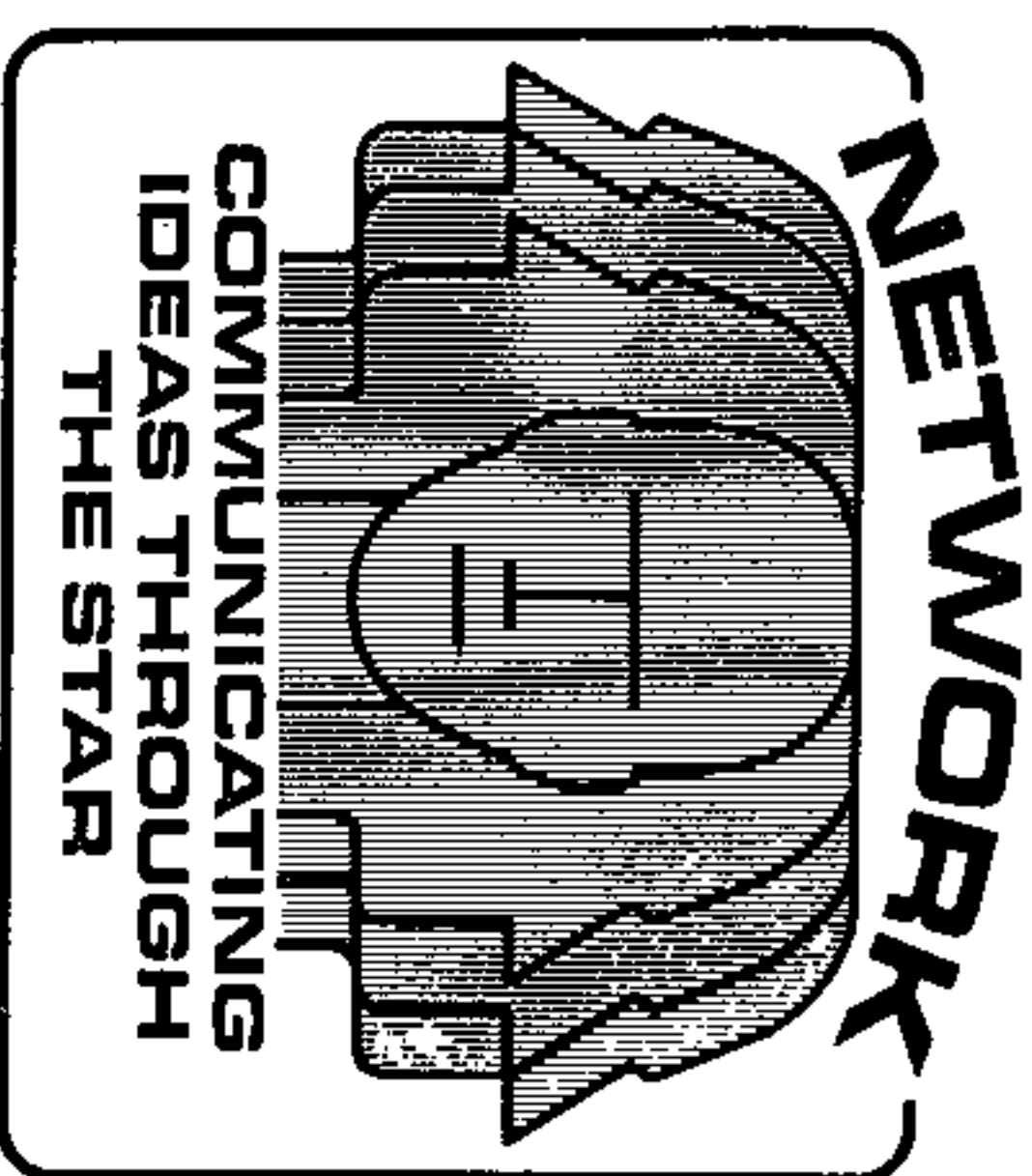
centage of black miners is still recruited from neighbouring countries.

● Recent research in Anglo American's Gold Division among black stope leaders has shown that the miners dislike their work, consider it dangerous, show signs of alienation and do not wish their children to be miners.

These findings, together with the trend within the Southern African Development and Co-ordination Conference (SADCC) to keep their people at home for political reasons, could develop into a real threat to this vital industry.

The creation of jobs in other advanced sectors of industry is not much less costly than in the mining industry.

The cement industry



used to calculate R400 000 for one job. The cost of creating just one job in power generation, a growth industry, may well be in excess of R500 000 — and as much as R2 million a job if one talks of the nuclear power industry.

The price tag for each job in so called labour-intensive industries, such as textiles, will not be lower than R10 000 and is rising because of increasing mechanisation.

If we put the costs of an average industrial job at a modest R50 000, then the accommodation of just 2 million job seekers

in the next two decades — that's just a quarter of the total number of jobs we have to find — would require new investment of R100 000 million.

In this context one must recall the fact that 1 000 large corporations in the United States did not create a single new job in seven years.

There is at present little evidence that our industrial sector will perform differently. There will be new industries established, but existing industries will either show "jobless growth" or shrink their present labour component.

The solution to our present black jobs crisis will therefore not come from the white core economy. In this context it

seems irresponsible to blame the influx laws for the jobs crisis.

An unchecked flow of unskilled millions to the cities would most likely create appalling slum conditions similar to those in Mexico City, Lagos and Calcutta.

We would like to take the argument one step further. We would like to offer the suggestion that it is not the primary task of industry to create jobs.

It could be argued that its primary task is to remain competitive in international markets. And if this requires automation, then this is the road industry must, and undoubtedly will, take.

Increasingly the creation of wealth, the princi-

ple engine of the free market, becomes uncoupled from human labour.

IN A NUTSHELL

To sum up our five articles on the facts and theories of the unemployment crisis:

● Roughly 300 million people are presently unemployed in the world and at least that number is underemployed (unable to earn a living wage).

● The odd 30 million who are unemployed in the rich countries still enjoy some measure of protection through social security and charity. But there are now doubts as to how long this protection can last.

● The hundreds of millions in the Third World

hover just above starvation level and their numbers will increase dramatically unless there is a profound turnaround in the global economy.

But, under the present circumstances and under the present economic system, there is very little likelihood that 1 000 million jobs will be created in the next 18 years — and that is what will be required if we are to have full global employment.

● The danger of the collapse of the international monetary system under the burden of internal and external debts is still very real. Perhaps a return to a fractional gold standard could check it.

● Next article: Strategies for a way out.

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It's the battle of the boere

By CHRIS MARAIS

THERE'S more than talk brewing in the Western Transvaal town of Derby — the heartland of mampoer stills — of a national white "likker" meeting on Saturday.

Perhaps the veteran stokers of the madness just tired of pub talk speculation on which area of South Africa produces the finest mampoer.

Or perhaps it originated in a moment of *mampoeriae dementia*, that condition which often ails those lusty farmers in our country areas.

The national competition — the first of its kind in South Africa — will be held on the farm Koperfontein on Saturday.

More than 50 of the 100 registered licensees in the Transvaal have already signed up. Entries have come from the Cape and the Free State as well.

The owner of Koperfontein is Mr Apie van Staden. Mr Van Staden, Snr, was one of the founding fathers in the drive to have the traditional mampoer stoking licences passed on from generation to generation — just to keep the family still, so to speak.

When we phoned Koperfontein, Mrs Ella van Staden answered.

"Yes, you heard right. My husband? Where did you hear he mixes his mampoer with coke? Never. He drinks it straight (touch of pride) — he's been working the still for more than 30 years now."

Word is that a 10-year-old breed of mampoer — a veritable witblits veteran — has been entered.

In years gone by, it has been terribly difficult for reporters to do in-depth stories on mampoer stills and their owners. You can't buy it, and the law forbids anyone to take the brew off the farm it comes from.

So you have to drink in the voorkamer and stumble out into the arms of the hot sun and perhaps a breathalysar-bearing traffic policeman on the highway.

But this time they say the public is welcome. After all, they're expecting a Government Minister to open the proceedings ...

Iscor sacks 110 workers

335/188 ROM 12/3/85

Mail Correspondent

DURBAN. — Iscor's "staff rationalisation programme" has resulted in 110 employees being fired from the corporation's Newcastle site this week — and more could follow soon.

A spokesman for the giant iron and steel-producing conglomerate yesterday described many of the affected 40 whites and 70 Indians, of varying occupations, as "excellent workers".

They had been given notice that their services would be terminated from the end of March, but they would be paid until April 30, he said.

Group personnel chief Mr Johan Prinsloo said management was "taking a whole fresh look" at manpower needs in relation to production.

Every effort had been made to transfer those who had been laid off to other centres, and it was hoped — but not certain — that there would be no more redundancies.

An announcement on whether more dismissals could be expected is imminent.

"We need to adjust the numbers continually," Mr Prinsloo said.

The Group Areas Act had caused housing problems with transferring Indians to other Iscor locations where vacancies might have existed, but where residential areas were not zoned for use by the Indian community.

"We had to retrench those who were no longer needed at Newcastle but who could also not be accommodated elsewhere. It sounds hard but there was no alternative."

Security regulations move

Mail Africa Bureau

HARARE. — The Zimbabwean Government was prepared to amend the controversial security forces indemnity regulations to show it had no intention of denying fundamental constitutional rights, the Minister of Legal and Parliamentary Affairs, Dr Eddison Zvobgo, said yesterday.

He was responding to an adverse report by the Senate legal committee on the regulations which effectively place the President, Cabinet and security forces above the law in security matters.

Dr Zvobgo said that the government accepted the committee's objections were "perhaps arguable" and "although we do not concede the point we are prepared to amend the regulations to remove the parts which the Senate legal committee finds offensive".

But he said as long as there was a "security situation" in Zimbabwe the regulations would be a "necessary evil" to protect security forces from civil action in the course of their preserving national security.

The Senate legal committee is expected to comment on the proposals today after studying the draft amendments which indemnify security forces from damages actions but which allow certain other actions against them.

Matabeleland sources say some soldiers have openly abused emergency regulations.

Rumpus over minister's gay 'wedding'

London Bureau

LONDON. — Anglican clergy have been instructed not to hold services of blessing for homosexuals without first obtaining church approval.

In a pastoral letter following such a service in Oldham, the Bishop of Manchester, the Rev Stanley Booth-Clibborn, said that in future clergy must consult their area bishop.

"This will make it clear that there is no authority or official encouragement whatever for such services," said a diocesan spokesman, although the bishop recognised the need for "compassionate understanding" for homosexuals.

The Oldham service was held at St Mark's church, Glodwick, by the Rev Brian Holt, who gave a blessing to two men named only as Ray and Paul. They did not exchange vows. The service included hymns, prayers and holy communion.

Protesters later called for Rev Holt's resignation, claiming that a "gay wedding" had taken place.

The church warden David Wild said that the service was an insult to members of the church.

An internal inquiry, Suffragan Bishop of London last week cleared Holt of any misconduct.

Exposed-heart baby dies

TAIPEI. — A baby girl born with her heart outside her chest, has died of heart failure, the National Taiwan University Hospital said yesterday.

The five-day-old girl, identified only by her last name, Liu, died on Tuesday before doctors were able to operate.

The baby's parents have agreed to donate the body to the hospital for medical research. — UPI.

Weather Mail

THE Weather Bureau's forecast for today: —

TRANSVAAL: — Partly cloudy and warm with scattered thundershowers over the south-west, south and central areas.

FREE STATE and CAPE north of the Orange: — Partly cloudy and warm with scattered thundershowers over the Free State except the south-west and over the Kuruman-Mmabatho area. It will become cooler over the west.

CAPE south of the Orange: — Cloudy and cold over the south-west and south and later also over the east with occasional rain, otherwise fine to partly cloudy and cool but cloudy over the eastern interior at first with thundershowers.

NATAL: — Partly cloudy and warm with scattered thundershowers. It will become cloudy and colder over the south later with occasional rain.

SOUTH WEST AFRICA: — Partly cloudy and warm to hot with scattered thundershowers over the north-east and north. It will be cooler over the south.

BOTSWANA: — Partly cloudy and warm to hot with scattered thundershowers except over the east. It will clear over the south-west where it will become colder. — Sapa.

TEMPERATURES ARE CELSIUS MAXIMUMS EXPECTED FOR EACH CITY.

Rand Daily Mail Weather Station

WEDNESDAY March 2, 1983

Temperatures:

30°C Windiest

WARM TO HOT

11a: 28°C

1p: 26°C

Disco

AT


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OIL PROJECTORS

100 WATT RMS AMPLIFIER

PROFESSIONAL GR. EQUALIZER with professional...

Many PE families are in dire straits

2. Post
3/3/83



335



Exploitation and poverty in wake of the recession

By SHIRLEY PRESSLY

A FAMILY of seven — a husband, wife and five children — who had fallen on hard times were living in a car in the backyard of a house in Sidwell when their plight was brought to the attention of a social worker.

Mrs Marieta Kemp, a social worker with the Afrikaanse Christelike Vrouevereniging, who has been appointed a community worker with the society from April 1, said in an interview that it was not uncommon to find families living in cars.

She said that the economic recession, with its resultant cut-down on overtime work, shorter working weeks, redundancies and layoffs had contributed to a flood of applications to the ACVV for relief help.

Mrs Kemp, who worked in the Sidwell area, said some people lived in "desperate circumstances" in the suburb.

She said that in the past people had looked down at the Community Development flats in Algoa Park. But today this accommodation was sought after and the flats were fully occupied.

She said that the family which had been living in a car in a backyard in Sidwell had returned to Port Elizabeth after trying fruitlessly to obtain work and reasonable accommodation in the Transvaal.

The breadwinner in the family was awaiting his first payout from the Unemployment Insurance Fund. The four younger children were placed in boarding school as a temporary measure until the family could find its feet again.

She said many applications for relief aid were from families where the breadwinner was awaiting UIF payouts.

Others were from families who just could not cope financially. They did not have the money for their rent and for food for their families.

She said it was pitiful to see how many trekked to the Reef with the false hope that jobs were plentiful there and that the streets were lined with gold.

They returned disillusioned and even worse off than when they had first left Port Elizabeth.

Others trekked from the north down to Port Elizabeth.

both lured by a fantasy that accommodation was cheaper and more plentiful at the coast and that the cost of living was lower.

They were soon disillusioned and ended up taking a room with a family, often in Sidwell. Families "doubling up" in one house and sharing the kitchen and bathroom seemed more common there than in other suburbs.

In several homes in Sidwell the bathroom was outside, and she said she had visited rooms without electricity.

She knew of small families who paid between R110 and R120 a month for a room in a house.

Mrs Kemp said she strongly suspected that some landlords stayed rent-free subsidised by the tenants they preyed on. The tenants had no alternative but to pay exorbitant rents because of the shortage of municipal accommodation and Community Development housing.

Two families she knew of had lived in garages in Sidwell.

She said several homes she had visited in Sidwell were hopelessly overcrowded.

One woman with two small children was living in a room with a bare cement floor. The babies were sleeping on the floor.

People who drew disability grants and women with maintenance grants could not even afford the rent for municipal housing or the Community Development flats.

Mrs Kemp said there was a desperate need for more sub-economic accommodation in the city.

Once families had better living conditions, it would be easier for social workers to help them rebuild their lives.

Depressed surroundings encouraged people to turn to alcohol and drugs as an escape. Abuse of alcohol then led to a further crop of problems in the family relationship and the quality of the home life.

"It's a vicious circle," said Mrs Kemp.

3/31/83 ODM
Student leader still missing

Mail Reporter

POLICE have had no success in their search for the former president of the National Union of South African Students, Mr Aurret van Heerden, key witness in the trial of Mr Cedric Mayson for high treason.

Mr Van Heerden was featured on the television programme Police File on Tuesday night and police have searched a number of houses in Cape Town and Johannes-

burg for him.

But a police spokesman said yesterday they had had no response from the television request for information on Mr Van Heerden's whereabouts.

Mr Mayson was released on bail of R1 000 two weeks ago when police said they had been trying without success to serve a subpoena on Mr Van Heerden since January. Mr Mayson's trial was adjourned until April 18 while

3/31/83
police search for the former student leader.

Mr Van Heerden was released from detention in July last year after spending 10 months in the hands of the Security Police.

He is to sue the Minister of Law and Order, Mr Louis le Grange, for R65 000 for assault and torture during his detention, but this case is not expected to come to court for at least a year.

Car firm plans to feed needy

Argus Bureau
PORT ELIZABETH. —
General Motors has
launched a company-em-
ployee project to provide
food for those in need.

The project was
launched because rising
unemployment "has re-
duced many families to a
point where they simply
do not have enough to
eat".

The programme, intro-
duced by the managing
director, Mr Lou Wilking,
is intended to provide the
equivalent of more than
96 000 tins of canned food
to families of the thou-
sands of unemployed in
the Port Elizabeth-Uiten-
hage area in the next
four weeks.

FORTUNATE

Mr Wilking today cir-
culated a letter among
employees at its two
Port Elizabeth plants,
asking each person "for-
tunate enough to be
working now, and who
cares enough about your
less fortunate friends and
neighbours to share your
food with them".

Employees are asked
to bring to work no more
than two cans of food or
a cash contribution of R1
a week for a period of
four weeks.

On each Wednesday,
starting next week, "care
and share" collection
bins and money boxes
will be placed on the
company premises.

MATCHED

The company will
match each contribution
can for can and rand for
rand and has budgeted
R4 for each of its 4 200
employees.

The gifts will be dis-
tributed through a char-
ity organisation to the
needy in the community
and will not be restricted
to former General Mo-
tors employees.

"Our GM family has
weathered the recession
with varying degrees of
difficulty. Those with
their jobs in hand have
fared the best," the cir-
lar says.

"Unfortunately, short
time and retrenchments
have been essential.
These people cannot
wait for the economy to
improve — their problem
is immediate today."

Dec 4/3/83 ✓

Number of (335) jobs plummets

The numbers of job vacancies in 20 out of the 25 major job categories commonly advertised in "situations vacant" columns have plunged in the greater Johannesburg region.

Vacancies advertised last month in The Star's classified section showed that vacancies for juniors and trainees were down by nearly 44 percent on this time last year.

The biggest drop was for buyers (80,8 percent), while job offers for draughtsmen, architects and engineers were down by about 75 percent.

Mrs Molly Kopel, Johannesburg city councillor and public relations officer for Drake Personnel, offered The Star's Network project some of the job vacancy analyses her company collects monthly.

February statistics, based on The Star's situations vacant columns, showed that in only three categories were more jobs being offered than a year ago: insurance and investment companies (up nearly 60 percent), building and construction (up 40 percent) and the computer industry (up 35,7 percent).

Overall job opportunities in the Johannesburg area were down by an average of more than 40 percent.

● Network is a Star project aimed at surveying the South Africa's classic problem areas. It invites reader participation in collecting data and suggesting practical approaches to solving the problems.

Search to solve the jobs crisis

Within the scope of our Network briefings we can outline only a few strategies which could turn the economic system in a direction of a long-term and more lasting solution to the jobs crisis.

We will limit our observations to the South African situation, with reference to international thinking and experience.

STRATEGIES FOR A WAY OUT

● Observation one: Stop monopolies.

The creation of meaningful, rewarding and profitable work for all those who want it can take place only in an environment of economic freedom under agreed rules.

In other words, we must establish a true free enterprise system in which the dignity and the economic freedom of the individual is an essential precondition.

Such a free enterprise system does not exist in South Africa.

Not only is free economic initiative for all stifled by a vast bureaucracy implementing more than 800 laws affecting free enterprise, but our business community is establishing a stranglehold on the economy by establishing monopolies, or near monopolies, in almost every essential commodity and, particularly, in the most sensitive food sector.

The endemic shortage of skills makes the establishment of new ventures difficult, leaving scope for only horizontal growth through mergers and acquisitions.

Something has to be done quickly to create more jobs before rampant unemployment becomes social disorder.

In this final briefing, Andre Spier looks at some of the solutions.

● The object of Network is to provide readers with the basic facts and theories relating to specific problem areas and then to solicit readers' comments and suggestions. The briefings, plus any useful ideas and observations from the public, will eventually be published in booklet form for those involved in the specific subject areas. Conferences will be organised in some cases to discuss the solutions (as opposed to discussing the problems).

Network's address: Network, The Star, PO Box 1014, Johannesburg 2000.

This trend, unless curbed, will not create jobs. It will destroy them.

There is no such thing as a fixed amount of work to be shared by a growing population. Right now 60 percent of the basic needs of our population are inadequately met.

Monopolistic provision of these basic needs, such as food, clothing, housing and furniture, must grind to a halt because of the declining buying power of the unemployed. This, in turn, can force the giant South African companies to syphon off their earnings and go multinational.

Going multinational in a saturated domestic economy is defensible. In a sea of local poverty, it is a poor show of economic policy and responsibility.

● Observation two: Decentralise people, not industries.

Successive efforts to decentralise industries

have failed in the past and are not likely to succeed in the future.

The location of large-scale ventures is dictated by different criteria than the national interest, or social pressures such as unemployment or too rapid urbanisation.

To change this would require regulatory compensation, more bureaucracy and other market distortions undesirable in a free economy.

Instead, decentralise people by positive incentives for individuals, and for corporations.

Under the rules of the industrial revolution, modernisation was identical to urbanisation.

Today the world's ever-growing cities develop into cancers feeding on the depleting resources of the rural or non-metropolitan areas.

Modern information technology is making distance obsolete: more and more it will be information which will travel, not

people and goods.

● Observation three: Boost the informal sector.

Remove all constraints on the informal sector, on small businesses and on individual entrepreneurship. One of the surest and cheapest ways to create jobs is self-employment using existing skills and infrastructure.

In welfare states, the inability of the State to meet the growing demands of the non-productive voters through handouts is made worse because its citizens are not educated to fend for themselves.

More and more people believe that others, and in the final resort the State, owe them a living. We find a notable exception in West Germany, where 70 000 small businesses are established annually, and 50 000 survive.

It must go to the credit of Dr Anton Rupert that he saw the impor-

tance of small enterprises and acted upon it by establishing the Small Business Development Corporation.

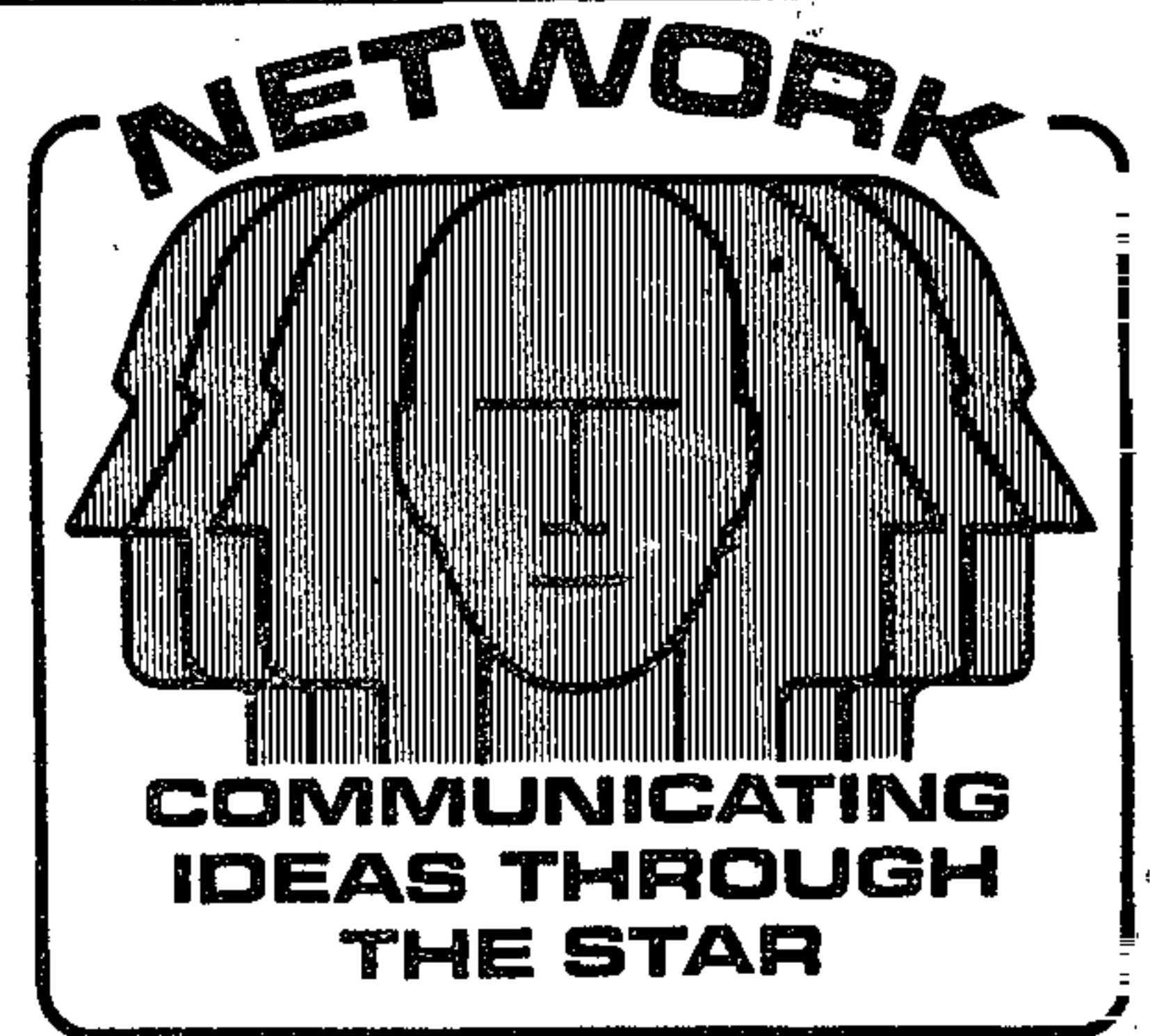
It is now clear that the success of the SBDC depends not so much on financing small ventures, but on removing the economic and legal obstacles.

Ian Hetherington of the Small Business Advisory Bureau told Syncom that 80 percent of his problems are in the legal environment surrounding small businesses.

It should be left to small and middle-size ventures to provide the bulk of basic commodities.

This will not only create jobs, but increase variety, choice, competition and skill levels. These are all criteria for a strong and stable system.

Large businesses can move on to goods and services of an advanced nature where small-scale may be counterproductive.



is

● Observation four: Revitalise rural areas.

For five years, Syncom has actively tried to promote rural development. The pleas have met with hardly any useful response from the large corporations who think that this is the duty of the authorities.

It may well be that the direction of the present constitutional change process will lay the foundations for a revitalisation of our non-metropolitan areas.

There is evidence that small and medium-sized farms, worked intensively, are more economical and less vulnerable than large-scale mono-crop agriculture.

Those with a vested interest will obviously disagree. (A recent research report which claimed sunflower oil as tractor fuel was economically undesirable was shamelessly based on data provided by the milling industry. The industry feared that the residue of sunflower "diesel oil" — which would provide a useful source of free cattle cake — would take away its monopolistic share of the cattle cake market.)

Rural revitalisation is crucial to our survival from almost every angle, and Network will soon be looking at this specific area.

● Observation five: Innovate.

Innovation is the mother of new work. Large corporations have ceased to be innovative. Most new inventions are made by outsiders and by small, highly skilled ven-

tures which have the flexibility to try new methods and products.

Large ones, being less flexible, defend existing technologies.

Some corporate giants would be well advised to break down their structures into smaller, more cost-effective and manageable ventures.

● Observation six: Corporate giants.

The above would not only terminate monopolies. It would blow new life into large structures which have become top heavy, bureaucratic and mostly inefficient.

Syncom subscribes to an "entrepreneurial revolution".

A London based group advises businesses on how to slim: not simply by firing people, but by retraining them and setting them up in new ventures in which the mother company takes a minority shareholding.

It is our opinion that any firm with more than 1,000 employees can re-allocate up to 30 percent

in new enterprises and become more productive with the remainder through modernisation and increasing per capita output within five years.

● Observation seven: Boost appropriate technology.

Our basic misunderstanding in the field of appropriate technology (AT) is that we tend to confuse it with inferior technology.

In discussing the subject with a prominent black businessman, he said: "My people will refuse it because they will say you are giving us inferior tools while the white man keeps the high

technology."

AT is the most cost-effective and efficient way to do a certain job within the means of the user.

In that sense, the range is from a bicycle-driven generator to a nuclear power station.

The waste sets in if unemployed people are dependent on basic goods produced by a sophisticated production system, when they could produce these goods themselves.

In a recent set of brilliant essays called "Shadow Work", Ivan Illich relates that in 1810 the United States household was mostly rural and self-sufficient.

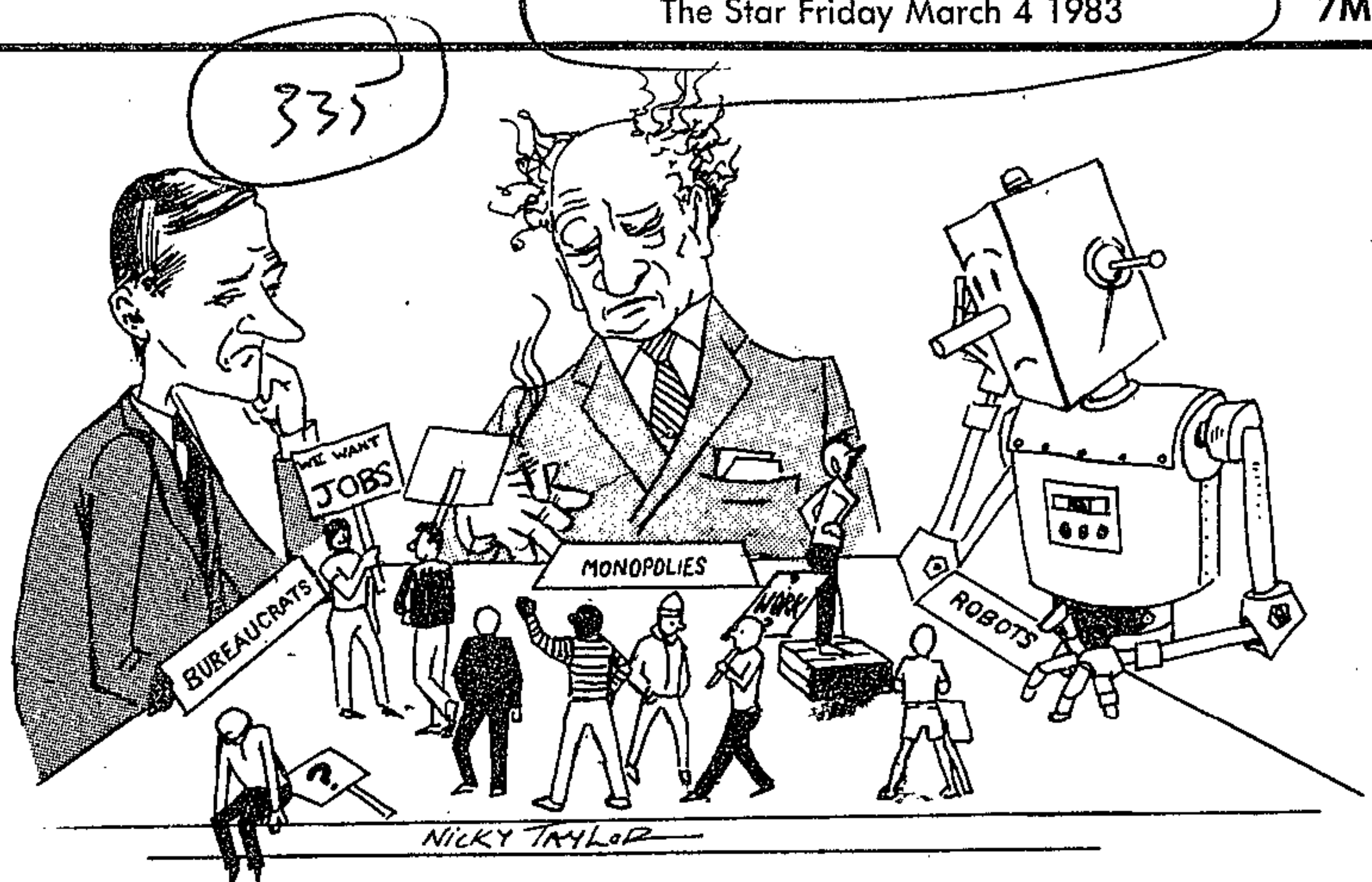
"Work" consisted of

producing, processing and preserving food, spinning and weaving, making furniture, shoes and candles, tending gardens and animals.

Today, as Illich put it, the frustrating task of the housewife has become the organisation of compulsive consumption.

Romanticism? Nostalgia? No. If those age-old processes and those nearly-forgotten skills are combined with modern know-how, modern small scale (and cheap) data processing, then small is not only beautiful, but also viable.

It is in this area that we hope to get responses from you, the reader.



Masses will be jobless. SA is warned

Star 4/3/72

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By James Clarke

Unless South Africa can dismantle its enormous bureaucracy, break up some of its "job-destroying" corporate giants and go flat out to encourage smaller scale private enterprise, it cannot avoid massive unemployment.

"There are at least 800 laws inhibiting private enterprise in South Africa," says Mr Andre Spier

of Syncom. His "think tank" organisation is advising Network, The Star's campaign which is seeking practical solutions to South Africa's classic problem areas.

"Economic freedom of the individual is an essential precondition to solving the problem of fewer jobs," he said.

Mr Spier advocates the breaking up of monopolies, especially where these have cornered the markets providing basic commodities such as food, clothing, furniture and houses.

He warns that the cult for big business mergers does not create jobs — it destroys them.

Then, because it becomes more difficult selling goods to a population which has less and less money because of joblessness, the giants begin to invest outside the country.

"This is in fact happening. Going multinational in a saturated economy is defensible but in a sea of local poverty it is a poor show of economic policy and responsibility."

Mr Spier, who has for years been involved in South Africa's economic and futures research, urges that every effort be made to encourage small enterprises among all races.

● See Page 7 of the Metro section.

(335) ^{Homework}
Work-seekers
Q. Col. 482 - 483
397. Dr. A. L. BORAINÉ asked the Minister of Manpower:

How many males and females, respectively, were registered at labour bureaux as work-seekers in terms of the Black Labour Act, No. 67 of 1964, as at 31 December 1982?

The MINISTER OF MANPOWER:

Workseekers from the ranks of the various Black nations are no longer registered in terms of the Black Labour Act, No. 67 of 1964. They now only voluntarily register as workseekers in terms of the Guidance and Placement Act, No. 62 of 1981, administered by the Department of Manpower. At 31 December 1982, 23 971 males and 11 468 females from the ranks of the various Black nations were registered in terms of the latter Act.

Work-seekers

398. Dr. A. L. BORAINÉ asked the Minister of Manpower:

How many Black males and females, respectively, were registered as work-seekers in the White areas of the Republic in each month of 1982?

4/3/83

483

FRIDAY 4 N

The MINISTER OF MANPOWER:

| | Males | Females | Total |
|-----------|--------|---------|--------|
| January | 30 965 | 12 284 | 43 249 |
| February | 44 590 | 17 475 | 62 065 |
| March | 41 029 | 18 339 | 59 368 |
| April | 36 297 | 16 751 | 53 048 |
| May | 40 239 | 16 042 | 56 281 |
| June | 38 416 | 16 801 | 55 217 |
| July | 36 224 | 16 862 | 53 086 |
| August | 40 168 | 18 785 | 58 953 |
| September | 36 469 | 17 216 | 53 685 |
| October | 42 271 | 18 161 | 60 432 |
| November | 31 748 | 14 959 | 46 707 |
| December | 23 971 | 11 468 | 35 439 |

More W Cape jobless

ARGU-
4/3/83
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Staff Reporter

THE WESTERN Cape is increasingly feeling the effects of the recession and in February alone more than 1 000 people registered as unemployed.

The figure is nearly half the total increase of unemployed for the whole of last year.

Figures released by the Western Cape branch of the Department of Manpower show that there are now almost 6 000 people unemployed — 1 600 more than at the start of the 1977 recession.

The figures for February represents a 150 percent increase over the figure of 2 329 a year ago.

Hardest hit

The Divisional Inspector of Labour, Mr N J Hechter, said unskilled and semi-skilled workers were the hardest hit and the engineering, motor, building, clothing, leather and hotel industries were worst affected.

His figures show that unemployment began increasing steadily from about June last year and reached 4 768 in January this year. The February total is 5 915.

They show that coloured men and women between the ages of 21 and 65 have been worst affected by the downturn in the economy.

The number of unemployed coloured men increased from 2 106 in January to 2 742 at the end of February and the number of coloured women from 798 to 978.

Remains static

The number of unemployed white men in the same age group rose from 655 to 672, and of white women from 609 to 739.

The total figure for unemployed whites has remained relatively static with only 175 people more unemployed than in January.

At the end of February a total of 1 785 whites were unemployed compared to 4 130 coloured people.

The department's figures for the number of Africans unemployed cannot be regarded as very reliable because African people are afraid to disclose that they are out of work for fear of being repatriated to the homelands.

Their total does, however, show a dramatic increase from 214 last year to 703.

CAPE TOWN. — The Western Cape is increasingly feeling the effects of the recession.

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The figure for February marks a 150% increase over the figure of 2 329 a year ago.

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Fewer jobs in Western Cape

The number of unemployed coloured men rose from 2 106 in January to 2 742 at the end of February and the number of coloured women from 798 to 978.

The number of unemployed white men in the same age group rose from 655 to 672 and of white women from 609 to 739.

The total figure for unemployed whites is comparatively low with 175 more people unemployed than in January. At the end of February a total of 1 785 whites were unemployed compared to 4 130 coloured people.

The department's figures for the number of black unemployed are not very reliable as blacks are afraid to disclose the fact for fear of being repatriated to the homelands. — Sapa.

Handwritten signature or mark.

Men fired for being called up ⁽³³⁵⁾ by SADF ⁽³³⁴⁾

By Andrew Walker

Star 2/3/83
Some South Africans called up to do military camps have been fired or deprived of their pay by their civilian employers.

The Star has learnt that some unscrupulous firms have fired employees and replaced them rather than having to do without a man on call-up for up to three months.

And other men have had to face stints on the border without any "make-up" pay at all, relying on the meagre Citizen Force pay.

There is nothing in law to force firms to pay men while they are on call-up. But the Defence Act does make it an offence to fire a man because he has to serve in the forces.

Despite this, the SADF receives complaints from men who say they have been fired "for unsatisfactory work" when they are convinced that they have been dismissed solely because they are called up.

The problem is not severe now, but there are fears that the problem could become more widespread now that the new call-up legislation makes provision for more men to be called up to spend more time in the SADF.

● See Page 3.

By SANDRA SMITH
A RESEARCHER into black wages at the University of the Witwatersrand, Professor Jeremy Keenan, has described recent Government unemployment statistics as "absurd".

Prof Keenan was commenting on recent unemployment figures quoted by the Minister of Manpower, Mr Fanie Botha, which showed that total registered unemployment in South Africa was 44 422 at the end of December.

Prof Keenan said: "Government figures on unemployment are not worth the paper they are written on."

Firstly, they did not include statistics for Transkei, Ciskei, Venda and Bophutatswana, which was "nonsense".

And they covered

only people who bothered to register at labour bureaux or administration boards.

While the International Labour Organisation accepted registered work-seekers as a measure of unemployment, the situation in South Africa differed from that in Britain or the Federal Republic of Germany.

Unemployed people in Europe would register in order to receive dole money. But in South Africa the majority of blacks did not receive unemployment insurance benefits.

If they were eligible it took as long as six months before they received payouts and this was made difficult by red tape, Prof Keenan said.

If it became known that an industry was not employing additional labour or was retrenching, workers would see no point in going to a labour bureau to register and would therefore not appear in Government statistics as a work-seeker.

"This presents a hypothetical typically South African situation in which

the rate of unemployment could appear to slow down as the economy gets worse, and increase as the economy gets better," Prof Keenan said.

He viewed the unemployment figures of a researcher at the University of Cape Town, Mr Charles Simpkins, as more accurate. These estimated that at the end of 1981, there were two million unemployed, including those in "independent states".

At the end of 1970, Mr Simpkins estimated that 11,8% of the potentially

economically active population was unemployed. At the end of 1981 the figure was 21,1% and now it was probably between 23% and 24%.

Prof Keenan said: "The percentage of unemployed has therefore virtually doubled over a decade which was characterised by high economic growth."

"The last major economic upswing in the country — from 1978 to 1981 — was characterised by an annually increasing rate of unemployment. This is likely to be the trend

Staff is angry at lay-offs

Labour Reporter
Johannesburg staff at
the Guardian National
Insurance group were up
in arms last week over
lay-offs.

Angry staff com-
plained that employees
with long service at the
group were being laid off
with little advance no-
tice.

A spokesman for
Guardian said the lay-
offs were the result of a
company "reorganisa-
tion" as the group was in-
tegrating two major sec-
tions of its operations. He
would not comment on
the number of employees
who were laid off.

Clothing workers lose out

Labour Reporter

More than 3 500 workers in the Transvaal clothing industry have been retrenched during the past nine months

About 500 of those workers were retrenched in the last two months alone, said the "Garment Worker", a periodical of the Tucs-a-affiliated Garment Workers' Union.

During December and January another 3 500 garment workers in the Western Cape lost their jobs.

However five new factories had opened in the area since January and about 800 workers had found jobs.

Retrenchment in Natal and the Free State had been much less than in the Transvaal and Western Cape.

The periodical said a major reason for the layoffs had been the relocation of clothing firms from the urban areas to the homelands, largely due to tax incentives.

8 Jan
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why?

Unions are 'cooling it'

This is the first of three articles on the South African labour scene, by HUGH ROBERTSON and PIPPA GREEN.

AFTER 10 years at the vortex of an extraordinary economic and political upheaval, South Africa's trade unions seem to have entered a more tranquil period.

Some unionists describe it as "a time for consolidation", others as "a process of stock-taking" but, whatever the terminology, they mean the same thing: fewer strikes, less strident confrontation and a more conciliatory tone in wage negotiations.

All agree that the recession is the reason for the transformation. And as it bites deeper, union leaders and labour specialists think that the labour scene will — with inevitable exceptions, some probably boisterous — become even calmer.

Independents

Not that it will stop unorganised workers from joining independent unions. A local trade unionist has described the conditions of many of these workers as so vulnerable during the recession that they have little to lose by joining organisations which they control and can identify with.

It is at the unionised factories, though, where the recession tests the collective strength of the workers.

"There will be fewer strikes in 1983; a general cooling down," says an industrial sociologist at the University of the Witwatersrand. "Many unions have undergone phenomenal growth in recent years and they need time to consolidate. The recession is giving it to them."

Retrenching

The biggest single problem facing unions at the moment are opportunistic employers, says Johnny Copelyn of the Durban-based National Union of Textile Workers, which has seen more than 1 000 members retrenched in the past six months.

"We are now involved in more legal tussles with employers than at any other time and I gather that this is a fairly common experience. The recession has made some employers more aggressive. They're taking chances, especially by reneging on informal agreements reached during the boom."

"In a recession, strike action is obviously a far less viable option and it is difficult for unions to do much more than fight this out through litigation."

A Johannesburg labour consultant confirmed the trend, but described it as "dangerously short-sighted" and the typical response of employers who lack experience in dealing with organised labour.

"Labour relations are built on trust and mutual confidence. When the economy picks up again, those employers who are now trying to

turn the clock back will find out that there is a price tag to their lack of foresight."

Ten years of hard work by the unions have established, in some instances, a situation where management treat their workforce with a new type of respect. In many factories, workers have fought for and won the right to be consulted on certain decisions which previously would have been taken by management alone.

Negotiation

The General Workers' Union in Cape Town, the FOSATU-affiliated Metal and Allied Workers' Union and National Automobile and Allied Workers' Union, are some of those that have negotiated detailed retrenchment procedures with management.

At two Cape Town engineering factories, organised by the General Workers' Union, workers have volunteered to either give up their jobs or take long unpaid leave in cycles to protect contract workers who would have to return to the homelands if they were left jobless.

"It's been a remarkable exercise in worker-management co-operation; an impressive display of worker solidarity," says the managing director of a Cape Town company where workers have offered to work half-time and at half their wages in order to spread available jobs and funds more widely.

But at wage negotiations in the past year, factory committees have often had to "fight for every cent" according to some unionists.

The recession has not brought any relaxation in Security Police harassment, according to union leaders, consultants and industrial sociologists. They went so far as to describe the Security Police as one of the biggest obstacles to sound labour relations.

Harassment

Union leaders accuse the Security Police not only of harassment by way of detentions, questioning and threats but also of seeking to undermine the union movement in the eyes of management.

"They go on the childlike assumption that anyone challenging authority is a communist or at best an agitator," says a union leader who has been detained but who does not wish to be identified. "They go to management and try to denounce this or that leader as a troublemaker though they have not a shred of evidence."

Security Police activity in the labour field is beginning to prove counter-productive, according to some union leaders and consultants.

"It has given enormous credibility to radical union leaders. It has enhanced the status of independent unions in the eyes of the workers."

Tomorrow: The major federations

Natal garment workers are 'the exception'

Labour Reporter

GARMENT workers across the country are being hard hit by the recession and thousands of people have lost their jobs in the past six months.

The only exception is in Natal where, according to the Garment Workers' Industrial Union, employment in the garment industry is on the increase.

Natal workers have also been given a significant increase, with the minimum rate of pay in most job categories increasing by more than 25 percent under a new two-year agreement.

According to the official journal of the Garment Workers' Union of South Africa, about 3 500 workers in the Transvaal clothing industry have lost their jobs since June last year.

In the Western Province 3 500 people lost their jobs over the December to January period, although a significant number were re-employed last month.

According to the journal Natal is the only exception. Mr F Hansa of Natal's Garment Workers'

Industrial Union was quoted as saying there was very little sign of unemployment among Natal workers.

Dr Anna Scheepers, president of the Tucsa-affiliated Garment Workers' Union, said yesterday there were signs of an improvement in the economy which would benefit garment workers.

Short time

'The trend among employers in the industry at the moment is to work short time rather than lay off workers. There is still a demand for machinists across the country.'

The Trade Union Council of South Africa reports in Labour Mirror that significant wage increases have been negotiated between the Garment Workers' Industrial Union and the Industrial Council for the Clothing Industry.

According to Tucsa the average minimum wage increase for the 18 different job categories has risen by more than 25 percent while some categories have gone up by as much as 65 percent under the new agreement.

Warning over rising tide of black jobless

335 E Post 14/3/83

CAPE TOWN — It was unlikely that South Africa could absorb the expected increase in the number of black work-seekers over the coming decades unless changes were made in the structure of the economy and of the labour market, a report on Urban-Rural Interaction in South Africa said today.

The report, compiled by the Unit for Future Research, which forms part of the Bureau for Economic Research at the University of Stellenbosch, was presented by Dr Philip Spies, deputy director of the bureau and head of the UFR, to Mr Jan Steyn, executive director of the Urban Foundation, the University announced today.

In a summary of the main findings Dr Spies said:

"South Africa is confronted with a major and growing problem of social degradation and poverty in black rural areas.

"These problems, unless checked in the rural areas, will assert themselves on urban centres inside and outside the black national states and may contribute significantly to economic, social and security strains in urban areas over the coming decades."

Dr Spies said a large part of the urban problems of the future would be rural in origin.

"The administration of the flow of black people to urban centres has reinforced the original situation of poverty, resource degradation and social decay in the rural areas.

"There is still considerable agricultural potential in most of the black national states and a correct approach to agricultural development can make important contributions to development in rural areas."

The report went on to say unless the labour intensity of industrial technology increased, the country had to accept growing unemployment as a way of South Africa's economic life.

Current educational programmes of the Government and industry and those proposed by various organisations were only part of the answer.

The other part was developing appropriate technologies for the various development situations in South Africa through research and development, allowing interest rates to find market-related levels, sound exchange rate policies and reconsidering aspects of the Factories Act.

The current approach of the Government to the issue of interest rates and the rate of exchange could make a positive contribution to this situation. — Sapa

Light amid the gloom

Recession

'aids' student

teacher intake

By Carolyn Dempster

There is one field that is benefiting from the recession — the teaching profession.

Student enrolments at almost every teacher training college in the Transvaal have soared and the recession seems to be the main reason.

For the first time in its history, the Soweto College of Education received more first-year applications than it could accommodate — 600 applicants for 250 places.

"And that is not counting the number of students who came late and didn't even get as far as filling in the forms," said Mr M M Morapeli, rector of the college.

The total number of students at the college has shot up to 690 compared with 490 last year, despite the 1981 regulation limiting admission to matriculants. Before this the majority of applicants held only a Standard 8/Senior Certificate qualification.

"The recession could definitely be said to be having this effect on our numbers," said Mr Morapeli. "When there was a

boom, the major firms were only too eager to snap up black matriculants for training, but this is not the case at the moment."

Other major factors accounting for the dramatic increase given by Mr Morapeli were:

- The substantial increase in the number of matriculants coming out of Soweto schools and the increase in the number of schools since 1976.

- The introduction of parity for qualified teachers from 1981 which means that a student teacher with matric plus three years at the college starts at a salary of about R600.

Mr Gerald Braam, rector of the Rand College of Education, which caters for the Transvaal's coloured primary and junior secondary teaching students, says this year's intake of 148 first-year students is a record. The intake for 1982 was only 48.

Here, even more than in the black community, the recession has been pinpointed as the main reason for the sudden increase. However, Mr Braam also ascribes his

record figures to an increased awareness among school pupils of the crisis facing coloured education in the Transvaal, and the need for more teachers.

"The conflicts and the boycotts gave rise to a greater awareness of the education problems facing us in the future," he said.

The Johannesburg College of Education, which caters for English-speaking white students, has notched up an increase of 200 first-year students over last year's dismal figures.

Although the college is far from full, and men students represent only a fraction of the total, there are now 613 students at the college. Professor Napier Boyce, rector of the college, said recruitment drives had been the same as in previous years and that no new courses were on offer, so it seemed the recession was possibly the only new factor responsible.

Afrikaans colleges have also shown an upswing in applicants for first-year courses.

235

Unemployed living in hovels

333
244
E. Post
15/3/83

Probe highlights misery of many as SA economy dips

By YVONNE STEYNBERG
RETRENCHMENTS and the shortage of sub-economic housing for whites in Port Elizabeth have forced many families, some with small children and babies in arms, to live under appalling conditions for which they have to pay high rents.

The plight of these families was first highlighted in an article in the Evening Post last week. Further investigations have revealed that the situation is more serious than was at first evident.

Many families are crowding into barely furnished rooms in rooming houses or bunting into backyard shacks with no water, electricity or sanitary facilities.

Some houses in Sidwell, owned by landlords who are never seen, are in such a bad state of repair that during rainy weather there is hardly a dry spot.

Tenants tell of a lack of hot water, missing windows, faulty plugs and outside toilets. They cannot complain to their landlords for fear of eviction.

Rents of between R120 and R140 are being asked for rooms in Sydenham — as much as is charged for one-bedroomed flats in the sought-after Hill area — and amenities are virtually non-existent. A backyard shack in Sidwell fetches between R40 and R60.

When news of an empty shack is received women walk to try to get there first. Their men cannot get there. They are standing in queues at factories, trying to find work.

This week, in the company of social welfare workers of the Afrikaanse Christelike Vrouevereniging (ACVY), the Evening Post visited several of these families.

The situation revealed was horrific.

In Wynne Street, Sydenham, we found Mrs J and her three children, aged seven, six and two. A three-year-old daughter was being cared for by relations.

Mrs J's room is furnished with a double and a single bed, a wardrobe and an old desk. There are no carpets or mats, chairs or table. Bedding is supplied by Mrs J. The family is charged

R120 a month — and the kitchen and bathroom have to be shared by the more than 20 adults and children in the rest of the house.

The family eats on the old desk in the room.

Mr J is out of work and the family is falling behind with the rent.

They were glad to get the room. Previously they lived with Mrs J's sister in Sidwell and they had to sleep on the floor in the lounge because there was no other space in the house occupied by the family of eight.

Before the misfortunes of unemployment the family had a R57 flat in Algora Park.

Mrs J heard about a backyard room for R40, but she said it had no light or water and her eldest child had to be clean to go to school.

She is petrified of upsetting the "owner", who also lives there. The family is under the constant threat of eviction.

In Wright Street, Sidwell, we had to walk to the back to the kitchen to see Mrs B.

The front doorknob has been broken for a long time, the front wall has collapsed and the small semi-detached house is in a shocking state.

We found Mrs B and her three children in the tiny kitchen.

When she and her husband came from Vanderbijlpark in December to look for work in Port Elizabeth they had nowhere to go. Now they live in one of

the two dilapidated shacks in the back yard.

The shack has a boarded up window and make-shift lighting.

The only place to wash is the so-called "bathroom", a small black hole off the kitchen, with a boarded up window and no hot water. The toilet is next to the shacks in the back yard.

To boil water in the kettle the fridge has to be unplugged from the only plug in the kitchen.

This plug is completely loose and has many dangerous-looking electric wires, leading to the outside shacks, dangling from it.

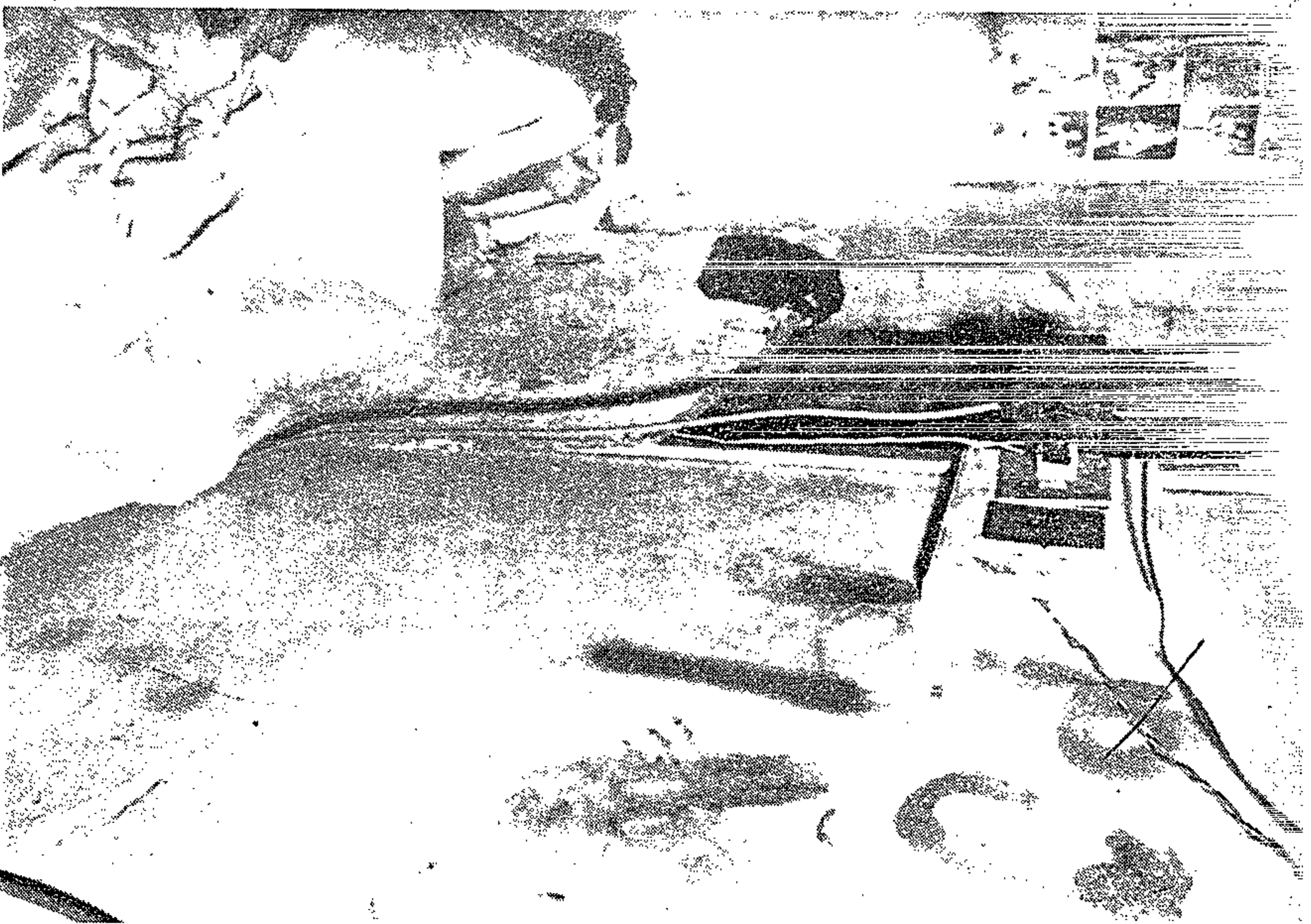
The ceilings and walls are heavily stained by the countless leaks in the roof. The rooms have a musty smell even in the dry, sunny weather.

"My mother has just had a letter from the agents advising that the rent is being increased to R177,60 — and she has also been told to repair the front wall herself or be evicted," Mrs B said.

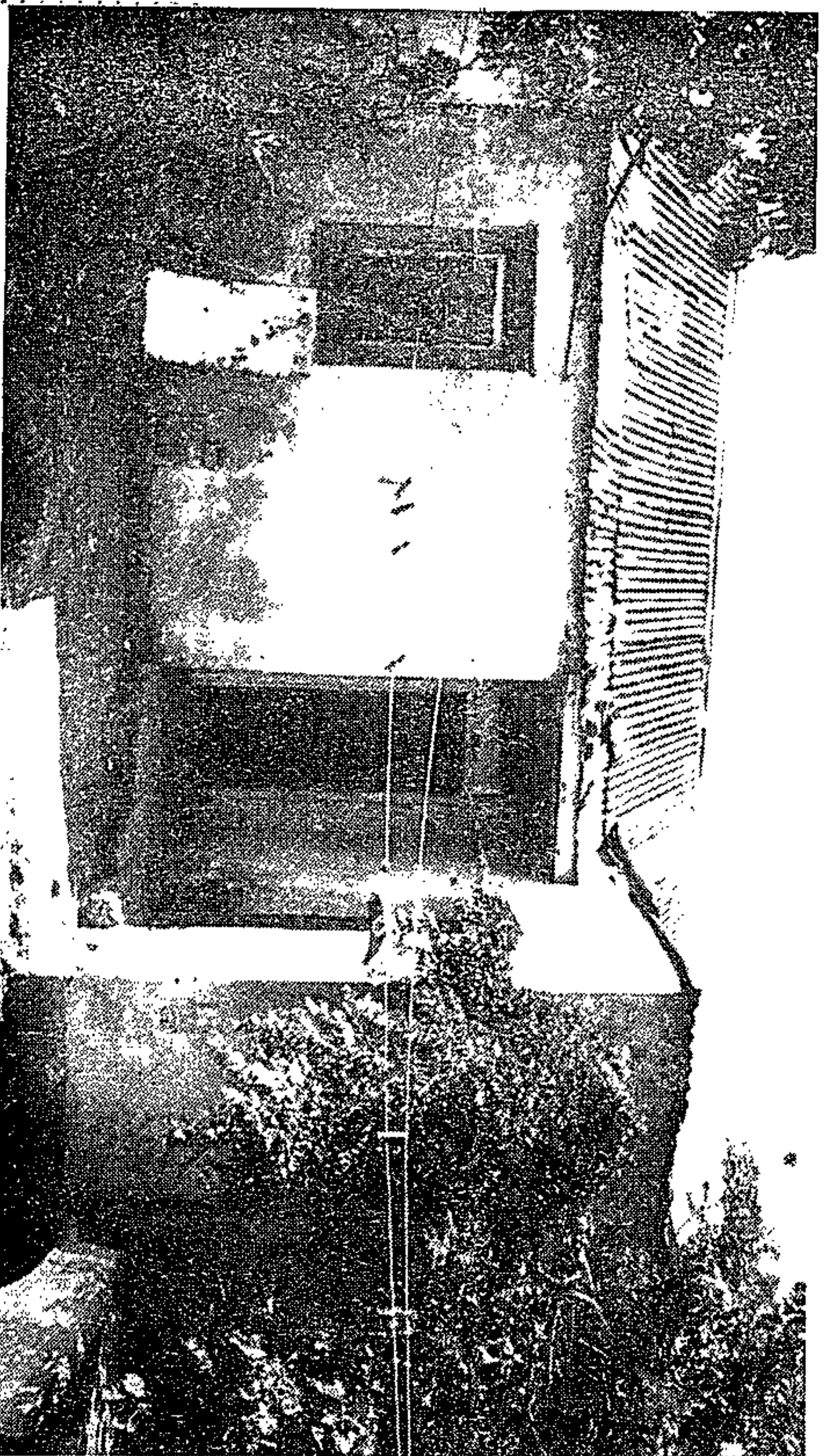
Her husband had just obtained work, she said, and until they could get other accommodation she had to make the best of the shack. She said they could not complain — just around the corner was a family sleeping in a car.

"What else can we do?"

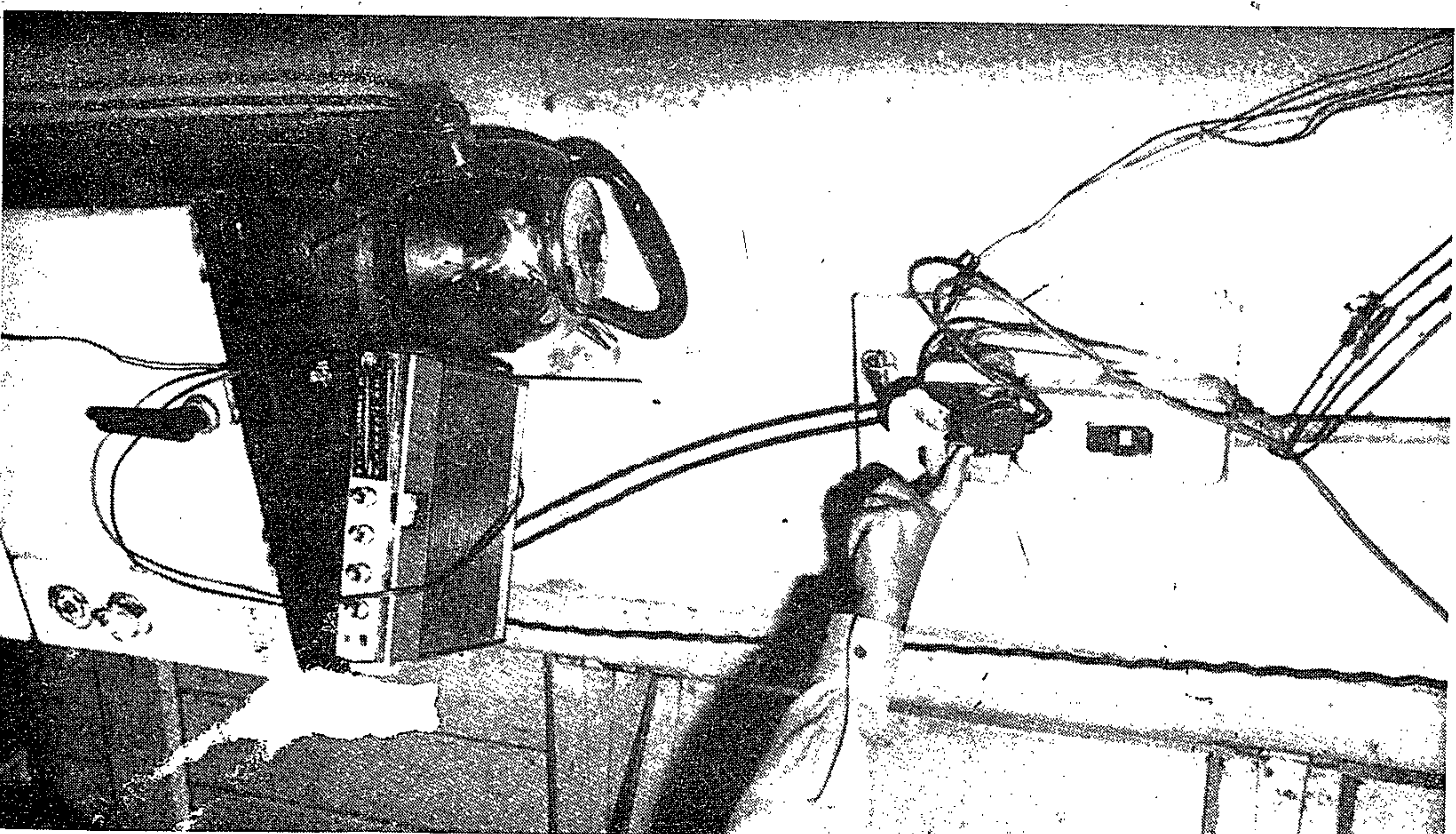
Mrs Judy du Toit, executive member of the ACVY, said her organisation had accommodated desperate families in some of their centres until they could get a "not somewhere"



A few girle pictures high on a dirty wall might sweeten the dreams of a jobless man. This room, with illegal wiring and a mattress on the floor, is typical of what is "home" to many unemployed people in Port Elizabeth. Pictures by Evert Smith



The room on the left is shared by a family of five. They gain entry through the room on the right, where an unemployed man lives.



The only plug in this rented house in Sidwell is in the kitchen. It is also used to connect wiring for light in a two-roomed outs.

oil experts

LONDON — Oil industry experts today questioned whether Opec could hold its new world reference price of \$29 a barrel in a market awash with oil.

After a week of crisis talks in London among Opec Oil Ministers it was yesterday agreed to cut the price by about 15%.

To try to defend the price the delegates set production quotas for all the 13 Opec members except Saudi Arabia. The Saudi Oil Minister, Sheik Ahmed Zaki Yamani, said the kingdom would act as "swing producer" and let its output rise or drop in line with demand.

He also threatened to engage in a pricing war with non-Opec Britain, which is considering a new cut in North Sea oil prices that Sheik Yamani said would endanger the Opec package.

Many economists noted that prices on the open market were already at or below \$29 and said Opec members had little choice but to cut prices or watch their market share slip away.

"Most of what they are doing is more or less ratify-

ing what's already happened," said Mr Michael Canes, chief economist for the American Petroleum Institute.

The US Energy Secretary, Mr Donald Hodel, predicted recently that oil prices would eventually fall to about \$25.

Doubts about whether Opec can halt the downward spiral were echoed in Washington by the US Treasury Secretary, Mr Donald Regan.

Mr Regan said in a statement: "It will mean less inflation and will serve as a strong shot in the arm to the budding economic recovery. But it will be interesting to see if the production quotas that Opec agreed to will be sufficient to maintain this newly-agreed price level."

An Opec output-sharing accord clinched a year ago collapsed within months when several members cheated on their quotas and discounted prices.

Delegates said cartel-style discipline might be improved this time round. They said Opec had been given a nasty fright by expert suggestions that, if it could not keep its act to-

gether, the price could crash to \$20.

In Paris the West's International Energy Agency said the Opec cut would provide welcome relief to the world economy but it was too early to comment on whether the new price would hold.

European Economic Community officials said they did not foresee depressed European industries using much more oil as a result of the price cut.

In Japan, where crude oil accounts for 40% of imports, government and industry officials welcomed the news from Opec.

Officials at the Ministry of International Trade and Industry said the cut would generally help Japan's payments balance, consumer prices and economic growth.

In the wake of the Opec price cut, financially pressed Mexico cut its oil price by \$2.75 a barrel last night, erasing a year-long price advantage over Opec competitors.

Mexico's prized light isthmus crude will now cost \$29 a barrel. Oil is Mexico's main source of foreign revenue.

spokesman said of the protest by members of the Dutch Anti-Apartheid Movement.

A CNV delegation, including secretary Mr Arie

and other activists, including this independent black trade unionists in their fight against apartheid," the spokes-

PE hosts some

12 top yearlings end their sea trip

TWELVE New Zealand-bred yearlings worth almost a million rands, including three horses bought for more than NZ\$100 000 (R139 000) each, were unloaded at the Port Elizabeth harbour today.

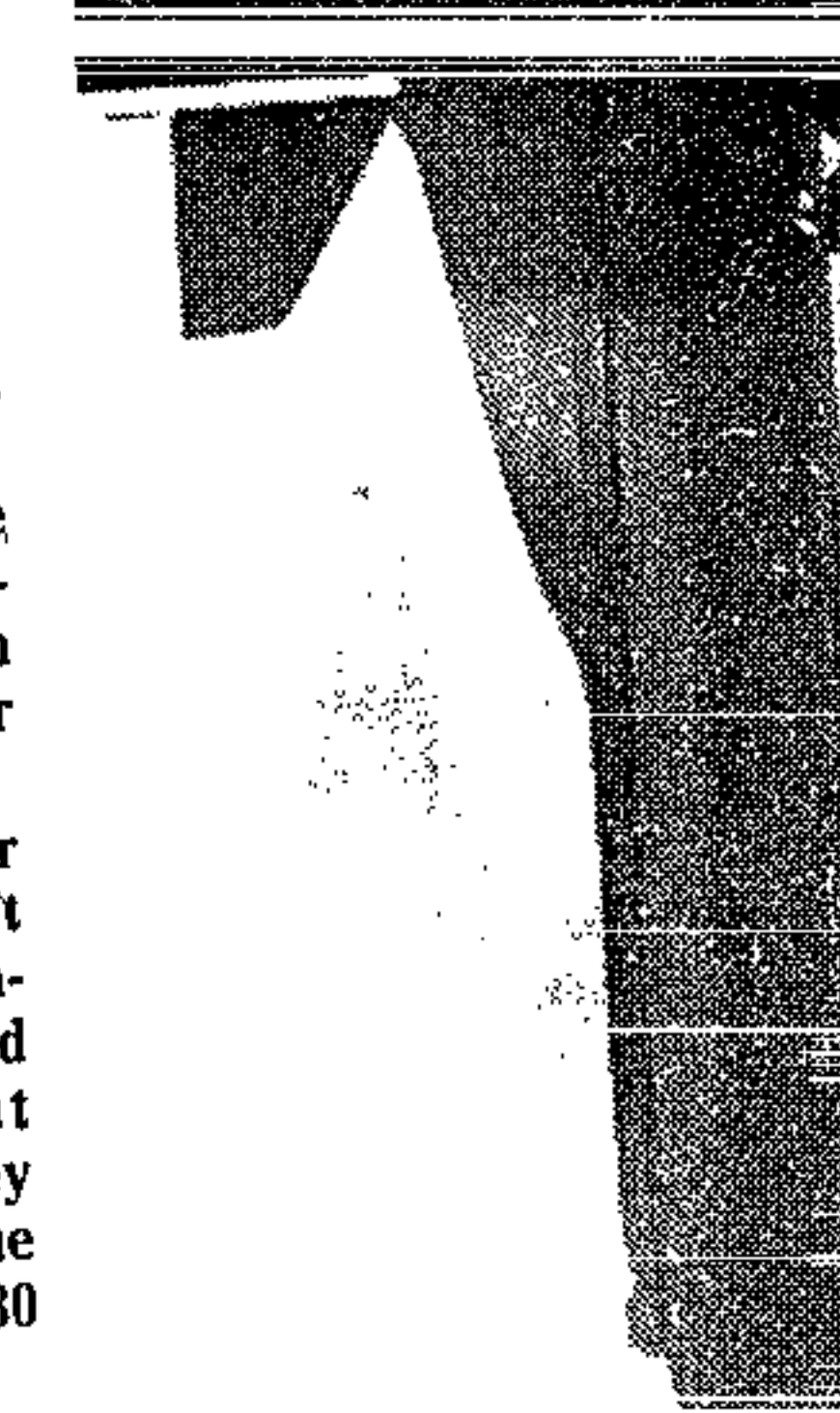
The horses, bought at the Trentham Bloodstock Sales in New Zealand, arrived on board the container ship SAF Ocean Nederburg from Freemantle in Australia.

During their long voyage they were stabled in containers which allowed them easy access to food, water and fresh air.

Soon after their disembarkment they left by trailer for their destination — the Summerveld training establishment near Durban — where they will be quarantined for the mandatory period of 30 days.

The most expensive horse was a colt by Noble Bijou out of Shamrock Lady which cost NZ\$140 000 (R195 000).

The horses were purchased on behalf of various South African clients, including millionaire beef baron Mr Cyril Hurvitz, by Durban-based Chris Smith Bloodstock Agents. They were shipped from Auckland to Perth in Western Australia before embark-



Mr CHRIS SWANEPOOL
Bijou out of Shamrock
from the container

ing on their voyage to South Africa.

Mr Hurvitz, the biggest racehorse owner in South Africa, who last year spent R800 000 at the Trentham Sales, bought seven of the 12 horses.

Big dagga haul seized

DAGGA worth nearly R100 000 on the black market was seized by Port Elizabeth Narcotics Bureau (Sanab) detectives yesterday.

The acting police Press liaison officer for the Eastern Cape, Major Annelize Melville, said today that two men had been arrested and a car confiscated in a swoop on a house in a Port Elizabeth township.

Ninety kilograms of the drug — worth R1 a gram on the black market — were taken from the house.

Minnelli in hospital

DALLAS — Singer-actress Liza Minnelli was rushed to hospital yesterday with a choking spasm.

A hospital spokesman said she was satisfactory after treatment.

It was found she had something stuck in her throat. "She apparently had some difficulty breathing," the spokesman said.

Miss Minnelli starred in a charity gala last Tuesday to raise funds for the renovated Majestic Theatre. — Sapa-Reuter

MAKAW'S

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MEN'S 3-PIECE SUITS
Were R149 NOW **R79,95**

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INCONVENIENCE CAUSED
TO OUR CUSTOMERS**

Lawmen on call



70 sacked at East Cape creamery

AKGGS
15/3/83
16/1/80
33

Labour Reporter this country" to support
WORKERS at the East the demand of the work-
Cape Agricultural Co-op- ers to be represented by
erative Creamery have the union of their choice.
been dismissed after
downing tools in protest
against a management
refusal to recognise their
union, the African Food
and Canning Workers' refused to do, he said.
Union.

A spokesman for the
AFCWU's head office in
Cape Town has called on
"all persons and organi-
sations which are con-
cerned for the future of

200 WORKERS

"The workers' commit-
tee met the management
on March 9 and were told
that the management
would have nothing to do
with any union and that
the workers should elect
a liaison committee."

The AFCWU spokes-
man said that about 200
workers were involved in
the dispute. Those with
long service earned R35
a week, while the basic
wage was about R29 a
week.

"It is no coincidence
that it is a company
which pays such wages
to its workers that will
also not allow a union on
its premises."

"NO NEED"

Mr C A Botha, manag-
ing director of the co-op-
erative, said he did not
see the need to talk to a
union.

"Only 70 people went
on strike and eventually
we asked them to leave.
They had always been
happy here before."

Mr Botha confirmed
that the basic wage was
R29 a week, but said
workers with long ser-
vice could earn up to
R60.

Retrenching: Iskor pledge

335
14/3/83

Pretoria Bureau

The managing director of Iscor, Mr F P Kotzee, has assured employees that there will be no further retrenchments of staff.

In the past year Iscor launched a tough rationalisation programme and reduced its number of employees by 11 428 or 16,2 percent.

By January the total number of Iscor employees was down to 59 230 from 70 658 in January 1982.

The reduction came about mainly as a result of normal turnover of staff due to resignations, retirement and death, Mr Kotzee said in the latest issue of Iscor's in-house magazine The Iscorian.

Most of the employees

retrenched were unskilled workers. Other cut-backs included limiting overtime to an absolute minimum, and putting retirements into effect.

"Although no further retrenchments will take place, renewal of contracts in respect of contract workers will continue to be carefully considered after expiry," Mr Kotzee warned.

"The market for steel products and iron ore both locally and overseas is still very unfavourable."

Mr Kotzee said there was, however, no need to be pessimistic. He believed Iscor would emerge from the current world recession stronger than ever.

Metal unions demand 14% pay increase

10/04
16/3/83
333
184
246
155

By STEVEN FRIEDMAN
Labour Correspondent

TRADE unions on the Metal Industries Industrial Council, which sets minimum pay and conditions for about half a million yesterday tabled demands for an average 14% pay increase.

The unions, who tabled their demands at yesterday's meeting of the council in Johannesburg, are also asking for redundancy and lay-off pay to be included in the industry's legally binding industrial agreement for the first time.

But employers, represented by the Steel and Engineering Industries Federation (Seifsa), are sticking to their view, which they made public some weeks ago, that there should be no metal pay rises at all for the next year.

According to union sources, Seifsa was unwilling yesterday to agree to a meeting to discuss these demands until May. This was rejected by unions and no date for a negotiating meeting has been set.

Unionists say employers are trying to delay negotiations in order to "put pressure" on the unions to accept a wage freeze. The current wage agreement expires in mid-year and, if bargaining commenced in May, there would be little time to conclude a new agreement before the old one expired.

Yesterday's meeting confirms earlier signs that tough wage bargaining can be expected in the metal industries this year. A break-

down in negotiations, with unions declaring a dispute with employers, seems a distinct possibility.

According to union sources, the demands tabled yesterday are for different raises in the various job categories, but these average out at around 14%.

This is roughly the same as the rise in the cost of living over the past year.

Unionists have said they believe their members must be compensated for "the loss in purchasing power" of the rand over the last year.

Employers say the metal industries are facing their worst slump in decades and that increases would jeopardise employers' ability to keep workers in jobs.

The unions have also asked that the agreement guarantee retrenched workers one week's pay for every year they have worked for their present employer.

They also want workers who are laid off temporarily to receive at least 25% of their pay for the period they are laid off.

These demands indicate a growing interest in retrenchment by unions on the council, who have not demanded protection for retrenched workers before.

Emerging, mainly black, unions, have been demanding protection for retrenched workers since the current recession began.

The metal unions have also asked employers for improvements in workers' fringe benefits.

Factory

to shut

at end

of month

17/3/83 Post Reporter

EVERITE LIMITED today announced the shutdown of its Port Elizabeth fibre-reinforced cement manufacturing plant at the end of this month.

This means that 74 workers at the factory will lose their jobs.

The executive director, Mr Martin Mealin, said the decision to close Everite's smallest factory followed a rationalisation study conducted over the past year.

"Geographic demand has forced an increase in production capacity at our factories in Kliprivier, Brackenfell and East London. These factories can meet national demand for the foreseeable future in the most economical way," he said.

The company would maintain a warehouse and sales branch office in Port Elizabeth.

Mr Mealin said Everite was "very aware of its responsibility to those employees affected, who will be given generous re-trenchment benefits".

MARCH 1983

210

The MINISTER OF CO-OPERATION
AND DEVELOPMENT

(i) Labour is a function which has been transferred to the governments of the national states and consequently the Department of Co-operation and Development is not in a position to furnish the statistics as requested

(ii) A citizen of a national state can only leave that state for the purpose of employment in the Republic of South Africa if he has been recruited requisitioned for while in the national state and is in possession of a valid reference book and a contract of service which has been attested in that national state. Record of unemployed citizens outside their national states is therefore not maintained

Unemployed KaNgwane citizens

297. Mr. A. SAVAGE asked the Minister of Co-operation and development

What is the estimated number of unemployed (a) male and (b) female KaNgwane citizens between the ages of 16 and 60 years (i) within and (ii) outside the borders of this national state?

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335
Unemployed Tswana citizens
Hemacnel R. 61.809 - 210
296. Mr. A. SAVAGE asked the Minister of Co-operation and Development

What is the estimated number of unemployed (a) male and (b) female Tswana citizens between the ages of 16 and 60 years (i) within and (ii) outside the borders of this national state?

station. He also ordered the withdrawal of 500 Liberian troops sent to the front the height of the crisis (Sapa-Reuter)

FAMILY APPEAL
us—Loot from a robbery including a man's cremains. The city sent to the robbers to return it to Bjarne Oerum, city in charge of graveyards, said the appeal in behalf of the man's family. (Reuter)

urgent application to compel the Johannesburg Turf Club to weight Zamit for the 1983 Holiday Inn Handicap and to allow it to participate in the draw for barrier positions. Judgment will be given today.

Mrs Liley said in papers she and her husband had imported Zamit, as an entire, from New Zealand last year.

The horse, which was gelded last November, was one of 20 which were imported as yearlings.

Nominated

Zamit is registered and races under the rules of the Jockey Club.

Mrs Liley said Zamit was nominated to participate in this year's race at Turffontein on April 30.

In terms of the conditions, participating horses must have been nominated by February 14.

Zamit was nominated to run in a race at Clairwood in Durban on February 26 in preparation for next month's race. However, he was declared unfit after a decision taken by Jockey Club stewards.

Mrs Liley said that if Zamit were not included in the list of weights at the time of publication, he would be excluded automatically. This would cause her and her husband irreparable harm.

The Court was told that, according to the rules of the Jockey Club, a horse may not participate in races for six months after it has been gelded.

The Johannesburg Turf Club had advised Mr and Mrs Liley that Zamit was ineligible to run in the race, and therefore the Jockey Club had refused to weight it.

and September last year.

Coal mine forced to close

Mercury Reporter

A LADYSMITH coal mine, which started production 35 years ago, has closed although it has reserves for another 35 years.

The move affects 850 employees at the Platberg Colliery, owned by local mining magnate Mr Graham Beck, and repercussions will be felt throughout the district's commercial and light industrial sectors.

Mr Malcolm Hyde, the mine's technical director,

said there had been no alternative to ordering the shut-down because Iscor and Escom had slashed coal consumption.

With such a reduced turnover the mine could not afford to keep going.

More than 150 000 tons of washed coal — worth about R3 000 000 — were stockpiled on the premises but could not be readily sold. It could not be exported because its sulphur content was too high to meet overseas

standards.

'Perhaps we'll sell it if a cold winter comes up.'

The future of the company's employees was uncertain. They were busy reclaiming machinery and 'rehabilitating the site' but would have to be laid off as work finished.

An Escom spokesman confirmed that with the general downturn of the economy less power was being generated from stations where the demand for electricity was lower.

Kenya bars S A Rotarians

Mercury Reporter 18/3/83

SOUTH African Rotary Club delegates to a goodwill conference have been refused entry to Kenya.

The Rotary International President's African goodwill conference is to be held in Nairobi next week.

Mr Tom Linley, District Governor 927, said the Kenya Government had given no reasons for refusing to grant entry vi-

sas to holders of South African passports. The decision was 'very disappointing' in view of Rotary's theme for this year — Mankind is One; build bridges of friendship.

Forty-one Rotarians from his district, Natal, the Piet Retief magisterial area and Transkei, had intended going. Included were an Indian and a black delegate.

WHEN YOU can't think of an ending, the remedy remains let the audience think up one for themselves.

If I hadn't noticed shortly before *Verspeelde Lente* bowed out last night that it was 7 55, I might have thought that Dr Gert had returned forever, to take over the role of father as 'Oom Gert' — I mean his half brother, Kleinjan, had already taken to using the same form of endearment that was the case when Pop became Jan Greyling's wife.

And the superb series said goodbye just when I was getting used to accepting Elize Cawood as a 31-



year-old, without any help from the make-up man's hand.

During last night's finale we witnessed Oom Jan pre-empt the cast by having a heart attack on Pop's birthday. We also saw the return of erstwhile nasty — now a lot more placid — Gert with an MB Chb under his belt, and the fact that one can never go back as Pop so hurtfully found out when she went to visit her ex-boyfriend, now a brandy-drinking miner,

Hermaans.

All this aside, it was very sad to see the last of *Verspeelde Lente*. Whatever replaces it will have a hard act to follow.

Earlier, in spite of his somewhat dull review of a very exciting car, Adri Bezuidenhout saved me from falling asleep during a tedious *Uit en Tuis*, hosted by Elsabe Daneel.

Bezuidenhout lacked enthusiasm when showing us the Golf GTi, which is fast-becoming a phenomenon.

When he introduced the car to us I thought we'd have him extolling all the virtues of this super-quick



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18/3/83

Coal reserves for 35 years but Natal mine must close

Mail Correspondent

DURBAN. — A Ladysmith coalmine which started production 35 years ago has shut down — even though it has coal reserves to last another 35 years.

The move affects 850 workers at the Platberg Colliery.

Mr Malcolm Hyde, the mine's technical director, said the shutdown had become inevitable because Iscor and Escom had slashed coal consumption.

With such a reduced turn-

over, the mine could not afford to keep going.

More than 150 000 tons of washed coal — worth about R3 000 000 — were stockpiled but could not be readily sold, he said. It could not be exported because the mineral's sulphuric content was too high to meet overseas standards.

Mr Hyde said the future of the company's employees was uncertain. They were busy reclaiming machinery and "rehabilitating the site" but would have to be laid off as work finished.

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FOR EACH CITY.

Pro. 26c
Jab. 23c
26c 25c
Urban

Saawu
rights
victory
at Defy

Labour Correspondent

THE unregistered SA Allied Workers Union has won its biggest recognition agreement yet — bargaining rights at the Durban plant of household appliance firm, Defy.

The agreement was signed on Friday and follows a year of informal dealings between Defy and Saawu. Defy's general manager, Mr Ron Colley, said yesterday.

It comes at a time when the union's East London-based president and vice-president, Mr Thozamile Gqweta and Mr Sisa Njikelana, have been detained by Ciskeian security authorities.

Although Saawu has won several recognition agreements in the Durban area and is recognised at three Eastern Cape plants, Defy's site at Jacobs, outside Durban, is the largest at which the union has won representation rights.

Some 1 300 workers are employed at the Jacobs site, which houses Defy's appliance and wiring plants.

The agreement signed on Friday is similar to one between Defy and Fosatu's Metal and Allied Workers Union at the company's East Rand plant.

Defy and Saawu have been negotiating informally since the company was hit by a strike over workers' demands to withdraw their pension contributions from the metal industries' pension fund.

Mr Colley said yesterday the agreement signed on Friday was largely procedural and dealt with election of shop stewards and other general recognition issues.

But Defy and SAAWU already have a retrenchment agreement at the plant and have signed other agreements on factory issues.

The agreement does not provide specifically for wage bargaining between Defy and SAAWU but it is expected this will take place if the union requests it.

Pat Senior's funeral today

Mail Reporter

THE Johannesburg Art Gallery will close at 1pm today for the funeral of the former director of the Art Gallery, Mrs Pat Senior.

The funeral will take place this afternoon.

Mrs Senior, who was killed by a bus last Thursday, will be cremated at the Braamfontein cemetery crematorium at a 2pm service.

Donations may be made to the Pat Senior Memorial Fund for the purchase of art

More unity likely after rival unions hold talks

By STEVEN FRIEDMAN
Labour Correspondent

IN an "historic" move which heralds increased unity between union groups which were once bitter rivals, shop stewards of the Federation of SA Trade Unions' Metal and Allied Workers' Union have met stewards of the General Workers' Union to discuss common problems at the giant Dorbyl group.

The meeting was held at the weekend and will be followed by attempts by the two unions to negotiate jointly retrenchment pay for members with Dorbyl.

MAWU said in a statement yesterday stewards of the two unions were sharply critical of Dorbyl's unwillingness to pay retrenched worker severance pay.

The joint meeting between the two stewards' groups is the most concrete evidence so far of co-operation between the GWU and Fosatu unions such as MAWU.

It is understood that there has also been informal co-operation between other Fosatu unions and both the GWU and the Food and Canning Workers' Union.

Union sources expect this to lead to an alliance between these unions when emerging unions meet in Cape Town to discuss unity on April 10.

In its statement, MAWU described the first-ever meeting between shop stewards of

the two unions at Dorbyl as "historic" and said the meeting had discussed "common grievances against the Dorbyl group".

The "major issue" was "the refusal of Dorbyl to pay retrenchment pay". The statement said stewards were "disgusted" with Dorbyl "which earns millions in profits but does not think at all for the workers it retrenches".

It claimed the group had earmarked R40-million for projects at one of its companies alone, but was unwilling to compensate retrenched workers.

It said that where factories had been closed Dorbyl had paid workers only one day's pay for each year of service which "compared very badly" with other big metal groups which paid one week's pay for each year.

Dorbyl is expected to reply to the statement today.

MAWU also said yesterday it had held its first national shop stewards' council meeting for Barlow Rand companies at the weekend. Stewards from Transvaal and Natal firms in the group had attended.

It said recognition talks with Barlow firms were "deadlocked over several points" and accused the firms of setting "unreasonable preconditions" to recognition.

Comment from Barlow Rand could not be obtained yesterday.

'Blind led blind' inquest

CAPE TOWN. — The composition of the watch on SAS President Kruger at the time of the collision with SAS Tafelberg could be described as a case of "the blind leading the blind", according to the Deputy Attorney-General of the Cape, Mr Frank Kahn.

He said at the inquest into the death of Chief Petty Officer Donald Webb yesterday that he would argue that at the time of the collision President Kruger had an inexperienced first officer of the watch leading another inexperienced second officer of the watch.

The first OOW was in turn taking orders from the Principal Warfare Officer (PWO)

who was himself not qualified.

The officers of the watch on board President Kruger at the time of the collision were Lieutenant Peter Smith (the PWO), Sub-Lieutenant R E Pickstock (first OOW) and Sub-Lieutenant A J Meintjies (second OOW).

Commander J F Wainwright, of the Tactical and Torpedo Anti-Submarine School, said in reply to a question by Mr Kahn that the competence of officers of the watch was decided by the captain of the ship.

Mr Kahn then asked him if he would accept that the three officers were in charge of the ship when it collided.

Cmdr Wainwright: "That is fact."

In answer to a question from Mr Kahn earlier, Cmdr Wainwright said Lt Smith, the PWO on President Kruger, had, under his control, passed a course which aimed to produce a man capable of acting as a PWO on a frigate.

However, he had entered certain reservations about the Lt Smith's personality in his report at the end of the course.

Cmdr Wainwright said he would have expected Captain Wim de Lange of President Kruger to have read the course report.

He said he had stated in his

Mail Correspondent

CAPE TOWN. — Police in the south-western districts made one of their biggest drugs hauls ever at a road-block between Graaff-Reinet and Willowmore at the weekend.

They found Mandrax tablets worth more than

Mandrax tablets worth R318

R300 000 hidden in a secret compartment attached to the chassis of a light delivery vehicle and hidden in the vehicle's canopy.

Major Eddie Snyman, police liaison officer for the

area, said policeman stopped the vehicle at about 8.45pm on Saturday night. In searching it, the men found 31 700 tablets, which sell at about R10 each on the black market.

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QUARRY TILES



Fate of workers in the E. Post balance

335
22/3/83
Post Reporter

THE fate of about 250 workers at ICI (SA) in Port Elizabeth after the merger of the Zip and Narrow Fabrics division with Perl-Zip Limited of Cape Town will probably become known this week when management releases a statement.

The Evening Post has twice received anonymous phone calls asking whether the ICI employees would lose their jobs.

ICI's group personnel manager, Mr Clive McCombie, has said the two companies had formed a working committee to study the practical implications of the merger.

The consolidated interests of the merger could be based in Cape Town or Port Elizabeth.

Mr McCombie said from Johannesburg today that he would probably be able to comment on the future of the ICI workers later this week, but only after the workers themselves were informed.

Old rival unions meet

SHOP stewards from one-time rival unions, the General Workers Union (GWU) and the Fosatu affiliated Metal and Allied Workers Union (Mawu) met for the first time to discuss common grievances against the giant Dorbyl group at the weekend.

The major issue at the meeting, which was described as historic, was the refusal of the company to pay retrenchment pay. Shop stewards said they were disgusted with the company, which earned millions of rands in profits every year while not considering the workers it retrenched.

The meeting heard that, while the Dorbyl group was spending tens of millions of rands

every year on various projects, where factories had been closed, the company had sometimes paid retrenched workers only one day's pay for each year of service.

Shop stewards said this compared very badly with the other big groups in the metal industry, most of which paid at least one week's pay per year of service. The meeting resolved to recommend that all the company's shop stewards should ask their managements to arrange a joint meeting with the board of directors before the end of March to negotiate this issue.

Also held at the weekend was Fosatu's first

national shop steward council meeting for the Barlow Rand companies which was attended by the federations' shop stewards from the Transvaal and Natal.

The meeting concentrated on the problems faced by the federation in trying to negotiate recognition agreements with the group's companies.

Negotiations have reached deadlock over several points according to the shop stewards council, especially the "unreasonable preconditions which companies are insisting on to restrict collective bargaining".

77 in ~~PE~~ zip plant out of work

Post Reporter

THE entire staffs involved in the manufacture, sales and distribution of zip fasteners for ICI in Port Elizabeth and Johannesburg will become redundant next month.

The announcement by ICI's chairman and managing director, Mr D W Swarbrick, today comes after the merger this month of the zip manufacturing interests of ICI and Perl Zip Limited of Cape Town.

ICI staff today received a copy of the announcement saying that a working party had been set up to consider the merger implications.

It had concluded that "in the interests of streamlining the business in the newly-merged operation and in order to safeguard continuing manufacture and sales and the employment of as many staff as possible in the new company", the centre of operations would be transferred to Atlantis in the Cape.

This means that 77 in the zip manufacturing section in Port Elizabeth, 26 in the narrow fabrics division, and seven in Johannesburg will lose their jobs.

ICI's group personnel manager, Mr Clive McCombie, said today some employees would be offered positions at Atlantis.

He said ICI retained an interest in Perl Zip.

75 000 jobs may be axed

Argus 24/3/83

335

Argus Correspondent

JOHANNESBURG. — More than 75 000 jobs may have been axed in the steel and engineering industries by mid-year, says a top Anglo American Corporation director.

Mr Graham Boustred, chairman of Anglo's steel division, estimates that the labour force in the metal industries will show a fall as deep as 15 percent from the peak of more than 500 000 reached in the 1981 boom.

MONEY

He makes this assessment in the annual report of Highveld Steel and Vanadium, which alone has retrenched 1 200 workers at Witbank as a result of production cutbacks.

He says almost one-third of steel capacity at Highveld is idle and more cuts in operating shifts at the mills may be necessary unless there is a fast improvement in

domestic and export markets.

Researchers at the Steel and Engineering Industries Federation forecast that the worst should be over after mid-year, with a flattening out of the downward curve by the year-end.

But a turnaround to recovery cannot be expected until the middle of next year, according to reports from major sectors.

The gloom is not universal, however.

Among positive factors is a relatively satisfactory growth by the electronic and telecommunications industries in the first few months of 1983, despite cutbacks in capital spending by SA Transport Services and the Post Office.

SHARP DROP

Even so, industrial production in the metal and engineering industries reflects a sharp drop in the iron and steel basic industries, with indications of further falls in non-ferrous and motor products sectors before revival starts.

The next quarterly review from Seifsa is likely to show that sharp falls were still occurring at the start of the year in such key spheres as crude steel production and pig iron and ferroalloy outputs, running far below levels current even six months ago.

Judgment for textile union

Labour Reporter

The National Union of Textile Workers won a significant industrial court determination in Johannesburg this week.

The union, a Fosatu affiliate, took the Springs textile firm Britex to court for allegedly taking unilateral decisions on wage increases and retrenchments.

The industrial court confirmed a settlement between the two parties and made it binding.

The judgment is seen as a slap in the face for the textile industrial council, which has opposed factory floor bargaining. The union, which is not a member of the council, won on the principles of factory-level talks, stop-order facilities and access for union officials.

Britex agreed to pay R40 000 to the workers without accepting any liability and immediately to reinstate 15 workers who were retrenched last year.

The union had subpoenaed the Textile and Yarn Fabric Manufacturers' Association. The court upheld the subpoena and the association had to present correspondence between itself and Britex from the time that the dispute started.

The documents showed the association's opposition to factory-floor bargaining and its advice to Britex to withhold certain privileges from the union.

The court also confirmed a settlement between the union and Britex which provided for certain procedures. These were: grievance, disciplinary, dispute, negotiating and retrenchment.

Retrenchment procedure includes one month's advance notice regarding any retrenchments, the principle of last-in, first-out, subject to special circumstances, alternate measures, severance pay and preferential rehiring.

Star 24/3/83

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EDSON 15253

25% cut in mine labour force

29/3/83
335
211
217
Mining Editor

MIDDELPLAATS
Manganese mine near Kuruman in the Northern Cape has reduced its work force by 25% after the halting of underground production in February.

According to holding company SA Manganese Amcor (Samancor) the staff cut of about 110 workers was necessary to ensure the mine's operation. Further reductions are being made by not replacing workers who leave.

Dr John Muller, Samancor's general manager for marketing, said the company had gone through four years in which each year was worse than the previous in demand for manganese.

Manganese is used mainly in the steel industry and the slack demand reflects the world-wide depression affecting steel producers.

Dr Muller said underground production at Middelplaats was stopped so stockpiles of ore could be reduced.

The mine would resume operations underground in April at a rate of about 50% of production capacity.

"The situation varies from mine to mine, but if we did not have to reduce stockpiles of ore then operations averaging 50% of production capacity would be sufficient to meet present demand for manganese ore."

Samancor's Mamatwan and Wessel mines were also producing at reduced rates, but high-grade ore producers Hotazel and Lohatlha mines were producing normally.

"The year ahead is expected to be as bad as any we have seen recently. However, we hope to see conditions improve slowly."



INA, who was born in Port Elizabeth, and his par-
d Mrs INA CANNON, are returning to England.

Immigrant bitter over retrenchment after 6 months in job

By SHIRLEY PRESSLY
LAST year Murray and Roberts (Civil) recruited a British civil engineer in London to work for them in Port Elizabeth.

The company paid relocation expenses total-
ling R5 000 for the engineer
and his wife to come out
and after only six months
they retrenched him.

The reason? There was
no work and the current
contracts the company was
working on the Eastern
Cape were soon to be
completed.

Mr Joseph "Jo" Cannon,
and his Dutch wife, Ina, are
parents of a 2½-month-old
baby boy, James, who was
born in Port Elizabeth.

Mr Cannon now has to
pay about R4 500 to ship
himself and his family back
to England with a few trea-
sured household posses-
sions.

And the money must
come out of their own pock-
ets.

"I feel very bitter," said
Mr Cannon, who, in terms
of a service agreement
with Murray and Roberts,
had to work for them for
two years before the com-
pany would write off the
expenses of bringing him
out to South Africa.

"It was the last thing I
expected," said Mr Cannon.
"I did not dream that they
would write off the expense
of bringing us out after I
had worked for the com-
pany for only six months.

"I knew the order book
did not look good but we
had been told that although
there were no new jobs in
the Eastern Cape there
would be tendering work to
do."

Mr Cannon said he was
told on the last day of Feb-
ruary by Mr Graham
Smailes, a director, that his
services would not be
needed after March 31.
Some other employees
were also given letters.

Mr Cannon knew there

was a position going in East
London and asked whether
he could go there. His letter
was kept by Mr Smailes
who made inquiries about
the position in East London.

After a week the answer
came back that the position
had already been filled and
the letter of retrenchment
was then handed to Mr Can-
non, giving him an effective
three weeks' notice.

He said he was upset be-
cause such a short term of
employment on his cur-
riculum vitae did not look
good.

"I found out through the
personnel office in Cape
Town that there was a posi-
tion in the Transvaal and
applied.

"I was told to come up
for an interview at my own
expense and then a week
later was advised that they
were no longer interested.
A week after that I was told
that the interview was on

● To Page 2

UK man bitter over sudden retrenchment

● From Page 1

again but by that time I was
no longer interested," said
Mr Cannon.

"I telephoned the manag-
ing director of Murray and
Roberts in Cape Town, Mr
R Veysey, who suggested I
send my details to Richards
Bay for a possible position
there. I did not do so be-
cause I thought they could
have tried to place me else-
where before giving me a
letter of redundancy," said
Mr Cannon.

"We came out to South
Africa intending to settle
but we have lost a lot of
faith and would prefer to go
back," he said.

The couple planned to re-
turn to England at the end
of April to stay with Mr
Cannon's brother in Not-
tingham until they found
their feet.

Mr Veysey said in a tele-
phone interview from Cape
Town that at the time Mr
Cannon was appointed
there was hope that the
industry would pick up.

"Unfortunately we now
have a surplus of staff be-
cause of the economic
downswing and some have
been placed in the Trans-
vaal and transferred within
the company," Mr Veysey
said.

"We have gone out of our
way to place him within the
group and an offer of an
interview for a position in
Vanderbijlpark was not
taken up by Mr Cannon nor
did he contact the civils
manager in Durban as he
was asked to," said Mr
Veysey.

"I was told on Friday
that he was definitely re-
turning to England and
made no further efforts to
have him placed elsewhere
within the group," said Mr
Veysey.

"He can still go for an
interview to the Transvaal
or to Natal but there is ab-
solutely no work in the
Cape.

"I believe we've tried in
every way to assist Mr Can-
non," said Mr Veysey.

Plea for tenants

in

335

arrears

E. Post 29/3/83

By JIMMY MATYU

RETRENCHED workers in arrears with their monthly rentals have been advised to refer their plight to the chairmen of their wards.

The chairman of Zwide ward 15, Mr Johnson Pisani, said representations could then be made to township superintendents.

The issues was raised at a recent meeting of the ward chairmen and the executive committee of the Port Elizabeth Community Council.

"We will appeal to the superintendents or township managers to grant these people an extension of time until they are employed again, including those who might have by now received final notices of eviction," he said.

The meeting, chaired by vice-chairman of the council, Mr Norman Khaulela, also criticised superintendents who ordered the demolition of backyard shacks without considering the plight of the families.

"These shacks accommodate an overflow in the family. Houses, particularly in the old McNamee Village, are too small and there is an acute shortage of houses."

Mr Pisani said complaints by Zwide residents about poor workmanship on their homes — cracked walls, no ceilings, no floors and gaps under doors — were also discussed.

"Many tenants are of the opinion that they were allocated houses before they were properly finished off," he said.

Workers' help centre opened

Gauteng
30/3/87
335

A CENTRE to cater for the needs of retrenched workers in Katlehong near Germiston has been opened on the East Rand.

The East Rand Community Advisory Bureau, also known as the East Rand Industrial Centre, operates every Saturday at the local Roman Catholic Church from 8.30am until 1.30pm.

Mr Isaac Lehoko, the spokesman for the Bureau, said a number of retrenched people did not know how to go about getting their unemployment funds. "Other workers do not know how to get their monies from the Workmen's Compensation Fund and as a result we decided to form this committee to look after the workers' grievances."

Mr Lehoko said the centre catered for workers staying and working in Germiston, but was hoping to expand in the future.

Mr Lehoko said: "This centre is open to anybody who needs help, whether they are affiliated to a certain trade union or not. The only concern of the centre is to help Katlehong workers."

We are appealing to all workers experiencing problems to come forward with their grievances.

allows men divorce

ION — Iranian men are to be allowed for the first time to initiate divorce proceedings. Iranian National Agency, said today.

Under a new law passed by the Tehran parliament, a woman may sue her husband on al or ideological grounds without the husband's consent. — SAPA-

Pre-schooling pioneer dies

PRETORIA — A pioneer in the field of pre-school education in South Africa and a world-renowned academic on the topic, Mrs Pamela Reilly, 57, died here after a long illness yesterday.

Mrs Reilly was the wife of Mr Gerald Reilly, who is a senior journalist on the Rand Daily Mail. — IDC

Skilled labour need stressed

decided to build a trade school here.

The Maqoma institute was born and took seven years to complete. The institute has been operational since January last year, when its first 22 students were registered.

The Minister of Education, Mr A. M. Tapa, said at the opening that Ciskei needed institutes in order to accelerate development and prosperity.

Mr Tapa said he had great confidence in the future development and prosperity of Ciskei. But in order to enhance and accelerate such development the country needed institutes such as the present one to train its youth so that they could utilise their technical knowledge and skill to their own advantage and that of the Ciskei.

As the Ciskei was not richly endowed with mineral wealth, it had set its target on agricultural and industrial development.

"In order to succeed in this endeavour, skilled labour has become an indispensable requirement in urban as well as rural areas," Mr Tapa said — DDR

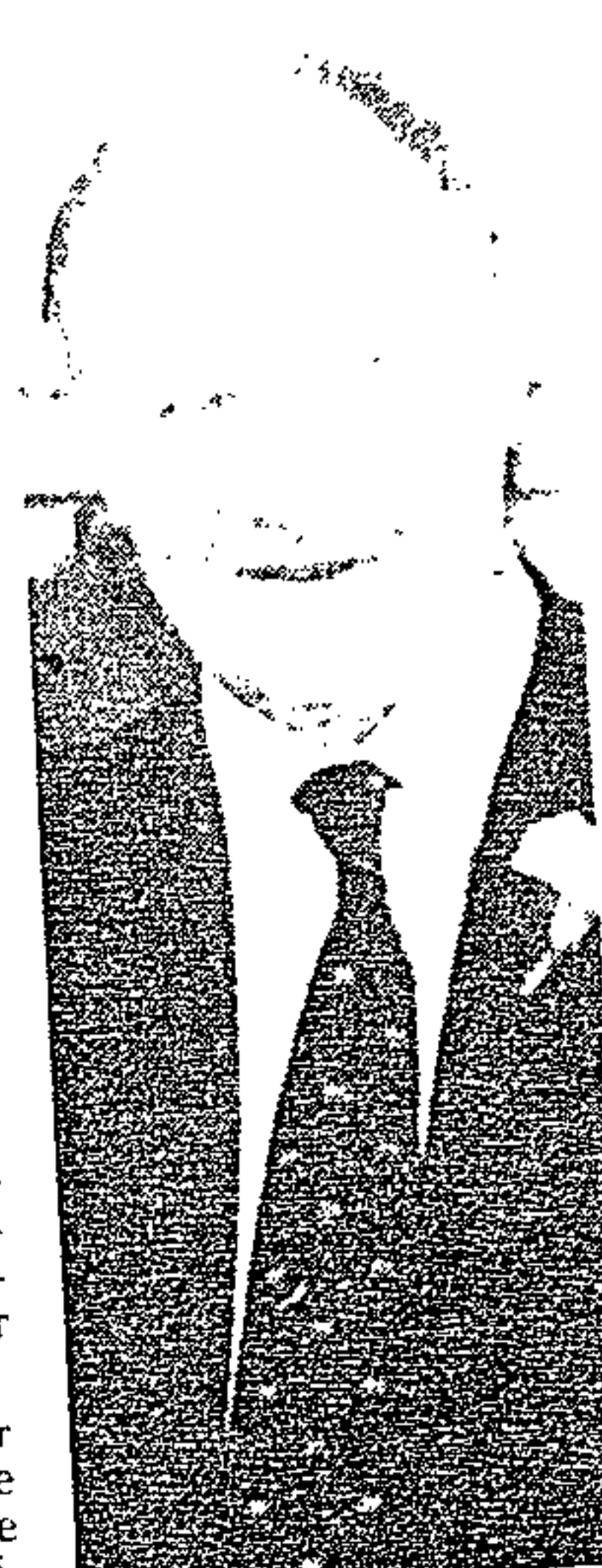
ALICE — Unemployment was not only the concern of the state, but also of industry, and the training of men for skilled jobs was of paramount importance. Mr R. A. Plumbridge, chairman and chief executive of Gold Fields of South Africa Limited, said here yesterday.

He was speaking at the official opening of the Maqoma Technical Institute, built by Gold Fields at a cost of R1 million and which was given to the Ciskei Government.

The gold mining industry in South Africa enjoyed world-wide recognition for its technical achievements and the record of the contribution of the people of Ciskei was a proud one. Mr Plumbridge said.

The money sent, or brought back with the mine-worker when he returned home to Ciskei, provided the country with an important source of revenue, but just as important were the workers Ciskei provided for the mining industry. Mr Plumbridge said.

Ten per cent of the 30 per cent Xhosa complement working on the mines came from Ciskei, he added.



MR PLUMBRIDGE

Gold Fields therefore believed they could make a contribution to the future prosperity of Ciskei and as a result of talks with government officials it became apparent that there was a need for technical training. It was subsequently

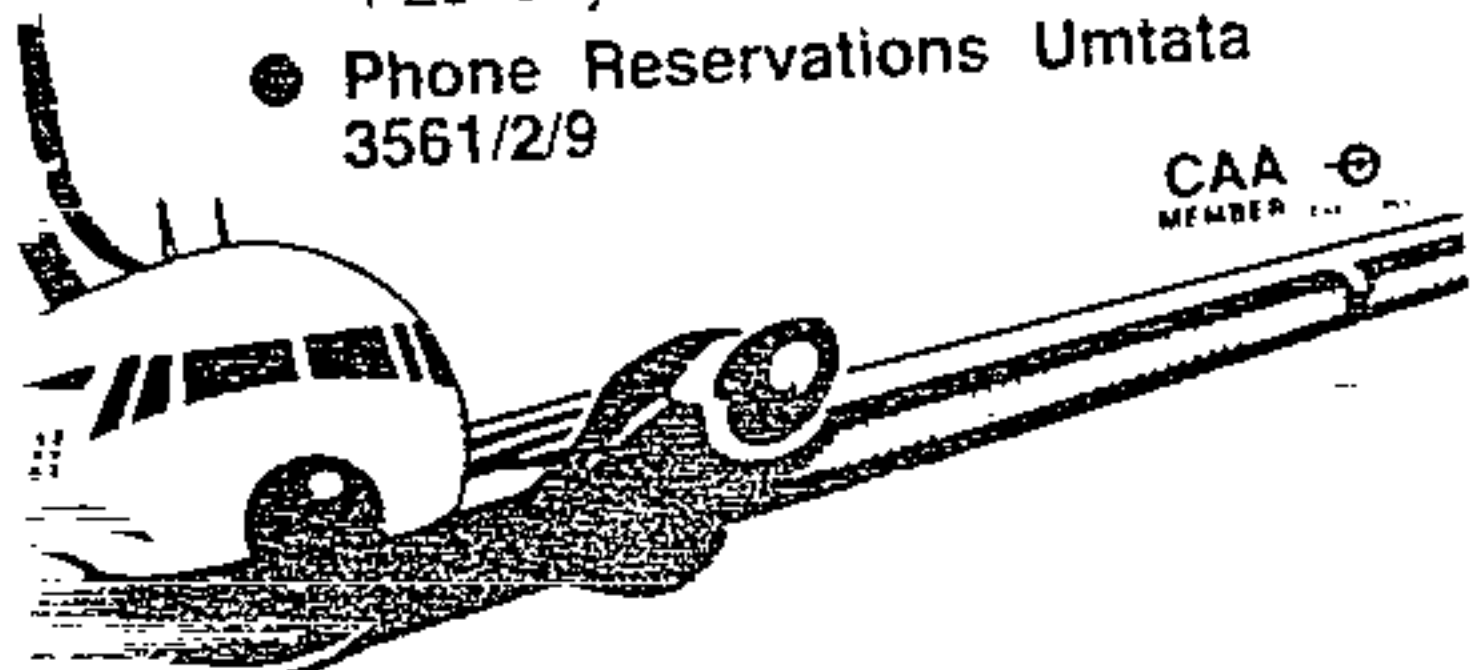
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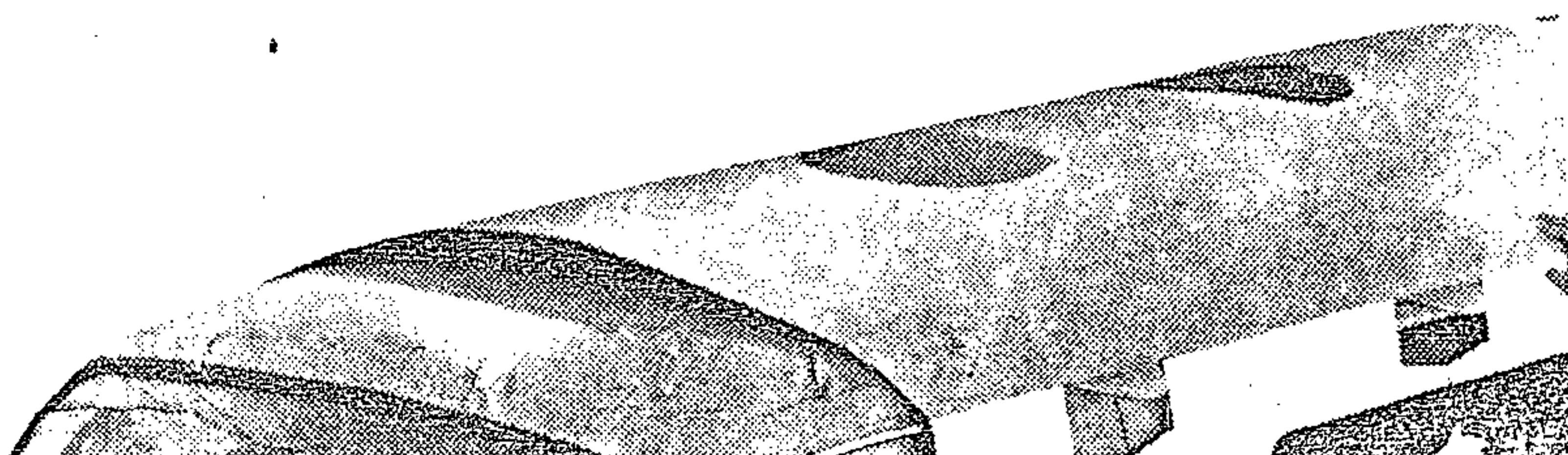
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in Robben swim attempt

An 11-year-old Sea Point boy, Laurie, is set to become the youngest swimmer to complete the distance from Robben Island to today, weather permitting. Laurie will swim across Table Bay at 8 am, accompanied by a boat. Laurie, 11, will complete the crossing in about four hours, swimming in a pool, covering nearly 2 km.

They make an eye-catching spectacle, to be sure. These two girls turned up at the Rand Show yesterday wearing giant sunglasses the likes of which have not been seen around town before. The girls declined to be identified but revealed that the specs would be on sale for the first time this year, thereby giving South Africa a touch of glass.

Picture: Trevor Samson.

Armcor retrenches 842 staff

21/3/83
335

By Sheryl Raine, Pretoria Bureau

Armcor announced today that 842 of its employees have been retrenched.

The 308 whites and 534 black, coloured and Indian workers were employed at Atlas Aircraft in Kempton Park and Naschem at Lenz near Soweto.

"The necessity for the personnel reduction can be ascribed to the levelling-off and even the decrease in the demand for some items of armaments as a result of changing priorities of the South African Defence Force," an Armcor spokesman said.

"For a considerable time now, vacancies arising out of resignations have been filled from external sources only by rare exception. At two subsidiaries, this reduction was inadequate and the termination of the services of staff had to be resorted to."

Armcor indicated that those retrenched had been drawn from all levels of expertise and that management had not been immune to lay-offs.

Maximum benefits were granted to the employees who left their jobs today.

Those with less than five years' service were paid two months salary, those with five to ten years' service three months salary and those with more than ten years' service, four months salary.

Those employees who had bought houses through a beneficial Armcor home financing plan have been given two years to make other arrangements.

This is the first time in Armcor's existence that mass retrenchments have come into effect. Armcor was established in its present form in 1977.

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Demand down so Armcor lays off 842

Mercury Correspondent

PRETORIA—The Government's munitions manufacturer, Armcor, yesterday laid off 842 employees of all races in an unexpected austerity drive which followed less than 24 hours on the Minister of Finance's announced increase of more than 15 percent in defence spending during the coming year.

Two of Armcor's subsidiaries — the Atlas Aircraft Corporation at Kempton Park and Naschem at Lenz, near Johannesburg — are affected. Workers who were to be retrenched were handed envelopes containing their notices of termination of employment when they arrived for work yesterday.

Workers are said to

have been satisfied with their severance pay.

An official statement issued at Armcor headquarters in Pretoria after the men had been notified, said: "The necessity for the personnel reduction can be ascribed to the levelling-off and in some instances the decrease in the demand for some items of armaments as a result of changing priorities by the Defence Force.

'Armcor, in spite of inflation, was obliged to restrict price increases on products through higher productivity, which inevitably led to a redundancy of personnel in some areas.'

An Armcor spokesman said yesterday that further lay-offs were not planned.

For a considerable time, vacancies which arose in Armcor — one of South Africa's biggest undertakings with more than R1 200 million in assets — were not filled from outside recruitment in an effort to prevent retrenching staff.

Laid off

However, the reduction at the Atlas and Naschem factories was inadequate and this had necessitated the lay-offs, an Armcor spokesman said.

Of the 160 members of the Atlas staff who were laid off, 87 were white and 73 were non-white. At Naschem, 221 were white and 461 were non-white.

Those who lost their jobs were given attractive benefits. These included up to four months' severance pay (depending on service) and other fringe benefits, including a percentage of the annual bonus which is paid out in December.

Last year, Armcor launched a drive to save its arms industry by selling its products abroad. An Armcor source said yesterday that the retrenchments did not indicate that the programme had failed.

Armcor employs about 35 000 people of all races.

Recession puts 500 000 out of work

By Sue Leeman
Pretoria Bureau

Almost half a million blacks in South Africa and the self-governing homelands are out of work and unemployment has increased sharply in the coloured community, rising from 43 000 in January 1982 to 70 000 in the

first month of this year.

A survey carried out in January by the Central Statistical Service in Pretoria showed that 469 000 blacks — or nine percent of the black work force — were unemployed compared with 409 000, or eight percent, in the same month last year.

WOMEN

Unemployment was highest among women, 14,4 percent of whom were found to be without work. Among males the figure was a more moderate 6,5 percent.

It was found that, out of the total black population of more than 17,5 million, about 12 million were not economically active. But it was pointed out that this category included schoolchildren, housewives and those who were retired.

COLOURED

More than seven percent of coloured workers were without jobs at the beginning of 1983 compared with 4,6 percent in January 1982.

Again women were hardest hit, more than eight percent of economically active women being out of work.

Among male workers this figure was 6,2 percent.

The number of jobless Indians increased from 18 340 in September 1982 to 21 434 in January this year. The percentage of the work force left idle rose from 6,6 percent to 7,6 in during that time.

More than 11 percent of the Indian female work force was found to be unemployed.

834 men out as Armscor fights to beat inflation

By MIKE CADMAN
THE giant Armscor corporation has retrenched 834 people as a final step to improve productivity

and because of a cutback of Defence Force requirements in certain fields.
The cutback in staff — an-

nounced this week — is also an effort to counter inflation and to keep the price of South African weapons in line with those of the rest of the world.

Armscor employs about 29 000 people and in terms of asset value (approximately R1 200-million) probably ranks second to Barlow Rand among the country's

industrial giants.

A spokesman for Armscor said this week the retrenchments affected two Armscor subsidiaries — the Atlas Aircraft Corporation and the Natchem company (heavy ammunition).

He said the Defence Force demands on these two companies had dropped off recently.

The retrenchments are the final step in a programme to cut back Armscor staff, the spokesman said.

"We have made retrenchments right down the line, from managerial level through to labourers. They include 300 white people and 534 black and coloured people.

"We are also trying to improve productivity — even our management section has been thinned out. Improving our productivity is good way of fighting inflation and keeping our prices in line internationally," he added.

Employment of new staff has been cut back and people have been transferred to various Armscor subsidiaries as part of the programme.

"We have made the retrenchments as a last resort.

We made the decision only because we were left no choice. If necessary, we will try and help these people find jobs. We will not just turn our backs on them."

Staff members who have been retrenched were paid a minimum of two months salary and all leave and bonus allowances.

"People's length of service was taken into account and some people received as much as four months' salary in advance," the spokesman said. "Obviously pension money and things like that were paid out as well."

People who were in their late forties and early fifties had not been dismissed but several who were over the retirement age of 55 had been retired.

Despite Armscor's cutbacks, this year's Defence budget is a record R3 092-million — an increase of R424-million (15,9%) on last year.

Like the Defence Force, Armscor falls directly under the authority of the Minister of Defence and is linked to the Defence Planning Committee, which helps reconcile arms requirements with the financial, physical and technical possibilities of procurement or manufacture.

Squeeze forces Armscor to lay off 850 workers

By DON MARSHALL
Pretoria Bureau

THE Government's munitions manufacturer, Armscor, has laid off about 850 employees of all races in an unexpected austerity drive.

The move came less than 24 hours after the Minister of Finance announced an increase of more than 15% in defence spending during the coming year.

Two of Armscor's subsidiaries — the Atlas Aircraft Corporation at Kempton Park and Naschem at Lenz, near Johannesburg, — were affected.

There were no incidents reported as a result of the Armscor move and employees were said to have been satisfied with their severance pay.

An official statement issued at Armscor headquarters in Pretoria, after the men had been notified, said: "The necessity for the personnel reduction can be ascribed to the levelling-off and, in some instances, the decrease in the demand for some items of armaments as a result of changing priorities by the South African Defence Force.

"Armscor, in spite of inflation, was obliged to restrict price increases on products through higher productivity, which inevitably led to a redundancy of personnel in some areas."

An Armscor spokesman said further lay-

offs were not planned for the foreseeable future.

For a considerable time vacancies which arose in Armscor — one of South Africa's biggest undertakings with more than R1 200-million in assets — were not filled from outside recruitment in an effort to prevent re-trenching of staff.

The reduction at the Atlas and Naschem factories, however, had been inadequate and this had necessitated the lay-offs, the spokesman said.

Of the 160 members of the Atlas staff who were laid off, 87 were white and 73 were of other races. At Naschem, 221 were white and 461 were of other races.

About 12% of those laid off at Naschem were immigrants.

"In deciding who to discharge, race, sex, and citizenship status did not play a role," the spokesman said.

Those who lost their jobs were given attractive benefits. These included up to four months' severance pay and other fringe benefits, including a percentage of the annual bonus which is paid out in December.

Employees who had obtained housing at Armscor's housing development scheme at Nonaero Park, near Kempton Park, were given two years in which to find alternative financing and this period will be extended if necessary.

and a return to since the 1930s.

agreement with fixed ex- ly apparent that the

Bus AR 645

9/4/83

185

335

4 026 jobs lost in Cape clothing plants

THE number of clothing workers in the Cape dropped from a peak of 63 350 in June last year to 59 324 at the end of December — a loss of 4 026 workers.

The chairman of the Industrial Council for the Clothing Industry (Cape), Mr A M Rosenberg, gives these figures in the council's annual report.

He says the clothing industry will go through a period of consolidation this year and some cut make and trim (CMT)

manufacturers will find it difficult to continue as a result of a lack of orders.

But workers losing jobs at small CMT concerns will be absorbed by larger well established factories.

LABOUR MARKET

The downward phase in the business cycle might last well into the second half of this year. However, it is hoped the recession will be less severe than in 1977.

The downswing has af-

ected the structure of the industry.

For many years manufacturers have had to compete in the labour market for a limited number of employees. Now pressure on employers seeking staff is likely to lessen.

School leavers will be

entering a contracting labour market and many workers with previous experience will be returning to the industry to augment family incomes.

This should have a dampening effect on absenteeism, labour turnover and on excessive wage offers.

The number of employees involved in movements into and out of the industry has continued to cause concern.

In 1982 the number of manufacturers in the industry rose from 377 to 407. Seventy-one factories opened and 41 closed.

Market for jobs

By Stephen Orpen

MANY job seekers are facing their worst crisis for 50 years.

This is the consensus among a wide range of recruitment specialists canvassed by Business Times countrywide this week, which shows that even senior men are walking the streets.

The results of the investigation are corroborated by the latest report on South African demand for workers from the authoritative international job monitoring and structuring company, Hay-MSL.

They are also confirmed by the latest official figures on unemployment from the Unemployment Insurance Commissioner's office.

Released today, the South African section of the Hay-MSL report, prepared from a comprehensive survey by Hay-MSL's SA operation, reveals that, in particular, demand for executives of most kinds, at most levels, in most sectors has virtually collapsed.

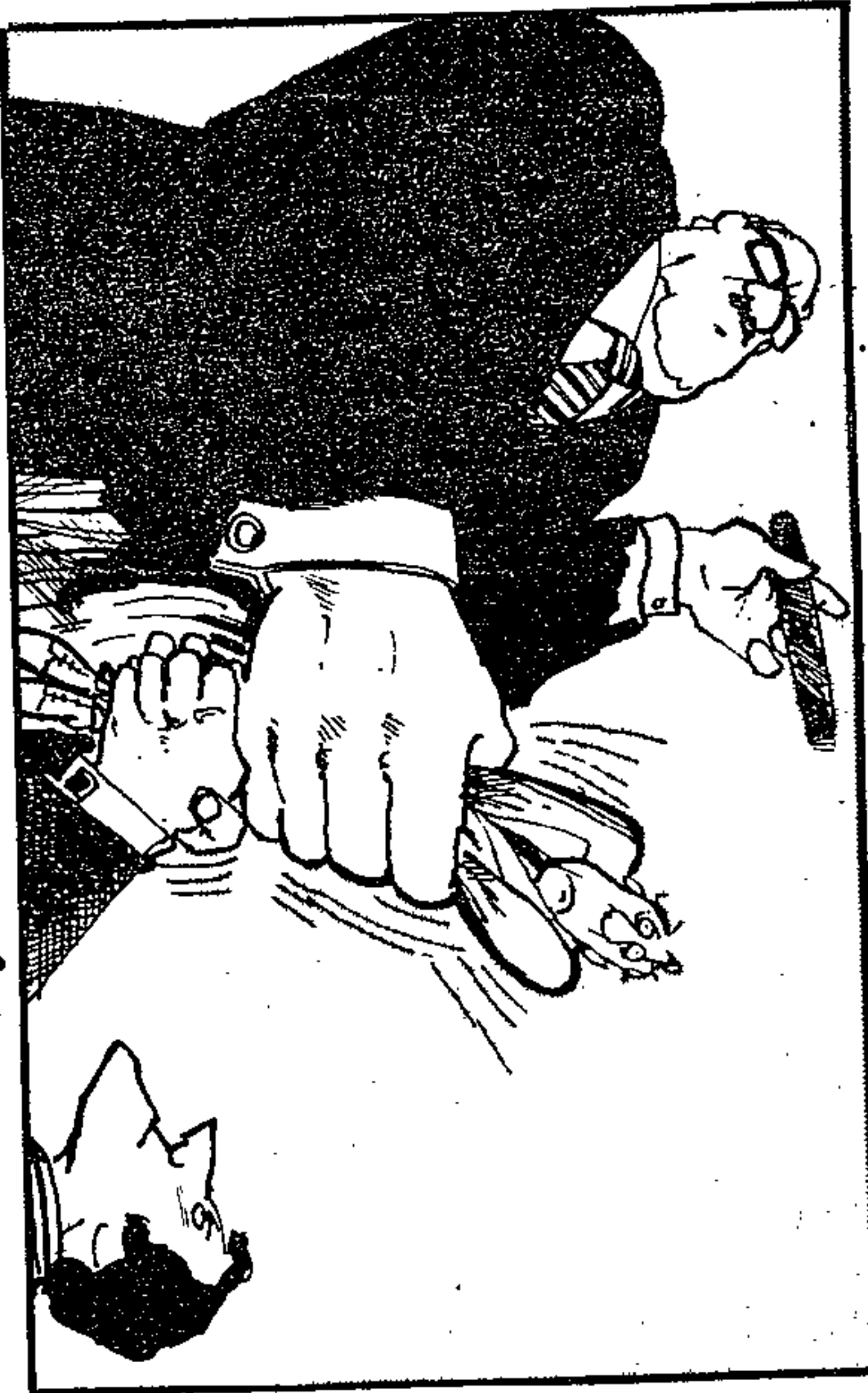
On the other hand, certain management and technical skills in some sectors, at some levels, are still virtually unobtainable.

Also, there is a widespread overload on the best executives, and even on many of no more than "above average" competence.

Both this overload and the scarcity of suitable applicants is especially marked in the case of both high and low level technical and technological skills — although only in rather narrowly defined categories.

A heartening point is that

THE ROOF CAVES IN



That's 5 000 out, sir. Any more?

recruiters: "Once the next upswing is under way next year, the current depression could fast somersault into one of the strongest sellers' markets for years."

The UIC official figures reveal that the total amount paid out in monthly unemployment benefits has more than doubled in the past year. The total payout for the year to end-January 1983 topped R52-million.

The figures suggest that white workers have been rel-

statistics is highly questionable, and that the true "global" figure is at least 2-million.

Hay-MSL's "Indicator of Executive Demand" warns: "Now is not the time to go searching for a management job opportunity if you are an average executive."

During the first quarter of 1983 the indicator shows that the number of opportunities available for SA managers scarcely topped 50% of the levels for the same period in 1982.

Not only did the usual surge in demand for executives during the first quarter each year evaporate.

The indicator shows that total demand during the first

10/4/83

(up 47% on first quarter of 1982).

So do experienced research design and development executives (up 50% on first quarter 1982).

During the second half of 1982 both these categories experienced marked increases in demand as the recession deepened.

However, according to other selection and recruitment firms, the iron grip of the worst downturn in the country has experienced since the Thirties was much less kind to most other managers, and brutal to many in white and blue collar categories.

Black unskilled and semi-skilled workers have predictably been still worse hit, they say.

But the most ominous (and unique) feature of the market contraction has been the extent to which it has reached deep into formerly "safe" or "protected" posts.

On one side, the Government's determination to shackle the cost push in the public sector has thrown even long-serving public servants out of work.

On the other, most companies in the private sector have been forced to resort to retrenchment even at the highest levels, in many cases for the first time.

The P-E Consulting Group's human resource subsidiary, HRD, has also just released the results of a new survey, which shows clearly that the growth and profits of personnel and recruitment specialists have been savagely curtailed following the

billing and even improving the bottom of the trough is suggesting that approaching, and desperate work seekers may find their struggles rewarded before too long. A spokesman for one of the country's top three high-level

| | |
|-----------------------------|------|
| Accounting and Finance | 64% |
| Production/Technical | 42% |
| Research and Design | 40% |
| Computers & Data Processing | 44% |
| Personnel Management | 19% |
| Mining Executives | 147% |
| General Manager | 50% |
| Total for all categories | 102% |

| | |
|------|-----|
| 102% | 56% |
| 235% | 51% |
| 59% | 28% |
| 159% | 78% |

up (3%) on demand for the last quarter of 1982 — itself down due to the recession and the traditional last-quarter fall-off. There are two notable exceptions: Competent general managers continue to be recruited

The roof caves in on jobs

10/4/83 From Page 1

dive in job turnover. The survey notes: "A disturbing number of established as well as new companies have gone to the wall, and job canvassing has crashed at least 50% since the second quarter of last year."

The Hay-MSL survey says it appears that tough times require tough and seasoned general managers, and that some of the incumbents of chief executive seats move out or move aside as their management style is found to be inappropriate for difficult times.

"There could be a number of reasons why research design and development executives are more in demand during tough times.

"Product refinement, new product diversifications and alternative methods of production are of paramount importance as companies look for a larger share of the shrinking market."

The table on Page 1 illustrates clearly how executive recruitment activity has moved when compared with the first quarters of 1982 and 1981.

Says Hay-MSL: "It is our opinion that current levels of executive recruitment are unlikely to increase to any great extent during the next three to six months, and even the last three months of 1983 will probably not see any major changes, as companies wait for the start of 1984. "Only in the first quarter of 1984 is there any likelihood of an improvement."

10/4/83

Power blackouts pose major new threat to drought-hit South Africa

By Stephen McQuillan

Jobs in

danger

When the

lights go out

South Africa is facing a major crisis ... and there is hardly a thing anyone can do to avert it.

As the water nightmare intensifies the threat of a new but associated problem becomes more apparent — power blackouts.

The picture is gloomy. It is hard to say whether cuts in electricity supply will become a reality, though the Electricity Supply Commission (Escom) appears pessimistic and the Government is preparing for the worst.

Escom predicts power cuts by August or September — the end of the dry season — unless it can get more water to provide cooling at power stations.

Water levels in dams supplying stations are dropping rapidly. The Directorate of Water Affairs at Pretoria is considering building a pipeline to keep water flowing to stations in the Eastern Transvaal which supply about 80 percent of the country's needs.

Escom is suggesting an R80 million project to shift generation to older stations which are more expensive to run but have ready access to water, such as those on the coast.

But what happens if the lights go out? South Africa could be facing a disaster — especially for industry.

No doubt businesses would receive priority from Escom and from the Government. But it seems they would escape power cuts completely only if the crisis were short-lived.

The Chamber of Mines would rather not think so far ahead — the prospects are depressing.

Gold mining, which consumes about 27 percent of Escom's power output, would be one of the last areas to be hit.

But if the current stopped, so would the mines.

'If there was a serious power failure it would certainly throw the cat among the pigeons.'

"Obviously, if there were extensive power cuts it would affect gold mining very seriously indeed," said a spokesman.

Mines have emergency generating plants, but they would be used only to recover miners underground if the normal sup-

ply failed. Mines could not be operated on stand-by generators.

Parts of the South African banking system would face total collapse.

The world of finance becomes more and more dependent on computers as the years pass. When the computers stop, so does the banking operation.

Many banks have back-up power supplies. Some have not.

Banks would not cash cheques if they were unable to check computer records to see if an account was still in the black.

Mr Bill Jones, general manager of operations with the Standard Bank, said that although his bank was well protected others could not rely on an uninterrupted power supply.

"If there were a serious power failure it would certainly put the cat among the pigeons," he said. "Banks with little or no protection would have to come up with something in a hurry."

"Power is vital to our industry. If the supply collapses, so does much of the banking system. There is no way we can go back to pen and ink."

Mr Jones said Escom had always been co-operative in the past, warning banks in plenty of time about impending cuts.



UNIVERSITY OF THE WITWATERSRAND
EXAMINATIONS

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Number of books submitted

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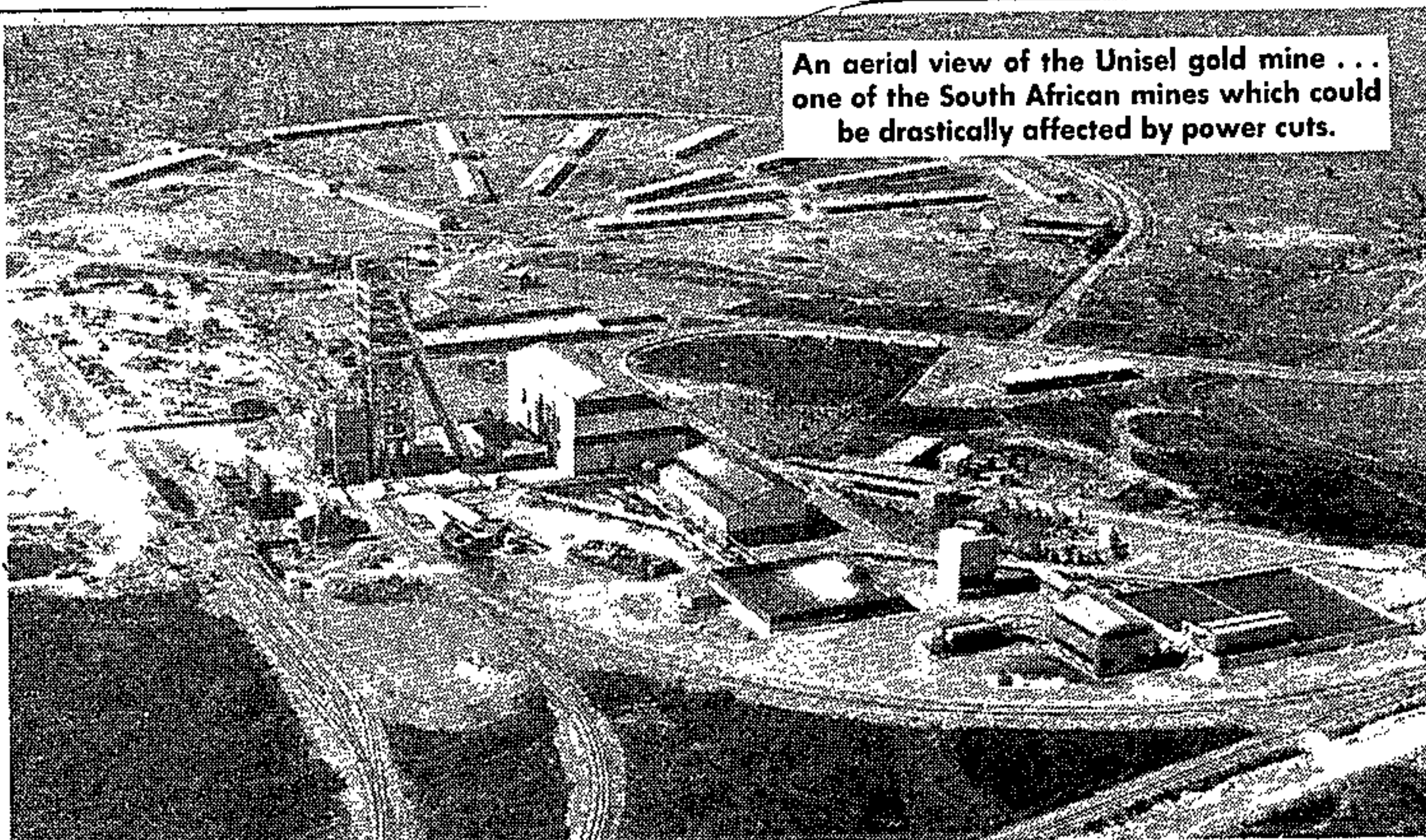
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NOTE CAREFULLY

1. Enter at the top of the block on question you are answering.
2. Blue or black ink answers. The use of red or green underlining, erasing, or which pencil marks are not allowed.
3. Names must be written in full (e.g. graph paper examination book).



An aerial view of the Unisel gold mine . . . one of the South African mines which could be drastically affected by power cuts.

He said any bank which did not have uninterrupted power supply now must surely be planning it for the future, even though the cost would be well over R1 million.

Mr John Nelson, acting president of the Steel and Engineering Industries' Federation of South Africa, said if power cuts occurred industry would face a "gigantic problem".

The federation, which represents mainly the steel and aluminium industries, feels there would hardly be a factory in the country that would be able to avoid laying off workers if

power cuts were both widespread and lasting.

Mr Nelson said it was essential to prevent molten metal solidifying in giant electrically-powered furnaces.

"Furnaces could be destroyed or at least put out of action for a long time," he said.

"My opinion is that industry would be given priority. In no circumstances would power supply be cut until this became unavoidable."

Industries represented by the federation were major users of electricity.

Mr Nelson said it was impos-

sible to keep furnaces operating without the normal power supply. They needed about 30 Mw to operate and back-up systems could not provide that amount of power.

"If power cuts occur on a big scale, industry will grind to a halt," said Mr Nelson.

Mechanised industry would be badly affected as plants fell idle.

Mr Nelson said the South African Iron and Steel Industrial Corporation (IsCOR) could be badly hit by widespread black-outs.

Managing director of IsCOR Mr Floors Kotzee said he was concerned because he did not know what to expect.

IsCOR had already launched contingency plans to keep its supply of water flowing. It was using effluent from local authorities for cooling, re-cycling water and drilling boreholes.

Only one plant, the Newcastle works with an output of 2 million tons a year, was facing problems with water supply and Mr Kotzee believed they would soon be overcome.

No plans had been made to deal with widespread power cuts in spring, though temporary interruptions in supply had been taken into account.

"We can only hope this situation does not arise," he said. "We have limited back-up power supplies to keep furnaces 'ticking-over' but if power to a particular works were cut, men would have to be laid off."

"You must bear in mind that steel is a basic industry. I think the idea would be that this industry would not be the first to be hit."

"It is a vital industry which contributes substantially to the country's exports."

Mr Kotzee said that if power cuts spread to IsCOR it would have to come to an arrangement with Escom on how to limit the use of electricity by cutting

back some operations.

Escom believes it is not overstating the threat. The commission saw the threat of power cuts emerging as early as August 1982 and feels justified in warning of possible cuts in spring.

But even Escom is unable to predict what will happen.

Heavy rain could bring a reprieve, though it would have to be unprecedentedly heavy to change the picture drastically.

"We are still trying to get the full story, in consultation with Government, on what is happening around the country in order to establish just how serious the problem is," said a spokesman.

Unemployment payments highly emotive issue

THE labour unrest which led to the scrapping of the proposed preservation of pensions legislation was a clear indication that black workers feel strongly about what happens to the money that gets deducted from their pay.

For this reason the announcement by Mr Fanie Botha, the Minister of Manpower, that hundreds of thousands of contract and commuter workers

In his fortnightly discussion of labour affairs, PHILLIP VAN NIEKERK examines the new basis for unemployment insurance payments

from the "independent" homelands will once again become contributors to an unemployment insurance fund (UIF) next month shapes as an important issue.

Given the current recession and the high levels of

unemployment in the homelands, one would have expected the announcement to be welcomed by all concerned. Yet independent unions have warned of widespread worker dissatisfaction over this highly emotive issue.

These workers will be contributing to the South African UIF, but their money is to be transferred to UIFs set up in the homelands, where they must return if they want to claim benefits.

When Transkei, Bophutatswana, Venda and Ciskei opted for independence, commuter and contract workers became, technically, residents of a foreign country. As the Unemployment Insurance Act made no provision for such people, they lost their right to membership of the South African UIF.

Instead, the South African government offered the fledgling states the choice between a lump sum of R300 000 to set up their own UIFs, or the preservation of UIF benefits for three years after "independence". Only Bophutatswana set up its own fund, though with the difficulty that employers in South Africa were under no obligation to contribute to the fund.

Transkei contract workers, who make up the bulk of Cape Town's migrant work force, were cut off from UIF benefits after 1979. Thus, the many thousands of Transkei workers who have been retrenched and forced to return to the homelands in the current recession

have had no unemployment insurance on which to fall back.

In addition, the Department of Manpower confirms, many employers have continued to deduct UIF contributions illegally from Transkei contract workers. Only when they lose their jobs do they find they are not eligible for the benefits.

In East London, confusion on the UIF issue reached comic proportions. The workforce there is divided into migrants from the Transkei, commuters from Mdantsane and Section 10 people from Duncan Village.

Nightmare

When the Ciskei took "independence" in 1981, all workers from Mdantsane working at Mdantsane were immediately cut off from the UIF, migrant workers from Transkei were not supposed to have been contributing since 1976, commuters were to stop contributing when their contracts came up for renewal during the year while their benefits were preserved until the end of 1984 and Section 10 residents were to continue contributing and receiving benefits from the South African UIF.

Theoretically, one employer could employ workers from all these categories in his workforce at the same time. He would probably need a sophisticated computer to calculate pay-day deductions.

Unions in East London such as the South African

Allied Workers Union (Saawu) objected to the loss of UIF rights for their members and there were strike threats as workers demanded their UIF contributions back.

Mindful of possible labour unrest, the government last year passed legislation enabling workers from "foreign" countries to contribute to the South African UIF and have their monies transferred to funds in the homelands.

With these funds now established, the question arises as to what guarantees exist that they will be properly administered. Will the workers ever see their money if it is paid in South Africa and then transferred, say, to the Ciskei government?

The Cape Town-based General Workers Union has criticized the scheme for this very reason and adds that workers were not consulted. Emerging unions have condemned running the UIF on "apartheid" lines and demanded one South African UIF with workers being paid out where they want.

Yet the new scheme could well provide some measure of relief to contract workers, who are forced to return to the homelands anyway.

After all, there are large categories of workers who are completely excluded from the UIF and are even worse off than the contract workers. These include farm workers, domestic workers, railway workers, seasonal workers and casuals, in many cases people whose jobs are most vulnerable in a recession and who are most in need of unemployment insurance.

for the Macleay
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C. H. M.
WILL FREED
P. H. M.

State ⁽³³¹⁾ looks for witness

Star 15/4/83
Pretoria Bureau

The treason trial of Mr Cedric Mayson (53) resumes in the Pretoria Supreme Court on Monday even though a key State witness may not be there.

The trial of the now-banned Christian Institute member was postponed in February until April 18 to give the State time to look for and serve a subpoena on Mr Aurret van Heerden.

The former student leader and detainee was a witness at the inquest into the death of trade unionist, Dr Neil Aggett, and has been in hiding for several months.

The State extended the search to TV's "Police File" but Mr van Heerden has not been found.

'East Cape's main problem is jobless' 335

KING WILLIAM'S TOWN

— Mr Louis Rive, who was appointed by the Government as a one-man commission to study ways to improve the quality of life of blacks in the Eastern Cape, has said in King William's Town that progress was being made.

He told the regional congress of the Association of Chambers of Commerce (Assocom) that in "the Eastern Cape ... the solutions to many national problems must be found."

"This area must become

an economic heartland," Mr Rive said.

He defined the basic problem as the inability to create jobs.

Mr Rive called attention especially to the role of agriculture, small business development and advance in the informal business sector in contributing to economic progress.

He said a plan for upgrading certain areas of the Port Elizabeth-Uitenhage metropolis was almost ready, with the target date being July 1.

It has already been disclosed that expenditure of about R300 million will be needed over four years, with an infusion of about R65 million in the first year.

Mr Rive said it would be left to Mr Louis Koch, Chief Director of the East Cape Administration Board, to determine the means and pace of the work.

Opening the congress, Mr Koch said the solution to the country's problems must be a South African

one, not a "white solution".

Structures for collective decision-making would have to be created, for "we can no longer make decisions as whites."

He stressed the need for increased training for blacks to fill the rapidly growing need for skills which the white sector would not be able to meet.

Employment could no longer be based on colour and universities would have to be integrated, he said. — Sapa

— Sapa

Administration board's funds cut: 230 get notice

By DARYL BALFOUR

MORE than 230 Port Natal Administration Board construction workers were given notice this week as a result of drastic cutbacks because of the recession.

The PFP spokesman on Community Development, Mr Graham McIntosh MP, described the budget cut-back as "iniquitous" and said he would ask questions about the matter in Parliament as

soon as possible.

The workers, including six white supervisors, were told on Monday that their employment would be terminated on Friday but a last-minute reprieve will see them remain employed until the end of the month, the board's chief director, Mr H A du Plessis, said this week.

"It was the intention to retrench these workers immediately but we have decided

not to let them go until the end of the month.

"We are trying our best to keep these people employed, but if we can't find an alternative source of funds we will have to let them go at the end of the month."

He said the board's budget had been cut by about 30% from last year, but it was trying to find other sources of revenue to keep the men employed.

In December more than 1 700 PNAB workers were put on to a three-day week in an attempt to prevent retrenchments.

At the time Mr du Plessis said the board had tried to keep as many people employed as possible, but warned that funds were running out.

Mr McIntosh said: "It is iniquitous to cut back on housing developments because apart from the fact that there is a critical housing shortage such projects themselves are particularly good sources of employment."

Retrenchments lead to stoppage

Labour Reporter 335

ABOUT 160 Port Natal Administration Board construction workers who stopped work at the Kwa-Ndengezi construction yard near Pinetown last week when they learned that 70 of their colleagues were to be retrenched, are expected to return to work today.

Some of the men said they believed that members of the South African Allied Workers' Union were being victimised because all the workers facing retrenchment belonged to the union.

The Administration Board's Director of Works, Mr Leon van Rensburg, denied this, saying the union was not officially recognised and the board had no idea who belonged to the union.

Mr van Rensburg said because of a cut-back in funds from the Department of Co-operation and Development, more than 200 workers employed by the board at Natal sites

would have to be retrenched at the end of this month.

'We are trying to place them in other Administration Board jobs', he said.

A meeting had been held with a workers' committee yesterday, he said, which he believed had settled the issue. He expected workers to return to the construction yard today.

In January more than 300 PNAB workers were put on short time in anticipation of decreased funds.

Hundreds jobless as Cape firm is closed

Own Correspondent

CAPE TOWN — Six hundred people were without jobs today when the Elvinco group, a Cape-Town based firm, was shut down. The company's plants in Johannesburg and Durban were also closed this morning.

The group went into provisional liquidation last week, with the companies owing R7.5 million to banks and shippers.

All three of the group's companies — Elvinco, Lysta Zips and Hereford — were affected by the closure.

Elvinco, which was started in 1948 by Mr Martin Elvin-Jensen, was involved in the injection and blow-moulding of plastic. Lysta Zips manufactured zips for the clothing market and Hereford specialised in webbing, woven tapes and ribbons.

This morning hundreds of stunned workers gathered on the pavement outside the Cape factory. The gates were locked and workers were allowed in one at a time to collect their tools and personal possessions.

The company employed many skilled workers such as electricians, fitters and turners, skilled machine operators and assemblers, as well as clerical staff.

There appears to be some confusion about how much employees will be paid now that the company is shut although a company official said monthly salaried workers would be paid until the end of April and factory workers on a weekly wage would be paid up until last Friday.

However the provisional liquidator, Mr David Rennie, of Syfrets Trust, said a final decision had yet to be made on how much to pay employees.

According to Mr Rennie, high interest rates during 1981-82 had hit the company hard and were the major factor behind the failure of the group.

He said he was hoping the company could be sold and the business re-

Clenched fists

Black Sash tells of a 'spirit of foreboding'

By Sol Makgabutlane and Jo-Anne Collinge

The refrain "Mayibuy' iAfrika" (Let Africa return to us) sounded over the rolling south-eastern Transvaal farmland of Driefontein on Saturday as Saul Mkhize was carried to his grave.

The ceremony for the community leader, killed by a police bullet while fighting to preserve his people's corner of Africa, was attended by about 1 000 Driefontein residents.

Their number was swelled by hundreds of migrants from the village and representatives of outside organisations, including the Congress of South African Students, Azanian People's Organisation,

Workers' Support Committee, Black Sash, South African Council of Churches, General and Allied Workers' Union, Soweto Civic Association, Diakonia, and Women's Federation of South Africa.

There were no police in evidence and the four-hour ceremony at the family home was peaceful.

While waiting for the coffin, some mourners sang hymns and others freedom songs.

DEFIANCE

But the emotional crowd raised clenched fists in a gesture of unity and defiance when Saul Mkhize's body arrived.

The speeches that followed were marked by anger at the police shooting and determination to resist forced removals. Saul Mkhize was described as an inspiring hero and martyr.

The Rev Stanley Hlongwane of the ecumenical organisation Diakonia evoked loud applause when he said that, far from being "the end of us", Mr Mkhize's death was "the beginning of a long journey".

"There are still many Saul Mkhizes to come; there are still many who will die for their rights."

He said the death had caused the people



MR SAUL MKHIZE

of Driefontein to stand back and think why he died. It had brought them firmly together. He died for all the black people of South Africa — "even for all of Africa".

These feelings were echoed by Azapo president Mr Laybon Maba-sa, who described removals as part and parcel of the black man's life. "Our courage will not wane. We are prepared to lay down our lives so that Azania can be free."

Bishop Desmond Tutu of the SACC pointed out that Mr Mkhize's death had united many sections of South African society.

COURAGE

The Black Sash's tribute highlighted his courage. "There was a spirit of foreboding in Saul Mkhize during his last weeks. But he was a man and refused to be a slave. He continued to lead resistance to this removal."



Mourners raise clen-

Dutch wants cl

A major Dutch trade union, Mr Saul Mkhize could signal appealed to the Prime Minister use his power "for the establishment of a society in which white and black live together peacefully".

The Christelijk Nationaal v general, Mr Arie Hordijk, vis the guidance of Mr Mkhize i latter's death on April 2.

DEFENDING

"We talked to the people their firmness, the honest a- defending their rights. We their willingness to reach a- conciliation and peaceful ag-

wrote to Mr Botha and the tion and Development, Dr hearing of the shooting of Mr

He wished to know which ple from "having their own- tions if their lives and surviv-

He also pointed out that removals were executed g- and bitterness, sorrow and that the record showed that not improved by relocation.

600 lose jobs as Elvinco crashes

1983/18/4/83

Staff Reporter

SIX hundred people were without jobs today when the Cape Town based Elvinco group was shut.

The group went into provisional liquidation last week.

All three of the group's companies — Elvinco, Lysta Zips and Hereford — were affected by the closure.

The company's plants in Johannesburg and Durban were also closed today.

Elvinco, which was started in 1948 by Mr Martin Elvin-Jensen, is involved in the injection and blow-moulding of plastic.

Lysta Zips manufactures zips for the clothing industry and Hereford specialises in webbing, woven tapes and ribbons.

The three companies owe banks and shippers R7,5-million.

This morning stunned workers gathered outside the factory gates, which were locked. They were allowed in, one at a time, to collect tools and personal possessions.

Most learnt of the closure only this morning when they arrived for work.

They include skilled workers such as electricians, fitters and turners, machine operators, assemblers and clerical staff.

One, Mrs Frieda Mor-
kel, said she had been employed at Elvinco as an assembler for 17 years.

Another said she had travelled from Paarl this morning to find the factory closed and discover she was out of a job.

The provisional liquidator, Mr David Rennie of Syfrets Trust, said no final decision had yet been made on how much to pay employees.

He said salaried workers were entitled to pay for half of April as they had been laid off on the 15th.

He said the monthly salary bill was R170 000, and added to this was a weekly wages bill of R30 000.

High interest rates during 1981-82 had hit the company hard, and were the major factor behind the failure of the group.

The decision to close had been taken late on Friday as there was a shortage of cash and working capital. The situation had been precipitated by the fact that debts owed to the company were ceded to banks.

He said the banks had preferred not to lend money to keep the company afloat.

The company would have continued to lose for the next two months. (Turn to Page 3, col 1)



Picture: DANA LE ROUX, The Argus.

A SHOCKED Mrs Rita Steenkamp had travelled from Paarl this morning to find the Elvinco factory shut and that she no longer had a job.

600 out of work

(Contd from Page 1)

He would have needed R2-million to keep it operating until the end of May.

Mr Rennie said the liquidation of the group was the first liquidation of a large company in Cape Town owing to commercial failure in the current recession.

He said he hoped the company could be sold and the business resuscitated.

He had had calls from interested people.

If the company was not sold, its assets would be sold piecemeal, he said.

07/08/83
07/08/83
07/08/83

Workers jobless after bakery closes

ABOUT 180 workers employed by Olympic Bakery in Cleveland have been stranded without jobs when their company closed down suddenly on Tuesday.

The closure of the company, also known as East Rand Bakery, took the workers by surprise and they alleged that they were not notified in

advance that the firm was likely to be closed down.

Although they were not officially told why the firm was closing down, they expected to be paid off yesterday after a meeting scheduled to be held between management and the firm's directors.

One worker said he

heard rumours about a week ago that the firm faced a possibility of closure because it was not making profits.

"I could not confirm this with management because one would have expected an official notification. Only on Monday the manager informed us that there was no work for us and that we should go home.

"On Tuesday we were told for the first time that the firm is to be closed down. This shocked us. We just could not believe what we had heard," he said.

Some of the workers with a long service said they had been transferred to other companies in the baking industry.

Most of the workers were angry and said management at the bakery was being unfair in

giving preference to drivers and their assistants. About 23 drivers and their assistants have been given jobs with the bakery's other branches. They also blamed the bakery's closure on the manager.

The now jobless workers, men and women, said they faced a difficult future. They have families to support, debts to pay and countless other responsibilities and the prospects of getting other jobs were bleak they said. This is due to the present economic downturn which has hit the country.

The SOWETAN's inquiries were referred to the Premier Milling group. An employer at Premier Milling said the personnel manager would be available today to issue a statement on the bakery's closure.

Judging for the Miss South Africa Miss Sandra Steyl and Miss Nicole de and Miss Brenda Bendeman, 22. The Miss Universe pageant, in St Louis in July.

Picture: Dan Bosman



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and Mr Dick man of the

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ory' babies

ted to bear a child for an infertile cou- But the contract has no legal binding and there is no legal recourse against a and-in mother who fails to hand over e baby after its birth. In the meantime, Mrs Blankfield is go- ahead with her baby-factory plans is looking for a base in Mayfair. er R27 000 price includes about 1 000 paid to the volunteer mother. ne idea of a baby-factory in Britain outraged the Society for the Protec- of the Unborn Child, whose chair- Father Rabjohns, said: "The whole cept of the manufacture of human be- ls me with horror. It reminds me

600 workers lose their jobs

Labour Reporter

ABOUT 600 workers lost their jobs yesterday as all Elvinco group plants were closed — but many of them could be re-employed if plans for a take-over of the group come to fruition

All three of the group's companies — Elvinco, Lysta Zips and Hereford — were closed after a last-ditch attempt to obtain credit from banks ended in failure on Friday.

The group was placed under provisional judicial management on April 2 and under provisional liquidation on April 7. The three companies owe banks and shippers some

R7,5-million.

The provisional liquidator, Mr David Rennie, of Syfrets Trust, said all employees would be paid for work done. Only a few people on the administrative side and some workers to "keep the machines greased" were being kept on.

The company's plants in Johannesburg and Durban were also closed yesterday.

Mr Rennie said there were a number of concerns interested in taking the group over and, if this came to fruition, there was a likelihood of people being taken on again.

● Elvinco refused further cash, page 16



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CITY PAROW PAARL CAVENDISH SQUARE ADD TAX

6 600 jobless in West Cape

AK645
22/4/83
335

Staff Reporter
UNEMPLOYMENT
figures for the past six weeks show the number of jobless in the Western Cape is up by 1 300.

This is about 200 more than the figure for the whole of last year.

The figures for the past two months is equal to the increase for the whole of last year.

At the beginning of last year 2 329 were unemployed.

With the rising figures of the past few months, the number of registered unemployed in the Western Cape has increased almost threefold to about 6 600.

1977 recession

This is 2 200 more than the unemployment figure at the start of the 1977 recession. At the end of that recession 7 600 people were registered as unemployed.

Although the figures in the past weeks have, in certain categories, remained static, in some cases even decreasing, coloured men between the ages of 21 and 65 continue to be hardest hit by the present recession.

In January the total for coloured men who had registered as unemployed increased by 204 from 1 902 to 2 106. It increased by about 600 in February and last month by about 600.

Figures for other categories have remained constant, in some cases even dropping.

The latest Department of Manpower figures show that during March 1 845 white people registered as unemployed.

The figures in the main categories, men and women over the age of 21, as was the case in previous months, have shown respectively a marginal increase from 672 to 718 and from 739 to 771.

Same period

They also show that during the same period the figure for coloured women over 21 dropped from 978 to 937. This was, however, after it increased by about 180 in February.

The number of coloured people registered as unemployed in March was 4 657. The figure for Asians was negligible.

Guguletu

The figure for African people, made up almost entirely of Guguletu people, was 551.

The figure in January was 703.

Neither of the figures — and the Department of Manpower concedes this — can be regarded as representative of the true situation because at any given time several thousand more people are believed to be unemployed.

587 jobless as firms shut down

23 APR 1983

335

Cape Herald

NEARLY 600 employees of Elvinco Plastics, Lysta Zips and Hereford Weavers and Dyers have suddenly found themselves without jobs following the liquidation of the companies last week.

Some of the 587 workers were told the bad news on Friday, some were sent telegrams on Saturday but most were only told when they arrived for work on Monday morning.

The stunned workers gathered outside the factory on Monday morning. Security guards kept an eye on the workers as they were allowed in one at a time to collect their personal possessions and tools.

CLAIMED

The workers have been told that they will be paid on Friday but according to a management source, they may have to wait until the wage bill has been claimed from the estate. The spokesman, however,

emphasised that the workers would be paid.

Some of the monthly paid staff have not been paid for last month. Some of them have been kept on to complete tasks.

Sixty percent of the workers are skilled while the rest are unskilled.

The company's plants in Johannesburg and Durban were also closed on Monday morning.

Elvinco was placed under provisional judicial management on April 2. An application for final judicial management was changed to provisional liquidation on April 7.

According to a spokesman for the group's management, the main reason for the liquidation was that the company had over-traded and through this built up stocks.

The spokesman said: "The company has tried to sell to an outside company. This has been go-

ing on for two months and to date, we have not been successful. If we should obtain an outside buyer we will take on our own people first.

CP Correspondent

CAPE TOWN — Unemployed people in South Africa are far more likely to become alcoholics than anyone else.

Recent figures show that they are 35 times more likely to require treatment for alcohol addiction.

And ordinary labourers are not much better off — they are eleven times more likely to require treatment than the expected average.

These alarming figures are contained in the fifth report of the National Advisory Board on Rehabilitation Matters.

The report was tabled in Parliament this week.

The national average, the board says, is 284 out of every 100 000 people in South Africa are resident in treatment centres.

But various occupational groups have a higher — than — average representation at these centres.

Unemployed people and labourers are the two highest categories.

Artisans and production workers are also very high. They constitute nearly a quarter of the residents at these centres although they are 6,9 percent of the population.

The report also shows a sharp increase in the amount of alcohol consumed in South Africa between 1978 and 1980.

In three years, the number of litres of alcohol consumed by all South Africans rose by 31,5 percent to total 116,3-million litres in 1980.

The consumption for every adult over the age of 15 rose by nearly the same ratio — it went up 38,4 percent to average 6,92 litres per head.

Ratio

The report also shows that alcohol addiction is, by far the worst problem of its kind in South Africa.

Why 'white' booze is bad medicine

CP Reporter

More than 91 percent of those being treated in rehabilitation centres in 1980 had been admitted because of alcoholism.

In sharp contrast to the attention given in the media, dagga addicts formed a mere 1,4 percent of the total — 112 people — and those addicted to both dagga and alcohol — 108 people —

JO'BURG — When the liquor laws were liberalised in 1963 to allow blacks to buy brandy, whisky, gin and other "white" liquor, a social catastrophe among blacks resulted.

And, says Professor Charles Isaacson, head of anatomical pathology at the University of the Witwatersrand, alcoholic liver disease has become the biggest social disease among blacks.

Research call

Delivering his inaugural lecture, he said blacks were now displaying all the symptoms of the Western-type alcoholic liver.

He said that when blacks drank only traditional home brewed beer, the harmful effects would take about 40 years to show up.

"Today, Western type liquor can produce cirrhosis of the liver in 12 - 15 years."

Calling for urgent research into black alcoholism, Prof Isaacson said: "We are now in the early stages of alcoholic liver disease in blacks. Now is the time to investigate it."

1,39 percent.

Combined, people with a dagga problem were a mere 2,8 percent of those admitted to rehabilitation centres.

But liquor, promoted by large and profitable monopolies and administration boards, is legal.

JOBLESS and DRINKING themselves to a standstill

STUGA
BOOZE
REPORT

25 1983

3M

Cleveland bakers relocated

Gar
Labour Reporter

About 180 workers at a Cleveland bakery were affected by the firm's recent closure.

The East Rand Bakery, in turn controlled by Olympic Bakery and the Premier Milling Group, closed because of financial and other reasons.

A Premier spokesman, Mr Stan Thompson, said that the group's policy was to relocate as many workers as possible in other jobs rather than re-trench staff. About two in five of the Cleveland workers were relocated at other firms and contract workers would be paid out for the remainder of their contracts. Other retrenched workers would receive substantial payouts.

Mr R D Gold, secretary of the Witwatersrand Baking and Confectionery Industrial Union, said that his union and shop stewards at the bakery were satisfied with their negotiations with Premier and local management. They accepted that the maximum possible number of workers would be relocated.

25 APR 1983

Union dispute: Anglo knocked

2 APR 1983

~~WPA~~ ~~STAR~~ Labour Reporter ~~15~~ ~~10A~~

The Metal and Allied Workers Union (Mawu) has criticised Anglo American's gold division over the union's dispute with Screenex, an Albertson wire firm which does business with the mining giant.

The Fosatu-affiliated union is taking Screenex to the industrial court because the Alrode firm dismissed its workforce earlier this year after a dispute over retrenchments.

Mawu wrote to Anglo's gold division asking what the group thought about dealing with Screenex.

"They have not even had the courtesy to reply to our letter," a union spokesman said yesterday.

The union was also investigating worker allegations of underpayment at Screenex.

An Anglo American spokesman said it was policy not to publically comment on a private letter.

4M 26 APR 1983 The Star

Dispute at Alfa in court

335 Labour Reporter

Judgment was reserved yesterday in an industrial court case in Johannesburg brought by the National Automobile and Allied Workers Union against the Alfa-Romeo management.

The Fosatu-affiliated union alleged that Alfa had laid off active union members, established a works council to counteract the union's activities and refused to deal with Naawu at its Wynberg spares and workshop departments.

Alfa's legal representatives asked whether the union was a party to a dispute and had a right to bring an action on behalf of three of its members and whether the court had the right to hear a case relating to alleged victimisation.

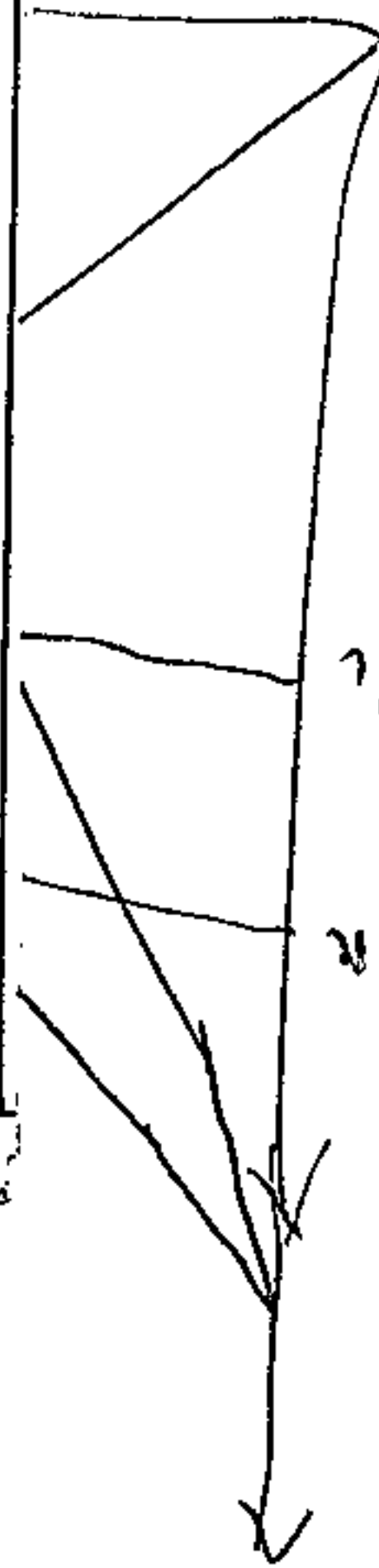
They argued that the issue should be put to the Appellate Division for a decision.

Naawu's legal representatives said these issues had already been decided.

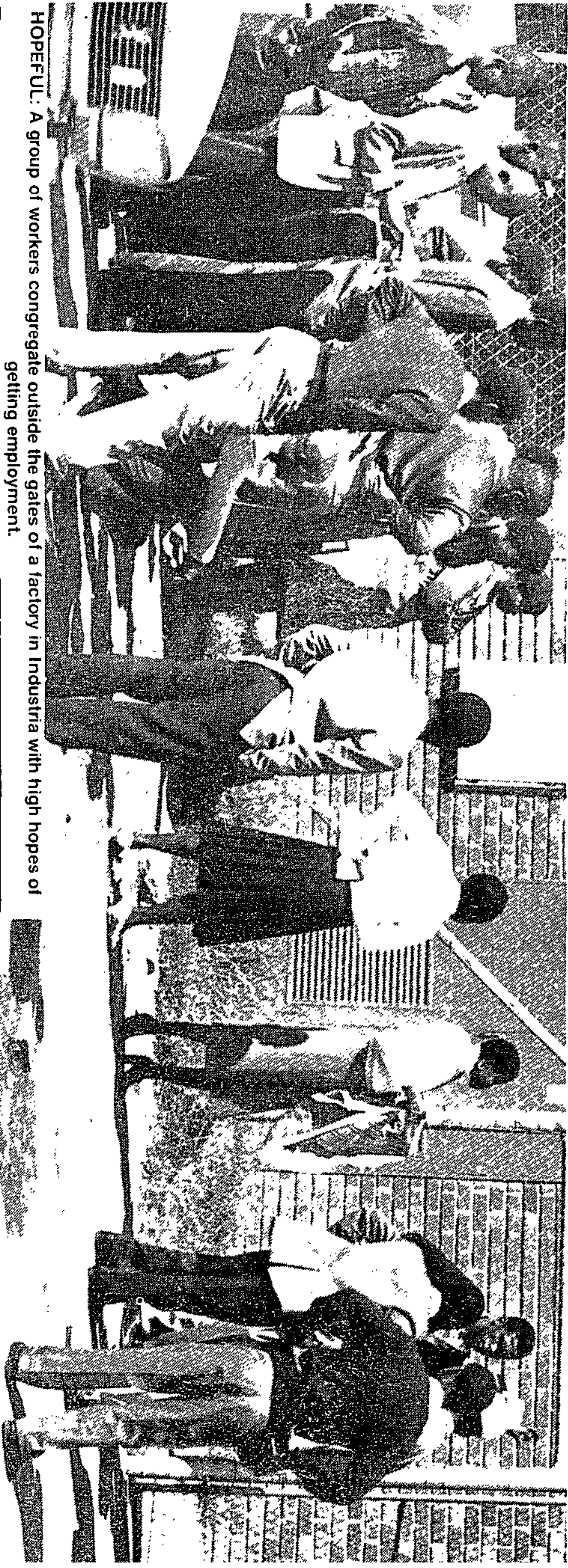
The industrial court was adjourned to consider the disposition of the case.

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M.C.



The queues of desperation



HOPEFUL: A group of workers congregate outside the gates of a factory in Industria with high hopes of getting employment.

Stand here for your

daily dose of despair

THE NUMBER of people who are unemployed or laid off is growing by the day and stories of misery in the black townships are only superseded by the fear of the many social and economic problems that are likely to result from this.

With the scores of factories forced to close down and drastically cut their staff as a result of the deepening recession, thousands of people are queueing at factories hoping to get work. The unemployed range from youth to old, men and women with suffering mirrored on their faces.

The youth show no sign of desperation — probably because they do not have much responsibility. But the old men and women . . . every day that passes without a job means a day without a meal. Their prayer is one: "All we ask for is a job to feed our children."

The workers wait in long queues outside factory gates seeking work in large numbers. The wait lasts hours and many told The SOWETAN they slept on the roadside only to be told that there was no work, no hope.

The situation is particularly bad at the Albert Street West Rand Administration Board offices where men and women queue for jobs in hundreds.

So many people are without jobs that nobody knows the true extent of unemployment in the Pretoria, Vereeniging and Witwatersrand area. The 1982 All Media and Products Survey (Amps) found that there were 155 000 Sowetans out of work. Other sources place unemployment in Greater Soweto at 29 000. All the same, it is clear that unemployment is on the increase. It is obvious too that unemployment will rise as the recession worsens.

At Speedlast, the home of the Bic Ball point pen in Industria, more than 50 men and women queued early yesterday. Mrs Idlette Mohale of 774 Mapetla and a mother of three said she had been out of work for six months.

Story: MONO BAKELA

Pics: ROBERT MAGWAZA

Besides having to pay school fees and buy uniforms for her children she has to pay a monthly rental of R41.30 for her house.

She said she leaves home early daily and goes round the factories looking for jobs. "I would wait the whole day at times hoping to be employed but to no avail. I hope to get work because no one can live without eating and working."

She said she was a filing clerk but had been retrenched like many others.

Mr Richard Gumede of 498 Meadowlands said: "I have to feed my wife and five children. I have been out of work since December. I was working for SA Radiators and was retrenched. I am still awaiting relief from the Unemployment Insurance Fund. I have incurred some debts in the form of hire purchase for my furniture. I always feel dejected every Friday when others go home with pay packets. I've even forgotten about drinking."

When The SOWETAN interviewed people at the Labour Bureau in Albert Street, Mr Joseph Johannes of 233 Naledi said he had been working for Caltex and was retrenched early in December. Since then he had been reporting daily at the Albert Street Wrab offices. "It seems I have no luck. I am now beginning to lose hope. I am worried about how I am going to maintain my family."

He also told the tale of rising early to avoid long queues. He tries at offices and then moves on to the factories.

An investigation at the pass offices showed that many people were kept there all day without a reward of a job at the end. Many of these had not applied for unemployment benefits.



DOZING: Outside the offices of Albert Street Labour Bureau this man seems to have given up all hope of striking a job. He did not even bother to talk to the Press.

Sowetan 28/4/83

(335)

Sowetan
28/4/83

335



WORD: Mr Joseph Johannes of Naledi seems to have forgotten his worries for a moment and listens to a somewhat Christian worker from Holland outside the offices at Albert Street.

Workers hit by sudden closure of Verulam factory

Mercury Reporter

MORE than 250 workers at an Indian-owned sweet factory in Verulam are without jobs following its sudden closure.

Natal Sweets, situated in the industrial section of the town, was formerly owned by a consortium headed by Mr Y S Chinsamy, a member of the Black Alliance. It was sold in 1974 to the Noorgat family of Pietermaritzburg for R325 000.

Most of the workers were paid off last week while a few have been retained until the end of April.

Workers said yesterday they were told of the factory's closure only two weeks before they had been paid off.

Mr Cassim Noorgat, a director of the company, yesterday confirmed that the factory had shut down.

He said Beacon Sweets of Mobeni had bought the factory's machinery and had offered some of the displaced workers jobs at the Mobeni factory.

He refused to say what price had been paid for the machinery.

Mr Barry Rebeck, deputy managing director of Beacon Sweets, said last night his company had offered to buy the machinery of Natal Sweets after it had shut down.

'The machinery is being transferred to our factory in Mobeni,' he said, adding that the company had also offered to take on few of the displaced workers.

Mr Chinsamy said Natal Sweets was established in the town in 1972 and was sold to the Noorgat family two years later because of the lack of experienced staff.

Beacon Sweets had also made a bid for the factory at the time, he said.

Mr Chinsamy said he was disappointed with the closure because 250 families would suffer.

Post Reporter

THIRTY-FIVE men and women at the Renown Food Corporation's production plant in Markman Township, Aloes, Port Elizabeth, are to be retrenched because of the company's rationalisation programme.

The first group will be paid off on Friday. The phasing-out process will continue until the first week of June when the last group of workers will be paid off.

The staff complement at

35 workers at Aloes plant to be retrenched

the ICS group-affiliated plant consists of 70 blacks and four whites.

Thirty-five of the 70 blacks have been "absorbed" by the company's sister operations at Aloes — ICS Foods and Renown Fresh Meat Corporation.

Two of the white members have left the company of their own accord. The two remaining whites will either be retrenched or "absorbed" into the other two company divisions.

Mr Theo Meyer, general manager of Renown Food

Products, said from Pretoria today that the workers were told about their fate about a month ago. The workers' trade union had also been consulted.

He said the steps were taken as part of the company's "rationalisation" programme, which contributed towards better production.

Workers were assured they would be re-employed by the company whenever its activities were extended.

Nampo shock over maize

Industrial Week 2/5/83

By Mick Collins

MASSIVE losses in foreign exchange and widespread unemployment could result from last week's call by the National Maize Producers Organisation (Nampo) which urged farmers to cut their maize production by half.

The Nampo move came after a Government announcement that maize prices would be pegged and could not be increased by more than 9%.

A spokesman for Nampo told Industrial Week that this could mean the cessation of maize exports which earn SA over R700-million a year in foreign exchange.

The spokesman said that the Government move made it virtually impossible for farmers to continue to plant maize at the present rate and hope to show a profit.

Chief of Research at Nampo, Dr Kit le Clus, said that the jobs of up to 50 000 farm labourers would be in jeopardy if production was cut by half.

Allied industries, such as fuels and fertilisers, would also be affected, he said.

Already some 700 workers in the fertiliser industry at Bothaville have been laid off.

SA Transport Services (Sats) deeply in the red and facing a grim year, would lose nearly R170-million in freight charges if farmers heed Nampo's call.

Also hard hit would be the Richards Bay area where elaborate plans are under consideration to develop the harbour into a key point for maize exports.

Economists have warned in the past that the development of Richards Bay is essential if the harbour is to survive.

The tractor manufacturing industry would also suffer a serious setback if the proposed moves are implemented.

This in turn could have a ripple effect on the Atlantis Diesel Engine (ADE) programme which, due to the recession, has been slowed down considerably.

ADE recently laid off more than 200 workers amid reports of growing stockpiles of engine blocks.

The total tractor market forecast is between 8 000 and 9 000 units which is the lowest on record.

The Nampo spokesman said his organisation has asked the Minister of Agriculture and Fisheries, J J Wentzel, to come forward with an explanation for the Government's decision on the maize price.



Miss Cherryl Abrahams, left, and Mrs Hilda Campher ... "No problems with the bosses."



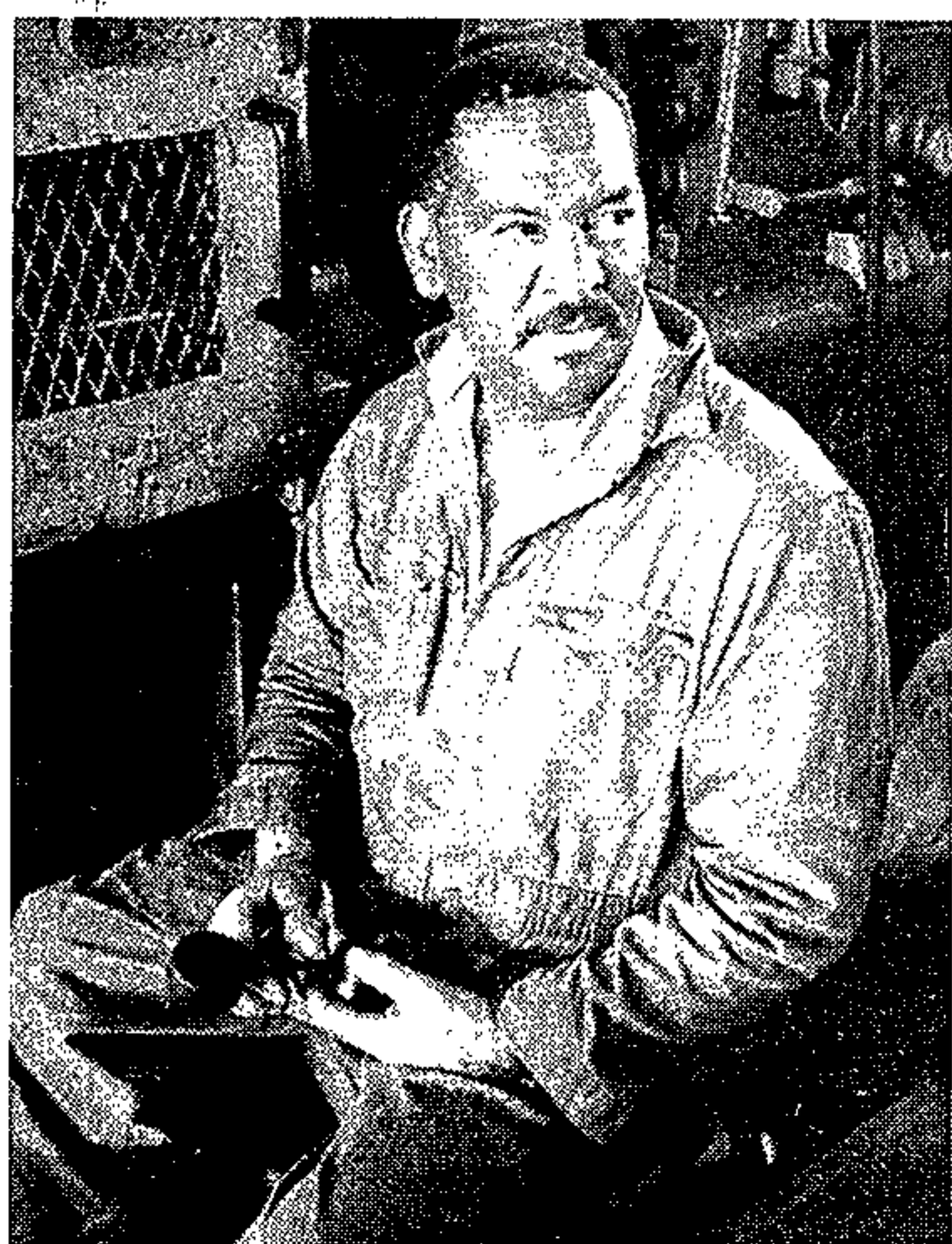
Mrs Esther Dereuk ... delighted to have her job back.



Mr M J van Staden ... "My age is against me."



Mr Chris Philander ... "There are no jobs around."



Mr Abraham Ahrendse ... "I am a family man. We had a hard time while I was laid off."

Despair ends as 500 get their jobs back

Staff Reporter
FIVE-HUNDRED workers at three Elvinco Group factories in Grenville Avenue, Epping Industrial, were back at work this week after spending a despairing two weeks in the ranks of the unemployed.

They were paid off two weeks ago when the firm, hard-hit by the recession, was unable to continue paying their wages.

Pepkor subsequently offered to purchase the group, comprised of Elvinco Plastics, Lysta Zips and Hereford Industries.

Group financial director Mr N Watson,

said 80 percent of the staff had taken up their jobs again. A few, mainly middle-management personnel, had found other employment.

Machine operator Mr Abraham Ahrendse, of Retreat, said he had looked for another job during the previous two weeks but had not found anything.

"I have worked here for 10 years," he said. "I am a family man. We had a hard time while I was laid off. I am pleased to have my job back."

Heavy-moulding manager Mr M J van Staden of Wynberg

had served the company for 33 years.

"I can only be employed in the plastics industry and there are no other jobs here," he said. "My age is against me."

Supervisor Mrs Hilda Campher would have worked for 25 years at Lysta Zips on Friday, but the anniversary passed while she was laid off.

"I'm glad I'm back," she said. "I was very worried about getting another job. This one is a good one, there are no problems with the bosses."

Employees said they had all been taken back at their previous salaries.

| Year | Membership | | | |
|-------|------------|-------|----------|-------|
| | African | Asian | Coloured | White |
| 1970 | .. | .. | .. | .. |
| 1971 | .. | .. | .. | .. |
| 1972 | .. | .. | .. | .. |
| Total | .. | .. | .. | .. |

Union leaders hit back at retrenchments

Southern

335

9 MAY 1983

WHILE bosses and the Government say retrenchments are unavoidable during a recession, trade union leaders say companies retrench to maintain huge profits.

The deepening recession and its resultant retrenchments and high rate of unemployment is leaving in its wake the dreaded spectre of debt, poverty and frustration among countless blacks.

A glaring picture of this was evident when Iscor Steel Industries in Pretoria earlier in the year retrenched more than 40 percent of their 5 000 workers, mostly blacks.

The general secretary of the General and Allied Workers' Union (Gawu), Mr Sidney Mufamandi, said that during recession bosses try to maintain their profit rate and do this at the expense of workers by cutting back their labour costs and dismissing large numbers of workers.

He agrees that retrenchments may occur during an economic crisis but claims that recession always follows a boom period in the economy.

In a boom bosses make very great profits. In fact South Africa had one of its greatest economic booms between 1979 and 1982.

He said bosses could use the high profits made in this period to support workers during the recession.

Instead, he claimed, the workers who made the profits for the company were now put onto the streets.

During recession, inflation increases and workers are faced with a rocketing of prices in household subsistence goods which make their burden even heavier, he said.

He also claimed that bosses use retrenchments to weaken and disorganise worker organisations in the factory by dismissing leaders. The workers who remain behind were overworked because bosses want to maintain

**By MONO
BADELA**

a high level of production and because these workers are also doing the job of the retrenched workers.

Mr Mufamandi said: "One realises that retrenchments are aimed at consolidating the bantustan strategy. Contract workers are hardest hit and forced to go back to the 'homelands' and are subjected to drought and general poverty in the balkanised homelands.

"This forces them to join Government-created institutions like the army," he said.

According to the Metal and Allied Workers' Union (Mawu), "these companies did not retrench to stay in business but to maintain huge profits".

Different trade unions have put forward suggestions on how they plan to fight retrench-

ments.

Some of the alternatives are:

- Managements should give factory committees or unions long notice of an intended retrenchment and provide full information explaining why it is necessary.

- All overtime must be stopped. The bosses cannot be retrenching workers and still have enough work for overtime. By working short time the number of hours which all workers work may be reduced, so the burden of the lack of work is shared.

If retrenchment is to take place, trade unions suggest the following guidelines:

- "Last in, first out" — workers with the shortest service should be retrenched first. This prevents the bosses from getting rid of older workers who have given long service to the company;

- Workers must receive severance or redundancy pay according to the number of years they have served the company;



Some of the women who packed the hall yesterday wait for their money

Unemployment pay: Department 'slow'

By GLEN GARVEN

GETTING money out of the Labour Department can be the biggest labour of all, according to the women who thronged the Thomas Boydell Building yesterday afternoon to claim their unemployment benefits.

"Ridiculous", "really slow" and "a bloody disgrace" were some of the milder comments.

More than 300 women queued along the walls, sat in rows on hard chairs or stood bunched together at the back of the hall. Their names were read out in alphabetical order through a bullhorn by the two department officials sitting at a table at the top of the hall.

Some of the women were quietly reading library books. Others had brought babies with them.

Their complaints included the time they have to wait to get paid out, the tedious official procedures, and the off-hand way they are

treated by the officials.

"I've been coming every second Tuesday since January and I haven't received a cent yet," said one woman. "All you do is fill out forms."

"They don't tell you anything and you get nothing for it," said another, waiting for her first cheque since she applied for unemployment benefits in February. "They treat us like a lot of sheep," another said.

Bitter

One summed it up for the others when she said bitterly: "When it comes to paying out they couldn't care less, but if you refuse to pay in, trouble comes pretty quick."

The Director Inspector of Manpower, Mr N J Hechter, replied.

"We have to pay out nearly 6 500 people each week," he said. "Some R2,5 million a month is paid out by this department. The computer system, to which we were

connected in February, has been out for a week or so and I have 16 staffers working overtime to clear up the backlog.

"We get 200 or 300 applications a day, nearly a third of which are filled out incorrectly, and there are vast numbers of people applying for benefits which go back to last year.

"And," he said, "it is nonsense that my staff treat them shabbily. If I find out that anybody has been rude, they will appear before me in this office."

The women are asked to come every second week to have their cards signed or to collect their cheques. Besides the Monday, Tuesday and Thursday payouts in Cape Town, payments are made on Wednesdays and Fridays at regional centres.

"I had 91 complaints last Monday," says Mr Hechter. "I appreciate their complaints, but we are trying to do our best. If anybody can give me an answer, I will really appreciate it."

Factory 335

dismisses

100 staff

Own Correspondent

CAPE TOWN — About 100 angry workers streamed out of the DRG Plastics factory in Lansdowne yesterday after learning that they no longer had jobs.

Kohler Industries, which recently bought DRG, announced last week that they were closing the Lansdowne factory and "rationalising production of rigid plastics" at their Parow plant.

About 250 of the 350 workers would be retrenched in the process.

Workers said they arrived at work yesterday morning to find they no longer had clock cards.

12 MAY 1987

protection: increased employment
sterile

110 laid off at Kohler plant

At Times 12/5/83
Staff Reporter

THE Kohler packaging group yesterday announced the retrenchment of another 110 workers, this time at their Ndabeni plant.

A dozen other skilled workers would be transferred to factories in other areas, the group said in a statement.

The decision follows last week's announcement to lay off 250 people from their Lansdowne plant.

Notice pay

According to the group's statement, all those affected would receive notice pay and compensation based on length of service.

Those who lost their jobs would also be given priority when the company decided to employ staff again.

The company also endeavoured to find jobs with other employers in the area, the statement said.

Unions and recession

Unionisation of unorganised workers in SA is not significantly retarded by recession — it may even be enhanced, says David Lewis, general secretary of the General Workers' Union.

Lewis, one of the most respected leaders in the emerging union movement, makes this point in an article appearing in the latest edition of the *SA Labour Bulletin*. Although the article is written in his personal capacity, and Lewis takes pains to emphasise he is giving "general impressions," it makes interesting reading. Some of his arguments may offend employers, but they are worth noting.

Lewis says that in an advanced industrialised society workers might consider, far more carefully and conservatively, the potential risks of joining a union struggle during a recession. In SA, this is not the case, he says, citing three main reasons:

□ "The appalling conditions under which workers labour spurs organisation. To put it more crudely, black workers in SA are generally not risking a well-paid satisfying job as certain of their counterparts in the advanced industrial societies might be doing."

□ People have been losing their jobs during the recession. But Lewis adds that black unemployment levels were so high during the past boom that the threat of unemployment is not perceived as being substantially greater now than in the immediate past. "Accordingly, 'recession-time unemployment' will not act as a brake upon new organisation."; and

□ There is often a strong political imperative tied up in a black worker's decision to join a union. Lewis says there is no reason to expect the political imperative to abate in any way. "In fact, in the face of a concentrated political offensive by the State (with much of the offensive aimed directly at the workers) one might expect the political mo-

tive to turn workers to the union movement in increasing numbers."

Lewis concedes that these factors do not necessarily apply to the task of maintaining and stabilising organisation in unionised factories. He points out that it is difficult to win demands — particularly on wages — in a recession when management attitudes harden and strike action becomes less effective.

He complains bitterly about attempts by employers to reverse gains already made by unions. "A recession teaches one the hard way that an 'established relationship' or an 'agreement' is principally (if not entirely) determined by the power relationship at any given point in time. In a recession, with the power relationship tipped in the bosses' favour, a union is constantly fighting to preserve the *status quo*."

Unions can reduce the scale and consequences of retrenchments, but it is extremely difficult for them to prevent retrenchments altogether, he adds.

"I am convinced that the real difficulty in preventing retrenchments results from the fact that redundancies do not arise directly from declining volumes of work, but rather from declining rates of profit. In other words, there is no one-to-one relationship between a decline in the volume of work and the size of a retrenchment. Retrenchment is necessary to halt a decline in profit rates or, what is the same thing, to increase productivity.

"In the short run this is achieved by an immediate intensification of labour (simply, making workers work harder) and in the long run by a complete restructuring of the production process. Fighting redundancies is not merely a question of fighting through an aberration, a bad patch, in the economic business cycle. Rather it is a question of fighting an inbuilt tendency in the economic system which manifests itself in the perpetual displacement of workers from the labour force."

Amardah yards face temporary closure

1285 335 Murray 13/5/83

Shipping Reporter
THE OIL rig building boom is now history and Amardah shipyards, which like other yards sprung up to cash in on the large number of orders, will be forced to close temporarily unless it wins a further order soon.

On May 31 the yard, which at one time employed as many as 1300 workers, will have to pay off its remaining artisans and release engineers and other workers who can be absorbed into other branches of the huge Murray and Roberts group.

The prefabricated site offices, store buildings and anything else which Amardah can sell, will gradually disappear from the Bayhead premises while the sixth rig to be built here is towed to her owners in the United States.

Idle

The huge tract of land between Elgin Brown & Hamer's ship repair facility and Sandock Austral's shipyard will stand virtually idle but Amardah says it does not

plan to move out.

The yard is now desperately trying to secure an order for a rig which could be completed in 1985 — by which time there might be a renewed demand for the structures.

Managing director Jan Tromp prefers to describe the yard's fate in terms of 'mothballs' and says: 'We would like to keep the name Amardah alive and will be paying periodic visits to the States to let them know that we are still here.'

'The tragedy is that just as we were getting into the swing of things and operating economically, the bottom fell out of the market,' he said.

'There are about 176 rigs lying idle and 30 new buildings that will emerge from yards this year will have no drilling contracts. Some predictions name the end of 1985 as the time when the market will pick up again.'

In November last year Murray & Roberts resolved to keep the yard going. That was not long after the group's partner, Darling & Hodgson, pulled out of what it regarded as a no-win venture.

'There's been no change in decision,' said Mr Tromp. 'We've just had to face facts and mothball the yard until things improve.'

About three years ago Amardah began rig building under licence of the US company Baker Marine, which 'took us by the scruff of the neck and threw us in the deep end to learn'.

The yard, working under licence to US-based Baker Marine and subsidised by the Government, went into the market place offering an attractive purchase price that included convenient financing.

The Industrial Development Corporation provided 85 percent financing over an eight to 10-year period, at 9 percent interest on the rand value of the rig, so long as the local content exceeded 68 percent.

But now that's of little use, seeing nobody needs new rigs.

Besides looking to the US for orders, the yard will be keeping an eye on the success of Soekor in finding oil off the South African coast.

Amardah has already told Soekor that it would

be interested in building rig jackets, and says Mr Tromp: 'If there's any chance of an order we will go hammer and tongs to get the work.'

Diversifying as Amardah is difficult because of the size of Murray & Roberts. 'We would be bound to tread on somebody's toes,' said Mr Tromp.

Rigs

When rig building was first considered, opinion among the leadership of Murray & Roberts was divided and now the original sceptics are no doubt saying 'we told you so.'

'My own feeling is that it was right to embark on the venture,' said Mr Tromp. 'We have always had a policy of diversification. You know, a tortoise can't move until it sticks its neck out.'

In the meantime, Amardah will be active with its only possible resource — crane hire — a far cry from its activities in the last two years when it was busy on at least two rigs at any one time, as the country's biggest exporter of fabricated steel.

was tight and there were no neglected men wanted to exist as a nation.

of duct ces drop

NESBURG — A manufacturer of beef will see prices throughout South Africa by 30% from next week. Meat processors and supermarkets will be on beef loaf, and silverside, and cooked beef, and beef, cooked side and roast side.

ans Pieterse, managing director of the group, said the cheaper had been agreed after negotiations with the Meat Board for the manufacture of processed products.

ice reduction will be maintained as long as stocks are low. Mr Pieterse said three-quarters of leading delicatessen counters in the country were closed by his group.

43 arrests at NPSL match

PRETORIA — Forty-three people were arrested at an NPSL soccer match in Mamelodi, Pretoria, last night.

The arrests were made as NPSL security personnel and the South African Police screened spectators in an effort to prevent a repetition of an incident at a previous match when a security officer was stabbed to death.

Twenty-seven people, including four women, were arrested for alleged possession of dangerous weapons and 16 for alleged possession of dagga. — Sapa

2 appear on gold charge

Court Reporter
A MOTHER and her son appeared briefly in the Port Elizabeth Magistrate's Court today on a charge of unlawful possession of gold.

Mrs Maria Austin, 55, and Mr Sean Emile Austin, 24, both of Charlo, were allegedly found in possession of a piece of unworked gold on March 11, 1983.

The case was postponed to June 1, and both were released on bail.

Mr J D E Moony was on the Bench. Mr D Grobler appeared for the State.

Textile firm to vacate premises

Post Reporter
THE Paterson Road branch of Valley Textiles will move to the company's main factory in Parkin Street before the end of June, the company's sales director, Mr D Murray, said today.

Mr Murray was commenting on rumours that the company was to close down completely.

He said that although there had been retrenchments at the plant, the company would continue to operate. More retrenchments could be expected.

The company opened in Valley Road, Port Elizabeth, in 1948, before moving to Parkin Street in 1960 where the main factory is located.

The service, designing and quality control departments are based at the Paterson Road branch.

"We want to be under one roof at the main factory to operate more efficiently," Mr Murray said.

There are about 400 employees at the factory. The company's other factory, in Middleburg, Cape, employs 450 workers.

A pedestrian, Mr Robert Blokkies, received chest and arm injuries last night when he was hit by a bakkie on the N2 national road just outside Hankey.

Two women and a man were admitted to hospital last night after the car in which they were travelling hit a wall on the Schoenmakerskop road.

Mrs Anne Kleynhans was hurt in a collision on the Bushmans River bridge on the N2. Her condition is not serious.

Two cars collided in Newton Park at 7pm yesterday and five people were injured.

Three were admitted to the Livingstone Hospital and two to the Provincial Hospital.

None is in a serious condition.

Objector's sentence is reduced

CAPE TOWN — The two-year jail sentence imposed on a University of Cape Town graduate and political conscientious objector, Peter Richard Hathorn, in January, has been reduced to a year, according to members of his family.

Hathorn, 22, of Durban, failed to do national service when he was called up in January.

His sister, Miss Paula Hathorn, said her brother's term had been cut to a year at a review of sentence sitting of the court martial at Voortrekkerhoogte in Pretoria on Tuesday. — Sapa

Sen US

WASHINGTON — A publican-com has reached after a two-week delay to agree on a budget for 1984.

After failing a majority of 51 the plan, the body agreed to order its Budget Committee to produce a scheme next week.

Congressmen that they were deadlocked on the question — which should be raised to offset government spending.

You meet a lion, just purr

England — What would you do if a lioness in a dark garage? If you ask Chipperfield, you calm it by its face and then take it home.

Chipperfield, a circus lion expert, was taken by police in Didcot, Berkshire, the lioness named Aga escaped from a travelling circus and took a garage last night.

who alerted the suburban community indoors, said Aga was "upset".

Mr Chipperfield said he crawled into the garage and purred into the animal's face to calm it.

"I've never done this before," he said. "It was very dark in there and she was snarling at me. But really she was just frightened and saying she wanted to be helped."

"I crawled out and she followed. She went right into a prefabricated tunnel I brought with me, and into the box." — Sapa-AP

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Jobless angry over delays in UIF payments

ARGUS 16/5/83
207 335

Labour Reporter
JOBLESS people are struggling to make ends meet while they wait for unemployment pay.

Delays of up to five months in Unemployment Insurance Fund (UIF) payments have left many people fearful they will be evicted from their houses or land in debt.

The Department of Manpower blames the delays on a new computer to process UIF claims.

Mr N J Hechter, divisional inspector, said a computer to process unemployment pay-outs had been installed in Pretoria.

It had broken down on at least two occasions since it was installed in January, he said.

"We are trying our utmost, but when the computer breaks down in

Pretoria there is nothing we can do in Cape Town," Mr Hechter said.

But workers are angry and worried about the delays.

One man, Mr A Felton, said he had worked for 35 years before having to leave his job because of illness.

Mr Felton has been waiting for UIF payments for nearly five months.

"The department always blames the computer for the delays. But it would be more helpful to us if they were to tell us how to survive on no money," he said.

Sympathetic

Mr Felton, who lives in Manenberg in a council house, said he had explained to the council why he had been unable to pay his rent and they had been sympathetic.

Mr Gerald Bruinders of Bonteheuwel signed on as unemployed in March.

He was retrenched after 18 years of service with one company. UIF contributions were regularly deducted from his pay packet.

"I am married with a family. If we steal that is a crime, but we are getting desperate," he said.

Mr Owen Dooling, retrenched after 18 years of work, said he had to borrow money to pay his rent and instalments on furniture.

The registered unemployed in the Western Cape have risen to about 6 600.

This is about three times the figure at the beginning of last year.

The Unemployment Insurance Act of 1966 says no worker should wait longer than six weeks for payment after his claim has been accepted.

(335) 2862 19/5/72

The creation of new jobs is becoming a serious problem

By Andre Spier,
of Syncom

The number of reactions received, and the nature and contents of the replies, make it clear that developments in the employment situation are very much on people's minds.

Most reactions were supportive of the ideas put forward by Network. Only one was highly critical.

We have the material to get the debate going. Before we deal with readers' suggestions, let us summarise the key points of the situation:

- Employment patterns are rapidly changing. Traditional skills disappear, new ones are needed, for which we are ill-prepared.
- Unemployment is likely to remain a major

world problem for the next 20 years. The work-seekers of the year 2000 are alive today.

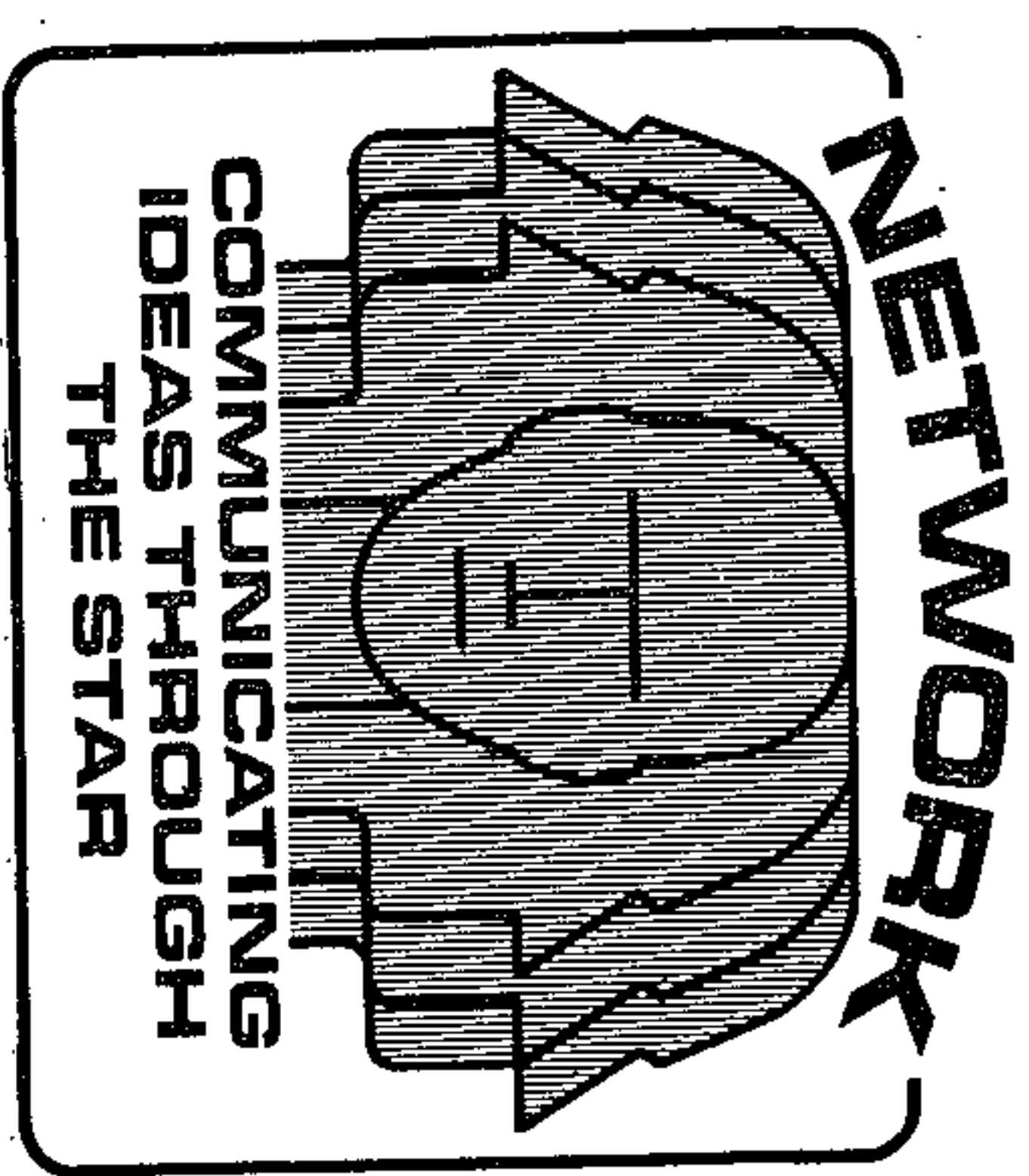
- Youth unemployment is on average double the rate of adult unemployment. The future damage to the attitude of the young towards work is considerable and probably lasting.

- Innovation is possibly the greatest generator of new work. Investments in existing technology are retarding innovation.

- Robots replacing workers need not be a threat, provided we concentrate on providing work which cannot be automated or robotised.

- Jobs are created by skilled and professional people and by new entrepreneurs. We are short in all three sectors. The potential of the white population is reaching saturation point. To be viable as an economy, the number of blacks in management and professions must be raised from the present 15 000 to 200 000 by 1990. The question is how?

- The only short-term solution is to create work through self-employment and small businesses via the informal sector. Hundreds of laws and regulations inhibit small businesses. The legal environment must be adjusted to encourage them. We must



stop killing off business ventures by measuring them against Western industrial and commercial standards.

The overriding observation is that there is not much time to lose. The present climate of negative economic growth, and the still unpredictable impact of the drought, can make for an explosive situation — unless drastic and imaginative action is taken soon.

What have our readers to say?

- Create more jobs by encouraging home industries, recovery industries, piece-work and work sharing.

- The solution, in part, seems to be the encouragement of small businesses. But the public and the Government must play their role by recognising and appreciating

In a series of Network articles in February and March, Andre Spier outlined the challenges facing the world which has to create 1 000 million jobs in the next 20 years. But unemployment today stands at 300 million and is rising by the day. South Africa has to create seven million jobs — that is equivalent to 70 percent of our present labour force of some 10 million.

The number of jobs wanted is in fact higher if we include those who are presently out of work.

White unemployment is still negligible, but it is rising under the impact of the recession. The official estimate of black unemployment is 500 000, but it is probably over one million if we include the independent homelands. The present drought is aggravating the situation. Firms close down or go-slow and so do not require their full labour complement.

Should our energy supply be disrupted, unemployment could rise among whites. We need six percent growth to maintain a stable labour complement. The prospect for 1983-1984 is zero growth, maybe even worse.

There is no time to be wasted. We are engaged in a battle for survival with our economy and this threatens our social stability. The many readers' reactions to the Network series on jobs were sent to Andre Spier of Syncom to analyse. Here is his report.

ple will require less money and services (such as plumbers, painters, etc).

● Is our training and education system good enough for only good times? Does it mean most highly trained people are useless for the bad times?

- The benefits of automation should be shared by capital and labour. There are too many people getting more out than they put in, at someone else's expense.
- The problem is not one of providing work, but of obtaining the greatest possible output for a given input, and then dealing with the problem of distribution.
- Work will become a privilege not open to everybody. Half the

pupils leaving school will not get a job when they leave, some will never get jobs.

An overwhelming number of readers supported the informal, self-help option. Given the enormous backlog in basic commodities for most of our population, the market seems to be there.

Network will organise a series of workshops on the subject of jobs. All readers who have made contributions will be invited.

The debate is by no means closed and if you have something to say we would welcome your suggestions soon.

The next analytical article will deal specifically with a reader who disagreed with Network on every count.

Jobless up 100 pc in ³³⁵ nine months

By Tony Davis,
Labour Reporter

Star 19/5/83

The number of registered unemployed almost doubled in the nine months to March because of the downturn in the economy — from 37 600 in July 1982 to 70 000 — and there have been many delays in the pay-out of Unemployment Insurance Fund benefits by the Department of Manpower.

Over the last month angry callers have complained to Johannesburg newspapers over delays in benefit pay-outs of from two to four months.

They said they were told by staff at the Department of Manpower offices in Johannesburg that they would have to wait for their benefits because "the computer is down," or "there is not enough staff to handle problems".

But Dr Piet van der Merwe, Director-General of the Department of Manpower, said today that his department had taken immediate measures aimed to correct the backlog and the situation had been normalised in most cities.

He said that to cope with the sudden increase in applicants the department had introduced a computer in the major city centres, but there had been some teething problems.

Other measures taken by the department to correct the situation included:

- Introducing overtime for staff at the various Manpower offices.

- Employing additional temporary staff, who put in 20 hours a week.

- Taking staff from district offices and relocating them in the city offices.

"We had a sudden, sharp increase in the number of people applying for benefits. These have to be checked out, and any inquiries must go back to the employers, which sometimes cause delays," said Dr van der Merwe.

D. Dispatch 28/5/83

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Further staff cuts at Da Gama unlikely

BY TOM LOUW
Business Editor

EAST LONDON — Da Gama Textiles does not expect to have to make any further significant staff retrenchments.

This piece of good news for East London and the Border and Ciskei generally is contained in a telex message from Manchester, from the Tootal Group PLC, to the Daily Dispatch. As major shareholders in Da Gama, Tootals carry out the management function.

This statement is more encouraging than a London report carried in a Johannesburg newspaper earlier this month, quoting the Tootal Group chairman, Mr Alan Wagstaff, as saying more jobs will be lost at Da Gama before restructuring is complete.

At the same time, a report in the London newspaper, the Tele-

graph, described Tootal profits as having been "savaged by difficulties overseas". According to the Telegraph, North American and Australian profits were also badly down, but costs had been reduced in United Kingdom operations. Da Gama was referred to as "loss-making".

The Tootal message to the Daily Dispatch yesterday recalled that on May 3 Mr Wagstaff had made reference to the problems and the action which had been taken at its overseas operations in South Africa, America and Australia.

He said in the group worldwide the ongoing drive to improve productivity, coupled with improved management and operative skills would undoubtedly result in some reduction in numbers employed relative to the level of trading and production activity.

Mr Wagstaff said it was

only in this way that cost and quality could be managed to ensure the long-term profitability of the group in the face of import competition.

The London Telegraph report refers in this context to a major cost reduction programme in the United States. It says it is too early to say whether further rationalisation is necessary at the Australian associate, Bradmill.

In a special reference yesterday to Da Gama, Mr Wagstaff had this to say: "Following retrenchments in November-December at its King William's Town plant, Da Gama is now effectively weathering the recessionary conditions and is poised to take positive advantage of any upturn in the economy."

"It is not envisaged that any further significant retrenchments will be required," Mr Wagstaff concluded.

These figures do not always reflect membership as at the end of each year. Information from the TUCSA Trade Union Directory and the Press was used. to figures available from other sources. Where these were not available Questionnaires were sent to all unions and their responses were preferred

This paper is intended only as an information document. All organisations constituting themselves as unions have been included and no attempt has been made to assess whether or how these organisations act in the interests of their members. Thus though this paper deals almost exclusively with the numerical strength of unions, this is not the only indicator of the unions' strength.

INTRODUCTION

Many Atlantis jobless evicted

MELISSA
LANGERMAN
Divisional
Council Reporter

ABOUT six Atlantis families are being evicted from their homes almost every week for non-payment of rents because of the jobless crisis, according to Mr Noel Williams, chairman of the Atlantis Housing Action Committee.

He said Atlantis was "full of empty houses" and there was already a squatter camp on the outskirts, filled with ex-Atlantis residents who could no longer afford to live there.

He was commenting on the proposed write-off by the Divisional Council of R138 914,75 for irrecoverable rentals for 1981 for the houses in 11 areas.

Simply left

Of the irrecoverable rent total, 64 percent came from Atlantis, where 648 people were evicted for non-payment of rent, or simply left their houses in 1981.

The next highest figure on Divisional Council records was that of Elsies River where an amount

of R36 059,90 and 210 people were listed.

Commenting on Divisional Council figures for the 1981/1982 which show only about 194 people being evicted, Mr Williams said many people tried to return to their homes, with the help of loans from friends or family. In the end most were not evicted, they simply left.

Retrenched

He said Saxon Sea, a suburb of Atlantis, was a typical example. Most of the homes were bought on a home ownership bases similar to that in Mitchell's Plain.

Many owners were retrenched at the Atlantis Diesel Engines (ADE) in December. They simply left their homes standing empty and lost their deposits.

Since its inception Atlantis has been plagued by many socio-economic problems. A study of Atlantis in July and August last year showed about 15 percent of the people were already living below the bread line.

The subsequent two increases in bus fares and the retrenchment of about 250 at the ADE had not helped. And Mr Williams believes the situation could have worsened.

Clipcard fares from Atlantis to Cape Town rose recently from R7,50 to R8,50. Single fares rose from R1,20 to R1,45.

When Atlantis was started, it was meant to have been a pool of labour for surrounding industries. But Mr Williams said he believed about 55 percent of the people living in Atlantis now worked in Cape Town.

"Atlantis doesn't generate work for people. There is an over-abundance of people and no work. If the economy does not improve soon, the situation will become even more drastic."

Jobless threat to stability

335
RDM
24/1/83

By HAROLD FRIDJHON

THERE is no reliable way of establishing unemployment figures among blacks in South Africa, but unemployment is high by any Western standard and perhaps represents the greatest threat to political stability.

This view was expressed by Mr Chris Saunders, chairman of the Tongaat Hullett group, at the Standard Bank seminar in New York.

He said that industrial relations were in a state of flux as a result of changes in labour legislation which in the past had been restrictive and undermined the possibilities and power of black trade unions.

Many discriminatory elements of past laws had been reversed and heralded the era of black trade unions.

There was limited experience in union relations. Experience gained over the years would not necessarily apply to the changed situation because of cultural differences.

The emerging black trade-union movement was divided as a result of intense competition for membership and the scope for union activity was curtailed by the recession.

The wage gap had been closing gradually in the past 10 years, but there was no doubt that when the economy recovered the unions would direct all their attention to wage demands.

Wage increases exceeded productivity improvement and the prospect of renewed cost-pressure inflation and reduced international competitiveness were of great concern to South African businessmen.

"A further dimension in the field of labour relations is the fact that it was to be expected that a disenfranchised community would grasp at any opportunity to exert a degree of political power," Mr Saunders said.

Warning on angry jobless

HOUSE OF ASSEMBLY.

— Unemployment fanned the flames of anger and resentment, Dr Alex Boraine (PFP Pinelands) said yesterday.

Speaking in debate on the Manpower vote he said unemployment resulted in an increasing number of people with nothing to do who were alienated, bewildered and often hungry.

These in turn were ingredients for mass demonstrations and mob action and was fuel which added to racial tensions.

Referring to a minimum wage, Dr Boraine said this was the ideal and something that should be worked towards by means of collective bargaining, industrial councils and wage determinations.

"It is particularly important to speed up the implementation of wage determinations and to ensure that these implementations are made timeously and regularly.

"With regard to those workers who are excluded from the basic labour legislation, in particular the farm workers and domestic workers, the present economic situation has made even more urgent action in this field necessary."

In the South African context, unemployment had implications which were not only economic but also social and political. — Sapa

Warning on unemployment

ARGUS
24/5/83
335



Dr Alex Boraine

Parliamentary Staff WARNINGS have been given in the Assembly about serious political implications if the rate of unemployment were to continue rising in South Africa.

But the Minister of Manpower, Mr Fanie Botha, gave an assurance that the Government's priorities remained the maintenance of stability in the labour field and the training and re-training of the labour force.

Unemployment was one of the main issues raised during yesterday's budget debate on the manpower vote.

Dr Alex Boraine (PFP Pinelands) said the rise in unemployment was continuing and was "extremely worrying for all."

In the South African context, unemployment had implications that were not only economic but also social and political.

Behind the unemployment figures were ordi-

nary men and women — and unemployment had terrifying implications for them.

"No matter the circumstances under which a person loses a job, it almost always means a loss of confidence and self-worth, a battle to

ment brought in its wake serious political implications.

It did not take much imagination to realise that unemployment fanned the flames of anger and resentment. Unemployment created desperate men who sought

'Creates desperate men who seek desperate measures ...'

keep up payments on rent or on bonds, a tightening of the belt and a loss of opportunity for children," Dr Boraine said.

For many it meant literally not knowing where the next meal was coming from. For hundreds of thousands it meant losing the right to remain in urban areas and being forced back to the black homelands.

The grim memory of 1976 and the large number of black youths who were school-leavers facing long-term unemploy-

ment brought in its wake serious political implications.

Dr Boraine said he believed the Government had not devoted enough time and money for the creation of jobs.

In the 1983/84 budget there was no special increase for this purpose.

Another area where the Government should take action was in the encouragement of a labour-intensive economy. High priority should be given to tax incentives to industrialists to move towards labour-intensive

investment in urban areas.

Every law which placed barriers on the ability of anyone to receive or to provide employment should be scrapped. Chief among these were laws which contradicted labour mobility.

The Minister of Manpower, Mr Fanie Botha, said South Africa's position in the labour field was more difficult than that in most other countries because of this country's population composition.

It was an achievement for South Africa to have maintained labour peace in its circumstances. Stability and confidence were essential for economic growth and prosperity.

It was the Government's aim to continue maintaining labour stability. Efforts would have to be made to achieve maximum training for workers and to increase productivity.

Jobless will rise, Sanlam report warns

By HAROLD FRIDJHON

LOWER South African interest rates and higher unemployment are forecast by Sanlam in its May economic survey. The one bull point is that Sanlam expects the gold price "to firm appreciably later this year" with the softening of the dollar and overseas interest rates.

It is expected that the downswing in the economy will continue — and perhaps intensify — in the months ahead because of:

- Sustained disciplining of Government spending.
- a decline in real private consumption spending as a result of unemployment, lower real wages because of inflation and fiscal drag, and the drought.
- A drop in real inventories.
- A continued decline in real fixed investment by the business sector.

A turning point in the downswing may be reached in the last quarter of this year but a marked recovery will not take place before mid-1984.

In the next six to nine months poor business conditions will be experienced by suppliers of durables and semi-durables such as furni-

ture, cars, domestic appliances and clothing. Companies in the construction and civil engineering industries will feel the downward pressure.

The rise in the consumer price index (CPI) is expected to slow down although food prices could remain at a high level because of the drought.

The downward trend in interest rates is expected to continue because of the favourable balance of payments surpluses "which indicate that gross domestic saving will still be exceeding gross domestic investment."

Fixed real investment by the private sector is in a downward trend as is investment in inventories. The demand for loan finance from the private sector will continue to be low for the next six months.

In the public sector several borrowers have announced that they would not be proceeding with planned stock issues and others have reduced the size of their loans.

Levels of employment in most sections of the private sector were lower last year than they were in 1981, particularly in the mining industry. The intensity of the general decline in economic activity in 1982 is reflected in the reduced demand for skilled and semi-skilled workers, but the shortage of

skilled workers remains a serious bottleneck.

Unemployment of blacks has increased sharply. Sanlam says that about 60% of the total unemployed blacks are under the age of 30. It may be assumed that most of these unemployed persons have had very little or no schooling. This will seriously impede their chances of finding jobs.

Employment will drop further this year and the problem of unemployment will be aggravated.

Wages will rise at an appreciably lower rate in 1983 and 1984 than in 1982. Certain factors, however, will keep these increases at an artificially high level. They are:

- Continued shortage of skilled manpower and expectations that 1985 and 1986 will be good years;
- Sustained sharp rises in the cost of living with the CPI about 12½%.

"Against this background, and assuming that the public sector will not be granted any general salary and wage adjustments in 1983, we estimate that the average income of workers in the non-agricultural sector of the economy could increase by 10,5% this year. It would therefore seem as though the real disposable income of workers could experience a decline in 1983."

28/5/85
337
Scores of trawlermen paid off

Shipping Reporter *Wiley*

ONE quarter of Durban's 20 prawn trawlers are tied up, and at least 143 people have lost their jobs in the light of restrictions which threaten to cripple Natal's prawn industry.

Mr Colin Taylor, a director of Sterling Fisheries, said yesterday he had tied up the trawlers Sagitta and Scorpio and paid off 19 crewmen from each vessel.

On Wednesday Mr Raul Quintas of Quintas Sea Foods paid off 105 men when he wound up his three-trawler business.

All this follows the expulsion of all South African trawlers from Mozambican

waters, and the arrest of three Durban trawlers fishing illegally within the South African 12-mile limit.

But another firm, Brooks and McLeod Natal, have sent their vessel Recovery out to fish.

Repeated messages over the past three days have brought no response from Mr John Wiley, the Minister of Fisheries, as to what the Government has in mind to alleviate the situation.

'We need answers now. There are thousands of rands at stake,' said Mr Taylor, who is also the chairman of the Natal Trawler Industry Association.



...cher is escorted by American soldiers in Williamsburg at the nation summit.

new world

money was needed to build ... in Lebanon.

... in sales, the company is new military and civilian ... Paris air show.

... to be exhibited are an im- ... jet fighter, an artillery ... lance radar air defence ... of the Gabriel naval ... shipborne tactical ... stem.

... ts were all combat-test- ... last year Company ... arms have been tried ... the company a big edge ... world market.

... manned Scout ... plane re- ... which played a major part ... that destroyed Syrian- ... raft missiles.

... has started work on ... ambitious project, the ...

... the United States lifted re- ... of American technology ... and officials hope to build ... in two years. — Reuter.

Is South Africa tightening the influx control screws? Transkei, impoverished and awash with 200 000 jobless men and women, is being squeezed to take back the thousands of Transkeians who have slipped into the Western Cape in search of a livelihood. Anthony Duigan reports.

Transkei fears new drive to step up influx control

Star 30/5/83

Transkei, hard-pressed by a damaging drought and an unemployment rate of 25 percent, fears it is on the receiving end of a new drive to reinforce rigid influx control.

The strongest indications of the SA Government's intentions of keeping rural blacks out of urban areas are the moves to repatriate Western Cape squatters to Transkei.

This has angered Transkei because it has been tied to a job creation programme originally intended to take up some of the unemployed thousands inside the territory.

The background to the growing row over the job creation programme is:

- In July last year — at South Africa's suggestion — Transkeian planning officials put forward proposals for a R13.6 million scheme to employ 7 500 people for a two-year period on public works projects. Present official estimates put the number of unemployed in the Transkei at 200 000 of the 750 000 workforce.

PRIORITY

In view of this, the Transkei Government ranked the Special Employment Action Programme (SEAP) as the top priority in its development programme.

- Six months later, in January of this year, the SEAP was raised by South Africa for the first time at a meeting between the two Governments in Umtata. South Africa put forward the programme it was prepared to fund — 3 000 temporary jobs for the unemployed in Transkei and 1 000 jobs for Transkeian squatters in the Western Cape.

- The Transkei Government, deeply disappointed with the outcome of the SEAP, pointed out that unless emphasis was placed on giving jobs to the unemployed inside the territory, the idea might take hold that the jobless had to move to the Western Cape just to ensure work inside the Transkei.

- Despite the Transkei's objections, South Africa pushed ahead with its three-to-one job option — and raised the spectre of forced repatriation. At a meeting between the two governments on February 9 in Umtata, Dr G de V Morrison, the Deputy Minister of Co-operation and Development, put the job deal forward almost as an ultimatum.

There were 60 000 "illegal" blacks in the Western Cape (the majority from Transkei) and no possibility of any further townships being built there, Dr Morrison said. These people had to return to where they came from.

Transkei officials reiterated their view that people from the Transkei would continue to pour into the Western Cape unless significant job creation programmes were put into action for the masses of unemployed inside the territory.

But the working document on the SEAP put forward by the SA officials over-rode these objections. It contained a detailed bureaucratic list of "tasks" to be undertaken, including the listing of all "illegal" Transkeians in the Western Cape, procedures for formal repatriation measures for them and "contingency plans for handling disturbances" when the removal of the squatters began.

- Another meeting — in Cape Town nine days later — was addressed by Dr Piet Koornhof, the Minister of Co-operation and Development, and attended by top security police officers and officials of Dr Koornhof's department.

At the time, police and officials had begun clearing squatters out of their camps in the Western Cape. Six hundred shacks in the KTC camp were demolished just prior to the meeting and the Transkei delegation expressed its deep concern at the timing of the police

action. Why did the Western Cape Administration Board repeatedly time the demolition of shacks and the harassment of squatters to coincide with visits by Transkei officials and Cabinet Ministers, they asked.

Since then further demolitions have taken place and arguments over the SEAP continue. To date 2 500 people inside Transkei have started work under the SEAP but the heat is still on the Western Cape squatters to return to Transkei.

Differences between South Africa and Transkei now centre on the right of the Transkei consul in Cape Town to decide who is Transkeian and who not. "We reserve the right to question all the so-called illegal Transkeian squatters and those whom we do not recognise as Transkeians and who have no land rights in Transkei are not acceptable to us," said one official.

ABUSE

"The whole SEAP system is now open to abuse because of the RSA's actions," said another official. "Who can argue that these squatters can make a voluntary choice about being recruited to work in Transkei (this was the option agreed on finally in discussion between SA and Transkei), when they are continually being subjected to coercion and duress by the police and hounded out of their shelters and arrested in cold, rainy weather."

"The nasty fact is that South Africa has taken a worthwhile seed (the SEAP), which might have produced something good, and damaged it."

Mr Deon Richter, chief development adviser to the SA Department of Foreign Affairs, confirmed that the jobs-repatriation issue had not yet been finally settled. Discussions between the two Governments were continuing, he said.

Unemployed queue for vacant posts in Durban

Mercury
28/5/83
Mercury Reporter

UNEMPLOYMENT is increasing rapidly in Durban.

Many matriculants and qualified — often retrenched — workers are in desperate need of work, a Mercury survey showed yesterday.

Mr Dave Harding, senior technical consultant for one Durban personnel agency, said that there were streams of applicants for every vacancy: 'We are at the stage now where the recession appears to be levelling out but many people are still finding it difficult to find employment.'

A spokesman for the Mercury's personnel department said that a typist's job attracted more than 100 inquiries about two months ago and there were many applications from people who did not have the necessary qualifications for other jobs but, being desperate for work, took a chance nonetheless.

Worst hit

Normally, between January to March, there were many vacancies in various fields, Mr Harding said, but not this year: 'I don't see the situation improving until the end of the year or early in 1984.'

Among the worst hit were recent school-leavers because most of the few vacancies available required experienced personnel.

'It's awful having to tell matriculants that experienced staff are required because they want to know how they're supposed to get experience if nobody takes them,' said Mrs Marjorie George, interviewer for a personnel agency specialising in Indian, coloured and African staff.

'The only thing we can tell school-leavers is that they should apply for any job they can. Many matriculants have, in desperation, opted for jobs like office or store assistants when they have been unable to enter a field for which they have studied.'

ft: 2 in court

**Ciskei and Transkei resist
SA's repatriation efforts**

Battle lines drawn over dumping of thousands

Star 30/5/83

225 221 105 225

By Anthony Duigan

South Africa is locked in battle with Transkei and Ciskei over attempts to push thousands of blacks into the two states when unemployment in these areas is a major crisis.

Earlier this month the Ciskei Government refused to allow South Africa to move more people into the territory until further notice, effectively stopping the controversial removal of blacks from East London's Duncan Village.

The Rev Willie Xaba, Ciskei's Vice-President, said South Africa had been told to stop moving people into Ciskei until the housing shortage in Mdantsane (the largest township inside the territory) had been sorted out.

Thousands of people are presently waiting, without jobs or services, to be moved into Ciskei, which has been resisting the resettlement until better arrangements are made to set up housing and services for them, a Ciskei spokesman told The Star.

In Transkei officials have reacted angrily to attempts by the South African Government to tie the repatriation of Western Cape squatters to an employment project designed to give work to some of the 200 000 unemployed in the territory.

The dispute between South Africa and Transkei broke out in January when the South African Government made it clear that a special South African-funded employment project for 4 000 jobless Transkeians was to include 1 000 Western Cape squatters.

According to Transkei officials, the Special Employment Action Project (SEAP) was originally envisaged as a scheme to offer short-term employment to 7 500 jobless inside the territory. However South African aid was trimmed to provide funds for only 4 000 jobs.

Repatriation

"Repatriation of so-called Transkei squatters was not part of the initial discussions with the RSA and if this is how the South African Government wants to play things, I feel the R3 million which the scheme will cost this year would be better used on one of 100 other projects we have on the planning boards," a senior Transkei official said.

Mr Deon Richter, chief development adviser of the South African Department of Foreign Affairs, said the outflow of people from Transkei was a symptom of the unemployment situation in the area and the SEAP was a chance to make provision for the Western Cape squatters as well as those inside Transkei.

"The fact is that South Africa is faced with people being in the RSA on an illegal basis. We want to handle this in co-operation with our neighbours," he said.

About 2 500 people — all from inside Transkei — are already employed by the SEAP and discussions between the two governments over the repatriation issue are continuing.

● See Page 7 of the World section.

UNEMPLOYMENT - 1983

1 JUNE — DEC.

Transkei faces massive influx of jobless from SA

By Anthony Duigan

Transkei, facing the possible repatriation of thousands of jobless Transkeians from the Western Cape, may also have to deal with a decrease in the number of jobs available for migrant workers in South Africa.

Projections by Transkei planners indicate that fewer Transkei workers, particularly those just entering the labour market, will be able to find employment in South Africa from now on.

At present half the male workers of Transkei make a living in South Africa, a sharp decline from the 70 percent of the mid-1970s.

At the same time the South African Government is putting pressure on Transkei to take back some of the thousands of Transkeians who have left the territory to look for work in the Western Cape.

There are about 80 000 "illegals" in the Western Cape and most are believed to be from Transkei.

South Africa is presently pushing Transkei to take back 1 000 of these people as part of a special employment programme. Transkei is resisting this because of its own high unemployment rate.

Transkeians make up a quarter of South Africa's total mine labour force and two-thirds of those employed on gold mines.

"Employment in the mining industry is not likely to increase that much over the next couple of decades," said Mr Ralph Clarke, economic adviser to the Transkei Government.

"But migrant labour will have to be a continuing feature of the Transkei economy for decades to come," he added.

The row between South Africa and Transkei over the job-tied repatriation deal started earlier this year when officials of the territory pointed out that, with unemployment at 200 000 — nearly half the labour force left inside Transkei — there was no way they could stop the "leakage" of people to the Western Cape in search of work.

2/6/83

Ops it

uled yesterday that
Ernest Dipale (21) of
Vorster Square in

MAKOBANE

that on August 6 he
wrote a statement and
insisted on repeating it
before a magistrate.

He had been aware he
would be charged with
ANC activities and not
terroristic activities that
would make the charge
against him much
lighter. To speculate
why he committed sui-
cide would not bring the
court very far but it was
possible he had fears
that the discovery of
more activities and ar-
rest of others at large
must still come about.

ide hize

the policeman when he
ordered them to dis-
perse.

Last month, two resi-
dents of Driefontein, Mr
Themba Manana (38),
and Zephania Sibanyone (16), died at Dir-
kiesdorp Police Station
where they were held as
witnesses.

After the deaths, po-
lice opened two murder
dockets, one into the
death of Mr Mkhize and



DENIAL: Mr Elias Novela, Mawu chairman at Krost chapel.

1 300 Krost workers down tools

PRODUCTION AT Krost Brothers, an office equip-
ment manufacturing company on the East Rand, was
yesterday hit hard by a full day's work stoppage
which involved some 1 300 workers.

The entire workforce refused to take up their
tools following management's refusal to address and
discuss the retrenchment of workers with them.

Last Friday about 130 workers, black and white,
were retrenched. Mr Sydney Derman, the managing
director, told The SOWETAN that the company had
no option but to reduce its workforce because of the
"economic crisis."

He said management did not discuss the issue with
the Metal and Allied Workers' Union (Mawu)
which represents the workers, because recognition
negotiations had not been concluded.

"We offered to negotiate with shop stewards ap-
pointed by the workers, but this was rejected as the
workers wanted management to address them," he
said.

Mr Elias Novela, chairman of Mawu at the plant,
refuted the statement of the management and said
on May 20 and May 27 management had walked out
of a joint meeting with shop stewards after being
confronted for failing to follow the procedure on
retrenchment.

When the shop stewards met management last
Thursday, Mr Novela said the 130 workers had
already been informed of their fate.

On Monday the workers decided that they would
not resume work unless they were addressed by the
management.

Surgery made 'man out of him'

Police are investigating
the case of a man who
disappeared with a por-
tion of a youth's private
parts after conducting a
backyard circumcision.

The family of the
youth, Oupa Dlamini
(17) of 36 Senaoane,
who is a pupil at
Ndondo Higher Primary
School.

According to the
youth's brother, Mr
Joseph Dlamini, the
incident occurred last
week after the man
called Oupa and told
him he was going to
"make a man out of
him."

The youth bled a lot
after the "surgery" and
was rushed to hospital.

"After the circumci-
sion the man took the
flesh with him and dis-

NOW

England's
Luxury Cigarette

BACK IN TINS

1 300 down tools over retrenchments

By ANTON HARBER

THE entire black workforce at Krost Brothers in Heriotdale yesterday downed tools to protest against the retrenchment of 120 workers.

The managing director of the firm, Mr Sydney Durman, said the 1 300 workers had refused to work yesterday morning and had demanded that he address the entire workforce.

Mr Durman said the strike had been sparked over the retrenchment of other workers at this East Rand firm. He said 120 workers, both black and white, had been paid off last Friday.

"I am not prepared to talk to the whole workforce. There is an official shop stewards' committee and that is the forum for us to talk about this issue," he said.

Meanwhile, hundreds of workers milled around outside the factory while security guards kept them away from the main building.

Most of the workers are members of the Fosatu-affiliated Metal and Allied Workers' Union.

According to Mr Durman, the company recently began negotiating a recognition agreement with Mawu.

Spokesmen for Mawu were not available for comment.

Workers still on strike

THE LABOUR unrest plaguing Krost Brothers, an office equipment manufacturing company in the East Rand, entered its third day yesterday with no sign of the more than 1 300 workers shifting from their declared stand.

Production at the plant has been hard hit by a work stoppage that started on Wednesday. Workers yesterday continued their stand not to return to work in protest

against what they claim was "summary retrenchment" of 130 of their colleagues by the management.

The leader of the workers, Mr Elias Novela, claimed in a statement that management failed to follow the retrenchment procedure presented to the company by their trade union.

In an interview yesterday Mr Sydney Derman, managing director of the firm, said that the situation by late yesterday afternoon had not changed.

He had not discussed

the retrenchments with the workforce as had been requested by them. He said management was prepared to discuss the problem with the shop stewards. It was, however, learnt that some top officials of Mawa visited the plant yesterday and held talks with representatives of the workers.

Because management walked out of a meeting with shop stewards last week Thursday, the workers decided on Monday that management should address them personally to account for the retrenchments.

Understaffed hospital axes black nurses

335 City News
5/6/83

EAST LONDON — Frere Hospital's black nursing staff are angry because 16 colleagues have been fired in spite of a shortage of nurses.

They regard the move as discrimination as only blacks were fired.

Seven sisters and nine staff nurses got the axe. Some have been at the hospital 10 years.

Non-white nurses at the hospital are seconded to tend white patients because of the shortage of nurses.

The medical superintendent, Dr R Newbery, said: "We regret having to take this step.

"Due to the large intake of trainees, we have to give some temporary nurses a month's notice."

Forced removals being 'encouraged'

CAPE TIMES 10/6/83

Staff Reporter

(SPP).

THE three-and-half-million people relocated by the government since 1960 were — and still are being — “forcibly” removed, according to the report of the Surplus Peoples Project

This, the report says, is in spite of an assurance by Dr Piet Koornhof, Minister of Co-operation and Development, in 1981 that there would be no more forced removals.

The report quotes a 1982 circular from the Director-General of Co-operation and Development instructing officials to “motivate” people to move, and saying “the advantages of settlement must be systematically brought to the attention of these people”.

With the threat of removal hanging over the residents of Cape Town's black townships and assurances that no one will be “forced” to move, the issues of voluntary and forced removal have taken on an added importance.

The SPP report details several cases where force used to move people was overt, using police and guns, bulldozers or demolishing houses.

However, with the government becoming more sensitive to internal and international pressure, the methods of “encouraging” people to move have become more sophisticated.

The report details cases of intimidation, rumour, co-option of community leaders, closing of shops and schools, cutting off of water and building restrictions.

Motivation

Another “motivational effort” is the raising of rents. In one case, at Port Alfred in the Eastern Cape, the bus service was suspended.

“In these situations people may move themselves and Pretoria has been quick to describe them as examples of voluntary removal.

“However, in a situation where blacks do not possess political rights or freedom of movement, there can be no talk about exercising a free choice about being removed.”

Jobless battle for survival

CAPE TIMES 10/6/83

By PHILLIP VAN NIEKERK

A “SMALL but significant” number of households in resettlement camps in the homelands have no wage-earners at all and it is not clear how they survive, the SPP report found.

The report says unemployment is exceptionally high in the camps. There is an almost total dearth of employment opportunities within relocation areas themselves and they are highly dependent on migrant labour for wages.

It found that out of a sample of eight relocation areas, 10 percent of male-headed households and 28 percent of female-headed households had no wage-earners at all.

These people lack agricultural land. Some eke out a living by selling beer or grass mats, though the informal sector is at its weakest in these isolated and poorest regions.

Others are fortunate enough to have pensioners in the family — the old age pension for Africans is about R80 every two months — others depend on charity from neighbours while some, the report notes, “do not survive”.

The SPP found that conditions varied enormously and that facilities provided in the group areas townships such as Atlantis were far superior to those in homeland resettlement camps.

The widespread lack of clean and adequate water, sanitary living conditions, schools and clinics in the resettlement areas was no worse than “the general crisis of landlessness, poverty and unemployment that exists in South Africa's black rural areas as a whole”.

It also says publicity and opposition inside and outside the country has made the government more careful to provide shelter, water and sanitation before people are moved to relocation areas.

People who were moved to Sahlumbe in 1969 were given tents but no houses. There were no latrines and schools and clinics were not even considered. The only water point was the Tugela.

At Inanda Newtown in 1980, people were moved into tents, provided with latrines and taps in the street and a free bus service was supplied to transport children to school until a temporary school could be built there.

However, the SPP found that nowhere did the resettlement projects improve the general standard of life of the communities concerned, as claimed by the authorities.

NATIONAL

Walvis Bay factory shuts down — 200 out of work

ARGUS 10/6/83 335

Shipping Editor

MORE THAN 200 fishing industry workers are out of jobs in Walvis Bay after the shutting down of a R3-million whitefish processing plant — a factory that was set up by the Table Top wing of Fedfoods only last year.

This has come as a tremendous blow to the economy of the coastal enclave, which is already suffering from the effects of the collapse of the pelagic fishing industry.

The managing director of Fedfoods, Mr Johan

Louw, said today that the closing of the Walvis Bay whitefish plant was only temporary . . . "but we were forced to do so because of the poor quantity and quality of hake caught off the South West coast.

R3-M CONVERSION

"We have moved our fleet of trawlers to Cape Town and are shipping small tonnages of hake and other whitefish to Walvis Bay by sea just to enable a skeleton staff to keep the plant ticking over."

Table Top took over the old Marine Products

pilchard canning plant at Walvis Bay, another Fedfoods subsidiary, about 18 months ago and spent nearly R3-million converting it into a whitefish processing factory.

Mr Louw said whitefish formed an important part of the Table Top basket of frozen products "and we are trying to sort things out instead of having to sell the factory and boats.

"We will probably be making an announcement within the next few weeks as to the future of the Walvis Bay factory."

Firm fired entire staff

By STEVEN FRIEDMAN
Labour Correspondent

A BOKSBURG metal firm, Bitcon Industries, has fired its entire workforce — about 160 workers — because they opposed the retrenchment of 35 workers, a spokesman for the SA Boilermakers' Society said yesterday.

He said the company had told workers they could reapply for their jobs on Monday and that two Boilermakers organisers had gone to the factory to negotiate with the company.

By late yesterday, the outcome of the dispute was not known.

The company's managing director, Mr John Oscar, refused to comment.

According to the union spokesman, all the workers at the factory belong to the Boilermakers, an established union which belongs to the Trade Union Council of SA.

Established unions are rarely involved in factory-floor disputes similar to that at Bitcon.

Workers sources were quoted yesterday morning as saying that the dispute began when workers told management they wanted to go back to a five-day week instead of their present four-day week.

They said they were finding it difficult to pay their bills on four days pay and had noticed that business at the company was "picking up".

According to the workers, management said that if the company returned to a five-day week, workers would have to be retrenched.

Workers said they offered to work a shorter week to save the jobs of any workers earmarked for retrenchment.

However, Mr Oscar had reacted by saying he would not be "controlled" by the workers and dismissed them all.

*Fireman too general
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...the ...*

~~13/6/83~~ 335 □ □ RDM 13/6/83

IS fear of retrenchment persuading some white workers to join mainly black unions?

Bizarre as this may sound in this country, workers at a couple of plants have recently sought to do just that.

At Kellog in Springs, white workers recently approached Fosatu's Sweet, Food and Allied Workers Union asking to join. They were asked to demonstrate *bona fides* by signing a petition black workers had compiled on a work dispute, and did so.

And, at another East Rand plant, a Fosatu union which recently won a dispute with the company on retrenchments was also approached by white workers.

They said they wanted to join because "you don't get fired easily if you belong to the black union".

Another (alleged) example came last week when the Metal and Allied Workers Union claimed white workers had joined a retrenchment strike at Krost Brothers' Cleveland plant. Management denies this.

Shop-floor race barriers are not about to come crashing down, and incidents like that at Kellog will probably be isolated at most.

But there seem to be plants where inter-racial worker co-operation may be more attainable than most observers believe.

Natal industrialist wants jobs for SA unemployed

335
PATRICK LEEMAN 13/6/83

African Affairs Correspondent

A MASSIVE scheme to provide jobs for the unemployed rural people of South Africa — including KwaZulu's 5 000 000 blacks — was proposed yesterday by Mr Chris Saunders, chairman of the giant Tongaat-Hulett group.

Mr Saunders says in the annual report of the R1 000-million company that, unless such a scheme is launched as a co-operative effort between the State and private enterprise, the

drift of blacks to the cities will increase to such an extent that the authorities could be 'hard pressed' to cope with the resulting problems.

He says in his report to the 47 000 shareholders of Tongaat that the drought has already had a disastrous effect on the agricultural sector.

Mr Saunders maintains that winter rainfall might alleviate the critical water shortage being experienced in many parts of the country.

But the continuation of the water shortage will make the situation even worse, he says.

Entire industries might be disrupted by electricity costs and water rationing, he says.

Mr Saunders says the effects of the drought on the economy in general will be substantial, but the most urgent attention should be paid to the plight of South Africa's rural population.

Problems

'Increased urban migration is inevitable and the authorities could be hard pressed to cope with the social problems arising from this influx.

'The drought and its aftermath will accelerate the problems of unemployment and under-employment in rural subsistence economies.'

He says there is, therefore, an urgent need for relief employment schemes aided by the resources of the relevant Government departments and private enterprise.

There is no reason, Mr Saunders says, why unemployed rural populations cannot be usefully occupied in the construction of essential infrastructure projects such as roads, dams and irrigation schemes.

Such schemes would be of enormous benefit to the rural areas concerned and would provide urgently-needed employment in those areas.

They also would help to offset some of the effects which would otherwise speed up the drift of blacks to the cities.

Mr Saunders says in his report that there is little to indicate that the economic climate of 1983/84 will be any better than last year.

Those expecting an early economic recovery are being over-optimistic, he says.

'The drought and the delayed economic recovery will result in 1983/84 being a difficult year for the group and profits will depend on how badly we are affected in the sugar division,' he says.

FINANCE/STOCK EXCHANGE

Tongaat chief urges rural jobs scheme

ARGUS
15/6/83

THE Government and private enterprise should set up a vast scheme to provide work for the rural population on projects like building roads and dams, says Mr Chris Saunders, chairman of the Tongaat-Hulett group.

effect on the agricultural sector.

He says in the group's annual report this could prevent a large-scale drift to the towns as a result of the drought.

"Its continuation will exacerbate the situation, which will materially affect sectors of the economy not normally affected by the weather. Entire industries may be disrupted by electricity costs and water rationing.

Otherwise urban migration will increase to such an extent that the authorities could be hard pressed to deal with the resulting problems.

"The drought and its aftermath will accelerate the problems of unemployment and underemployment in rural subsistence economies.

"While winter rainfall might alleviate the critical water shortages in many parts of the country, the drought has already had a disastrous

"There is therefore an urgent need for relief employment schemes aided by the resources of the relevant government departments and private enterprise, whereby rural rehabilitation and development can be accelerated."

TWO PROJECTS

Tongaat-Hulett, which employs more than 47 000 people, will itself go ahead with two major construction projects, a R175-million sugar mill on the Natal north coast and a R30-million brick factory near Pretoria.

This is in spite of the fact that Mr Saunders foresees a fall in profits this year.

The group's pre-tax profit was R87,4-million in the year to March. Sugar accounted for 28,4 percent of this.

Earnings were 116,1c a share and the total dividend is 58c a share. No comparison is possible because these are the first results since the Tongaat-Hulett merger.

Audrey d'Angelo

FINANCE/STOCK EXCHANGE

Unemployment hits food company profits

ARGUS 16/6/83

335

249

106

A HIGH rate of unemployment among black people in rural areas, aggravated by retrenchment programmes, has hit the earnings of Jabula Foods.

So have changes in the eating habits of black workers as their employers now buy more sophisticated products.

The directors say in the annual report for the year to March the company's product range is designed chiefly for the black consumer and is sold in rural areas and to

large employers of labour.

Operating profit before tax and LIFO adjustment fell by 15,9 percent in the year to March to R2,320-million (R2,761-million).

Earnings after LIFO adjustment fell by 31,3 percent to 87,7c a share (127,7c).

Turnover fell by 1,6 percent and gross profit margins were reduced.

HARSH CLIMATE

"The disappointing results for the year are not unexpected and should be viewed in the context of the harsh economic cli-

mate and severe drought conditions which have prevailed, as well as fierce competitor activity," the directors say.

High black unemployment with continuing influx of labour from rural to urban areas has eroded the disposable income of the black consumer.

"Reduced remittances received from urban-based family members combined with dwindling income from drought-ravaged crops have impacted severely on the spending power of urban blacks.

"These factors, coupled with the shortage of water with which to brew beer, have led to a decline in the sales of both soup and beer powder

EXPECTATIONS

"The institutional market has seen a metamorphosis in the dietary expectations of the black worker.

"Eating habits have changed and feeding schemes are now being designed to include more sophisticated products, meat and fresh produce."

The directors say a new, highly motivated management team has been appointed and new, more sophisticated products have been developed.

The company intends to consolidate its position in its present markets while diversifying into new ones.

Audrey d'Angelo

SA, Transkei to meet over job dilemma

By Anthony Duigan

South African and Transkei authorities are to meet in Cape Town next Tuesday over the controversial moves to repatriate 1 000 Cape Town squatters to the black state.

Earlier this year Transkei proposed a special employment action programme to take up some of the estimated 200 000 jobless in the territory. South Africa agreed to finance a short-term programme for 4 000 jobless — if 1 000 of the places went to some of the estimated 80 000 squatters in the Cape Peninsula, many of whom are said to be Transkeians.

Transkei authorities fought against linking the creation of jobs for Transkeian jobless and the repatriation of people who had to leave the territory because they could not make a living there.

Altogether 2 500 Transkeians are already employed on public works projects under this scheme and next Tuesday's meeting will try to resolve the deadlock over whether Cape Town squatters will take up the other jobs available or not.

"We feel there is a new willingness on South Africa's side

at least to consider our viewpoint. With our unemployment rate and more than 20 000 new people looking for jobs each year we just cannot accept the repatriation of squatters," one Transkei official said.

A leading Natal businessman, underlining the growing crisis of joblessness in the homelands, has proposed a joint Government-private enterprise initiative to create work in these areas.

Mr Chris Saunders, chairman of Tongaat-Hulett Group, suggested in his company's annual report this week that the drought-aggravated situation of many rural populations will have a ripple effect felt throughout South Africa.

"There is an urgent need for relief employment schemes aided by the resources of the relevant government departments and private enterprise whereby rural rehabilitation and development can be accelerated," he said.

"Given the right financial, administrative, organisational and professional assistance there is no reason why unemployed rural populations cannot be usefully occupied in the construction of essential services.



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(247) (335) (1004) 16/6/73

Low productivity 'main reason for SA inflation'

A POLICY of large-scale unemployment in order to force down the high rate of inflation of South Africa to less than 10% would not be easily accepted, according to Mr Piet Liebenberg, executive chairman of merchant bankers Finansbank.

In the company's annual report, Mr Liebenberg says: "On the contrary, both the public and private sectors are committed to creating as many employment opportunities as possible.

"The result is that the skilled work force, mainly whites, can put a premium on their services due to the scarcity factor. The unskilled, mostly blacks, are paid a premium for their services due to socio-political considerations.

"In other words, the productivity of the country's labour force in the private and public sectors in comparison

to their remuneration leaves a lot to be desired."

Mr Liebenberg says this low productivity of the South African worker is possibly the largest single contributing factor to the country's high rate of inflation.

"The other important factor affecting inflation is the part played by the monetary authorities, especially with regard to the control of the money supply.

"In considering this aspect it is necessary to point out that the South African economy has certain unique characteristics which have made it exceptionally difficult to foresee the trend in the money supply and thus to control it effectively."

Some of these were:

- External aspects such as the sharply fluctuating gold price and the material changes (for South Africa) in the economies of the coun-

try's trading partners;

- The recent abolishment of exchange control over foreign investors; and

- Internal factors such as the unpredictable climatic conditions and the complex nature and extent of the local demands made on the Treasury.

Despite differing backgrounds, certain industrial countries had basically two things in common, namely diligence, or productivity, and discipline. From time to time critics remarked that these virtues were showing signs of strain.

This was possible but it was, however, noticeable that as soon as indications of an economic downswing or some other crisis appeared these virtues reappeared.

"If we are unable to improve our approach to work and the accompanying discipline — in other words to increase productivity — we will not succeed in substantially reducing the rate of inflation," Mr Liebenberg said. — Sapa.

335 126 22/11/83

Hulett's is set to lay off workers

DURBAN. — Drought-hit Tongaat-Hulett's sugar division, with four of its six sugar mills to close after only 11 weeks' milling, would be forced to lay off workers, the managing director, Mr Dick Ridgway, said yesterday.

And with this season's crop estimate slumping more than 25%, South Africa will have to import refined sugar this year.

Mr Ridgway said the number of workers who would be laid off was not known yet, but they would be offered unemployment pay of 70% of normal wages for up to six months.

He said the offer had been regarded as generous and had been accepted by all the trade unions.

Mr Ridgway stressed that no wages would be cut, as had been reported earlier, and all in employment would continue to earn the same wages.

Laid-off workers would receive normal leave pay for all leave due to them, he said.

Thereafter, for as long as they were unemployed, they would get 70% of their normal pay, resuming full pay if signed on again.

Pension contributions would not be deducted from the unemployment pay — the company would pay employees' contributions as well as its own.

A trade union spokesman said the industry had been "very fair" about the situation, consulting registered and unregistered unions.

The directors of Natal's other main sugar industry employer, C G Smith, could not be reached for comment. A labour specialist said, however, C G Smith was not as badly affected, because the Natal South Coast had not been hit as hard by drought.

The acting general manager of the Durban Chamber of Commerce, Mr J Aikman, applauded the decision to lay off workers rather than retrench them. — Sapa.

Handwritten scribbles and signatures, including "MC" and "H.C.", are visible below the article.

Update on SA maternity leave

AR645 20/6/83 335

From JEAN HEY

JOHANNESBURG. — Nearly all Western countries except South Africa have legislation entitling pregnant women to maternity leave.

In France, for example, either parent is entitled to two years' maternity leave and the mother is allowed one hour a day to breastfeed until the baby's first birthday.

Yet in South Africa the new mother takes maternity leave at her own risk. She has no legal guarantee of her job back, and with the high rate of unemployment she may not find another job at all.

Because there is no State policy on maternity leave, trade unions have had to use their clout to establish maternity agreements between employee and employer.

The Commercial, Catering and Allied Workers' Union of South Africa (CCAWUSA) — a retail trade union with about 30 000 members, more than half of whom are women — believes it is on the verge of clinching with OK Bazaars the most progressive maternity leave agreement in South Africa.

This agreement, said a CCAWUSA organiser, would probably set a precedent for companies and trade unions throughout South Africa.

The most important feature of the agreement is that it would allow the worker one year of almost unconditional maternity leave.

After that time the worker would be guaranteed her job back — or one of similar status.

Negotiating this clause has not been easy. "There may be organisational problems in trying to accommodate the worker who returns after a year's maternity leave," said the industrial relations controller for OK Bazaars, Mr Keith Hartshorne.

"In some cases the company may have to make a place for her when there are in fact no vacancies."

Under this proposed agreement the company says pregnant women should not be given tasks that may endanger their health, such as heavy manual labour.

"Some companies other than OK Bazaars consider heavily pregnant women to be unsightly."

"In the past some of them have moved these women from the shop floor to the warehouse where they are less visible. Often this means heavier work in unhealthy conditions," said the CCAWUSA organiser.

The working woman who wants to look after her child during its first couple of months can claim from the Unemployment Insurance Fund (UIF).

QUALIFY

But to qualify for the maximum of six months' insurance — which amounts to 45 percent of her salary — she must have contributed to the UIF for a minimum of three years.

She can also claim insurance for only four months before the birth of the baby and two months afterwards.

"Most women do not realise they can claim the insurance only during these months."

"Instead they resign in the seventh or eighth month of pregnancy, intending to draw unemployment insurance for the next six months, only to find they do not qualify," the CCAWUSA organiser said.

But UIF, of course, does not guarantee the woman her job back.

Women throughout South Africa will no doubt watch with interest to see if CCAWUSA manages to negotiate a progressive maternity leave agreement that will put us in line with other Western countries.

5 000 miners laid off as recession hits Amcoal

By BRENDAN RYAN
ANGLO AMERICAN Coal Corporation laid off 5 000 workers from its collieries in 1982 and about half of them were placed by the group in other jobs.

Amcoal was hit by the depression in world and domestic coal markets as well as domestic steel markets in 1982 and was forced to close several collieries.

The chairman, Mr Graham Boustred, expects lower earnings in the current financial year than the R113 444 000 attributable profit in the year to March 31.

Many of the jobs lost are not likely to be replaced when conditions improve as Amcoal has mechanised more of its operations.

Amcoal no longer supplies coking coal to Iscor from its No 5 seam mining operations. The Main section of Springbok and the Navigation section of South African Coal Estates were closed last October.

Springbok's Hope Section was closed at the end of May this year.

Mining of metallurgical coal from the No 5 seam section of Bank was reduced to a single-shift operation in mid-1982 because of depressed conditions in the ferroalloy industry.

Coke production from Vryheid Coronation is to be phased down over the next few months and the long-term position of the mine is under discussion.

The reduced demand for anthracite coal both in South

Africa and on world markets forced Amcoal to close Balgray colliery in February this year and Natal Anthracite is now the group's only producer of anthracite coal.

Coal sales by the Transvaal Coal Owners Association to the South African market dropped to 17 900 000 tons in 1982 from 19 200 000 in 1981, and are expected to fall to about 16-million tons in 1983.

Amcoal also had to reduce output from some collieries supplying Escom in the second half of its financial year to March.

Mr Boustred says in his annual review: "Collieries supplying coal to Escom for power generation are expected to remain at lower levels of output throughout the current financial year."

"An unknown factor is the possible change in the pattern of power station burning which may have to be brought about by Escom as a result of the serious water shortage now being experienced."

"In spite of the planned commissioning of three large new projects later in the 1980s it is unlikely that the group will return to previous employment levels for some years, as the collieries closed were extremely labour-intensive, hand-got operations."

Amcoal's managing director, Mr David Rankin, says the average number of employees on group collieries in 1982 dropped to 21 289 from 22 860 in 1981.

The number of colliery employees in Amcoal peaked at 24 743 in 1977, but dropped to 17 863 in March 1983.

He says it is expected that trade unions will represent black employees at wage negotiations in 1984.

"Three unions, the National Union of Mineworkers, the Federated Mining Union and Black Mineworkers Union, have been granted access to mine property for the purpose of recruiting and other unions have requested access."

"Discussions are being held with the Underground Officials Association regarding the possible cancellation of job determination No 27 which provides for the reser-

vation of positions of surveyors, samplers and ventilation officials exclusively to white employees."

"The agreement sought would provide for the appointment of these underground officials irrespective of race, but with certain safeguards guaranteeing the interests of members of the association."

"The implications of this development for non-racial manning are encouraging, as also are discussions with the SA Boilermakers, Shipbuilders and Welders Society regarding the issue of licences of exemption to semi-skilled employees for certain specified work, and for the introduction of operators into semi-skilled positions."

How to break the news to Joyce?

Staff Reporter CASSIE du PLESSIS tells of woman's enforced unemployment.

ONE more productive wage-earner has joined the ranks of the Eastern Cape's estimated 55 000 unemployed blacks — and, almost inevitably, she's a victim of South Africa's apartheid laws.

One thing's for sure. It was no fault of mine.

The trouble began when I was asked to accept a transfer from the Port Elizabeth Bureau of The Argus to Cape Town. No problem for me and my family. But when I tried to arrange to bring along another member of the family unit — our efficient and likable domestic worker, Joyce — it was uphill all the way. At least 10 interminable trunk calls, mind-boggling arguments and bureaucratic buck-passing ended in a "NO" as immovable as the buffer at the end of a railway line.

My first approach is to the East Cape Administration Board Labour Bureau. They say I must speak to the Western Cape Administration Board Labour Bureau.

Against it

The Western Cape Administration Board say "No". The municipality for the Tygerberg area to which I am moving is against this sort of thing. Joyce is black and the Western Cape is a prescribed area for coloured people.

"However, speak to Mr S at our Labour Bureau," they advise.

Mr S eventually says OK: Joyce can stay with us for a month in Cape Town — provisionally — while I attempt to get approval from the local authority that her quarters are fine, etcetera.

I must also get a letter from the East Cape Administration Board stating that she "qualifies" to work in that area, that they are prepared to take her back if she loses her job and that she is registered as an employee with me.

What does "qualify" mean?

Stamp needed

The man at ECAB explains that this means she has to have a stamp in the front of her reference book saying that she qualifies to work in the ECAB area... in other words a guarantee that she was born in the Eastern Cape and not a homeland.

I phone the next day with the reference book number.

"Is there a stamp in Section A of the book saying that she qualifies



Before consideration could be given to her employer's application to bring Joyce with his family from Port Elizabeth to Cape Town she was told she had to have her reference book stamped in Adelaide, where she would probably have had to wait patiently outside a Government office as these domestic servants are waiting for the documentation they need.

under article, such and such and such...?"

There is not. The official says all we can do is send Joyce to her place of birth, Adelaide, to get the necessary stamp.

But can't it be done quicker?

Only rural

Yes, if the Adelaide Administration Board sends a telegram stating that she qualifies.

A phone call to the Adelaide Administration Board discloses that her birth was not recorded there, but they advise me to phone the Administration Board Office in Fort Beaufort.

There I am told Joyce qualifies to work in a rural area only... like the one where she was born... I must tell ECAB's Port Elizabeth Office that

Back to them... and I am told that I need a contract drawn up with the Commissioner or Magistrate in Adelaide. Joyce will have to travel to Adelaide for that.

As there is little time, I ask if it cannot be done in Port Elizabeth.

Not far

"Yes," is the reply. If Mr B at the Manpower Department office is prepared to do it.

Mr B says: "No, she has to travel to Adelaide. Why doesn't she do it over a weekend if it is difficult in the week? It's not far... just the other side of Grahamstown."

I point out that it is improbable that a magistrate or commissioner will be available during a weekend.

"Sorry, but I did not make the law... if I had it would have been different."

Later, Mr B assures me that there will be "no problem" about getting Joyce a contract.

But, just in case the Western Cape Administration Board does not accept such contracts, I telephone.

And... I should have guessed: "This is not allowed under any circumstances"

This is not even half the story, but space in a newspaper is limited and valuable.

Small consolation

Obviously Joyce did not have her reference book stamped in Adelaide in the first place because she feared she would not be able to look for work in Port Elizabeth.

When she arrived in Port Elizabeth, she walked the streets for two months before I employed her on a temporary basis. Later the position became a permanent one.

I have not yet broken the news to Joyce — or to my children, who are very fond of her. About all I could do was save her an unnecessary trip to "the other side of Grahamstown."

And that's small consolation for an efficient and conscientious worker who has suddenly been stripped

2/16/82
CPR
**Generous
Hulett's
pay-offs**

ABOUT 2 000 workers at four Hulett's-Tonga sugar mills were retrenched yesterday when the mills closed as a result of the drought — but the workers received one of the most generous retrenchment deals since the recession began.

They are to be guaranteed 70% of their normal pay for up to six months and the employers' contribution to their pension fund as well as guarantees that they will be re-employed when the mills re-open.

The retrenchment is the result of the closure of the company's Amatikulu, Felixton, Darnall and Empangeni mills.

Sapa reports that "in the event of early spring rains", the mills would re-open and the retrenched workers would be re-employed.

It is believed that the retrenchment deal offered the sugar workers is the most generous granted during the current recession.

Some companies do not pay retrenched workers any redundancy pay at all and most settlements in the event of the closure of a factory vary from one week's pay for every week worked to one day for each week.

CAPE TIMES 21/6/85
~~2000~~ 2000 sugar
~~workers~~ workers axed

DURBAN. — About 2 000 workers at four Hulets sugar mills in Kwazulu were re-trenched yesterday because of the effects of the drought.

The SABC reported that the workers received full leave pay as well as promises of a guaranteed 70 percent of their normal wages for the next six months. The company will review the situation after that period.

In the event of early spring rains the mills at Amatikulu, Felixton, Darnall and Empangeni may reopen. The workers will then be taken back. — Sapa

Argus 23/6/83 (335)

Aid plea as jobless quit Karoo farms

Staff Reporter

THE Association of Management Committees has called on the Minister of Internal Affairs, Mr F W de Klerk, in a telegram to investigate and alleviate the plight of destitute Karoo farm labourers who have trekked to plateland towns in search of work.

During the past few months, since the drought reached its peak, scores have trekked to the towns because hard-pressed farmers can no longer offer employment.

The telegram was sent by the president of Asomac, Mr David Curry. It expresses concern at the disastrous effect the critical drought is having on the livelihood of these people.

The association asked the Minister, as a matter

of urgency, to put this matter before the Cabinet Committee of Social Affairs or any other appropriate high-level body for its "critical consideration".

The association asked for Government relief and life-support measures for the workers, as well as either temporary or permanent shelters.

The labourers and their families have trekked by donkey cart with all their belongings southwards towards Beaufort West.

s
b

championships



terday for Pretoria to compete in the South re (from the left) Lieutenant DENISE ROACH, TRYDOM and Mrs SONJA DE VILLIERS. The on the pocket and matching blue slacks.

'Lack of jobs big issue for matriculants'

E. Best

Post Reporter

ONE of the major obstacles facing black education today was the great shortage of job opportunities for the increasing number of matriculants, said Mr G Merbold, regional director for the Cape's Education and Training Department.

Addressing members of the Port Elizabeth School Feeding Fund at their annual meeting on "New trends in black education" last night, Mr Merbold said the Cape region had an enrolment of 2 500 black matriculants last year which had increased to more than 3 000 matriculants this year.

This had resulted from inability in the community after the riots in 1976 and 1980.

Of these matriculants about 50% passed the examination and employment could be provided for only a fraction of them. Substantial efforts were needed in the private sector to create employment opportunities, he said.

The State was aiming to achieve education of equal quality for all population groups. However at present the State had neither the funds, manpower nor facilities needed to expand and revise every level of education from pre-school to adults where change was needed.

To provide equal opportunities, decentralisation or a large scale was taking place in the department's administration.

"The whole department will be moved from Cape Town to Port Elizabeth," he said.

In the Port Elizabeth School Feeding Fund's chairman's report, Mr J Ashcroft said the fund had added four new schools in the African townships and five more farm schools to its feeding list, bringing the total number of children fed to 24 000.

tion for U'hage

is preparing
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replace the
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contract for

- Robin Wil-
ndication of

Council had
determine
speed in its

given form or whether it should be modified.

Once approved, the scheme would then have to be submitted to the Provincial Administration, which was subsidising the scheme, for approval.

The Chief Fire Officer, Mr Coen Bezuidenhout, said the project to build the fire station was long overdue.

The existing fire station in Henrietta Lane was an old building, dating back to the turn of the century and was situated in a high-risk industrial area which it had to protect, he said.

Alleged meat thieves held

Crime Reporter

TWO men who boarded a train at Tankatara Station in the Addo district early yesterday carrying a trunk and bulging suitcases, were arrested when a Railway Police sergeant and the ticket conductor found the coffers were packed with meat — believed to be stolen.

When the policeman asked the men to open the cases for an inspection, a third man — who boarded the train with the two arrested men — jumped off the moving train with his suitcase.

The Swartkops police drove out to Tankatara Station where they found an unattended suitcase packed with meat, and a hat.

Further investigation led them to the farm of Mr Kenneth Lake at Tanka-

Weather

FORECAST for the coastal belt from Plettenberg Bay to Port Alfred for the period ending 6pm tomorrow.

CONDITIONS: Fair and mild, becoming cloudy and cold later tomorrow. Possible showers in the west spreading eastwards.

WIND: Moderate north-westerly becoming westerly to south-westerly tomorrow and freshening later.

EXPECTED TEMPERATURES

Maximum 20C
Minimum 10C

TODAY'S CONDITIONS (1pm)

Sea Temperature 16C
Temperature 19.1C
Pressure 1 013.3mbar
Humidity 36%
Wind 26km/h W

THE MOON

Full Moon June 25
Last Quarter July 3
New Moon July 10
First Quarter July 17

THE SUN

Set today 5.15pm
Rise tomorrow 7.23am

THE TIDES

High Water
Today 2.46pm
Tomorrow 2.47am 3.21pm
Low Water
Today 8.39pm
Tomorrow 9.09am 9.14pm

THE WORLD

| | Min C | Max C | Weather |
|----------|----------|----------|---------|
| London | 11 | 24 | cloudy |
| New York | 17 | 28 | clear |
| Paris | 17 | 26 | clear |

FROM

ALL UNDER
000 KMS. MOST
WITH RADIOS

Retrenchment talks 'hopeful'

By STEVEN FRIEDMAN
Labour Correspondent

NEGOTIATIONS aimed at securing the reinstatement of workers retrenched at Datsun-Nissan's Rosslyn plant have reached an "advanced stage", a spokesman for the United African Motor Workers' Union (UAMWU) said yesterday.

The union is now trying to get hold of retrenched workers in an attempt to put settlement terms to them.

About 100 workers were retrenched by Datsun at the beginning of the year.

However, the UAMWU, a member of the Council of Unions of SA which has members at the plant, alleged at the time that some of the circumstances surrounding the retrenchments were an "unfair labour practice".

It threatened to take legal action against the company to secure the workers' reinstatement.

But no action was taken

and since then the company and the union have been negotiating on the retrenchments.

Union organiser Mr Job Khumalo said yesterday that a settlement was imminent and added that the union was now trying to trace workers who had been retrenched at the beginning of the year.

"Many of the workers live in Bophuthatswana and communication with them is difficult. We are desperately trying to get hold of them to put the settlement terms to them and to find out whether they accept them," he said.

A final settlement to the dispute was being delayed until the union had had an opportunity to consult the affected workers, Mr Khumalo added.

He appealed to all workers affected by the negotiations to report to the union's office in Pretoria to discuss the company's settlement offer and to indicate whether they accepted it.

Trans-Natal, Iscor dispute threat to 5 500 jobs

33S 189 260 275
Cape Times
23/6/83

By BRENDAN RYAN
JOHANNESBURG. — Nearly 5 500 jobs and capital investments totalling R80m are threatened by a dispute between Iscor and Trans-Natal Coal Corporation, the coal mining arm of Gencor.

Trans-Natal announced yesterday it had given three months notice of closure of the Hlobane Colliery to the Minister of Mineral and Energy Affairs.

Hlobane has cut back mining operations by a third and is reducing its staff by more than 1 200 or about 25 percent. Gencor hopes to place these workers in alternative employment in the group.

The mine supplies nearly a million tons of coking coal annually to Iscor.

Agreement

Trans-Natal has spent about R80m at Hlobane since 1980 to modernize the mine after reaching agreement with Iscor to exploit coal reserves in the western area of the No. 1 mine.

Two coal deposits, the Gus and Dundas seams,

are mined separately through fully mechanized operations and a two-stream coal preparation plant has been built.

Both Gencor and Iscor remained tight-lipped about the cause of the dispute last night.

"I have nothing to say about it, it is a business matter," said Mr Floors Kotze, managing director of Iscor.

"As discussions may continue between ourselves and Iscor it would not be constructive for me to elaborate any further on the statement we have published," said Mr Johann Fritz, the head of Gencor's mining division.

The Trans-Natal statement said the company had been advised that Iscor could no longer accept coking coal from Hlobane Colliery, except on certain conditions determined by Iscor.

"Under the circumstances Hlobane has been left with no alternative but to stop delivery to Iscor of Gus seam coking coal.

"In view of the fact that the unilateral conditions stated by Iscor

are unacceptable to Hlobane, the question of the feasibility and extent of further deliveries of Dundas seam coking coal has necessitated the giving to the Minister of Mineral and Energy Affairs of the requisite statutory three months notice of closure of the colliery," the statement said.

"Discussions between the company and Iscor have, however, taken place and may continue. This may lead to a change in the position.

Announcement

"The financial implications cannot be quantified until more clarity has been achieved. A further announcement will be made as soon as circumstances allow."

Iscor has drastically reduced its output and workforce in the face of the domestic and world recession in steel markets.

Several coking coal mines belonging to Amcoal and Gencor have been closed because of Iscor's reduced requirements but these were all old mines due to be closed shortly anyway

and Iscor's cutbacks merely speeded up this process.

While Iscor may be trying to force production cutbacks on Hlobane as well it is believed the dispute concerns the price of Hlobane's coking coal.

The row started at the end of April this year.

Investment

Given Trans-Natal's huge investment, much of which may have been financed through loans, the company cannot afford any cut in price or planned production which would endanger its ability to pay back the investment and service the debt burden taken on.

In the September quarter last year Trans-Natal raised loans of R145m to be used as and when required for its capex programme.

Should the mine be closed the company will have to service its loans for Hlobane without any return from the investment they financed. It will also have to carry the costs of mothballing the plant and may resort to extraordinary write-offs of the investment.

Iscor in row with Gencor

23/6/83 RDM

335

260

287

275

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Several coking coal mines belonging to Amcoal and Gencor have been closed because of Iscor's reduced requirements, but these are old mines and were due to be closed shortly.

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By BRENDAN RYAN

Mining Editor

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MR K URRY: CAPE TOWN (021) 43-0880. MRS M
MR CHATTINGH: PRETORIA (012) 21-2382. MR
MISS M LUXENBERG: JOHANNESBURG (011)
MISS E RYDER: PORT ELIZABETH (041) 52-1675

RPM
1 100
25/6/83
workers
down
tools

By STEVEN FRIEDMAN
Labour Correspondent

ABOUT 1100 workers at major metal firm Dunswart Iron and Steel downed tools briefly yesterday in protest against impending retrenchments, a spokesman for the Metal and Allied Workers' Union (MAWU) said yesterday.

The spokesman said workers had struck when the company announced that 85 workers were to be retrenched next Friday.

He said they had demanded that the company negotiate with MAWU on the retrenchments. They also wanted retrenched workers to be paid severance pay.

After discussions between Dunswart management and MAWU officials, the company had agreed to hold talks with the union on the retrenchments and the workers had responded by saying they would return, he added.

The talks will take place on Monday evening, the MAWU spokesman said.

Comment from the company could not be obtained yesterday.

Earlier this year, Dunswart and MAWU were involved in a dispute over the retrenchment of contract workers which led to the company paying retrenched workers over R30 000 in compensation.

The union had threatened to take legal action over the retrenchments, arguing that employers were not permitted to retrench migrants in mid-contract without paying them the wages they would have earned for the remainder of their contracts.

However, the dispute was settled before legal action was taken.

Gefco lays off 1 050 workers

By BRENDAN RYAN

ASBESTOS producer Griqualand Exploration is cutting back on production and laying off 1 050 workers.

It said yesterday: "With no signs of an early upswing in demand for asbestos in sight, the group's current high level of production is resulting in an excessive stock build-up."

"In order to curb this tendency it has been decided to effect a slight production curtailment at the group's mines."

"Foreseen sales tonnages for this year and over the longer term however remain unchanged and barring un-

foreseen circumstances dividend prospects should not be unduly affected."

Gefco chairman Mr Luther Jooste declined yesterday to give the tonnages of stocks built up, or Gefco's new production rates.

He said: "We are unable to publish any production or sales statistics because of the highly competitive position we find ourselves in with other asbestos producers in Canada, Zimbabwe and Russia."

The staff been declared redundant include 50 white workers and 1 000 blacks.

Gefco intends trying where possible to find employment for the redundant workers, but it cannot guarantee that it will find jobs for them.

Mr Jooste said: "We will be looking to see if we can place the miners in jobs on other mines in the area around Kuruman such as the Samancor manganese mines."

"We will then try to find positions in the greater Gencor group for those workers who cannot get jobs on mines near Kuruman."

He admitted it could prove difficult to place redundant miners within the Gencor group as other Gencor mines had been laying off staff.

It was announced on Wednesday that Gencor's Hlobane colliery in Northern Natal was being forced to reduce its labour force by nearly 1 200 people and there was a possibility the mine might have to be closed within three months.

Hlobane's work force is 5 500 people.

The manganese market is in a severely depressed situation, Samancor reducing production at several of its mines. They are unlikely to take on staff.

Record deficit

WASHINGTON. — The US registered a record \$26 290-million Budget deficit in May, says the Treasury.

Last month's shortfall compared with an \$18 930-million deficit in May 1982 and eclipsed the previous high of \$26 170-million in October last year.

In April, the deficit was \$3 310-million.

For the first eight months of this fiscal year, which began last October, the deficit amounted to \$161 810-million compared with \$81 140-million in the same 1982 period.

The Treasury also reported an off-Budget deficit for May of \$1 190-million, bringing the total deficit to \$30 480-million.

In May 1982, the off-Budget deficit was \$2 490-million and the total deficit was \$21 420-million. — Reuter.

SPECIAL REPORT ON THE UNEMPLOYMENT TRAP

Thousands in the Cape can't find jobs

W/E Argus 25/6/83 335

By MAGGIE ROWLEY, Education Reporter

THOUSANDS of matriculants and more highly qualified students in the Western Cape have been unable to find employment or are underemployed because of the recession, according to the Careers Research and Information Centre (Cric).

Black skilled workers have been the hardest hit because job reservation for whites is still being practised and because of the Government's coloured labour preference policy, a spokesman for the organisation said.

According to the figures released this week by the Department of Manpower, only about 300 people with qualifications of matriculation or higher had registered as unemployed during last month.

"Obviously, there are more"

However, Mr J G Slabbert, deputy divisional inspector of the department, said not everyone who was unemployed registered with them.

"Obviously there are more, but exactly how many is hard to say. We have no other means of telling.

"One problem, too, is that unless people register each month with us, they are considered to have found employment and are struck off the list," he said.

A motion calling for the abolition of the coloured labour preference policy is to be put forward by the Cape Town Chamber of Commerce at the regional congress of Chambers of Commerce next month.

Concerned for a long time

Director of the local chamber Mr B Macleod said he believed more unemployed whites than blacks registered with the Department of Manpower.

"We have been concerned for a long time about the problem of the number of blacks with qualifications who are unable to get jobs commensurate with their skills and have actively tried to improve this position."

He said the Langa Survey in 1973 showed there were "large numbers of indigenous Africans with good qualifications who were unemployed or who had been forced to take on jobs such as tea boys, chars and petrol pump attendants".

"It also showed that employers were willing to take on skilled black labour, but in terms of the coloured labour preference policy they were unable to unless there was no white or coloured person to fill the job.

"We appealed to the Government to abolish this policy but to no avail. We are now going to launch a second appeal as this policy is disastrous to the economic life of the Cape," he said.

Mr Macleod said employers were reluctant to give blacks reliable jobs because they came into conflict with the law.

"I am hopeful the predicted upswing in the economy will come about by the end of the year and along with it an absorption of more black people into skilled jobs.

Training during recession

"While training during a recession is of utmost necessity so as not to hold back the country's growth, few employers can afford to do so and if they do take on people, it is normally those with experience," he said.

Mr Jan van Eck, PFP MPC for Groote Schuur, said for matriculants, especially black matriculants, not to be assured of jobs must totally undermine the motivation of pupils to complete their schooling.

"White matriculants have dozens of potential jobs whereas for black matriculants there are only a few positions for which they can apply because of the preference given to whites and coloureds.

"It amounts to employing people according to race and not merit, which while horrific in itself is also economically disastrous.

Crying out for skilled labour

"The whole country is crying out for skilled labour and why? Because qualified blacks are not being employed.

"Massive community programmes are in operation to ensure that guys coming back from the border get jobs. However, virtually nothing is being done in regard for blacks. On the contrary, obstacles are continuously put in their path and that of employers.

"While job reservation for whites might have been changed, in practice this is not the case," he said.

'I'm sorry, there's no position for you'

Education Reporter

"I'M SORRY, there is no position for you." These hurtful words are familiar to thousands of matriculants and graduates in the Western Cape who have experienced the humiliation of not being able to find employment.

Fresh out of secretarial college and armed with her matriculation certificate, 20-year-old Belinda Steer of Athlone thought the world was her oyster and she set about finding herself a job.

That was more than 100 letters of application and 50 interviews ago. Now two years later she has still not been able to find a job.

"My name is with every employment bureau in the city and I scan the papers daily. But my confidence is eroded and I am running out of hope. I cannot find anything vaguely suitable," said Belinda.

Lucky ones

She was one of the luckier ones interviewed by The Argus. She was able to find three months' temporary employment, which expires at the end of this month.

"At least I can help my parents, who are pensioners, for the short while I am employed," she said.

A Langa mother of a four-month-old baby, Miss Florence Hobo, 25, was a top student in her class and achieved an average of 77 percent at a secretarial college.

White or coloured

"So many times when I have applied for an advertised job, I am told: 'I am sorry, but this job is for a white or coloured.'"

"But that did not appear in the advertisement."

That was also two years ago. The only employment available to her has been the occasional stint as a waitress.



"In desperation, I stopped telephoning and writing letters, and put on my walking shoes in the hope that once they saw me they would change their minds. But no such luck — the re-

sponse was the same.

"Often they did not bother to pretend the position was filled, but just told me I was the wrong race group. It is extremely hurtful and I am so despondent," she said.

Many of her friends are in similar positions, as are her brother and sister.

Their mother supports the whole family on R95 a month which she earns as a domestic worker.

DESPERATE out-of-work blacks are paying a "mail-order company" in the belief that they will find well-paid jobs in America.

Hundreds of blacks have been to the office of "Overseas Appointments" in Voortrekker Street, Elsburg, near Germiston, where they willingly pay R5 for a scrap of paper — and a shortlived dream.

For their fee they fill in a form, giving their name, address, education, working experience and the type of work they are looking for.

They are also issued with a cheaply produced photostat brochure which makes sweeping statements about glamorous jobs with international companies based in America.

The reader is told of the scores of highly paid opportunities — with overtime "sweeteners" and "hefty" bonuses — which are waiting to be taken up.

The "clearing house" as he calls it, is run by Mr Alan Day. He started advertising his business in newspapers about a month ago.

Since then he says he has had more than 1 000 applicants, all keen to part with R5 for a job with a salary beyond even their wildest dreams.

Mr Roger Daley, the American Consul for Consular Affairs in Johannesburg, said the chances of an unskilled person getting a visa to work in America was "close to zero".

Queue

"Although American companies do recruit overseas labour it is for senior positions and highly skilled people," he said.

When the Sunday Times visited the offices this week there was a long queue of black hopefuls waiting with their R5 notes at the back door of the office.

Mr Day said he was the manager of "Overseas Appointments" and that it was a private company.

"We are only a mail-order house and provide information services," Mr Day claimed.

"We don't promise employment or claim that we will fix up their passports or work



Blacks queue hopefully for their tickets to America

Unemployed blacks offered 'well-paid' jobs in the U.S.

permits. How can we promise this?

"All we do is provide the information and the contact.

"Most of the people who come to us have very little education and we help them fill in their application forms and type out a covering letter which we undertake to post to the various companies listed in our brochure."

Yet a glance at the long list of jobs claimed in the brochure to be available shows not one that doesn't call for a reasonable education and specialised experience.

Mr Day said he did not give receipts for the payments.

"Everyone gets a form

which is a receipt. If they bring these back I will return their money. If they ask for receipts we'll give them receipts.

"We have 10 guys in here a minute and it is difficult to issue all with receipts."

Lawyer

He said he had been in this type of business for a year and had consulted his lawyers first before entering the venture.

"I'm not a millionaire. I make a small profit from the R5 fee.

"My administration costs

The R5 American dream

Desperate

He claimed he had addresses for over 200 companies where employment could be found.

Most of the applicants there on Friday were from Ciskei or Transkei who had worked as construction labourers on the Witwatersrand.

They were now unemployed and desperate for work.

One of the hopefuls was Mr Samuel Tantisso, 43, who lives with his wife and four children in Natalaspruit.

have already come to about R2 000. I've also had to employ more staff."

He could not say how many people had found employment through his system "because the companies in America reply to the applicant".

He said: "I post the letters for the applicants which alone costs about R1. If they do not find a job they can return to us and we will send another letter for them."

"I have told them that if they are successful with their application then they can earn R7 an hour as unskilled labourers and between R10 and R15 as semi-skilled labourers."

He has a standard two education and an interpreter was needed to interview him because he knew hardly any English or Afrikaans.

He was employed with a construction company until a few months ago.

He had heard about Mr Day's offer in the township. "I was told I may be able to find a job fixing roads in America."

"I would be paid R7 an hour."

He was asked to return to the company's office on Monday but was not told what would happen to his money if he did not find a job.

"It's hard to give someone R5 because I've very little money left to feed my family."

"The important thing is that I have a chance to find a job," Mr Tantisso said.

They're taking the walk that may lead to a job — and to penniless old age



Alfred found the glitter, but the gold was missing

By Sol Makgabutlane

When gold was discovered on the Witwatersrand late last century many people flocked to the cities in search of greener pastures and better standards of living.

Since then, to the people from the mealie fields, Johannesburg has been the promised land where there were unlimited opportunities for prosperity.

Among those who came in 1937 was a 13-year-old boy, Alfred Matome Matlou.

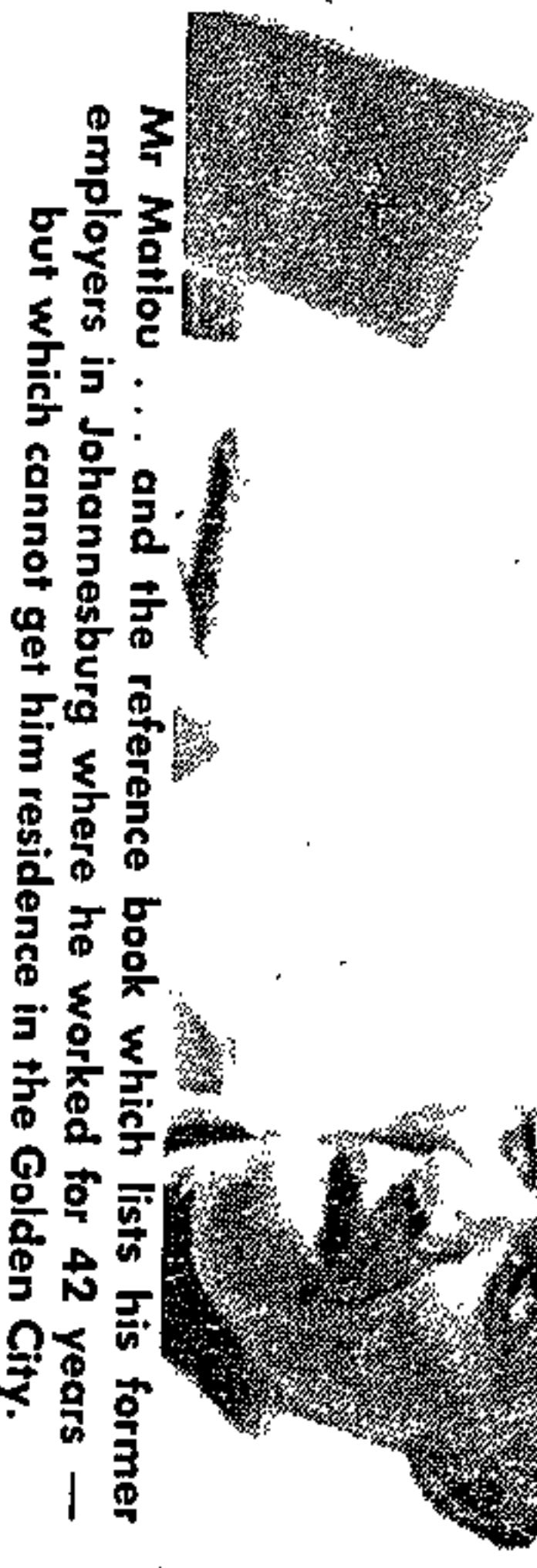
Like countless others, Alfred was burning with ambition and determination to make the best of his life in Johannesburg.

But, after working for 42 years in Johannesburg, Mr Matlou, now 59, is back in his birthplace of Lebowa — sick, bitter and penniless.

He was not among those who were fortunate enough to get houses in Sophiatown or, later, in Soweto. He had to put up at hostels for the duration of his stay in the city.

He also discovered that Johannesburg was no land of milk and honey.

When The Star visited him



Mr Matlou ... and the reference book which lists his former employers in Johannesburg where he worked for 42 years — but which cannot get him residence in the Golden City.

Last week at "Tickey-line" village, near Lenyeve in Tzaneen, Mr Matlou had this to say: "During my 42-year stay in Johannesburg, I achieved absolutely nothing."

On his arrival, he first worked as a gardener in the city's northern suburbs, then at a hotel as a cleaner.

After that he was employed by a plumbing company, became a delivery truck-driver, worked as an electrician and, finally, joined a construction company.

"It was this company that built the Carlton Centre in central Johannesburg and the G.J. Stridom Hospital in Westdene. I worked for the company for 18 years, earning R25,60 a

week. But, unfortunately, the money was not enough to provide for my old age.

"But, if I were still working in Johannesburg, at least I would know that I would be entitled to live there permanently because of this new court ruling," he said.

He was referring to the Supreme Court's Rikhotso ruling under which migrant workers who have worked for the same employers for 10 years or more without breaking their service are entitled to city residential rights.

"But, at the moment, I wouldn't like to leave this area for the urban areas even though I have worked for the same employer for 18 years. This is where I want to die."

PENSION

He said he applied to the Lebowa Government for a pension a year ago and was told it would be ready by April this year.

"When I went there this year they told me that some papers had not arrived from Pretoria and I would have to wait."

Mr Matlou, whose right arm was "suddenly partially paralysed one night when I woke up", is thought to be suffering from arthritis and he cannot walk long distances without resting.

He said he did not blame the construction company for not taking care of him as they did not know where he was. When he became sick in 1979 he just went home without telling them.

At the moment he is being kept by his 30-year-old daughter, Dorcas, who works in Tzaneen.

But he keeps on hoping that the empty bags he brought back from Johannesburg will one day be filled with pension money and unemployment ben-

Thousands are on the scrapheap

The sheer hell of thousands with no work, no pay is hidden deep in rural areas where there are few to witness the heartache. SOL MAKGABUTLANE

visited some of the labour bureaux in the Northern Transvaal recently and was moved by the plight of the thousands who have only one hope in life - a job somewhere, sometime, in the PWV. Many will tell you that, had it not been for the womenfolk, they would have starved long ago. So, every day they walk for work — some of them up to 50 km — but, when there are no jobs ... well, there is always the nearby bar where you can buy forgetfulness.

Some of the job seekers on their way to the Sekgosese employment depot. Although they know there is only a slight chance of finding work, they are hopeful that one day things will come right.

It is an early winter morning in Lebowa. The cold wind, surging occasionally, is almost out of step with the usually hot climate of the area.

Lebowa, like most other homelands, is a piece of parched land endlessly scorched by the sun that compels both man and beast to seek shelter. The empty rivers, the yellow mealie stalks and the bony animals all bear testimony to this.

As soon as the sun rises over the mountains, a horde of men, some clutching jackets and others carrying jerseys under their arms, slowly journey to the offices of the Lebowa Government.

And, unlike the clerks at the offices, most of whom are colourfully dressed, the men, humming wordlessly, are wearing noticeably inferior clothing.

The men are some of the several thousand young people who are unemployed in the homeland.

Day in and day out they trudge many kilometres to the Government's offices to ask about vacancies on the Witwatersrand. The wind might whistle and throats might be sore, but the men will still make their trip to the offices.

At Sekgosese district, near Soeknekaar, the magnitude of the problem becomes clear as throngs of desperate men jostle and elbow one another in an effort to be the first at the small window where clerks sit with registers containing details of vacancies.

For some of the men the daily trip to the depots, sometimes stretching up to 50 km, has been going on for the past two years.

Samuel Mohomi is 25 and lives in Sekonye village, about 40 km from Sekgosese. He says he has been joining to the offices

since 1979 when he lost his job with the Soweto Council where he worked as a refuse-collector for three years.

He lost his job after visiting his mother in Lebowa for a week-end and could not leave for Johannesburg on time because his car had broken down. When he finally arrived in Soweto three days later he was told he no longer had a job.

His family — his elderly mother, brother (9) and sister (15) — depended on him. The children no longer go to school because of lack of money and the family is on the verge of starvation.

They survive by selling what is known as Barberton beer — a potent concoction — and they have become resigned to the prospect of being arrested. They have no other way of earning any money.

Samuel, like most of the work-seekers, said he would accept any job that might be offered him.

Simon Masipa (26) also lives in Sekonye village and has been going to the employment depot for the past six months.

His father died a long time ago and his sick mother and six brothers depended on him for survival until last December when he was retrenched at a factory in Randfontein on the West Rand.

His younger brother works for a miller somewhere in Delmas and occasionally sends money to his mother.

Although Simon gets pocket money by doing odd jobs at nearby white farms, the money does not amount to much and his younger brothers, as a result, do not attend school because no one can pay for their education.

Simon goes to the depot every day. On Thursdays, he leaves

the wall nochet



General Pinochet
... falling

civilian opposition
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Yet given the tight
vernmental control of
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ganisation, fruitful and
eventually successful op-

position can come only
from within the armed
forces.

Only the army itself
stands as a possible focus
of rebellion, and here
General Pinochet has de-
voted his attention most
assiduously in order to
forestall incipient discon-
tent.

In the short run Pino-
chet may be able to face
down the current wave of
protest.

A minority of workers
are involved — the cop-
per workers in particular
are notoriously easy to
isolate and intimidate,
and a bloody crackdown
will certainly buy the
General time — but, if
things are as they seem,
not for long. — The
Guardian News Service.

By Sheryl Raine,
Pretoria Bureau

A previously unused
clause in the Publications
Act was recently invoked
against two student
newspapers. Its effect is
to force the publishers to
get the approval of the
Director of Publications
before distribution.

This move has aroused
fears that a new era of
censorship may have
dawned in the country.

It came at a time when
most legal experts
thought censorship had
been relaxed, at least in
the non-political sphere.

The Wits Centre for
Applied Legal Studies,
which closely monitors
Censorship, said the
Publications Appeal
Board had recently
shown a more enlight-
ened approach to censor-
ship.

A publications commit-
tee recently acted
against Wits Student and
Saspu National, two
prominent student publi-
cations.

The committee in-
voked section 9 (2) of the
Publications Act of 1974
in terms of which all fu-
ture editions of the two

Fears of new censorship era growing

newspapers will be sub-
jected to pre-censorship.

Section 9 (2) gives a
publications committee
the right in the case of
any publication or object
which has previously
been banned, to prohibit
its distribution.

Saspu National has had
six of its 17 editions
banned. Wits Student has
had 21 issues found "un-
desirable".

Legal experts believe
it was the first time the
section had been used
since the Publications
Act was promulgated in
1974.

In the past, the only ob-
jects which required the
censors' approval before
distribution were films
and videos, the Wits
centre said.

If a complaint against
a publication or object

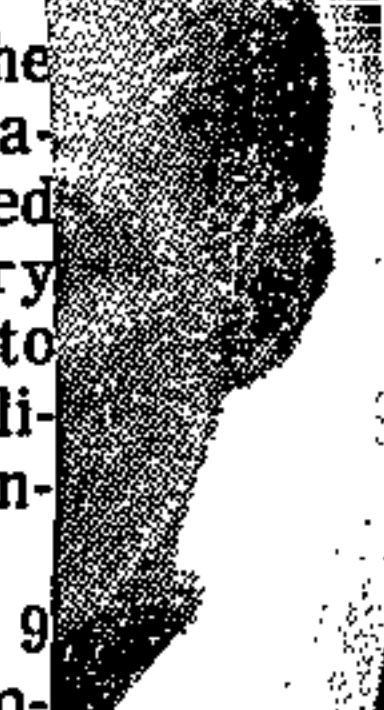
was lodged with or by the
Directorate of Publica-
tions, then the prescribed
censorship machinery
came into operation to
determine the desirabili-
ty of the material con-
cerned.

By invoking section 9
(2), the publications com-
mittee concerned had
broken with past trends —
not to pre-censor newspa-
pers.

It remained to be seen
whether the move would
become a general trend
of pre-censorship used to
curtail unpopular publi-
cations.

According to notices
in Friday's Government
Gazette the chairman of
the Publications Appeal
Board has suspended
ruling against both news-
papers until their appeal
has been heard.

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ruling against both news-
papers until their appeal
has been heard.

ARWA'S
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IN many cases, unions have faced employer resistance when they have called for retrenched workers to be awarded redundancy pay.

But it is doubtful whether any emerging union has won a deal as generous as that paid out to 2 000 retrenched workers by sugar giant Hulett-Tonga last week.

The workers, who were laid off when four drought-hit mills closed, will get 70% of their pay for up to six months, the employer contribution to their pension fund and re-employment when the mills re-open.

This is a good deal more than the Government allows workers to claim from the Unemployment Insurance Fund, to which workers themselves contribute.

186-335-27/6/83

Jobless pay for US addresses

333

28/6/83

Sten 28/6/83

The application form

itself appears to be designed for use in the United States because applicants are asked to give details of US military or naval service.

The pamphlet lists a large number of highly respected US companies. It is not signed.

It says the companies listed are always looking for staff throughout the world where contracts are being carried out.

"There are many positions which become vacant throughout the contract period and a timely application will usually receive a favourable reply."

"For those who will need passports there are offices in nearly every major centre who can supply you with one within two weeks."

By J Manuel Correia and Mike Simpson

Unemployed blacks, desperate for any job, are paying R5 to a concern in Elsburg, Germiston, in the hope of finding work overseas.

But a spokesman for the US consulate in Johannesburg has told The Star:

"Totally unskilled workers from overseas will not meet the requirements laid down by the US Labour Department."

People recruited from overseas for temporary work in the US were usually only in the highly trained category.

The concern, Overseas Appointments, is in Kariba Centre, Voortrekker Road, Elsburg.

It supplies applicants with a form printed in the United States together with a pamphlet said to be the latest edition of a directory of US-based construction companies with overseas projects.

R5 for dreams of a better future

By Abel Mabelane

I was among a group of 50 men who queued up eagerly in the hope of obtaining employment overseas.

Some said they had been unemployed for a long time. They had learnt about "Overseas Appointments" from friends.

At about 9.15 am the doors were flung open and we filed into an elegantly appointed office.

We were then given a talk by a well-dressed man in his early thirties, who did not introduce himself.

He said companies in North and South America, Canada and North Africa were looking for skilled and unskilled workers.

"I have obtained 1 400 men so far and need 600

more to make up the 2 000 men they need," he said.

Skilled workers would earn between 10 and 15 dollars an hour and unskilled workers between six and seven dollars an hour, he said.

Board and lodging would be provided and airfares would be paid by the employer companies. Half the airfare would be deducted from wages.

"I am doing all this to help you and all you have to pay me is R5 for administrative fees."

We paid him our R5 each and were given the application forms and pamphlets. No receipts were issued.

It was all over in five minutes and the prospective immigrants filed out to fill in complicated forms which they believed would open a way to a better future.

The pamphlet says all applications must be sent to the personnel manager of the company of the applicant's choice with a covering letter stating eight weeks, so don't be profession and special impatient. These things do take a while to materialise.

"Waiting time for a reply is normally six to

spendence and updating details of emigration (sic) and local conditions."

The pamphlet also gives the names and addresses of more than 35 American contractors who perform construction work overseas.

"Take you pick or write them all. They're the biggies in the business," says the pamphlet.

According to information received by The Star, the Voortrekker Road operation started about two weeks ago.

If claims that 1 400 people have already been "helped" are correct this means that R7 000 has already been collected.

The 2 000-worker target would mean R10 000 for the operator.

Mr Alan Day, manager of Overseas Appointments, said his concern

was a mail order information service only. The company could not make offers of employment and had never claimed to be able to do so.

"We provide the applicants with names and addresses of interested companies only. It is then up to them to apply."

Mr Day said advertisements placed in newspapers guaranteed a refund if the information were not satisfactory.

He showed The Star chequebook stubs for about R7 marked "refund".

Black workers were asked to pay R5 to cover administration costs, including the printing of the booklet. It was explained that they may not get employment.

An interpreter has just been engaged.

Mr Day showed The Star correspondence stating that applicants had to approach prospective employers themselves.

29/6/83
**Lay-offs:
talks
continue**

~~177~~ ~~140A~~ ~~153~~
Labour Reporter
JW

Negotiations between two trade unions and the management of a Dunswart metal firm continued today after last week's strike over retrenchments.

The SA Boilermakers' Society and the Metal and Allied Workers' Union were both involved in talks with management to resolve worker protests when about 500 workers downed tools over pending retrenchments at Dunswart Iron and Steel.

A worker at the TW Beckett coffee and tea firm at Isando was reinstated yesterday after about 300 workers went on strike on Monday.

Workers had returned to their jobs yesterday pending negotiations. Company spokesmen were unavailable for comment.

The former Methodist minister said: "My first feeling was that they did not have a case against me. But I know people have been acquitted in South Africa, then held again the moment they walked out of the court."

"It just seemed more important to me that I continue the struggle outside."

Mr Mayson said one of his motives in leaving was to protect others.

Ivory poachers at work ... many are now armed with Russian-made weapons.

4 000 retrenched

Labour Reporter

More than 4 000 workers were laid off by about 20 employers in South Africa during the first few months of this year.

Most of the retrenchments, in some large state concerns and private companies, reflect the present economic downturn. Statistics for lay-offs at many

smaller businesses are generally unavailable.

Armcor laid off 842 workers in March while Iscor laid off another 480 in the first three months of the year, according to statistics compiled by the Institute of Industrial Relations in Johannesburg.

The South African Transport Services retrenched about 600 workers in January.

Motor assembly firms were also hit by the recession, with Volkswagen laying off 206 workers in February and Sigma about 700 in February, although only for a couple of weeks.

Other retrenchments were recorded in the textile, motor components and construction industries.

In about half the retrenchments detailed by the Institute, trade unions were involved in lay-off negotiations with managements.

'Anti-racism decade' ends

The Star's Foreign
News Service

GENEVA — An international conference of non-government organisations will be held here next month to assess the Decade for Action to Combat Racism, which is now ending.

The July 5-8 meeting organised by

the NGO Committee on Human Rights will be chaired by Mr Niall MacDermot, secretary-general of the International Commission of Jurists.

Attention will be devoted to the implementation of UN resolutions against the Pretoria Government and in support of guerilla groups.

at
very prices!
All you have to do is
slum it for 10 minutes.

Annual
House Sale.
July 2.

D.H. Kahn
Wholesale Merchants
Annual Sale
Red Lines



300^{30/6/83 Star} men march⁽²³⁷⁾
to 'jobs' office

East Rand Bureau

About 300 men who paid R5 each to "Overseas Appointments" in Elsburg, hoping to find work overseas, marched to the company's offices yesterday to demand their money back.

The men were among hundreds who flocked to the firm, managed by Mr Alan Day, hoping to get overseas jobs.

Eyewitnesses said the men walked in an orderly procession and were not aggressive.

At the firm's offices they told a company interpreter that they had come to demand their money back because they had heard the American jobs they had applied for were not available.

The interpreter told them that Mr Day was away but would be back in two weeks' time.

The interpreter later told a Star reporter that Mr Day was expected back at the office later that day.

A notice on the door to the firm read: "No more American jobs".

Two typists in the office appeared to have no work to do.

Centre for cripples sacks 11 workers

335
15/1/83
RDH
2/7/83

By SOPHIE TEMA

ELEVEN women workers were sacked yesterday at the United Cerebral Palsy's Harry Kesler Centre — which suffered extensive damage in a fire last weekend — after objecting to working 12 hours a day, some for as little as R45 a month.

The women, all of whom claimed that they had helped carry crippled children to safety when the blaze ripped through their quarters, have asked the Black Sash to give them temporary housing and help in their fight against their dismissal.

The sackings will be the second shock the children have experienced this week. One of the women said: "We love those children, and they love us too. They were away when we left this morning — it will be a shock when they find out we've had to go."

Ten of the women are from Transkei, Lebowa and Bophuthatswana. Only one lives in Soweto and has worked for the home for 15 years. They said their salaries ranged from R45 to R89 a month.

The workers claimed they were sacked because they had gone to the matron in charge of the centre, which has 52 children, to complain about the new working hours intro-

duced from Monday this week. They say they were also insulted.

The secretary of the centre, Mr W Wasserzug, said yesterday: "Nobody insulted them. All they were required to do was to work the normal nine hours a day.

"They have been working for less hours and we are only trying to put the routine straight.

"When we told them that they were to work their normal hours, they opted to go and I could not hold them back.

"I have more than 100 people working for me and losing 10 is not a serious issue.

Asked about the workers' claim that they were poorly paid, Mr Wasserzug said: "You either accept a salary or you reject it."

The workers claim they were to work more hours and were told they would no longer be given their weekly day off.

One of them said: "All along we worked from 7am to 5.30pm and were required to wash, feed, help dress the children and look after them.

"And last week we were told that as from Monday we would have to work from 6am to 6pm for the same salary.

"We went to the centre's matron-in-charge to complain that the hours would be too long for the same salary, but we were insulted and told to go."

Don't fire your staff!

335 S. Times 3/7/83
OTHER WAYS TO SURVIVE RECESSION, SAYS AUDITING FIRM

By Alec Hogg

WHEN recession squeezes, hang on to your staff, advises auditing firm Ernst & Whinney in a technical report.

According to the accountants, replacing laid-off staff in an economic recovery is often impossible and nearly always expensive.

Yet, as developed as this country is, retrenchment is usually conducted unscientifically, and too often short-term problems are solved by means of retrenchment, which is a solution to long-term problems.

The accounting firm suggests that companies first undertake "relatively easy measures" which imply no initial costs but which offer tangible

and psychological advantages.

Measures suggested include tighter controls on travel and entertainment allowances, restriction of wage increases, "freezing" the hiring of new employees, the reallocation of staff to divisions where profit potential is greater and the involvement of employees in a survival plan. (How can we increase our sales and contain spending?)

Other measures which could be taken, Ernst & Whinney argues, are:

- The development of a job-enrichment programme.
- Use of tax incentives available to introduce training which will improve productivity.
- Change the mix of compensation to reflect productivity more closely.

● Tighten expenditures on marketing projects.

● Consider less expensive ways of holding company social functions and parties.

● Evaluate the worth of individuals' club, professional and industrial memberships.

● Limit participation to conferences, with the one or two people sent expected to report back to working groups.

These measures should be considered by all companies during a recession whether or not they face retrenchments.

Ernst & Whinney suggests "moderately difficult measures", including early retirement, freezing of salary increases, job-sharing, reduction of

leave allowances, reduction of administrative staff and increasing hours of work.

"Difficult" measures include salary cuts, deferment of bonus payments, moving to a four-day week with 80% pay and demotions.

Although the last two are hardly likely to be greeted with enthusiasm by employees, if they are made to understand that the alternative is massive retrenchment it is likely that they will be viewed positively.

The system has worked well in the US (particularly in the troubled motor industry) and Japan, and, according to Ernst & Whinney, given the correct employee education, there is no reason why it should not be successful in this country.

Premier Biscuit to close

By SIMON WILLSON

Industrial Editor

PREMIER Biscuit Company, the Premier Group's Springs-based biscuit manufacturer, is to close down on Friday after operating at a loss for the past 10 years.

The Premier board decided to close Premier Biscuit as part of a rationalisation of its biscuit division. Pyott and Homaco Biscuit 1981, the other components in the group's biscuit division, are not affected.

About 400 people are employed at the doomed company. Premier's deputy managing director, Mr Peter Wrighton, said yesterday that places would be found within the group for as many of the staff as possible, and that generous terms would be extended to retrenched workers.

The Springs site of the biscuit plant is alongside that of another Premier company, Jabula Foods.

The company was given a new management team two years ago, and 10 years of losses seemed about to end when the Three Rings brand-name was successfully reintroduced at Christmas 1981.

The re-launch demand gave the company its first increase in sales volume in five years, but the financial results were disappointing and needed substantial improvement for the company to show an adequate return.

Recent Premier annual reports have foreshadowed the closure of the company with a succession of gloomy forecasts in the biscuit division.

Profitability last year was adversely affected by the delayed implementation of a selling price increase which was justified by additional costs of materials and labour.

Mr Wrighton said: "The closure is more the result of an internal structural and financial problem than of any slump in demand for biscuits.

"It's a matter of economics. We tried to make a go of it, and we have possibly soldiered on in the biscuit business for much longer than we should have."

Premier Biscuit holds about 10% of the national biscuit market of about 32 000 tons a year.

Production of biscuits un-

der the Premier brand names Pyotts, Three Rings, Westons, Mosmarks and Homaco will continue at the Pyotts plant in Port Elizabeth and at Homaco — the small manufacturer of up-market "home-made" biscuits which Premier acquired in 1981 to penetrate the top end of the market.

Prospects are still not bright for the remainder of the group's biscuit division. Forecasts in the group's latest annual report said the current economic climate was expected to affect the consumption of biscuits adversely, preventing any reasonable return in the current year on the capital employed in the division.

Ship ³³⁵
builders
Mercury
cut back
^{5/7/83}
130 jobs

Labour Reporter

THE slump in the ship building and repair industry was yesterday blamed for the cut-back of nearly 130 jobs at the Durban engineering firm, Dorbyl Marine.

The company's executive director, Mr C R Brass, told the Mercury yesterday that the workers had been laid off over a period of three weeks. Staff was reduced by not replacing workers who resigned or retired. Some were retrenched.

Meanwhile, more than 300 workers at a stainless steel factory at Jacobs, W B Cameron (Pty) Ltd, returned to work yesterday after a two-and-half-day strike over pay.

Miners reprieved

MORE than 500 coal miners have been granted a temporary reprieve from losing their jobs following the settling of a dispute threatening the closure of the Hlobane Colliery.

The takeover of the Gencor-controlled Trans-Natal Coal Corporation Colliery by Iscor for an estimated R70-million has meant that thousands of workers at the northern Natal

mine could hold on to their jobs.

Mr F P Kotze, managing director of the Iron and Steel Corporation, said yesterday that they were reviewing their production planning and that they had no intention of closing the mine.

He said no jobs would immediately be affected, but he was reluctant to speculate on what might happen in the future.

Improve unemployed benefits

Staff Reporter

THE unemployed had to be provided with means of survival until the economic upturn came, the chairman of Old Mutual, Dr J G van der Horst, said today.

Opening the 19th annual conference of the National African Federated Chamber of Commerce (Nafcoc), he said unemployment care facilities in South Africa had to be improved before the rate of inflation came down.

There was a complex relationship between inflation and unemployment.

CONCERTED

In the short term it was possible to achieve a lower level of unemployment if a country was prepared to tolerate a higher rate of inflation, he said.

In the long run, however, excessive inflation led to permanently higher

levels of unemployment.

Industrialised countries had made a concerted effort recently and had brought down inflation to between three and four percent.

They were able to tolerate record high unemployment rates because they had "mature unemployment benefit systems", Dr van der Horst said.

NO WAY

According to South Africa's unemployment care provisions, the maximum benefit a registered unemployed person could receive was 45 percent of salary for a maximum period of 26 weeks.

"There is no way in which any monetary authority can take the heat out of an overheated economy in six months," said Dr van der Horst.

"The required downward phase in the busi-

ness cycle is simply much longer than that.

"If we believe that inflation is a bad thing and when it appears it should be corrected, then we must be prepared in a modern society to provide the necessary minimum care for the unemployed."

RESIST

Dr van der Horst said "historical legislative" provisions in South Africa caused some people to resist registering as unemployed because it could be found that they were "not legal in their place of abode".

"I think we will have to come to terms with this and will have to take a thorough look at our unemployment care situation if we want the laws of economics to work so as to bring our inflation down to manageable proportions," Dr van der Horst said.

Oil rig company to close

Labour Reporter

HUNDREDS of workers have been retrenched by a Durban-based off-shore oil rig construction company, Amardah Shipyards Ltd, which is to close down as a result of the current recession in the engineering industry.

This was confirmed yesterday by the manager at the company's shipyards at Bayhead, Mr S S Tokelove, who said that Amardah would be consolidating its operations with its sister company, Elgin Engineering, which is part of the Murray Roberts Group.

He said at one stage the company had a workforce of 700, but this had been reduced to 100 with the workers being phased out over several months.

'Those workers whose services were no longer required after the completion of certain projects were retrenched.

'Over the past four weeks we have laid off about 15 workers,' he said, adding that as the contracts for off-shore oil rig drilling decreased so were the workers.

The shutdown of the company comes in the wake of a gloomy picture painted by the Steel and Engineering Industries Federation of South Africa in its latest quarterly survey.

Jobless figures in EP show massive increase

335 E. Post 6/7/83

By CLARE
PICKARD-CAMBRIDGE

REGISTERED unemployment of whites, coloureds and Asians in the Eastern Province last month soared by 72,5% compared with the situation in June last year.

Statistics released by the Department of Manpower reveal the grim toll taken by the drought and recession. The number of registered workseekers in the Eastern Province rose from 2 962 in June last year to 5 109 this year.

The greatest percentage increase in registered un-

employment was 139% among white men, where figures rose from 239 in June last year to 573 in June this year.

However, in pure numbers, the statistics for coloured workseekers are much higher, with 2 218 male workseekers registered in June this year compared with 1 158 last year — a 91,5% increase.

Unemployment among coloured males remains higher than among females, for whom the figure rose from 759 to 1 133 (49%).

Though few Asians are

registered as unemployed, figures for men and women have more than doubled. The number of Asian male workseekers rose from 13 to 32, and for Asian women from nine to 19.

A geographical breakdown of figures reveal that there was a 90% increase in registered unemployment in the Uitenhage area (from 621 to 1 180).

The country districts were second in line, with a 73% increase, representing 213 registered unemployed workseekers in June, 1982, compared with 369 last month.

Cape Times 6/7/83

Unemployment care underdeveloped

— Van der Horst

By ROBERT GREIG
Finance Reporter

CONTROLLING inflation in South Africa had to go hand in hand with improving unemployment care, said the chairman of Old Mutual, Dr J G van der Horst, at the opening of the 19th conference of the National African Federated Chamber of Commerce (Nafco) yesterday.

In the opening address, Dr Van der Horst said South Africa's unemployment care was "underdeveloped".

He compared the success of President Reagan and the British Prime Minister, Mrs Margaret Thatcher, in reducing double-digit inflation with South Africa's "apparent failure".

He said one reason was "structural", the "numerous administrative and legislative constraints are seriously impeding normal business decisions and activities".

Another "very important reason" inflation had not been as successfully reduced as it had been by South Africa's trading partners was the social effects of rising unemployment.

"In our society, demo-



Dr J G van der Horst, chairman of Old Mutual, who gave the opening address at the 19th conference of Nafco in the City yesterday.

graphically, economically, politically and socially as it is, there are limits above which one tries not to let unemployment rise."

A third was the existence of "a mature unemployment benefit system" in industrialized countries.

Dr Van der Horst noted that it took time to cool an "overheated economy" — certainly not less than six months.

"If we believe that inflation is a bad thing and when it appears, it

should be corrected and can be corrected by the financial authorities applying the right medicine, then we must be prepared in a modern society to provide the necessary minimum care for the unemployed.

"Inevitably, stringent financial measures will be followed by unemployment, but in the world of today such unemployed have to be provided with means of survival until the upturn comes."

An aspect of South African unemployment was "the resistance by some people to be registered as unemployed because it could be found that they were not legal in their place of abode."

Dr Van der Horst warned: "We will have to take a thorough look at our unemployment care situation if we want the laws of economics to work so as to bring out inflation to manageable proportions."

He also warned that the South African rate of population growth was "the problem behind our problems".

"Family planning" could help reduce the magnitude of social and economic problems.

Union threatens legal action over closing of factory

By Tony Davis, Labour Reporter

The Food, Beverage Workers Union has threatened to take immediate legal action against the Premier Group because of plans to close the Premier Biscuit factory in Springs tomorrow.

About 400 workers are affected by the closure, which Premier says is the result of economic difficulties.

The FBWU has a long-standing recognition agreement at the factory and has complained they were given notice of the shutdown only last week.

At a meeting with senior Premier management this week, the union warned that workers had asked for assurances that all 400 would be relocated at other Premier firms. It also said all workers would refuse to collect any severance pay tomorrow until they were guaranteed alternate employment in the group.

The union gave Premier until this afternoon to agree to the appointment of a committee to investigate the closure and retrenchments or face an urgent legal application, an FBWU statement said.

The Premier Group's deputy chairman, Mr Peter Wrighton, said it was examining the union's complaints.

The union statement also said it had been mandated to protect members' jobs and the attitude of management was not in keeping with public statements on labour issues by Premier's chairman, Mr Tony Bloom.

Workers are being paid out one week's notice pay for every year of service.

(335) (186) (151) (180A)
ROM 8-7-83

400 Premier workers to lose jobs as plant closes

By ANTON HARBER

PREMIER BISCUITS has told 400 workers that they are to be retrenched because the company's East Rand plant is closing today.

And in a statement yesterday, the Food and Beverage Workers' Union, to which most of the workers belong, accused the company of breaking one of the oldest agreements signed with a black union.

The union said it would take legal action if the company did not agree to form a joint committee to investigate the need for the closure and the retrenchments.

"The lofty ideals of Premier chairman Mr Tony Bloom appear not to be translated into reality by divisional executives in so far as members of this union are concerned," the statement said.

The union said its officials were told at a meeting last Wednesday that the plant was to close. Fifteen minutes later the workers were assembled for the announcement that production would cease today.

The union immediately demanded a meeting with the Biscuit Division of the Premier Group. A meeting was scheduled for Tuesday but was cancelled by management and rescheduled for Wednesday as a director could not be found for the meeting.

The company offered retrenchment pay of one week's wages for every year of service.

"It became apparent at the meeting that the board of directors saw the decision as an economic one and appeared not to have taken into

account the effect that the decision will have on 400 workers," the statement said.

At Wednesday's meeting workers demanded that they be kept on and said they would not accept their severance pay until their continued employment within the Premier Group had been guaranteed.

They asked that management give "a categorical guarantee" by yesterday to establish a joint committee to investigate the need for the closure and retrenchments.

The union would lodge an urgent application to the courts to protect their rights if there was no such guarantee, the statement said.

A spokesman for Premier Milling referred questions to Premier Biscuits, whose spokesman could not be contacted last night.

Grim new drought warning

9/7/83

Pietermaritzburg Bureau

NATAL now has to start facing up to the fact that the drought might continue into next summer, Mr Ray Haslam, MEC, chairman of the water contingency committee, warned yesterday.

And that would mean not only much tougher water restrictions, but the wholesale shutdown of factories and massive unemployment.

Mr Haslam said, after a meeting of the committee in Durban, that the people of Natal were for the most part playing their part in saving water — 'but there is no room for complacency'.

The possibility of a continuing drought had to be faced along with the hardships that would go with it.

A slight drop in the water savings in Durban and Pietermaritzburg — from 55 percent to 51 percent — had been noted during the past week but this could be attributed to the influx of holidaymakers.

But there was a danger that people could start slipping back into 'their old water-wasting ways', and it was important that they realise the situation was as serious as ever.

A Pietermaritzburg City Engineer's Department spokesman said savings in the city were fairly consistent around 56 percent.

But comparisons between savings in Durban and the capital were misleading due to the different 'mix' of industry and residential areas.

Two of Natal's hardest-hit towns, Newcastle and Dundee, yesterday reported they were holding their own.

New regulations have just been introduced in Newcastle to vary the allowable consumption for domestic users according to the number of people in each household — from 260 l a day for homes with three or fewer members to 400 l for seven or more.

Newcastle's water supply from the Chelmsford Dam — just 4,15 percent full — is being supplemented from boreholes and a recycling plant.

In Dundee even non-potable water from disused mineshafts, which is fed into the reticulation system, is rationed to about 260 l a day for each family, while drinking water from boreholes must be fetched from tankers.

● See also Page 3

186 (2) 186 (3) 186 (4) 186 (5) 186 (6) 186 (7) 186 (8) 186 (9) 186 (10) 186 (11) 186 (12) 186 (13) 186 (14) 186 (15) 186 (16) 186 (17) 186 (18) 186 (19) 186 (20) 186 (21) 186 (22) 186 (23) 186 (24) 186 (25) 186 (26) 186 (27) 186 (28) 186 (29) 186 (30) 186 (31) 186 (32) 186 (33) 186 (34) 186 (35) 186 (36) 186 (37) 186 (38) 186 (39) 186 (40) 186 (41) 186 (42) 186 (43) 186 (44) 186 (45) 186 (46) 186 (47) 186 (48) 186 (49) 186 (50) 186 (51) 186 (52) 186 (53) 186 (54) 186 (55) 186 (56) 186 (57) 186 (58) 186 (59) 186 (60) 186 (61) 186 (62) 186 (63) 186 (64) 186 (65) 186 (66) 186 (67) 186 (68) 186 (69) 186 (70) 186 (71) 186 (72) 186 (73) 186 (74) 186 (75) 186 (76) 186 (77) 186 (78) 186 (79) 186 (80) 186 (81) 186 (82) 186 (83) 186 (84) 186 (85) 186 (86) 186 (87) 186 (88) 186 (89) 186 (90) 186 (91) 186 (92) 186 (93) 186 (94) 186 (95) 186 (96) 186 (97) 186 (98) 186 (99) 186 (100)

Sugar mills may close

JON BEVERLEY
Financial Editor

MORE sugar mills may have to be closed, Mr Chris Saunders, chairman of the Tongaat-Hulett's Group, said yesterday.

Some weeks ago the group closed some of its mills in the Zululand area because of the drought.

About 2 000 workers at the Felixton, Darnall, Amatikulu and Empanjeni mills were laid off with the promise of 70 percent of their normal wages for the next six months.

A Hulett's spokesman said the group's other two mills, at Maidstone and Mount Edgecombe, might face similar cutbacks.

The milling season usually runs from April to December with a shut-down between January and March.

Mr Saunders said he expected the twin forces of drought and world recession would have a severe impact on the group, but forecast that earnings for the year should not fall by more than 20 percent of last year's 116,6 c a share.

Healing: combining old and new

by Patrick Bulger, The Star's Foreign Service

BABANE Mr Aggrey ophe's medicine shop in Mbabane is a colourful little room when the setting Swazi warns patients in search of cure.

If they do not find what they need among the scores of animal hides, snake skins, bones, roots and bulbs, then Aggrey might suggest one of the

secret mutis he keeps in tiny plastic sachets behind the dead eagle.

There are more than 5 000 traditional healers (herbalists and inyangas) in Swaziland. They perform an important task in a deeply traditional society afflicted by some strange maladies. Some of their cures are as strange, though — such as remedies that induce sleep of the everlasting variety.

The genuine healers are be-

coming increasingly scornful of colleagues who dabble in witchcraft and death. The majority — 80 percent, according to a recent survey — want to be part of a professional healers' association. This would enable them to play a more meaningful role in health-care programmes, provide an opportunity to learn from their sophisticated white-coated counterparts and separate the genuine healers from the quacks.

The government is in favour of such an association for two reasons. It hopes the traditional healers will help raise Swaziland's standard of health care. And it wants to wipe out ritual murder, with which healers who may apply be named witchdoctors, are associated.

Recently a group of Nhlanguano inyangas appealed to their court president for a stricter official attitude towards ritual murderers who were ruining the

reputation of traditional healers.

This was not a call in isolation. Repeatedly before his death, King Sobhuza II — a firm believer in traditional healing — called for a stop to ritual murder. Leading government figures echoed him and the king's executioner ended eight lives two years ago to amplify the message.

But the murders have continued unabated.

Experts cannot agree on what lies behind them as they are not part of Swazi tradition.

Unfortunately the debate about ritual murder has diverted attention from some of Swaziland's more serious and widespread health-related problems. These demand all the medical brainpower the kingdom has — and that must include what the traditional healers have to offer.

The government responded by launching an immunisation drive to fight polio, measles, diphtheria, tetanus and whooping cough. Cholera control measures have been introduced.

The scarcity of trained doctors remains an obstacle to an

effective rural health programme. For every 110 Swazis there is one traditional healer, in a population of 600 000 there are about 50 modern doctors and only two psychiatrists.

In 1979 King Sobhuza urged traditional healers to form an association and commissioned a study of traditional medicine. Four years later it appears Swaziland is beginning to realise the full potential of its inyngas.

At the Ministry of Health's request, Dr Ted Green, an anthropologist with a rural water-borne disease control project, and Dr Lydia Makhubu, a chemist at the University of Swaziland, recently completed a paper recommending ways of achieving better co-operation between traditional and modern healers.

Traditional healers, they found, believed modern medicine best treated diseases such as cholera, tuberculosis and bilharzia; they admired doctors for their technical capabilities, but said their own ability to diagnose the ultimate cause of illness was as important.



Herbalist Aggrey Hlophe (left) helps a customer choose from a wide range of skins and mutis in his small shop.

Unemployment causing psychiatric disorders in children, says doctor

BLOEMFONTEIN. — The mental health needs of children in South Africa could scarcely be met by the existing mental health professionals, Dr B A Robertson, of the Child and Family Unit, Red Cross Children's Hospital, Rondebosch, said yesterday.

Speaking at the national convention of the South African Association of Occupational Therapists, he said the increasing number of single-parent families and rising unemployment rate in South Africa caused psychiatric disorders in children.

English studies quoted a prevalence of 6-12% for children and 12-20% for adolescent disorders.

Dr Robertson said the child psychiatrist was the traditional leader of the multi-disciplinary team that provided services to meet the

mental health needs of children.

Treatment aimed to restore the child and family to optimal development and growth.

Dr Robertson said child psychiatry catered for a wide range of emotional disorders in children and adolescents.

Early infantile autism and schizophrenia were examples of serious disorders, whereas school phobia, attentional deficit disorder and learning disability were examples of less serious conditions.

Children with milder disorders were those where emotional problems complicated pre-existing physical handicaps or conditions such as cerebral palsy or temporal lobe epilepsy.

Prevention in child psychiatry included identification

of children at risk for mental health problems, such as children from low income families, institutionalised children, and single-parent children.

Professor W J Schoeman, of the Department of Psychology, University of Orange Free State, said the child, in its mid-childhood years, had to master:

- Development of the necessary physical and motor skills.
- Development of a healthy self-image.
- Formation of peer group relationships.
- Acquisition of the male or female gender role.
- Acquisition of basic skills in reading, writing and reckoning.
- Acquisition of moral and ethical values.
- Acquisition of more personal independence. — Sapa.

More jobs before end of year, ^{Star} 16/7/83 say experts

Labour Reporter

Staff placement bodies predict a steady growth in jobs over the next few months in spite of the growing number of retrenchments during the past year.

The demand for labour also shows a greater need for black workers than for white.

A survey by Manpower International released this week shows the upward swing in labour demand is the greatest since June 1981 and it comes in spite of pessimism in the first half of this year.

Many business sectors are black labour-intensive and the survey forecasts that many companies are anticipating expansion in their workforces.

Labour growth points appear in the following sectors:

- The retail sector, where employment for both white and black staff appears healthy and fewer firms are planning layoffs this year.

- The building industry, especially with the low income housing development boom.

- In auto assembly, which has suffered from large employee retrenchments.

Further employment increases are also anticipated in the brick, pottery and cement and civil engineering sectors.

The greatest demand for black and white labour is in the Johannesburg area. The number of companies planning to take on more staff is greater than the number planning to reduce staff during the rest of the year.

In the Johannesburg area the percentage of firms planning to reduce white staff has dropped from 20 percent to 7,8 percent and black staff from 22,9 percent to 7,8 percent, the survey shows.

Close to 40 percent of larger firms in the area are also planning staff increases over the next six months.

"Although it is still too early to draw any long-term conclusions from this survey, as it is the first upward movement since the beginning of 1981 its significance must be regarded as highly encouraging," the survey reports.

The upward trend, however, may not spell the end of further retrenchments or the economic recession.

Another employment survey by Drake SA, a large placement group, also indicates a steady growth in labour demand.

Taking statistics from newspaper classified job advertisements, Drake's survey shows that the demand on the Witwatersrand for white, coloured and Asian males increased by a third from 961 jobs in March this year to 1 269 this month.

For jobs for white, coloured and Asian females in the same area, the number increased by 50 percent from 1 248 in March to 1 874 this month.

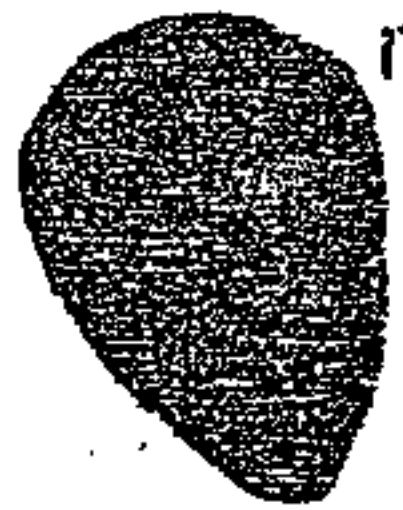
From November last year to the present, jobs for males advertised in the newspaper classified columns rose by 105 percent while those for females rose by 80 percent.

Both surveys showed that labour demands were aimed at skilled workers, although increasing employment prospects in the building and automotive industries show there is room for semi-skilled workers too.

Blaze heroes sacked

By Z B MOLEFE

ELEVEN BLACK heroes have been sacked — less than a month after risking their lives to save 30 crippled white kids from a fire that ripped through their special home in Johannesburg. *City Press*



17/7/83 The brave women, who include nine contract workers, were fired after protesting against having been told on June 28 to work up to 12 hours a day without overtime pay.

The women, some of whom earn as little as R45 a month, have been fired from the United Cerebral Palsy Association's Harry Kessler Centre in Johannesburg.

Last month a fire nearly destroyed the cerebral palsy home, causing R100 000 damage.

The women who have now been sacked joined other staff members in braving the flames during the blaze to rescue the crippled children.

"This is a cruel blow. To think how we risked our lives saving those children in the fire," said sacked Mrs Anna Chauke.

"There was nothing we could do but save those children. After all, children are children — no matter if they are black or white," she added.

Growing number are unemployed

235 Star 20/7/83 Pretoria Bureau

Unemployment among whites, coloureds and Asians nationwide rose by 11,9 percent between January and April this year. This has been revealed by the Department of Manpower.

There were 65 980 people without work in April this year, of which 27 802 were blacks. No January figures were available for black unemployment.

In Pretoria, however, the number of jobless decreased by 5,7 percent during that period. But unemployment among white, coloured and Asian men in the capital increased nominally. There were 12,3 percent fewer women without work in April compared with January.

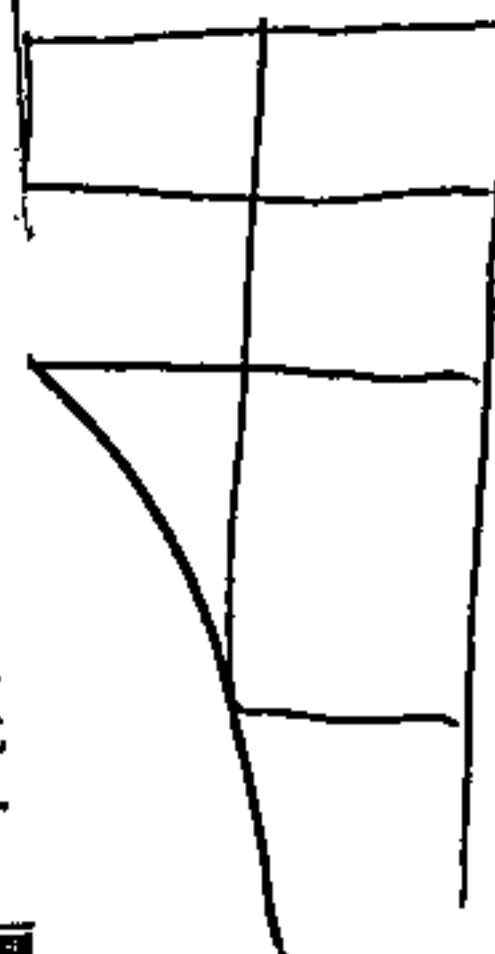
A total of 4 316 people of all races are without work in Pretoria, 70 percent of whom are black and 25 percent white.

Johannesburg's rate of unemployment increased among white, coloured and Asians by 10,9 percent in the first four months of the year, while in Durban the increase was 13 percent.

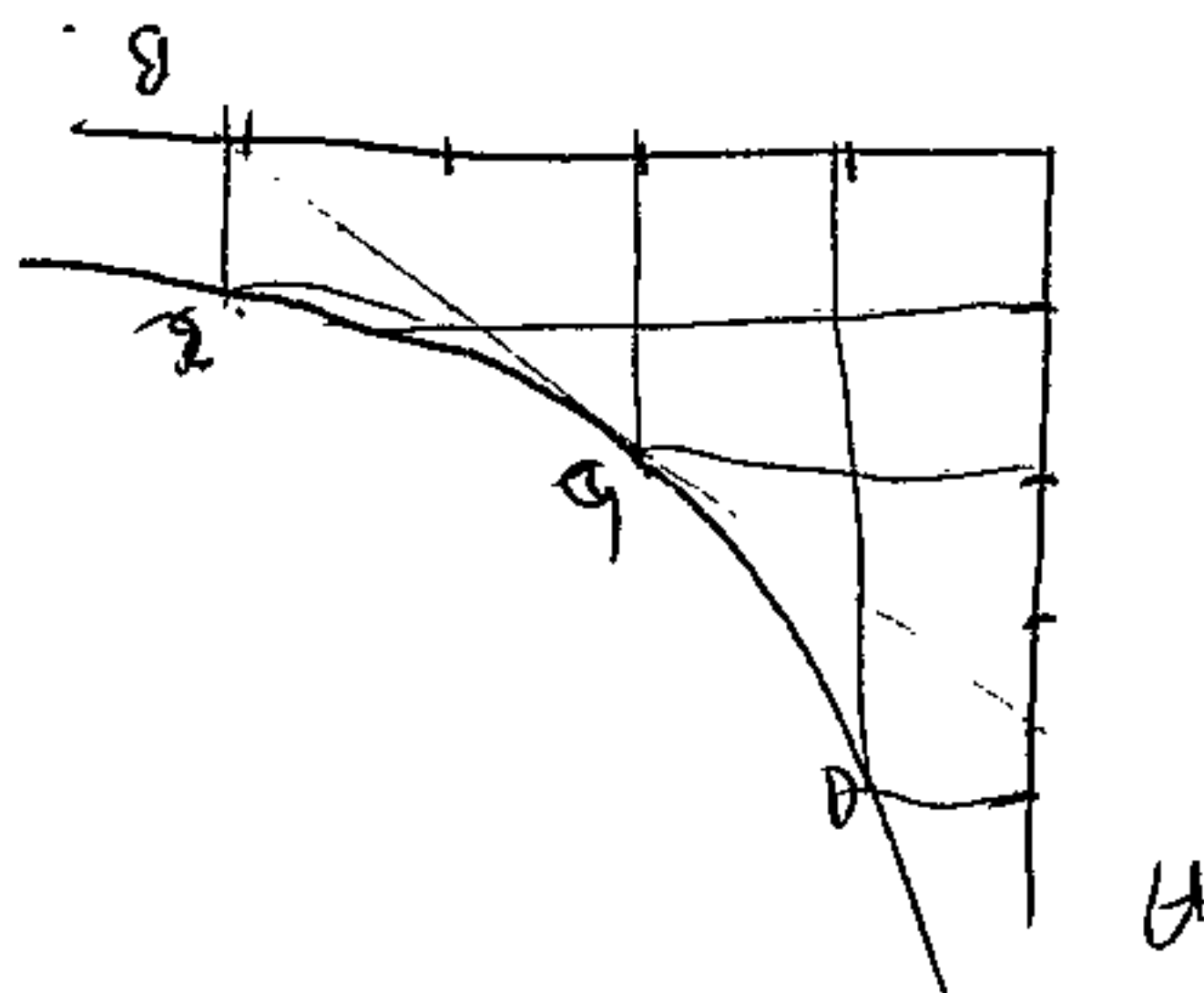
Durban has the highest number of unemployed people of all races — 21 077 compared with 17 517 people in Johannesburg.

It is pointed out that 74 percent of all unemployed women in the country are married, 19 percent single and the seven percent are under the age of 21.

Unemployment among whites in professional and semi-professional fields has increased by 15 percent for men, while a four percent decrease is indicated for women in these fields.



Demand curve is the various combinations of goods a person is prepared to pay at a certain quantity



Shows at the this
prepared to have 4 A and 18
and equally prepared to
have 2A + 2B.
Indifference curve

Indifference curve measures the various different combinations between goods a person is prepared to have regardless of quantity of each.
to give up for one
shows the various different combinations between goods a person is prepared to have regardless of quantity of each.

Workers drop legal action

Mail Reporter

THE Paper, Wood and Allied Worker's Union (PWAU) this week withdrew a legal action over retrenchments at a Brakpan factory after the company agreed to reinstate the workers and negotiate the issue.

PWAU began legal action after management at Kohler Corrugated, Brakpan, retrenched seven workers, including the chairman of the

shop stewards' committee.

PWAU said it had been surprised at the decision to retrench staff because the company was working substantial overtime, was employing casual labourers and was opening a new department.

PWAU, which is affiliated to the Federation of SA Trade Unions (Fosatu), also accused the company of avoiding negotiations because they preferred to deal

with the SA Typographical Union (SATU).

But this week, PWAU withdrew the legal action after management offered to reinstate the workers for six weeks while retrenchments were negotiated.

Next week the workers will also vote for a second time in a ballot to show whether they support PWAU or SATU. At the first ballot, 94% of the workers supported PWAU.

UNIONS

Employer obligation

Employers faced with decisions over union recognition, dismissal and retrenchment would be wise to study the Industrial Court's determination in the case between Fodens (SA) and the United African Motor and Allied Workers' Union (Uamawu).

Last week the FM provided lawyers' initial impressions of the implications of the case. Some who have had time in the past week to analyse the court's findings are able to give a more detailed interpretation of the case, which seems to create extremely important new precedents.

They believe it shows that the court is moving increasingly towards the view that an employer does have an obligation to bargain in good faith with a representative union. They say the court's reasoning appears to be the following: collective bargaining is a good thing; therefore there can seldom be good reason why people should not get around a table and talk. In such cir-

cumstances, the most appropriate mouthpiece of employees would be a union with majority support.

The court's determination therefore seems to take the decision in the Southern African Society of Journalists' case an important step further. There the effect was to order an employer to bargain in good faith where there had been a long-established relationship between a union and an employer. The determination in the Fodens case seems to imply that there is an obligation to bargain in good faith with a *representative* union, even if there has been no relationship with it in the past.

The Fodens case also shows that the court believes that retrenchments must be conducted in a fair manner and that unions should be consulted. It appears that employers retrenching workers must use objective criteria, such as last-in-first-out (lifo), and not retrench people for disciplinary reasons.

The implication of the decision on an application by one dismissed employee appears to be that the court will rule that an

unfair dismissal never actually amounted to dismissal. Therefore, such a dismissed person is entitled to receive all pay and benefits owing to him since his unfair dismissal.

335 145 143 192 FM 22/7/83

and Shipping

Creation of new jobs must double, MCI chief warns

SOUTH AFRICA needs to double its existing job-creation rate between now and the year 2000 to achieve satisfactory levels of employment, Mr Wally Life warned yesterday.

Addressing the mid-year general meeting of the Midland Chamber of Industries (of which he is president), Mr Life said though a daunting task "South Africa, with its wealth of natural and human resources, can and must rise to meet this challenge".

A possible solution to the problem lay in the "vast and virtually untapped reservoir of entrepreneurial potential among the black, coloured, and Asian communities," said Mr Life.

However certain major hindrances remained, such as:

- The restrictive aspects of the Group Areas Act.
- The legacy of an inadequate education system.
- Limited access to capital.
- An almost total lack of experience in coping with the competitive pressures of a free enterprise economy.

Mr Life said it was up to the Government to eliminate legal restrictions on black business development. The private sector, too, could play an important role in making funds available for small business development "as well as

assisting fledgling entrepreneurs to find their feet".

In addition, "there is a definite need for a change in attitude on the part of the black, coloured and Asian communities," said Mr Life.

"There are enough business success stories among each of these communities to underscore the fact that hard work, initiative and perseverance will bring results — irrespective of the hardships and disadvantages which they face.

"What is needed is a resolve to go out and take the entrepreneurial risks inherent in starting any business, and a development of self-confidence in being able to handle the various problems associated with running a small company."

Mr Life said the MCI represented 275 manufacturing companies who together employed 74 000 people.

A striking feature of this complement was that multi-national companies employed fully 40% of this total workforce, while 101 companies — just over one third of the member companies — employed only 2% of the total workforce.

"And at the other end of the

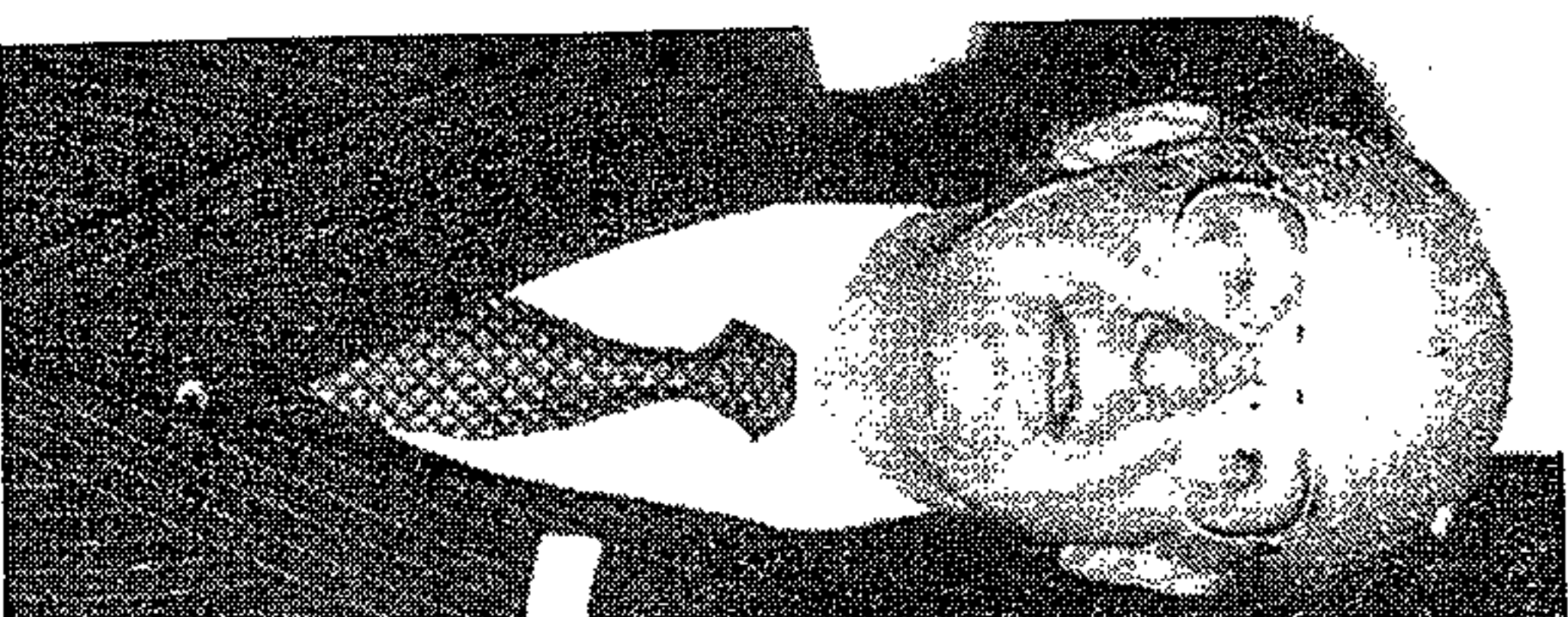
scale just three companies employ 25% of that total of 74 000 workers."

This meant the chamber had to supply services to three very diverse groups, said Mr Life.

The chamber's approach to fulfilling these services, said Mr Life, would shortly be redrafted into a five-year business plan.

The first of these plans was nearly complete and "very soon the direction that the chamber will follow in the next five years will be clearly defined".

"Each of the three groups I mentioned earlier will then easily be able to determine which services meet their specific needs," said Mr Life.



MR WALLY LIFE, chairman and managing director of Goodyear (SA) Pty Ltd, and president of the Midland Chamber of Industries.

Thomsons lays off 35 workers

23/7/83 Financial Reporter

THOMSON Publications, South Africa's major trade publishing company, is laying off 35 of its 280 strong staff.

The employees laid off include 11 journalists as well as sales representatives and back-up staff.

Thomsons also plans to re-

duce the number of titles it publishes to 35 from 40 by the end of the year.

Managing director Mr Will Corry said major reasons for the move were a 20% drop in Thomsons advertising revenues and the high overhead costs of the group's staff level.

See Page 12

US\$

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|-----------------|--------|--------|-------|
| Old Mutual | 581.86 | 544.67 | 5.88 |
| NGF | 301.03 | 283.90 | 6.44 |
| Sage | 591.13 | 552.21 | 6.78 |
| UAL | 571.34 | 539.62 | 4.96 |
| Sats | 238.97 | 225.52 | 6.57 |
| Sanlamtrust | 132.75 | 125.28 | 7.16 |
| Trust | 512.01 | 483.22 | 6.74 |
| Sanlam | 184.26 | 174.17 | 10.58 |
| UAL Intergrowth | 140.13 | 132.61 | 6.47 |
| Guardbank | 545.55 | 515.01 | 6.04 |
| Standard | 310.18 | 294.58 | 6.10 |
| Standard Income | 87.60 | 86.23 | 13.18 |
| Standard Gold | 121.19 | 113.13 | 7.70 |

Throgmorton St

LONDON. — Share prices closed lower in London yesterday.

The Financial Times index of 30 industrials closed 4.1 down at 706.8.

Interest was centred on a handful of stocks, and no overall trend emerged in the absence of a clear lead from Wall Street.

Banks fell as concern over international debt was renewed after the failure in Congress of measures to increase the US contribution to the IMF.

Government bonds ended around 1/8 point lower in long dates, reflecting a weak US bond market.

Barclays fell 18p to 479p and Lloyds and Natwest each shed 13p.

In stores, Boots was a firm feature, gaining 10p at 307p on favourable comment on the annual meeting, but Marks & Spencer fell 4p to 197p.

Grand Met ended 1p higher at 358p, below its 363p high on a lack of follow-through US buying interest. Distillers was firm in early trade, but fell on poor results from its subsidiary United Glass to show a net 2p gain at 222p after 227p.

Among companies reporting yesterday, John Brown gained 3p at 28p as talks continued with Hawker Siddeley on the possible sale of John Brown Engineering. Davy Corp rose 5p to 51p and Gestetner added 4p at 45p. Dull oils had BP down 4p at 502p. — Sapa-Reuter.

Sugar price

THE London daily raw sugar price rose to £165 (£160.50) a ton yesterday. The price of white sugar rose to £193 (£186).

Powercore, will rise on September 1 by about 9%.

Thomson lays off 35

Financial Reporter

SOUTH AFRICA'S major trade publishing group Thomson Publications, is laying off 35 of its staff of 280 people because of losses incurred by its publications division.

Eleven are journalists and the rest sales representatives and back-up staff.

The group also intends to reduce the number of titles it publishes to 35 by the end of the year from 40.

The titles will be sold, failing which they will be closed, according to Thomson's managing director, Mr Will Corry.

He said yesterday that the monthly mining magazine, Coal Gold and Base Metals, which Thomson acquired when it took over the Pithead Press, would not be closed.

Coal Gold and Base Metals to a major extent duplicates the coverage of Thomson's established monthly magazine, SA Mining and Engineering Journal.

Coal Gold and Base Metals has suffered because of competition from SA Mining World which is produced by some of Pithead's former staff who broke away shortly before the Thomson takeover and formed a trading publishing group, Phase Four.

Mr Corry said the losses in the publications division did not mean the Thomson group would incur a loss in 1983.

The group's two other divisions specialising in trade fairs and promotions and information dissemination were still profitable.

"Profits will be disappointing for 1983, but we hope cost-

saving measures and the new structure will result in the publishing division making a profit of R500 000 in 1984," he told a news conference in Johannesburg.

The group's problems had developed over the past 18 months because of South Africa's recession which resulted in Thomson's advertising volumes dropping by about 20%.

Mr Corry said the group had bought qualified staff by paying above-average salaries.

Thomson's had restructured publications into six divisions consisting of magazines.

As part of this restructuring the Pithead Press titles would come under Thomson's direct management.

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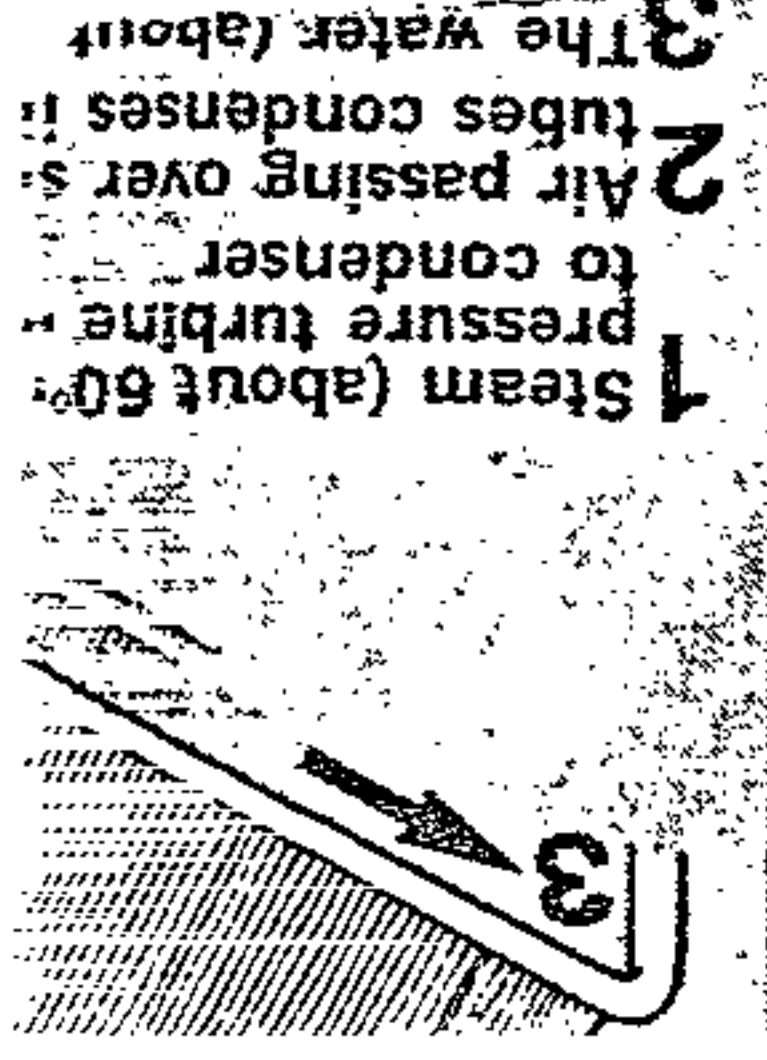
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dry-cooled answer to energy problems

Report: SIMON WILLSON

energy source. Crude oil, a shorter-lived global resource, is expected to continue to rise in the price of oil. The subsequent price of oil has done nothing to reduce Sasol's value, as the real price of oil has risen. The subsequent price of oil has done nothing to reduce Sasol's value, as the real price of oil has risen. The subsequent price of oil has done nothing to reduce Sasol's value, as the real price of oil has risen.

Clothing workers hit hard by recession

MORE than 3 000 workers in the Transvaal clothing industry have been retrenched this year — and another 1 000 are expected to lose their jobs when three garment manufacturers shut in September.

Trade unionists say 89% of the work force in the clothing industry in the province are women and most are the breadwinners in their families.

Mrs Ethel Tshabalala, 38, of Soweto, who lost her job as a seamstress two weeks ago, has a son of 17 and a daughter of 15. "I earned R44 a week and the only way I can survive is by borrowing money from my sister," she said.

Employers say the recession has hit hard. Many manufacturers have applied to relocate their factories in Government-designated deconcentration points near metropolitan areas or industrial development points in rural areas.

They say even those clothing factories which relocated a few years ago are experiencing short time, but this reflected the general pattern in recessionary times.

BY ANNIE SACKS

Dr Anna Scheepers, president of the Garment Workers' Union of South Africa, said as many as 14 clothing manufacturers had applied to the Government to relocate.

But Mr Douggie de Beer, chairman of the Decentralisation Board, said he could not randomly issue statistics to the Press until his committee had tabled its annual report to Parliament during the special August session.

According to employers, high overheads, including the high cost of labour in the Transvaal and the Government's handsome decentralisation incentive package introduced last April, were reasons for relocating ailing enterprises.

In terms of the package, wages and relocation costs are heavily subsidised by the Government. Several other benefits, such as reduced transport rates, are also included.

Mr Terence Kinnear, chairman of the Transvaal Clothing Manufacturers' Association, predicted the decentralisation

trend would escalate. "The Transvaal industry simply cannot compete with manufacturers in Natal and the Cape.

"We have to pay R5,15 per worker to the West Rand Administration Board for infrastructural costs and transport. These high subsidies do not apply in other provinces."

According to Professor Gavin Masdorp, of the Economic Research Unit at the University of Natal, the relocation of industry can, but does not necessarily, create new jobs.

"New jobs cannot be created unless new investments are induced," he said.

He said little evidence of the success of the new decentralisation package had been documented, but his department was conducting surveys throughout the country.

Dr Scheepers said she was seriously worried about the employment conditions in deconcentration points, where workers were likely to receive a third of the pay they would receive in urban areas because there were no minimum wages in the independent homelands.

Big rush

by 700

for 180

vacancies

Mercury Reporter

ABOUT 700 prospective job-seekers jostled for 180 vacant posts at a Corobrik plant at Briardene yesterday which re-opened after being shut down 18 months ago.

Mr B K Waberski, managing director of Corobrik Natal, said the Hoffman kiln at Briardene was being recommissioned in anticipation of an upswing in the building industry.

'We plan to produce 27 million bricks a year at the Briardene plant and are presently busy engaging staff,' he said, adding that the mammoth turnout by work-seekers showed how desperate people were for jobs.

He said the plant would be reopened in stages with production getting into full swing in September. The kiln at Briardene shut down during the slump in the building industry when supply exceeded demand.

Kohler lay-off 'will not affect Natal workers'

(23) Mercury Reporter 114

A MOVE by the Transvaal-based Kohler Packaging Group to reduce its workforce in the Transvaal from 2 150 to 2 088 by dismissing 62 workers at the Isando plant would not affect the group's workers in Natal, a spokesman said yesterday.

All the dismissed workers would receive compensation based on length of service in addition to notice pay, leave pay, pro-rata holiday bonus and payout of their pension fund contributions.

Some of the workers

who were declared redundant may be offered alternative employment, but others would be given priority when any of the group's operations in the area sought additional staff. 30/7/83

The spokesman said the lay-offs stemmed from a decision to close the coating section of the Isando plant which made adhesive tapes.

'In future Kohler will import coated material in bulk and limit its manufacturing operation to printing and packaging of the final product,' he said.

335 Industrial Week

Staff outlook bleak for textile industry

THE CLOTHING and textile industry in the western Cape continues to be hit by staff lay-offs writes Fred Roffey.

The 1982 peak employment figure for the industry of some 63 000 workers has dropped by about 3 000 (*Industrial Week*, June 7, p2), and there are warnings this situation will not improve in the near future.

The outlook for jobs in the industry over the next 12 months is not

particularly optimistic according to the president of the Textile Federation of South Africa and managing director of Romatex fabric division, Ernest Wilson.

He pointed out that during the period from September last year to March this year, the industry was working at only 55% of its 1981 index, which was a boom period.

At present, the figure stood at 70% of the index, and a

shorter week was being worked.

Imports are having a major effect on the industry.

The chairman of Burlington Industries, Philip Kawitzky, said at the annual meeting of the company in Cape Town that large importations, primarily of knitted goods, from the Far East were resulting in retrenchment and short-time working.

Higher income expectations without a corresponding increase in productivity were also responsible, he said.

Although sales were below the 1982 level, because retailers needed to restock with more fashionable merchandise, Mr Kawitzky said he expected a slight increase in current demand.

He added that export markets were being actively explored.

showed a Datsun bakkie



The first production line dex, is presented to a by the sales manager of Wentzel (left) and Mr J

Boor

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CIRCLE ENQUIRY NO 2

METROPOLITAN

Jobless double in year — but turn is expected

ARGUS 2/8/83

335

Staff Reporters
UNEMPLOYMENT in the Western Cape doubled in the past year as the region was gripped by the recession.

But the latest figures from the Department of Manpower indicate that unemployment may have peaked and that the position has stabilised.

Statistics for the Eastern Cape, surprisingly, show less unemployment towards the middle of this year, in spite of the added factor of the drought.

In the Peninsula area there were 7 348 white, coloured and Asian unemployed last month — 65 fewer than in June.

This is a reversal of the upward trend in previous months.

In July last year there

were only 3 337 white, coloured and Asian unemployed registered by the department.

By April this year this had risen to 6 440. This rose further to 7 060 in May and 7 413 in June.

White unemployment was down by 66 last month compared to June, while coloured unemployment remained practically the same — up by one on June.

Unemployment figures for blacks are handled separately by the Western Cape Administration Board.

Because blacks have not had to register as work-seekers since 1980, these figures are not regarded as an accurate reflection of the situation.

They do, however,

show a similar trend, with unemployment increasing since last year but stabilising towards the middle of this year.

In July 1981 the figures show 4 622 unemployed, rising to 6 080 in July last year and 7 293 last month.

But last month's figures were slightly down on the 7 304 figure for June.

Figures supplied for white, coloured and Indian workers in the Port Elizabeth area show 5 115 unemployed in January, peaking at 5 835 in March and dropping to 5 109 in June.

The director of the Cape Town Chamber of Commerce, Mr Brian Macleod, said unemployment was low in the Western Cape in relation to the total workforce.

"We must accept that in a recession there must be unemployed," he said. The Western Cape was less affected than the rest of the country, which was affected by the drought.

Also, as a coloured labour preference area, the Western Cape had comparatively few black unemployed, he added.

With more than 1.5 million people in the Greater Cape Town area according to the 1980 census, the population could rise to more than 2.25 million by the year 2000, according to a report by the City Engineer of Cape Town, Mr Jan Brand.

He reports there is evidence that the expected rapid population increase will not be matched by the necessary increase in the number of jobs.



Mr Brian Macleod



Mr Jan Brand

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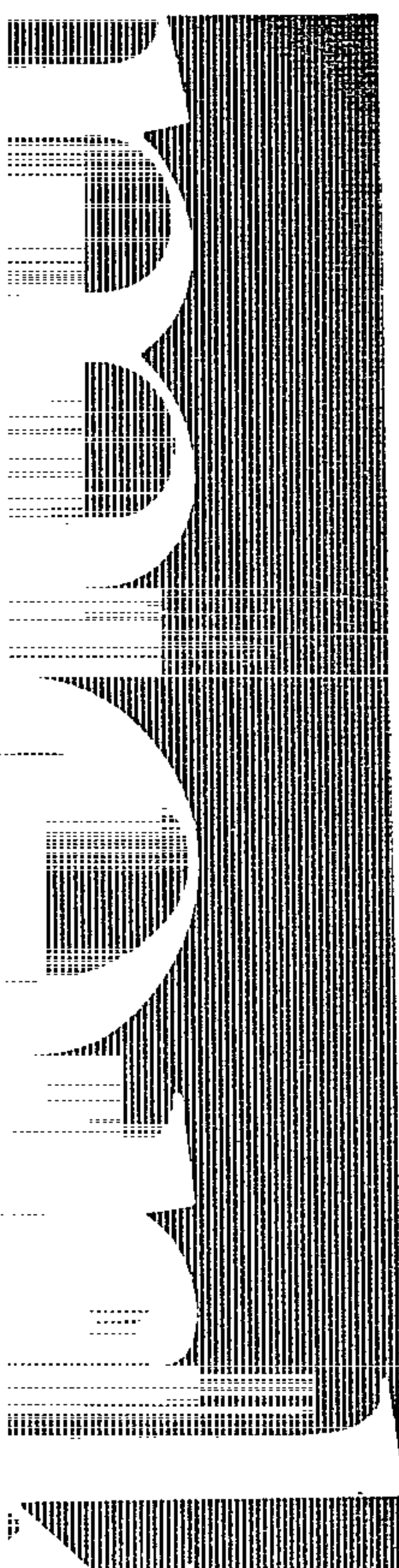
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TODAY:



Biscuit monopoly as Premier sells to Bakers

By PAT SIDLEY
Consumer Mail

PREMIER GROUP has sold its biscuit manufacturing division to the Durban-based Anglo-Transvaal subsidiary, Bakers Ltd, ensuring a virtual biscuit monopoly for Bakers.

The deal was approved by the Competitions Board, but yesterday it declined to comment on the transaction. However, a spokesman for Premier said the deal had been approved by the board.

Brand names which will disappear from the Premier fold are Pyotts (the factory had already closed with the loss of 400 jobs), Three Rings, Westerns, Mosmarks and Homaco.

Retailers estimate that Bakers will now control about 90% of the industry. Premier estimated that it had previously had about 15%.

About 40 000 tons of biscuits were manufactured in 1982 in South Africa with a value of at least R100-million. About 35 000 tons of flour are used in the manufacture of biscuits annually.

In the six months to the end of December 1982, Bakers made a profit after tax of R4 763 000 and their turnover in that six-

month period was as high as R84-million.

Confirming the sale yesterday, Mr Peter Wrighton of Premier would not reveal the value of the deal. He said shareholders would be informed "in due course".

He said the division had been sold to save the remaining (600-odd) jobs in the factories as the division had for some years been losing money. About 400 jobs had been lost when Premier closed its Springs plant earlier this year.

The 1983 annual report of the Premier Group said: "The losses in this division have been gradually reduced over the past three years... Profitability was however adversely affected by the delayed implementation of a selling price increase which was justified by additional costs of materials and labour."

Ms Peta Lomborg, spokesman for a major supermarket chain, said last night she was "horrified by this further example of concentration in the food industry. It will inevitably lead to increased prices through lack of competition."

"We would like to hear the explanation of the Competitions Board as to how they could allow this concentration to take place," she added.

Witness describes shooting

Court Reporter

A POLICE detective who shot dead a burglar while the man was crawling through the bathroom window, pleaded not guilty to a charge of murder in the Rand Supreme Court yesterday.

Mr Christiaan Dydelief van Jaarsveld, 46, of Kempton Park, appeared before Mr Justice T T Spoelstra charged with murdering Mr Kombula Mafiri at Birch Acres on February 2, 1982.

Miss M Spinks testified she saw two black men prowl about an empty neighbouring

house. When they opened a bathroom window and one of them entered the house, she called the police.

Shortly after Mr Van Jaarsveld came around the back of the house and positioned himself behind a wall.

Miss Spinks said she saw Mr Mafiri peep out of the bathroom window and start crawling out. Mr Van Jaarsveld fired three shots when Mr Mafiri's head and shoulders were showing.

She said Mr Van Jaarsveld did not give Mr Mafiri, who was unarmed, any warning

before firing. Mr Mafiri fell back into the house after the third shot.

Mr Van Jaarsveld told the court in his defence that he shouted at Mr Mafiri and fired a warning shot when his head appeared in the window.

It seemed to him that Mr Mafiri was armed and he feared for his life. He then fired two shots. He later ascertained Mr Mafiri was not armed, but had a camera in his hand.

The hearing continues today.

Private funeral for actor David Niven

Mall Correspondent

GENEVA. — A private funeral service will be held for actor David Niven this afternoon at the small Anglican church he attended near his Swiss Alpine chalet, a family friend said.

Niven, who was 73, died early on Friday after months of suffering from a rare muscle-wasting illness.

The friend said the service would be taken by Scottish Pastor Arnot Morrison, a close friend of Niven's.

"It will be for his close friends and family — Niven was a very private man and the service will be in keeping with his wishes," the friend said.

Violinist Yehudi Menuhin said he and seven of his students would play the Andante

from Mendelssohn's string octet at the service.

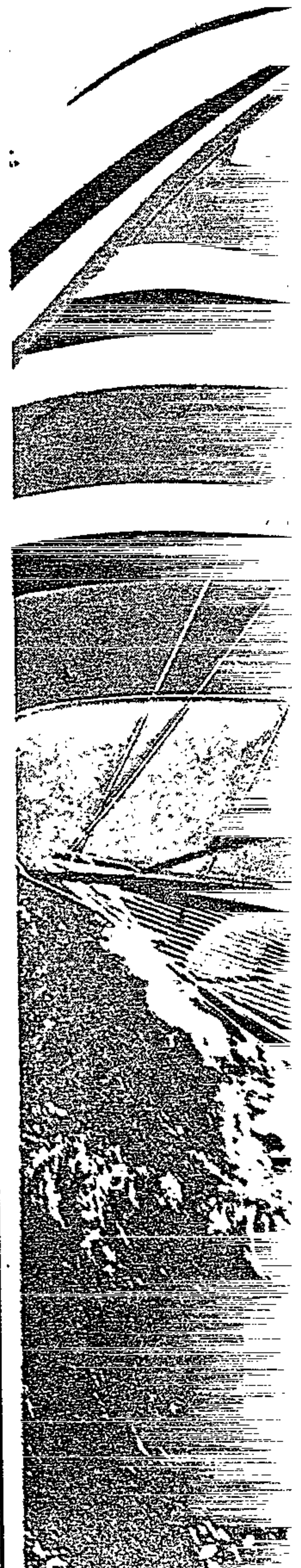
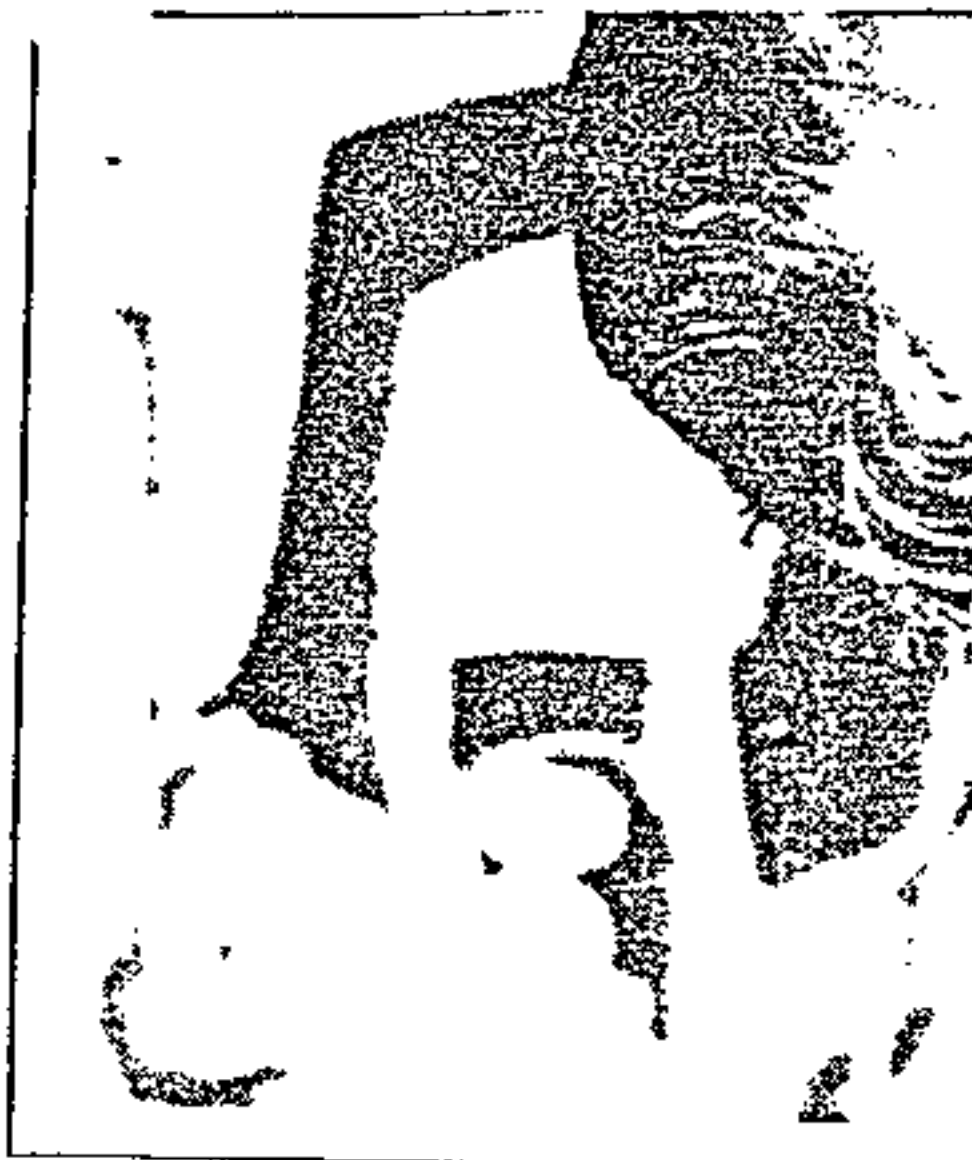
"I admired him enormously — he was an incredibly courageous man and talented artist and author," Menuhin said.

Earlier Niven's family said they would hold the service in a bigger church, but then decided against this.

"They wanted to have it in the church Niven knew and where his two daughters were christened," the family friend said.

Niven's two sons by his first marriage arrived over the weekend from the United States to join his Swedish widow, Hjordis, and her two adopted daughters.

Memorial services are also planned in London and Hollywood later this year.



WHATSITSNAME



Clothing for export will create jobs, says Getz

Aug 3/8/83

335

SOUTH AFRICA vitally needs more labour-intensive export industries to provide jobs for the growing number of school-leavers, Mr Michael Getz, chairman of the Cape Clothing Manufacturers Association, said today.

He was speaking at a Saffo seminar in Johannesburg.

He said that though the country had a serious unemployment problem it imported huge quantities of manufactured goods with a high labour content.

It was chronically short of capital. Yet its main exports — minerals and agricultural produce — were from capital-intensive industries in which technological advances were reducing the number of jobs available.

FOR EXPORT

He suggested the answer was to encourage the manufacture of clothing, footwear and textiles for export.

"These industries will provide more jobs, more quickly and at a lower capital cost than almost any other industrial employment."

In 1980 it was estimated that South Africa needed to create at least 1 000 jobs a day.

The cost of providing each job in a capital intensive industry varied between R100 000 and R150 000.

Each job in agriculture cost R50 000, in the textile industry R30 000 and in the garment industry between R5 000 and R7 000.

"Advancing technology is substantially increasing the cost of each job provided. In some sectors of industry and in agriculture South Africa will not be adding any jobs at all in future."

67 PERCENT

Manufactured goods made up 67 percent of imports this year. Minerals made up 65 percent of exports and agricultural produce 15 percent.

"This scenario is played out in a country with serious under-employment and a vast unsatisfied appetite for capital."

Many planners now thought the critical component in economic development was moving away from dependence on natural resources towards the development of innate skills within a society.

"Our place in the international markets of tomorrow is related to the speed and scale with which we introduce significant numbers of our population to industrial life and to integrate them there."

"This must begin in labour-intensive industry."

PM: Jobless rate serious SA problem

CAPL T.M. 63 4/8/83
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Own Correspondent
JOHANNESBURG. — South Africa's major economic problems were inflation and growing unemployment, the Prime Minister, Mr P W Botha, said here last night.

He said at a National Productivity Institute award ceremony that programmes to combat unemployment were already in operation, and others were being considered by government departments.

South Africa like other Western countries was currently experiencing serious and difficult economic problems.

'Recession'

"The deep recession in which we find ourselves goes hand in hand with declining employment in most sectors of the economy, and this, coupled with the high rate of population growth, has given rise to substantial increase in unemployment."

Mr Botha said the government was acutely aware of the personal suffering which stemmed from unemployment, and of the loss of production to the country.

Because of this, the government had been giving serious attention to short-term strategies to combat unemployment.

A variety of programmes was already in operation, and government departments were currently investigating

the possibility of introducing additional programmes within the means of their manpower and funds.

Mr Botha said, however, that the creation of sufficient job opportunities was not the responsibility of the government alone and that the private sector had to play its part.

He appealed urgently to employers and employee organizations to exercise great caution so as not to aggravate the unemployment problem.

Mechanization

He knew that most employers were feeling the effects of the recession and were finding it difficult to cope.

An excessively high rate of mechanization could result in less employment, particularly where unskilled semi-skilled labour was concerned. Also it did not necessarily contribute to productivity improvements.

South Africa's high rate of inflation compared to other Western countries undermined its competitive ability in international markets.

The government had attempted for some time to attack inflation through a disciplined fiscal and monetary policy. It was important, however, that fiscal and monetary measures be supported by higher productivity, the promotion of competition, and improved education and training.

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NATIONAL/INTERNATIONAL

Botha: 'Do not aggravate unemployment'

Argus Correspondent
PRETORIA. — The Prime Minister, Mr P W Botha, has made an urgent appeal to employers and employees' organisations "not to aggravate the unemployment problem".

At the National Productivity Awards ceremony in Johannesburg last night, Mr Botha said the creation of sufficient job opportunities was not the responsibility of the Government alone.

"The private sector and, more particularly, employers and employees, must also play their part," he said. "For this reason I wish to make an urgent appeal to employers and employees' organisations to exercise great caution so as not to aggravate the unemployment problem."

Mr Botha said he believed the effects of mechanisation should enjoy particular consideration at present.

"An excessively high rate of mechanisation in individual establishments can result in less employ-

ment." This could occur particularly with unskilled and semi-skilled labour and would not necessarily contribute towards productivity improvement.

"This is not something we can afford," he said.

Inflation

South Africa's high rate of inflation compared with other Western countries was undermining its competitive ability in international markets, said Mr Botha.

"This is not conducive to economic growth and development and the creation of more employment opportunities."

Mr Botha warned that South Africa could not continue to deprive herself of an important instrument at her disposal, namely productivity.

"It is unhealthy, for instance, that labour productivity in the manufacturing sector last year went down by two per cent, while earnings per worker rose by approximately 20 per cent."

350 affected by AECI plant closure

4/8/83 Mercury
Mercury Reporter

ABOUT 350 workers are likely to be affected by the shut-down of two plants at the African Explosives and Chemical Industries (AECI) factory at Umbogintwini in Natal.

A spokesman for the company said yesterday that employees would be redeployed as far as possible, but there inevitably would be some retrenchments.

It is not known how many would lose their jobs at this stage, but all employees have been fully informed of the situation.

Announcing the suspension of operation of the ammonia and urea plants at the factory, the spokesman said the decision had been taken with regret in the face of the 'very severely depressed' state of agriculture in South Africa.

The disastrous drought and high interest rates had greatly reduced the demand for fertiliser in the country and this, together with substantial quantities of urea imported last year, had created a considerable surplus of nitrogenous fertiliser.

'The Umbogintwini ammonia plant, being oil based, is a high-cost producer by world standards because most ammonia world-wide is produced from cheap natural gas.

'It is expected that this plant will not be viable against the fertiliser prices which will pertain in the next year or two. The plants will therefore be mothballed to make it possible to restart them in the future if conditions are more favourable.'

The spokesman pointed out that AECI would continue to be the largest

ammonia producer in South Africa and would be able to supply its customers from its plants at Modderfontein which use locally mined coal as raw material.

The company has made it clear that other manufacturing facilities at the factory would not be affected.

Mr Dennis Marvin, managing director of the company, said in the interim report for June this year that results for the first half of the year had been seriously affected by the drought.

333 2004 4/8/83

Mail Reporter

SOUTH AFRICA'S major economic problems were inflation and growing unemployment, the Prime Minister, Mr P W Botha, said in Johannesburg last night.

Speaking at a National Productivity Institute award function, he said programmes to combat unemployment were in operation, and others were being considered.

Like other Western countries, South Africa was experiencing serious and difficult economic problems.

"The deep recession in which we find ourselves goes

Unemployment a major SA problem, says PW

hand in hand with declining employment in most sectors of the economy and this, coupled with the high rate of population growth, has given rise to substantial increases in unemployment," Mr Botha said.

He said the Government was aware of the personal suffering which stemmed from unemployment, and of

the loss of production to the country.

Because of this, the Government had been giving serious attention to short-term strategies to combat unemployment.

Mr Botha stressed, however, that job creation was not the responsibility of government alone. The private sector also had its part to play.

He appealed to employers and employee organisations to exercise great caution in order not to aggravate the unemployment problem.

He said he recognised that most employers were feeling the effects of the recession and found it difficult to cope.

Two aspects were important. The first was the effect of mechanisation on employ-

ment and this should be considered very carefully at all times, but particularly now.

An excessively high rate of mechanisation could result in less employment, particularly in the case of unskilled or semi-skilled labour.

The second aspect, Mr Botha said, was the high rate of inflation in South Africa compared to other Western countries.

This undermined South Africa's competitive ability in international markets and was not conducive to economic growth and the creation of new jobs.

AECI suspends operation of 4/8/83 2 Natal plants

SIMON WILLSON
Industrial Editor

FACED by an oversupply of imported urea and undercut by natural gas-based ammonia, African Explosives and Chemical Industries (AECI) is mothballing its urea and ammonia plants in Umbogintwini, Natal, from the beginning of next month.

Operations at the two plants will be suspended so that resumption of production will be possible when conditions in the fertiliser market improve.

An unspecified number of redundancies is expected, but the group is redeploying employees internally and, where possible, externally.

Continued economic production at the plants was already under threat at the end of last year when the local fertiliser market was unable to absorb a consignment of imported urea.

More than 200 000 tons of urea was imported last year as a result of an exchange agreement negotiated by the Maize Board.

In its 1982 annual report, AECI said this tonnage was acquired without reference to the fertiliser industry and

could have caused major disruption.

The company predicted that a considerable quantity of the imported urea would have to be carried forward into 1983, leading to a substantial oversupply.

Umbogintwini's oil-based ammonia plant has become unviable competing against ammonia produced from natural gas. The company does not expect oil-based ammonia to return to price-competitiveness against the natural gas-based product for at least two years.

Coal-based ammonia production at the company's Modderfontein plant will continue.

Besides being jeopardised by the oversupply of imported urea and the unviability of oil-based ammonia production, the two Umbogintwini plants were up against the continuing drought and high interest rates.

These factors have all combined to cut substantially the national demand for fertiliser.

Sales of agricultural fertilisers during the fourth quarter of last year were 30% below the corresponding figure for 1981.

INFLATION AND JOBS

Rising prices cause unemployment

Inflation is not, as the editor of *The Star* would have us believe, the friend of the working man. It is, in fact, his worst enemy. Consider who are the greatest beneficiaries of inflation. Most obviously, if money is going to be worth less tomorrow than it is today, it is those who are in debt.

And who are in debt? Not, for sure, the working men and women of the black masses. No, the personal debt of the nation is reflected basically in mortgage bonds over the homes of the middle-class.

The other large slice of private debt lies in the short and long-term borrowings of the corporate sector. The ownership of this sector resides almost totally in white hands, either individually or via insurance policies and pension fund benefits.

The other great borrower is government, which forces the private sector to borrow from it with good money and repays it with bad.

In his new classic, *A History of the Modern World*, the eminent British historian, Paul Johnson, pinpoints the essence of inflation in his remarks on the German experience in 1923:

Financial Mail August 12 1983

"The big gainers," writes Johnson, "apart from government itself, were the landowners, who redeemed all their mortgages, and the industrialists who repaid their debts in worthless paper and became the absolute owners of all their fixed capital. It was one of the biggest and crudest transfers of wealth in history."

Inflation inhibits savings and, therefore, investment which is the source of new jobs. The beneficiaries of the creation of new jobs are clearly the working classes.

Inflation encourages speculation and conspicuous consumption, as money which loses value loses respect.

Liberals have a touching belief that inflation can be held at some sort of "healthy" level. This is arrant nonsense refuted by all respectable studies of economic history.

There are no good effects of inflation. Like an addictive drug, its first effect is to induce euphoria. The consequences are well known to those who bother to study the issue. Today, even among the economically illiterate, the effects of inflation on taxation are clear. It is a means whereby the State increases its share of earnings by stealth. Wage increases that reflect inflation push earners

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into higher tax brackets with every wage increase, thus robbing them of the fruits of their personal progress. And as living costs rise, the theft of their incomes via this "bracket creep" or "fiscal drag" reduces their net spending power.

Of course, the earners who escape the inflationary effects of bracket creep are those in the highest tax bracket — their rate of tax increases only when government is prepared to pay the political price of raising taxes.

Inflation assists the rich, or the relatively rich. It is the enemy of the poor, the aged, those on fixed incomes, young

people trying to establish themselves and new businesses battling to survive.

In SA, it is the enemy of the black masses now entering the market economy.

Inflation is also, as history shows us, the enemy of social stability. As such it is the enemy of all of mankind, a pestilence to be fought with all our intellectual vigour and technical skills.

A necessary condition of any programme to reduce inflation is the withdrawal of government from the economy and its interference in the lives of all citizens.

72 000 jobless — and still increasing

Star 12/8/83

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By Carolyn Dempster,
Labour Reporter

The level of unemployment in South Africa is rising fast. It reached 72 788 in May this year according to statistics released by the Department of Manpower.

The black worker is the worst hit of the four population groups, with 33 255 jobless.

This is closely followed by the coloured sector where 18 323 people are out of work. There are 13 578 whites and 7 632 Asians who are jobless.

The department does not take a census of redundancies in the homelands and so-called independent states.

Retrenchments, particularly in the metal, engineering, clothing and food industries reached a high for 1983 in June when 3 730 workers were laid off.

Figures compiled by the Institute for Industrial Relations show that since January close on 10 000 workers have been made redundant.

The Department of Manpower is

also battling to beat the backlog of Unemployment Insurance Fund payouts.

In Johannesburg The Star receives calls daily from unemployed people who for periods of up to nine months have not received the UIF cheques they are entitled to.

"What do they expect us to pay the rent with, I mean we can't even buy food," said one desperate caller.

The department ascribes the delays to the introduction of computers, technological problems and a severe staff shortage, but says that the backlog is being overcome.

Seasonal or contract workers who are not entitled to UIF benefits are in an even worse position.

Workers in a number of factories say they would be better off if management introduced short-time working, either fewer hours a day or fewer days a week.

Alternate lay-offs or extra unpaid leave would also help them to keep their jobs.

S. Times 14/8/83

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Orlando project creates another 400 jobs

By Amrit Manga

THE COMPLETION of the R2,2-million Orlando West Industrial Park in Soweto has boosted employment opportunities through the creation of more than 400 jobs at an average capital cost of R5 000 per job.

This compares with the capital cost of R50 000 per job in decentralised areas and R150 000 in some of the larger capital intensive industries, according to the Small Business Development Corporation's (SBDC) Jacques Verster.

The SBDC will officially launch the project on Thursday this week, the 11th in less than four years.

The park which has been developed on an 8 700m² site in Soweto opens with more than 58 industrialists already operating at full capacity.

■ ■ ■

The project was developed at a cost of almost R21 000 per unit in the first phase of development and at more than R47 000 per unit in the second phase. It has attracted more than 12 types of industry represented by the 58 industrialists.

More than 34 businesses started operating since February last year with the completion of the first phase of the complex.

Another 24 occupied the complex during the completion of the second phase this year, among them textiles, electronics, panel beaters, clothing manufacturers and leather works.

The first phase of the de-

velopment created more than 240 jobs and the second phase almost 160 employment opportunities.

The most labour intensive has been the textile industries which together have provided 148 new jobs.

The average cost per square metre for the first phase of development amounted to R213 compared to R270 per square metre for the second phase.

Average rental according to Verster varies between R1,19 and R1,74 per square metre.

Verster reckons the low rates of return on investment (ROI), approximately 6,7% for the first phase and 7% for the second, are no indication of the long term growth potential of the small business sector and its low-cost job creation ability.

The potential for industrial and commercial development is seen as unlimited when taking into account the total number of businesses currently at 2 219, serving a population of 1,2-million.

In two years, the Corporation initiated 50 property development projects costing more than R30-million.

If the projects taken over by the SBDC from incorporated institutions are included, the total number of projects is 129.

These occupy a lettable area of 242 000m² at a cost of R45-million. They accommodate more than 660 businesses, employing about 12 000 people.

Verster explained that the cost of job creation through the SBDC's mini-loan is much lower at about R200 per job.

The SBDC introduced the mini-loan scheme to intervene in the semi-formal sector on a pro-active basis by providing loans of up to R2 000.

■ ■ ■

In the first nine months during which the mini-loan pilot schemes were in operation, 150 entrepreneurs from the informal sector were assisted at a cost of about R130 000.

In the first nine months during which the mini-loan pilot scheme was in operation, about 150 entrepreneurs from the informal sector were assisted at a cost of about R130 000.

On the basis of the cost per job in the informal sector, estimated roughly at R150, the total employment provided could be in the region of 9 000.

From April last year to March 1983, the Corporation received 1 165 direct loan applications totalling R78-million of which R14-million was approved.

Almost 10 000 workers have been retrenched this year, and according to estimates by employers and union leaders the worst is yet to come.

By far the majority of those who have lost their jobs at a direct consequence of the recession are black unskilled workers.

Recent Department of Manpower statistics disclosed that in the two-month period April/May the number of black unemployed (discounting independent states and homelands) increased from 27 02 to 33 255, just less than half of the total of 72 78 unemployed people in South Africa.

Taking into account the independent states and homelands, at least nine percent of the black workforce is jobless.

The department willingly admits that unemployment is its single biggest problem, but there is little that the authorities feel they can do about the growing pool, apart from appealing to employers to consider retrenchment only as a last resort, promoting skills training and handing out unemployment

Recession's worst retrenchments are yet to come

Retrenchment has become one of the ogres in the worst recession South Africa has experienced in decades. Labour Reporter Carolyn Dempster examines the effects on unions, some management views and emerging trends.

● A preparedness by many managements to negotiate retrenchment procedures and packages.

This is in stark contrast to 1977 when any number of employers took advantage of the recession to rid themselves of troublesome union elements. This contributed to the collapse of less-established unions.

Against this backdrop are set the opposed views of unions and workers on one hand and management on the other.

General Workers' Union general-secretary David Lewis says: "Retrenchment is a tailor-made opportunity for straight union-bashing... and is unquestionably one of the most demoralising aspects of a

In Mr Hofmyer's view the disputes do not necessarily arise from the retrenchments but rather from the way in which they are handled.

Nonetheless, workers have shown themselves prepared to take up immediately what they regard as unfair practices, in spite of the adverse economic conditions.

Emerging independent unions, and even the older, well-established unions which have signed up more unskilled workers, have been forced to negotiate retrenchment procedures and packages within recognition agreements — another distinctive feature of this recession.

Mr Ike van der Watt, general secretary of the

Federated Mining Union and secretary of the SA Boilermakers', Iron and Steelworkers', Shipbuilders' and Welders' Society, says managements inevitably will have the edge in such negotiations and the unions to some extent have to rely on the good faith of the employers.

"But the workers should have the right of adequate notice. I don't believe that the company is faced with an economic crisis that calls for retrenchment in the space of a few days."

If employers had felt they could not be forced to follow any retrenchment guideline, the historic Fodens judgment handed down by the Industrial Court less than two months ago doubtless came as a rude shock.

In his ruling the deputy president of the court set down the general principles for approaching retrenchment.

These were proper warning of the proposed

retrenchments; fair application of agreed retrenchment selection criteria; prior consultation with representative trade union; adequate steps to look for alternative employment, and first in last out.

In the particular circumstances of the Fodens case the "alleged retrenchments might be deemed to be unfair labour practices", the court ruled. Employers have been given fair warning.

But in the final analysis redundancies mean more than economics or the tussle between organised labour and big business.

Dr Alex Boraine, Pine-lands PFP MP, said in Parliament recently that for the unskilled worker the prospect of being retrenched was quite simply terrifying.

The social and political implications of a growing number of jobless starving urban dwellers could not be discounted.

An article in the Fosa-



Most of those who have lost their jobs as a direct consequence of the recession are black unskilled workers.

in Worker News, put out their families face sure by the Federation of starvation in the homelands South African Trade Unions, says:

"Bosses send workers truth, says SA World View home to die — recession executive director trenched workers and Mr Stan Chilvers. In

times of drought the urban or migrant worker will support his family left at home, and when recession hits he can return to live off the land. With the worst drought

South Africa has had in a century, coupled with a deepening recession, the family has nothing and no one to turn to. The community cannot afford to support the unemployed indefinitely in an urban environment, and the situation at "home" is infinitely worse.

Workforce reduced on mines

Pyatt, G. and Thorbecke, R.
Planning techniques for a better future.
Geneva, International Labour Office, 1976.

By Sheryl Raine

South African mines employed on average 27 569 fewer people last year than in 1981, as the international recession tightened its grip on the country's most important economic sector, figures in the Department of Mineral and Energy Affairs annual report show.

Total employment on mines last year averaged 735 984 (compared with 763 553 in 1981), consisting of 635 341 blacks, 87 710 whites, 11 937 coloureds and 996 Asians.

Despite the recession, there

were 292 000 black labourers on gold and platinum mines recruited by the Employment Bureau of Africa from the four independent homelands and other homelands.

About 30 percent (115 000) of these black labourers came from the Transkei, 25 percent (94 000) from Botswana, Lesotho and Swaziland, nearly 10 percent (36 000) from Mozambique, 5 percent (21 000) from Bophuthatswana, nearly 4 percent (14 000) from Malawi, 2 percent (10 000) from the Ciskei and less than one percent (2 000) from

Venda.

Gold mines employed 485 442 of the total average mining workforce, coal mines 129 400 and other mines 121 142.

Whites employed on the mines last year totalled nearly the same as the previous year, despite the decline in mining activities.

The report, released in Pretoria, ascribes this to the mining industry being able to fill vacancies as a result of the recession in other sectors of the economy. But the Minerals Bureau again reports a shortage of min-

eral economists for which it still had 17 vacancies.

The bureau also had serious staff problems in its information management, computer processing and mining statistics sections.

Coloured people were hardest hit by the recession in the mining industry, their average number employed last year declining by nearly 17 percent compared with the previous year.

Black employment at the mines dropped by nearly 4 percent and the number of Asians by 11 percent.

International Labour Office
Poverty and landlessness in rural Asia.
Geneva, ILO, 1977.

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J. M.
Internal migration in developing countries. A study of theory, evidence, methodology and research priorities. Geneva, International Labour Office, 1976.

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Radwan, S.
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The basic needs approach to development. Some issues regarding concepts and methodology. Geneva, ILO, 1977.

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International Labour Office
Meeting basic needs. Strategies for indicating mass poverty and unemployment. Geneva, 1977.

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362.58 INTE

0332

Where acute unemployment holds sway

By JOSHUA RABOROKO

SOUTH Africa is plagued with the serious problem of unemployment, but there are areas where this social evil is virtually an all-pervasive nightmare — places like Ga-Rankuwa.

The causes of mass unemployment in Ga-Rankuwa are many, and it will take some miracle to eradicate them totally.

One of the major causes of unemployment is the lack of factories where the ever-growing population can find jobs.

The seriousness of the problem has caused such concern that most workers have left the territory to seek employment in the neighbouring Pretoria and other parts of South Africa.

According to the Botswana Department of Manpower there are about ten factories in Ga-Rankuwa

and these include South African Breweries.

Scores of workers from Ga-Rankuwa flood the offices of the Department of Manpower daily seeking employment, but many have been forced to return disappointed.

One resident, Mr Sath Marshane, told The SOWETAN that he had been without a job for almost two years now.

"Every morning we go to the offices of the Department of Manpower to wait for prospective employers. I have been going there for quite some time now and have given up hope.

"I have a wife, children and other members of the family to support. I have been able to keep the home fires burning after receiving Unemployment Insurance

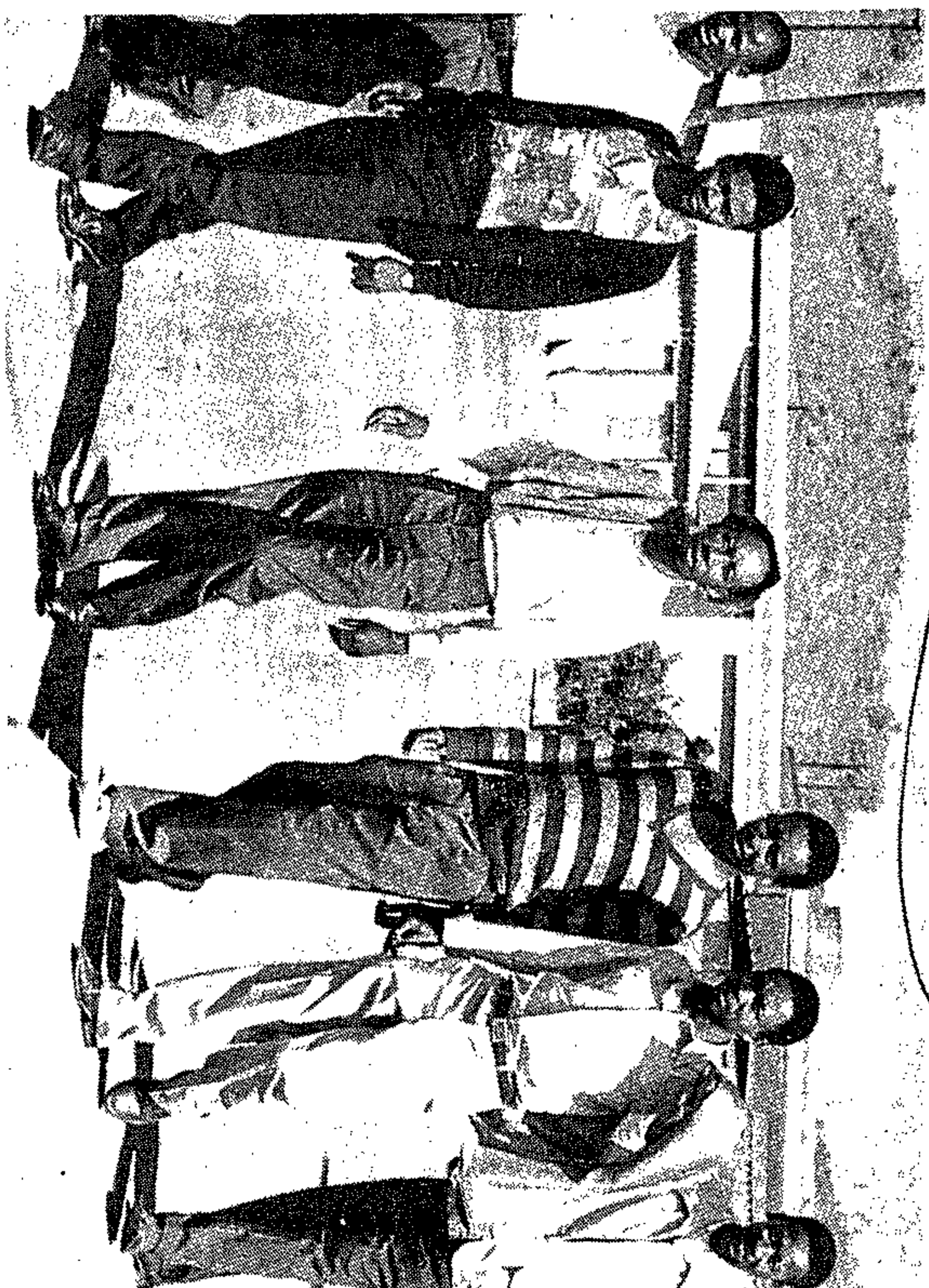
Fund benefits, but I have since been told I cannot get them any more," he said.

Another resident, Mr Freddie Selekisho, said that despite the scarcity of jobs in Ga-Rankuwa transport to the city was also expensive.

He said that robbery and other social ills would mushroom in the area because "we shall soon turn into animals and adopt the law of the jungle of eat or be eaten.

"Even if we find job opportunities, we are still exploited by those who have the money," said another resident, Mr Sydney Clio. He recently found employment and earned R45 per week. This money was not enough for his family to live on.

A spokesman for the



UNEMPLOYED: Workers from the Department of Manpower seeking jobs.

department of Manpower revealed that the rising unemployment had caused concern among residents. Crime is escalating and other social problems have erupted.

According to statistics for January, about 429 people were unemployed during the time. This number increased

in February to 458 and decreased in March to 333.

There were no official records for unemployment for April, May, June and July and this was because of a delay in the obtaining of data.

Headaches such as the retrenchment of workers because of redundancy, or the sacking of

people because they went on strike over wage demands, are not rife in Ga-Rankuwa.

The reason for this is that people are afraid to lose their jobs because management can easily employ other workers.

Trade unions are allowed in the area because of the Botswana

phuthatswana Government has given them its approval, but they have not as yet hit the mark.

The spokesman said that it was hoped that the Government and the private sector would pour in more money towards the building of more factories so that people can find jobs in future.

Stat
17/8/83

335

ment insurance fund benefits on time.

But as academics, labour experts and unionists have pointed out, this is no run-of-the-mill recession.

Among the major characteristics which distinguish it from the recession which South Africa weathered in 1977, for instance, are:

- Bigger, better-organised unions, which have not lost their growth momentum in the past 18 months and are consolidating their base.

- The emergence of industry-based independent unions, which have a strong appeal to workers in terms of job stability and protection, particularly in the metal, engineering, food and textile industries which so far have been the hardest hit by the recession.

- The drought, which has exacerbated the effects of lay-offs in both urban and rural areas.

- The growing importance of the Industrial Court in conducting test cases and setting precedent when unfair labour practices arise from retrenchment issues.

This acts as a curb on employers who, under pre-Wiehahn legislation, could hire and fire at will — particularly in times of recession.

recession.

"Retrenchment will inevitably find a union with its back to the wall, fighting for the jobs of its workers, to keep its leadership intact and avoid divisions, and it is extremely difficult to prevent retrenchments altogether."

In contrast there is the management perspective.

"The view of industry generally is that the survival of the business is of paramount importance," says Mr Reinald Hofmyer, director of industrial relations and personnel for Barlow Rand.

Productivity, he says, will tend to come before the interests of the worker. "However, we recommend to our companies that retrenchment be seen as the last resort."

But there is always the grey area between the two viewpoints, and in the past few months more than a few businesses have discovered that retrenchments should be handled with kid gloves.

To date there have been at least eight instances in the Transvaal alone where retrenchments led to labour disputes or strike action, according to records compiled by the Institute for Industrial Relations.



Walking the streets in search of work. At least nine percent of the black workforce is jobless.

18/8/83
18/8/83 X
(335) Grahamstown: unemployed persons
Hansard Q. 61. 1903
1094. Mr. E. K. MOORCROFT asked the
Minister of Manpower:

How many (a) males and (b) females
were unemployed in the Black townships
of Grahamstown as at the latest specified
date for which figures are available?

The MINISTER OF MANPOWER:

(a) 145.

(b) 26.

Figures are for July 1983 and are in re-
spect of registered unemployed only.

Port Alfred: unemployed persons

1095. Mr. E. K. MOORCROFT asked the
Minister of Manpower:

How many (a) males and (b) females

8 AUGUST 1983

1904

were unemployed in the Black townships
of Port Alfred as at the latest specified
date for which figures are available?

The MINISTER OF MANPOWER:

(a) Nil.

(b) Nil.

These figures are for July 1983 and are
in respect of registered unemployed only.

Principals face pupils' anger

CAPE TOWN 20/10/83 (325)
Education Reporter 20/10/83

PRINCIPALS at black schools have frequently been isolated by pupils as symbols of all that is wrong in the education system and have increasingly become the focus of pupils' anger.

An incident this week in Soweto when 1 000 schoolchildren stoned their principal was the latest in a series of such incidents around the country.

Seen as the willing collaborator in the system of "gutter education" forced upon them, the principal is regarded as pivotal, even essential, to the system's existence.

Pupils feel much change could be affected if principals sympathetic to the aims of the government departments concerned were removed.

The principals themselves see their role as exceptionally difficult.

Many describe themselves as sympathetic to the educational demands and broader aspirations of their communities but feel trapped between the two worlds — obliged to carry out the directives from the departments yet called to demonstrate loyalty to their communities in ways that often flagrantly defy their employers.

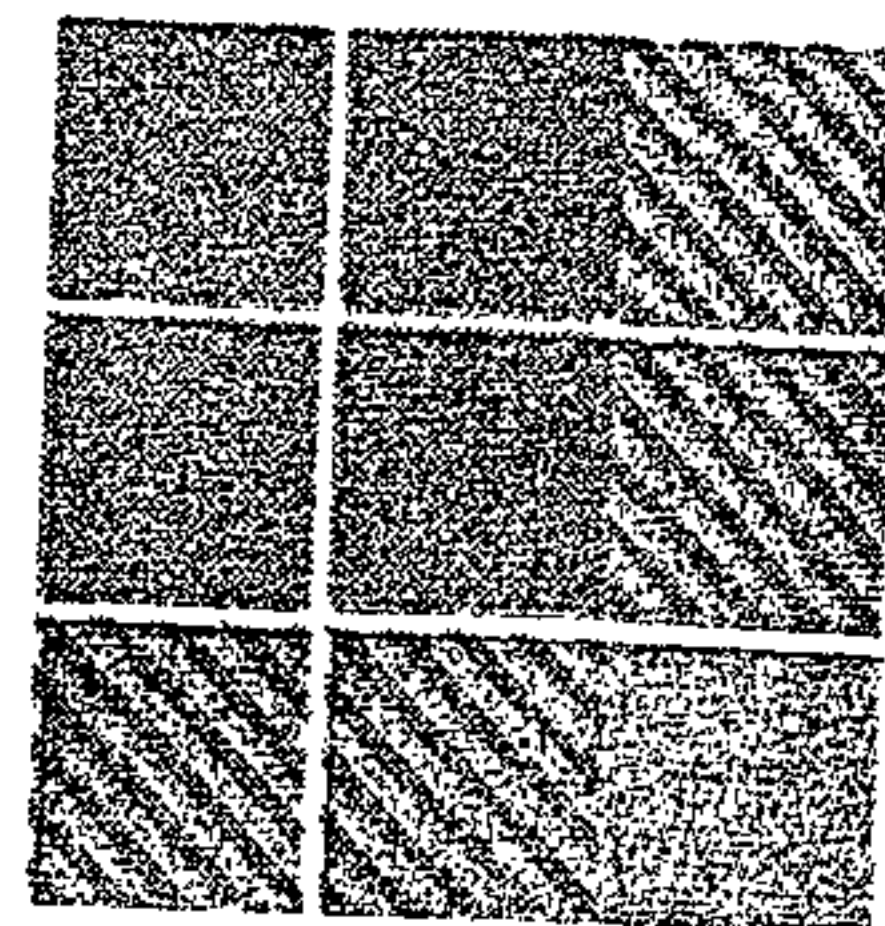
Principals interviewed in Cape Town this week requested that they remain anonymous for fear, they said, of the "heavy-handed" department they work for. Comment to the press could cost them their jobs, they said.

Some acknowledged that they worked within an undesirable system but, they argued, unless they continued to work as educators, the children of their communities would be the losers.

Their great difficulty is in remaining credible to both sides. To the departments concerned they are there as officials, functionaries who are expected to carry out departmental decisions.

To most pupils, principals are simply "the department's men", the executors of unacceptable rules in an unacceptable system. In their eyes, therefore, they warrant suspicion at the very least.

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CAN WOMEN GET THE VO



UCT expert predicts soaring jobless figure

335
By PHILLIP VAN NIEKERK
Labour Reporter

CAPE TIMES
23/8/83

BY the end of the year the recession would have pushed up unemployment in South Africa by more than half-a-million, a University of Cape Town economist, Mr Charles Simkins, calculated yesterday.

And according to the SA Reserve Bank annual report, the country's growth rate declined by 6,5 percent during the first half of this year — one of the worst drops since the depression years of the 1930s.

This is compared to a drop of one percent last year and a rise of five percent during 1981.

Mr Simkins said with the number of jobs shrinking and hundreds of thousands of new work-seekers entering the job market, it appeared as if a large num-

ber of people had moved into the lower-paid sectors such as agriculture, domestic service and the informal sector.

The movement of people into the already economically-stretched agricultural sector would be made more difficult by the devastating drought in the rural areas.

Mr Simkins, who uses a broader definition of unemployment than the official Current Population Survey (CPS) figures, estimated that at the end of 1981, before the recession, unemployment stood at more than two million in South Africa.

The more conservative CPS figures show an increase in the unemployment of coloured people and blacks from 438 000 to 540 000 between January last year and

April this year — a total rise of 102 000.

The official Quarterly Bulletin of Statistics shows a decrease in the "modern" sector of 12 000 jobs for coloureds and 72 000 jobs for blacks between January 1982 and January 1983.

However, the CPS — which surveys all employment in the country and not just the "modern" sector — showed a slight increase in employment, implying a large absorption of people into the agricultural, domestic service and informal sectors.

Mr Simkins said there would be a lot of under-employed people doing casual or marginal work who because they work more than five hours a week are counted as employed by the CPS.

Unemployment: SA 'is failing'

By PHILLIP
VAN NIEKERK

"IF THE basic task of a country's economy is to provide jobs, feed and shelter its people," says Dr David Webster, a University of the Witwatersrand social anthropologist, "then South Africa is quite clearly failing."

In South Africa massive underdevelopment and poverty in the black areas contrasts with a highly-developed industrial machine in the metropolitan areas.

Estimated unemployment at the end of 1981 was two million, with another predicted half-a-million joining their ranks during the recession years of 1982 and 1983.

Labour-saving

Yet at the very same time as a University of Cape Town economist, Dr David Kaplan, points out, the big corporations who dominate the economy have invested large sums of money in labour-saving technology.

Because of the size of these firms they have had the capital on hand to invest in the most modern technology available, which smaller-scale companies would have been unable to match.

"South Africa has massive unemployment," says Dr Kaplan, "but it nevertheless uses highly-sophisticated, capital intensive methods of production".

With unemployment long ago having reached crisis proportions, what

is happening to the investment capital which could be used to create jobs?"

Spate of take-overs

A casual glance at the business pages of the press in the past few months show a spate of take-overs and mergers as the big business empires fight for bigger and bigger slices of the economic cake.

A leading industrialist expressed concern this week that rather than investing their profits in new, job-creating enterprises, the big firms were buying out existing concerns.

"Growth by acquisition does nothing positive for the country's unemployed," only growth by new investment does that," Mr Robin McGregor, compiler of Who Owns Whom, said in Cape Town two weeks ago.

Less well-publicized is a new tendency for South African concerns with their massive financial resources to invest overseas. According to Dr Kaplan, this has largely followed the easing of exchange control regulations since 1978.

Small size

The small size of the South African market, made worse by unemployment and low wages (it is difficult selling goods to a population that has no money) and the already high concentration of the economy, has tempted the big

corporations to seek new markets.

But while other less-developed countries who invest abroad have gone into small, simple enterprises in other developing countries, South African multi-nationals seem mainly to have invested in the developed countries, says Dr Kaplan.

And, unlike the multi-nationals of these developed countries, South African companies such as Anglo-American do not run their overseas empires from their head offices at home.

Less-developed

Because the South African economy is less-developed, the management and research functions of these companies' overseas interests are often not located here.

Thus South Africa may not benefit from these international operations to the same extent as countries in the developed world do, and there is little chance that the capital generated overseas will make its way back to South Africa.

As Mr Andre Spier, director of the think-tank organization Syncom and adviser to the Stellenbosch University's Unit for Futures Research, said: "Going multinational in a saturated economy is defensible, but in a sea of local poverty it is a poor show of economic policy and responsibility."



Cape Town dancers and models Lucy B. needed little more than their high-heeled Maseru yesterday. They flew to the neighbour in the annual search for the finest beauty, Miss Body Beautiful, will be held at and tomorrow night, with the winner w

town topics

The original community noticeboard.
Phone Olenka Brink at 41 3361 9 am to 12.30 pm
(only Mondays to Fridays)

NATURE CONSERVATION — Hunted by Man, close look at endangered species, with films, will be presented by Dr Sue Hart today at 10.30am in the Drommedaris Hall, Good Hope Centre

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"INFLUX CONTROL AND GROWTH" is the subject of a talk to be given by Gavin Relly, MD of the Anglo American Corporation, at a lunch at the Heerengracht Hotel on Tuesday. Tickets at R7.5 available from the Cape Town Chamber of Commerce, Union Castle Building, St Georges Street

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A RAJNEESH MEDITATION AND VIDEO SESSION will be held tonight from 7.30 at 25 Yeoville Road, Vredehoek. For further details ☎ 22-5202

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A CRAFT FAIR will be held today from 5pm to 10pm in the Bothasig Civic Centre by the Bothasig Guides and Brownies. Hot food and crafts will be on sale. Entry 50c for adults and 20c for children

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A WORKSHOP FOR HIGH SCHOOL STUDENTS on the DANGERS OF DRUG ABUSE will be held at the Red Cross House, 21 Broad Road, Wynberg, today at 3pm. Carol Philips, senior psychiatric social worker, will conduct the workshop. All students welcome. Inquiries ☎ 71-7170.

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A SALE OF BOOKS, PRINTS, MAGAZINES and household sundries, including some Africana and stinkwood, will be held at 10 Buchan Road, New

Memoranda on De Hoop

Environment Reporter
MORE THAN 100 memoranda, some of which ran to two volumes, were studied in Cape Town this week by the Hey Committee looking into the impact of a missile-testing range in the De Hoop area.

The chairman of the Committee, Dr Douglas Hey, said that although the committee had been largely concerned with the memoranda, a number of questions had arisen regarding the impact of the range and those

had been put to specialist scientists at a meeting on Wednesday.

An official of the Natal Parks Board answered questions on the impact of Armscor's existing missile-testing range in the St Lucia Game Reserve.

Mr Peter Best of the Division of Sea Fisheries answered questions on the likely impact on the southern right whale and other marine life off the southern Cape coast between Arniston and

Mr Aldo Berruti, an ornithologist with the Division of Sea Fisheries, answered questions relating to the impact and disturbance factors of bird life in the area and at the De Hoop vlei.

Referring to a report yesterday regarding the Wildlife Society's submission to the Hey Committee, Dr Hey said the memorandum had not been submitted prior to the meeting.

He added, however, that it certainly would be considered in due

'Jobless figures' are misleading

By JOSHUA KABOROKO

THE national unemployment figures released by the Department of Manpower are misleading. They only show unemployed registered workers and not the so-called illegals.

This was said by Mr Tandelani Nofolovhodwe, the Azanian People's Organisation's (Azapo) secretary for Urban and Rural Development.

According to the statistics released by the Department of Manpower, unemployment in South Africa's major cities was 72 788 during May this year. The black worker is the hardest hit of the four population groups, with 33 255 unemployed.

This shocking number which may reach alarming proportions soon, shows an increase of 6 908 jobless people as compared with the figure for April which was 65 980.

Already trade unionists and other organisations believe that the situation is likely to worsen if the country's economic position does not improve.

They have urged the Government to use funds from the Unemployment Insurance

Funds to initiate employment projects in the country.

Thousands of people have lost their jobs through retrenchments since the beginning of the year — thus swelling the ranks of the unemployed.

The department's report shows that unemployment among whites, coloureds and Asians has increased from January to May, but no figures are available from January to March for blacks.

A total of 20 544 people of all races are without jobs in Johannesburg, over 70 percent of them are black — 11 923 blacks, 5 130 whites, 485 Indians and 3 016 coloureds.

Azapo's Urban and Rural Development secretary Mr Tandelani Nofolovhodwe said that the figures showed unemployed registered workers and not on so-called "illegals". They are not authentic.

"There are blacks

who are exploited by employers by not registering them and these are not included in the Government's list.

"The Government is trying to prove to the international community that South Africa is not so bad, after all, so that they should invest in this country," he said. He also blamed the Government for the high rate of unemployment.

Mrs Sheena Duncan of the Black Sash said that the figures indicated that hundreds of blacks in the urban areas were workless. However, she said, they were not representative of the total unemployment figure because they excluded rural and homeland blacks.

"Black Sash urges the Government to use funds from the UIF to initiate unemployment projects, particularly in the rural and homeland areas," Mrs Duncan said.

Fosatu's Mr Chris Dlamini said that unemployment is a socio-political problem which may result in the rise in crime, riots and other



MRS SHEENA DUNCAN: Blames the government.

mishaps if it is not curbed.

The Government and the private sector should engage in a policy of creating more jobs for all population groups, especially blacks who are in the majority.

Various trade unions have also condemned the Government for the soaring rate of unemployment.

Crack blitz nets 60

By MONK NKOMO

A CRACK squad of Pretoria detectives has arrested more than 60 people involved in fraud and car theft charges involving thousands of rands.

Col S J J Smit, district CID officer told reporters "operation clean-up", led by Lt Christ

Serfontein and including the crime prevention unit, the vehicle theft unit and the fraud squad, was carried out from 6 pm on Wednesday until the early hours of Thursday morning.

The detectives, who concentrated mostly on people wanted in connection with numerous

Decomposed bodies were battered

THE two people whose decomposed bodies were found in a shallow grave near Pretoria at the weekend, had been battered to death.

The district CID officer for Pretoria North, Lt-Col Willem Blignaut, said it was established in a post-mortem that the two — a coloured man and a black woman — had been seriously assaulted, which apparently caused their death.

Colonel Blignaut said

although police were almost certain about their identities, the bodies have not yet been positively identified.

A man has been arrested in connection with their death and Col Blignaut said more arrests could be expected soon.

The two bodies were discovered in a shallow grave on the farm Silversands near Swartspuit, west of Pretoria, on Saturday. — Sapa.



Boesak to speak at 1988 service

(288) (232) (58) Fm 20/8/83

currently under-utilised and could be developed to provide links between resort and SA's main cities. The tests range from CapeAir and (passenger) to Safair (transport). National air charter service should be ruled out. Many of the major hotel groups already have links with airlines — such as Westin and Hilton with TWA.

perhaps, the most exciting potential development for the new group. The huge power of being linked with a hotel and airline group could dramatically improve the group's chances of attracting international travellers to this new world.

What about the domestic ramifications of a virtual monopoly on this form of development? Kerzner obviously does not see this as detrimental, either to the potential of the independent countries and the resorts which depend on the resorts for their revenues. He says that two resorts competing for the same market in neighbouring homelands would find themselves both worse off, as would the residents of the respective homelands. With control now in one pair of hands, Kerzner says, development can be planned and allowed to take place in an orderly fashion. It is almost certain that it is a scenario — over the proposed Holiday Inn in KwaNdebele close to Sun City that prompted the first round of negotiation talks between Holiday Inn and Southern Sun earlier this year. Kerzner is under the new set-up any development in KwaNdebele can now be designed to co-exist with Sun City. "If we build something completely different, we will

re-educate the potential market and also create completely new markets."

He is more guarded on the possibility of international expansion by Newco. This is scarcely surprising since the failure of the foray into Atlantic City and the snub received in Queensland while he was chief executive at Southern Sun. "It is certainly an area we would like to get into, but I do not expect any development on this side for at least a year." The lessons learnt in Atlantic City have been studied and the same mistakes are unlikely to be repeated.

One possibility, to circumvent some of the opposition voiced over South African links in the US, could be to headquarter the new group in one of the countries in which the group is now operating. Under his restraint of trade clause with SAB and Southern Sun, Kerzner is, in any case, prohibited from operating in SA for the next 18 months.

So what about a listing for Newco? Kerzner says that all the parties concerned are working towards that objective, but that nothing will be done for at least 18 months. While Newco could immediately produce a five-year track record to satisfy JSE requirements, by putting together the historic numbers from its various operations, Kerzner feels that one full year's operation is desirable before a listing is contemplated.

One aspect of the new set-up which Kerzner may find a little difficult to swallow, however, is the loss of the independence which he set out to achieve when he broke away from SAB/Southern Sun. Rennie is now the biggest single shareholder in Newco, with an effective 37,5%. Kerzner has an effective 18,75%, with Safmarine also holding 18,75% and

Southern Sun the 25% balance. This "minority status" is, however, more apparent than real. The holding company through which the Kerzner/Safmarine 50% of Sun Rennie is held is controlled as to 50,1% by Kerzner (Safmarine has 49,9%), so he effectively has the same voting power in Sun Rennie, and hence in Newco as Rennie (see diagram).

Kerzner says he left Southern Sun because he did not like being a minority shareholder with one large majority owner. In Newco, although he still has only a minority stake, he says he is happier with the rest of the shareholding being spread fairly evenly among many more hands. What is noticeable, however, is that Southern Sun now has a distinctly smaller slice of Newco, though in a bigger operation and despite having board representation.

This begs the question: why did Kerzner need to leave Southern Sun in the first place? From his point of view, the ramifications of the Premier deal were probably too much to come to terms with. However, why did Southern Sun not just re-open the earlier rationalisation talks with Holiday Inn and come to some sort of agreement along the lines now concluded? A link up with a transportation company, such as Safmarine, could also then have been examined.

Although Southern Sun still has a slice of the casino action, it has not gained most from the latest arrangement. Kerzner has what he wants and Rennie, with the largest stake in Newco, has what it wants. Southern Sun itself is out on something of a limb, which is not what the architects of the original Premier/SAB deal had in mind.

Peter Farley

GROUP

Speculative interest

(232) (58)

ance, an investment in the Picbel companies does not look attractive through the conglomerate, proceeding cut by the recession; further, it is soon to be reported by Union Financial structures, while much investment a few years back, remain uncommon in relation to cash flow; and, finally, over the past couple of years the group's operations located ap-haphazardly through the various companies.

Strong demand for the shares has been evident over the past few months, with dividend yields well below the average. Little scrip is available and, if ever shares do come on offer, they will be snapped up.

If the interest, of course, is being fuelled by the cash option hangover from the Kanhym deal with Gencor. By the end of this year, as is well known, Picbel

Despite the group's restructuring, Picbel's operating companies are scattered apparently haphazardly through the holding companies. Further re-organisation seems necessary and the group could well be a takeover target.

management will have to decide whether to hang on to its effective 2,1m shares in Kanhym or to sell them to Gencor at an agreed basic price of R14,40 each. The sale of shares, which are held in a private company through Picfoods, would raise at least R40m for the group as the price Gencor is to pay attracts interest payable at prime-related rates.

Kanhym shares currently trade at R10,50 each and offer a yield at this level of 5,7%. This year's earnings are likely to be lower

than last and on short-term considerations it would seem logical for Picbel to take the money and find an alternative investment. Furthermore, Gencor is unlikely to want to keep the minority stake outstanding and presumably will do all it can to persuade chairman Jan Pickard to sell out.

There is just a chance that he will hang on, of course, hoping to extract an even better price from Gencor — or even on the grounds that it is a good investment — but at the moment it seems probable that the cash option will look most attractive at year's end.

As a result, Picfoods' shares are all but unobtainable in the market at present and the yield has been pushed down to only 3,1%. There are only 5,8m ord shares in issue; one major broker is known to have bought up 1m some time ago; and Picfin holds a further 3,6m, or 63%, so there are precious few shares left out in the open.

AGUS 29/8/83
1 000 on strike each day in 1982

Political Staff

AN average of 1 000 workers were on strike every day last year, according to figures released by the National Manpower Commission today.

There were 394 strikes and work-stoppages, involving 141 571 strikers which led to a loss of 365 337 man-days in 1982.

Blacks made up 86,5 percent of the striking workers, and 43 percent lasted one day or less.

Most strikes took place in the manufacturing sector, and most occurred in the PWV area, the Eastern Cape and Durban. All the strikes were illegal in terms of the Labour Relations Act.

REPORT

The NMC report also discloses that the number of registered trade unions decreased last year but the membership of unions went up.

At the end of 1982 there were 71 registered trade unions with black members, while 66 provided for black members in the scope of their registration.

The total black membership of trade unions was 394 510 (or 32 percent of the membership as against 25 percent in 1981).

Unemployment figures are also dealt with in the report, with registered unemployment among whites up from 5 600 in December 1981 to 10 200 in November 1982.

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UNEMPLOYMENT

Unemployment among blacks rose from 8 percent (409 000) in January 1982 to 9,2 percent (471 000) in November 1982. Among coloured people it rose from an official 4,6 percent (43 000) to 6,4 (62 000).

In a statement by the Minister of Manpower, Mr Fanie Botha, released with the report, he says there is sometimes criticism of the official unemployment figures and that some people have said there are two to three million unemployed rather than the official figure of 550 000.

"However, the number of unemployed as measured by generally accepted international standards is in fact more or less this last mentioned total."

Marshall, F.R., King, A.G.
 Labour economics. We trade unionism. Harrowood

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Sigma retrenches 341 more workers

Pretoria Bureau and Labour Reporter

The Sigma Motor Corporation in Pretoria will retrench a further 341 black workers this week, says a company spokesman.

This brings the total number of workers retrenched by Sigma since the beginning of 1982 to 1 220, which is more than the figure for any other national motor company.

"The latest retrenchments come into effect on Friday," said Mr Leon Shirley, the company public relations officer.

Sigma was retrenching staff in response to the economic downturn. The company did not expect a speedy recovery from the recession.

All workers being retrenched would be given a pro rata bonus and at least one month's salary.

The retrenchments had been made on a "last in, first out" basis but Sigma had retained those workers who possessed certain skills.

Sigma negotiated with the National Automobile And Allied Workers' Union (NAAWU) last April to work an effective five-day week.

The union is in favour of working short time rather than accepting retrenchments.

By mutual agreement there have been sparse retrenchments in recent months but these were

made to the satisfaction of Sigma and the workers. "Losing 341 men at one time is something entirely different," said a union spokesman.

The workers met at the weekend and resolved to place before management alternatives to the retrenchments. Management and workers are to meet this afternoon.

OTHER FIRMS

Spokesmen for the various motor companies in the country revealed that:

- General Motors had retrenched a total of 650 workers, including 540 in September 1982 and 110 last January.

- Volkswagen had retrenched 499 workers, including 316 in 1982 and 183 this year. The company has been working various forms of short time since November 1982.

- Datsun, which retrenched 50 workers between August and September 1982 and a further 102 in January, had recently agreed to re-employ 130.

- Toyota had retrenched 102 people in December 1982 and had not worked short time since 1979. The company did not foresee further retrenchments this year.

- Ford had retrenched 503 workers in August 1982 and there had been no further lay-offs to date. The company had worked a four-day week last April.

JECT INDEX

Unemployment crisis worsens

Political Reporter

HOUSE OF ASSEMBLY. — The National Manpower Commission (NMC) yesterday reported "a marked deterioration" in unemployment for all races in South Africa last year.

The situation was expected to worsen in 1983, the NMC warned.

Commenting on the findings of the NMC in its 1982 annual report tabled in Parliament yesterday, the Minister of Manpower, Mr Fanie Botha, said the unemployment situation was cause for concern.

The NMC also reported a total of 394 strikes and work stoppages involving 141 571 employees, mainly in the manufacturing sector. Although the loss of 365 337 "man-days" was

the highest figure for the past decade, the extent of this as measured by the 2,6 lost days per striking worker should not give rise to excessive concern, it said.

1982 also saw a 16 per cent increase in the membership of registered trade unions — mainly blacks.

The NMC said the substantial increase in unemployment was caused by the negative real economic growth last year and the decline in employment opportunities.

Registered unemployment among whites increased from about 5 600 in December 1981 to about 10 200 in November 1982. Unemployment among blacks rose to 471 000 in November last year (9,2 per cent), and in the case of coloured people to 62 000 (6,4 per cent). The Asian figure was about 5,300.

Commenting on criticism about the reliability of the official

lations field were merely a consolidation of adjustments in previous years, the NMC said.

It reported good progress with its comprehensive investigation into aspects of this "dynamic" field, such as the role and functions of the industrial court, the registration of trade unions and employer organizations and the different levels of collective bargaining and work councils.

At the end of 1982, the paid-up membership of unregistered trade unions was estimated at 100 000 and more.

The membership of registered trade unions increased from 1 054 405 in 1981 to 1 226 454 in 1982.

The NMC said the increase in the number of strikes should be seen as a long-term trend which flowed from economic development in general as well as from



Labour

unemployment figure of about 550 000, the NMC said generally-accepted international standards were used to measure the unemployment rate.

Because the visible unemployment figures showed an exceptional sensitivity to the business cycle — expected to continue its downturn this year — the situation could deteriorate still further.

The unemployment problems could be combatted only in the long term by structural adjustments in the South African economy.

This was already receiving attention by way of the expansion of formal and informal small business sectors, the drafting of a cabinet memorandum on job-creation and the introduction of incentives to stimulate the development of certain regions.

Interesting developments in the labour re-

the development of black people and their increasing awareness of their bargaining position.

Most of the strikes — all illegal in terms of the Labour Regulations Act — took place in the Reef area, the Eastern Cape and Durban.

During 1982, significant progress was made in the field of training. The number of private training centres registered with the Department of Manpower increased by 171 to 389, while the number of registered training schemes increased by 199 to 889. A total of about 360 000 people received training — 56 000 more than the previous year.

The number of apprentices indentured for the first time was 14 497, about 21 per cent more than in 1981. The biggest increase was among blacks.

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Dramatic increase in number of unemployed

THE NUMBER of unemployed people in South Africa rose from 460 000 in 1981 to 550 000 last year and the situation will probably continue to deteriorate, according to the 1982 annual report of the National Manpower Commission.

This figure does not include blacks considered citizens of independent black states. In other words people from Venda, Ciskei, Transkei and Bophutatswana are not included in the figures though they may be registered work-seekers in Johannesburg.

The report, tabled in Parliament yesterday, says unemployment figures are closely linked to the business cycle and are expected to increase along with the probable downturn in economic activity "at least during 1983."

The latest number of unemployed during 1983 was among the blacks, with 471 000 people without jobs in November 1982, compared with

409 000 in January last year. The November figure represents 9,2 per cent of the black workforce.

Registered unemployment among whites increased from 5 600 in December 1981 to about 10 200 last November, the report says. About 5 300 Asians were without work at the end of last year, while 62 000 coloureds were unemployed.

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Labour and future needs.
1978. (From Rhodesia to

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Soweto
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(151) 1175

A NEW record for an out-of-court settlement of a retrenchment dispute was probably set last week.

"Probably" because the exact cost of the settlement between Datsun-Nissan and Cusa's United African Motor and Allied Workers Union will not be known for a while.

The company has agreed to reinstate 102 workers who were retrenched in January and to pay those who return 47% of the difference between their pay at Datsun and what they have earned since they were retrenched.

This comes as the two sides are discussing recognition and heads off an industrial court action by the union on the retrenchments.

The union says the settlement will cost Datsun more than R100 000.

Datsun, which says it settled to build a good relationship with the union rather than because it admitted it was wrong, says this is an "optimal" estimate based on all workers returning and on their having earned little while they were retrenched. So far 76 have returned.

But, bearing in mind that workers have been retrenched for eight months, the settlement is likely to top the record, which is less than R50 000.

By J MANUEL CORREIA

This was disclosed yesterday by Mr Keith Kirsten, chairman of the South African Nurserymen's Association, who said the R200-million-a-year industry 'was being severely threatened by water restrictions. Of this, R100-million lies in the PWV area.

"We are most disillusioned by the latest measures. Frankly, we think that rationing would have been the best solution."

"Why then punish the gardener further?" asked Mr Kirsten.

The industry countrywide employed more than 10 000 blacks.

"We feel the water restrictions could affect the whole ecology of the Transvaal, with the permanent loss of valuable plants," Mr Kirsten said.

● See Page 2

So they would expect their random
frustration to stay themselves out houses
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More will be jobless, says Govt report

31/8/83
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Mail Correspondent

CAPE TOWN. — The National Manpower Commission (NMC) has reported "a marked deterioration" in unemployment among all races in South Africa last year.

The situation was expected to get worse this year, the commission warns.

Commenting on the findings of the NMC in its 1982 annual report, tabled in Parliament at the weekend, the Minister of Manpower, Mr Fanie Botha, said the unemployment situation was cause for concern.

The NMC also reported a total of 394 strikes and work stoppages involving 141 571 workers, mainly in the manufacturing sector.

Although the loss of 365 337 "man-days" was the highest figure for the past decade, the extent of this, as measured by the 2,6 lost days per striking worker, should not give rise to excessive concern, it said.

Last year also saw a 16% increase in the membership of registered trade unions — mostly black.

Registered unemployment among whites increased from about 5 600 in December 1981 to about 10 200 in November last year. Unemployment among blacks rose to 471 000 in November last year (9,2%), and in the case of coloureds to 62 000 (6,4%). The Asian figure is about 5 300 for the same period.

The unemployment problems could be combated only in the long-term by structural adjustments in the South African economy. Interesting developments in the labour re-

lations field were merely a continuation and consolidation of adjustments carried out in previous years, the NMC said.

It reported good progress with its investigation into aspects of this "dynamic" field such as the role and functions of the Industrial Court and the registration of trade unions and employer organisations.

At the end of last year, the paid-up membership of unregistered trade unions was estimated at more than 100 000.

The membership of registered trade unions increased from 1 054 405 in 1981 to 1 226 454 last year.

This represented about 14% of the total work force in 1982 and roughly 22% if workers in agriculture, forestry, fisheries, Central Government, as well as domestic and unspecified workers, were excluded from the work force.

The NMC said the increase in the number of strikes should be seen as a long-term trend which flowed from economic development in general as well as from the development of black people and their increasing awareness of their bargaining position.

Most of the strikes — all illegal in terms of the Labour Regulations Act — took place in the Reef area, the Eastern Cape and Durban.

During 1982 significant progress was made in the field of training. The number of private training centres registered with the Department of Manpower increased by 171 to 389, while the number of registered training schemes increased by 199 to 889.

Futile measures enforced at human cost

By PHILLIP VAN NIEKERK
Labour Reporter

SOUTH Africa's deepening unemployment crisis does not often make the headlines. But whether people in the well-off areas are aware of the problem or not, the hundreds of thousands of unemployed and hungry people who they share this country with should be a major cause for concern.

Of course, the full extent of the problem is difficult to measure. It is masked, both by official statistics which have been criticized as being unrealistically low and because it is largely out of sight.

In spite of the present severe recession, city people do not see long dole queues on their way to work. The great mass of unemployed people are tucked away

of unemployment. If in fact the official figures are masking the reality of unemployment in South Africa, it would be a pointless exercise. Juggling with figures won't change the poverty and starvation experienced by the unemployed, their families and the people from their own community on whom the burden of supporting them has fallen.

● Cape Town's black population must, in the eyes of the government, be the most unwanted community in the country, a 120-page report on the coloured labour preference policy released by the Southern Africa Labour and Development Research Unit (Saldru) this week shows.



An African labour queue

in the black townships, on rural farms or in the homelands.

Still, the warning signals are visible enough. The National Manpower Commission report, released this week, reported a "marked deterioration" in unemployment for all races and expected the situation to worsen.

Major point

Figures released by the Central Statistical Services on Tuesday revealed that between May last year and May this year the numbers employed in the six major work categories — mining, construction, manufacturing, electricity, SA Transport Services and the post office — dropped by a massive 137 928.

At the same time, a major point of contention has arisen between economists who have made their own calculations of the numbers involved, and the official government statistics.

The Current Population Survey (CPS) figure for total unemployment of blacks and coloured people in April this year was 540 000, compared to various other estimates of between two to three million. Such a marked disparity is disturbing on its own.

In its report the National Manpower Commission states that there is not enough justification for questioning the accuracy of the CPS figures, as generally-accepted international standards are used to measure unemployment.

However, a University of Cape Town economist Mr Charles Simkins, claims that unemployment in South Africa was more than two million at the end of 1981 — before the recession — rising by another half-a-million by the end of this year.

The CPS figures are too low, he says, because they don't include the underemployed (all people who have worked for more than five hours in a week are counted as "employed"), the chronically unemployed who have stopped looking for work, poverty-stricken children under 15 who are looking for work and migrant workers unable to accept a job within a week. In addition, the CPS does not survey in the "independent" homelands such as the Transkei or the Ciskei, which are major areas

The very existence of blacks in the City, in fact, is a symbol of the failure of government policy.

The report, which details the history of the labour preference policy and influx control in the Western Cape, shows that virtually every township or housing area for blacks was established grudgingly, as a result of economic and other pressures.

Population pressure and economic forces "obliged" the government to establish Nyanga in 1957 and as the preference policy developed in sophistication and design, the government was forced to establish Guguletu in 1963.

Realities

The provision of further family housing in 1977 and the Crossroads deal in 1978 similarly happened in spite of attempts by the authorities to tighten up. Even Langa — opened in 1927 — came immediately after the failure by the authorities to move 3 000 blacks from the Western Cape.

Surely, one would argue, a great deal of misery and suffering would have been avoided had the government faced up to the realities of urbanization decades ago.

Yet the report quotes from the Department of Bantu Administration annual report of 1963, which notes: "The shift in population of the working Bantu population and the accompanying process of urbanization are functions of economic development... a shift has taken place in the process of development with the result that an increasing proportion of the Republic's total Bantu population has settled in the urban areas".

The Saldru report comments that, on the basis of this "admirably clear understanding of the issues involved", pleas of ignorance by the authorities of the social forces at work in the process of urbanization would have to be "disallowed".

And now, in 1983, with the "Verwoerdian" Khayelitsha plan on the table, the report notes: "Although their grand scheme is in tatters the government persists in enforcing futile measures at a human cost which cannot be counted."

Leyland to cut SA production

CAPE TIMES 1/9/83 (64772) 335

LEYLAND South Africa, which has its headquarters in the Cape, yesterday announced to its 2 300 employees and 65 dealers around the country that it will stop local production of Mini and Rover passenger cars at the end of the year.

From next year, Rover models, luxury Daimlers and Jaguars, as well as the smaller Metro and Maestro cars and the Range Rover, will be available from the parent company in England through the local dealer network.

The Land Rover, which is classed as a commercial vehicle, will continue to be manufactured along with the popular Leyland heavy trucks and buses.

Warranties

Leyland SA's public relations officer, Mr Arne Pitlo, said last night: "The company will continue with its current dealer organization and will honour all vehicle warranties and continue to supply ongoing parts-and-service facilities on a national basis. The Unipart business is expanding, as one of the fastest all-makes parts franchises in the country."

Uncertain

The position of some of the workers at the Blackheath and Elsie's River manufacturing plants is uncertain but it is unlikely that many will be dismissed. Leyland still has a contract with Renault Africa to

By **BRIAN GROBBLER**
Motoring Editor

manufacture the new Renault 9 models at the rate of more than 1 000 a month and will continue with its other major operations of truck and bus manufacture in South Africa.

The managing director of Leyland SA, Mr D R Beck, said at a lunch in Cape Town yesterday that "there will be some reduction in vehicle-assembly activities at the Elsie's River plant and production of Mini and Rover engines at Blackheath will cease".

Redundancy

"Leyland SA will make every effort to find alternative positions within the company for those whose functions are affected by the decisions but I must warn of the inevitability of some redundancy."

Mr Beck said Leyland SA had for some time been reviewing its future in the volume car market and considering new products to replace the Mini and Rover.

"After lengthy studies both in South Africa and with our parent company BL Ltd, we concluded a major new investment programme for new car products could not be supported. The decision was taken on purely commercial grounds."

"The tooling and operating capital requirements necessary to

introduce each new car range into South Africa under the existing local-content regulations is in the region of R35-million. Leyland SA would require at least two model ranges to compete effectively which would make its investment R70-million. Other costs, including the expansion of the dealer network, would add a further R10-million.

"Minimum sales volumes for two models of 2 500 a month are needed before a viable business could be achieved. This would require a market share of at least 10 percent compared to the less than two percent at present."

Over-traded

"For its size, South Africa is, I believe, the most over-traded vehicle market in the world, with 11 manufacturers selling 37 separate model ranges in a market that has yet to demonstrate the explosive growth historically predicted for it and had, in fact, declined both in 1982 and 1983."

Mr Beck said the Leyland SA manufacturing contract with Renault Africa is totally unaffected and a rising production programme is planned for the R9 models.

"I must stress that Leyland SA's other activities which by value are much larger than our car operation, will also continue totally unchanged and unaffected by the decision."

Sigma cuts retrenchments from 341 to 237

By ANTON HARBER

SIGMA Motor Corporation has reduced by nearly a third the number of workers it is to lay off at its Silverton plant at Pretoria after discussions with the National Automobile and Allied Workers Union (Naawu) and "mindful of the Prime Minister's appeal to industrialists not to retrench workers".

But Naawu has issued a statement saying it does not agree with the retrenchments which will place a major strain on workers and their families and which "should have been avoided".

Sigma announced last month that because of the weakening motor market, it would retrench 341 workers. But yesterday, Sigma's director of human resources, Mr S S Lemmer, said only 237 workers would be paid off.

The earlier decision had been reviewed after discussions with Naawu and "mindful of the Prime Minister's appeal to industrialists not to retrench workers", Mr Lemmer said in a statement.

The motor industry as a whole was experiencing a weakening demand, which did not warrant the higher production volumes originally anticipated for the second half of the year, and Sigma had had to revise production schedules.

"Sigma has no option but to implement its retrenchment programmes as amended with effect from September 2," he said.

The lower number of retrenchments was still not acceptable to Naawu, "but it is not practical for us to reduce this number any further," he added.

Mr. Lemmer pointed out that the retrenched workers had been identified by applying the "last-in-first-out" principle, as agreed with Naawu, though shop stewards and workers with scarce skills might be retained.

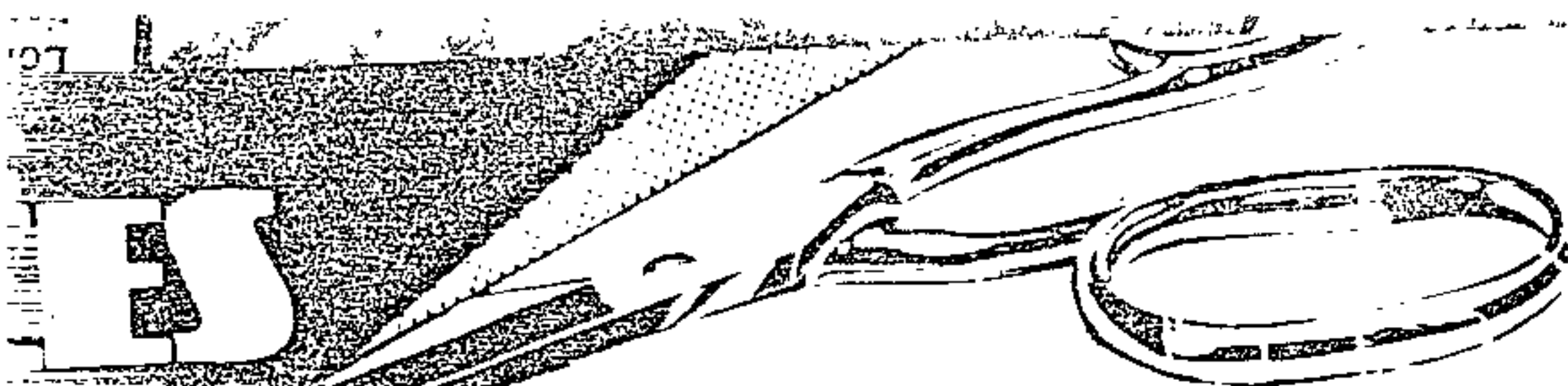
He stressed that each worker would receive redundancy pay of not less than one month's wages, leave pay, and a *pro-rata* share of the year-end bonus.

In addition, Sigma would ensure that those who qualified by service would receive payment from the corporation's supplementary unemployment benefit fund.

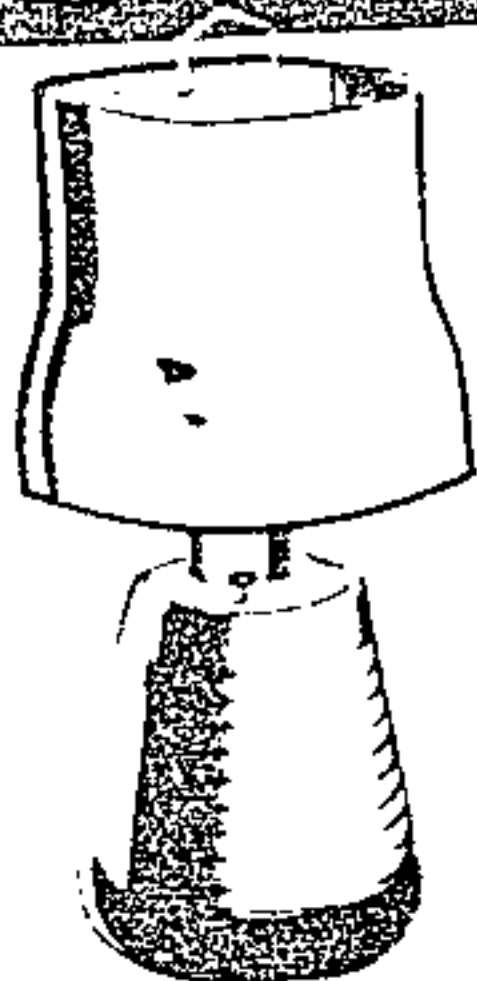
The Naawu statement said they did not agree with the move.

"While the union appreciates that Sigma management has, as a result of union representation, cut the number of people to be retrenched from 341 to 237, we believe that these retrenchments should have been avoided by working more short time than has thus far been the case.

"The retrenchments, coming as they do near the end of the year, will place a major strain on those workers and their families who will definitely not experience any Christmas cheer," the statement said.

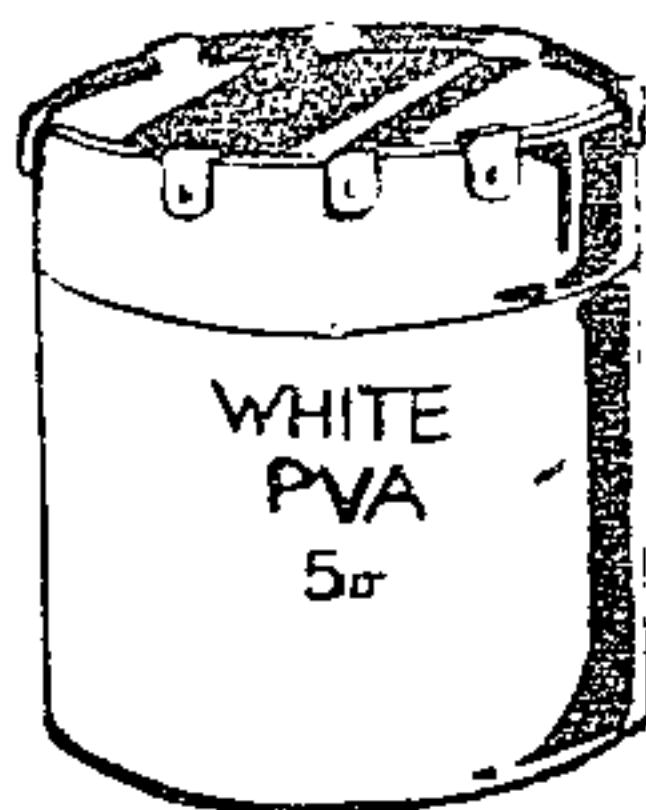


FURTHER



BATTERY OPERATED
TABLE LAMPS

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5 LITRE P.V.A. WHITE

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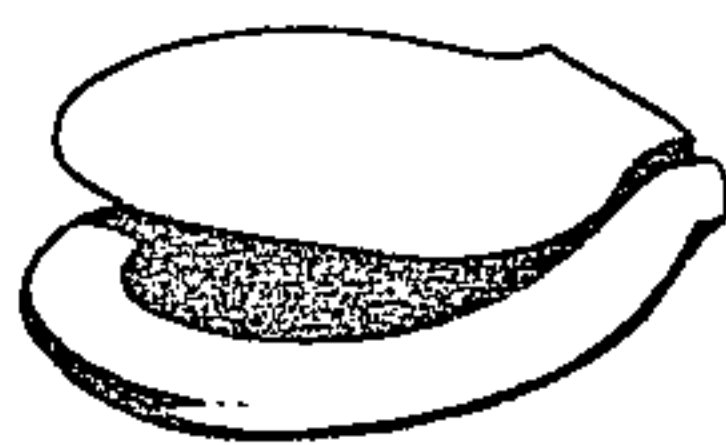
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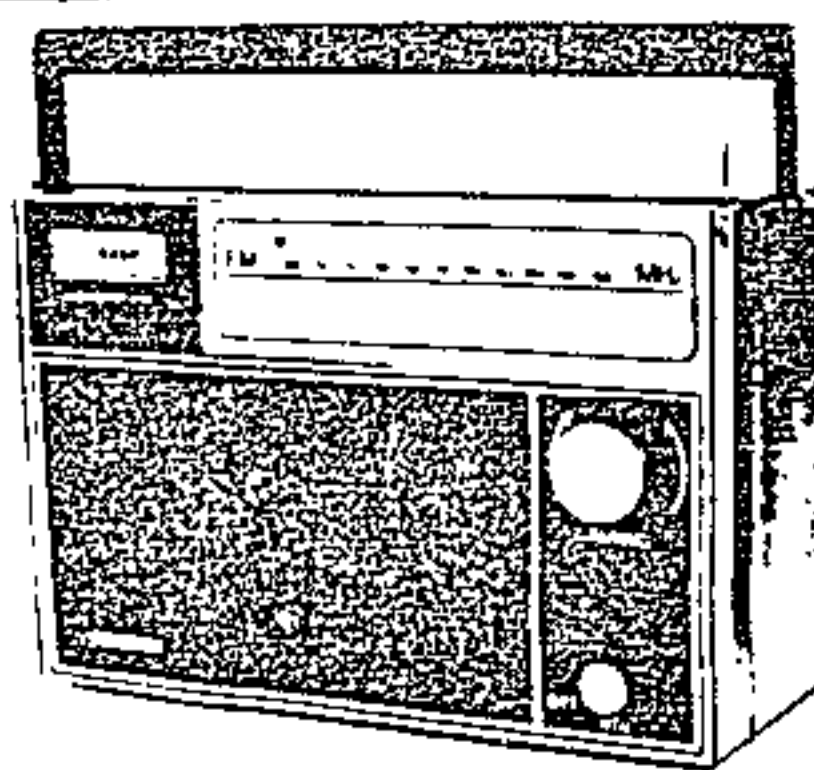
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CTC

sacks 17

SEVENTEEN Ciskei
Transport Corporation
employees have been
sacked.

And some drivers are
to go on a week on, week
off system, according to
the company's director,
Mr Hans Kaiser.

He admitted the firm
had been seriously hit
by the 8-week-old boy-
cott.

SAAWU T. ARMY TO

CP Reporter

THE South African
Allied Workers Union
(SAAWU) has instructed
its lawyers to seek an
urgent court ruling
stopping the Ciskei army
and cops from assaulting
union members.

SAAWU's latest move
comes as reports of
wholesale assaults on
SAAWU members, both
in detention and still
free, emanate from the
Ciskei and as the storm
of international protest
against human rights
violations in the home-
land gathers force.

Too hot for t

PRESIDENT Lennox Sebe
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A call will be made soon
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various speakers will and remote rather than needs.

Union says firm could save jobs

WHILE the National Automobile and Allied Workers Union (NAWU) appreciates that Sigma management has decided to cut the number of workers to be retrenched to feels the retrenchments could however have been avoided by working more short time than has been the case.

Sigma Motor Corporation originally intended retrenching 341 workers but after union representation the number was cut down to 237. The union says the retrenchments, coming as they do near the end of the year will place a major strain on the workers

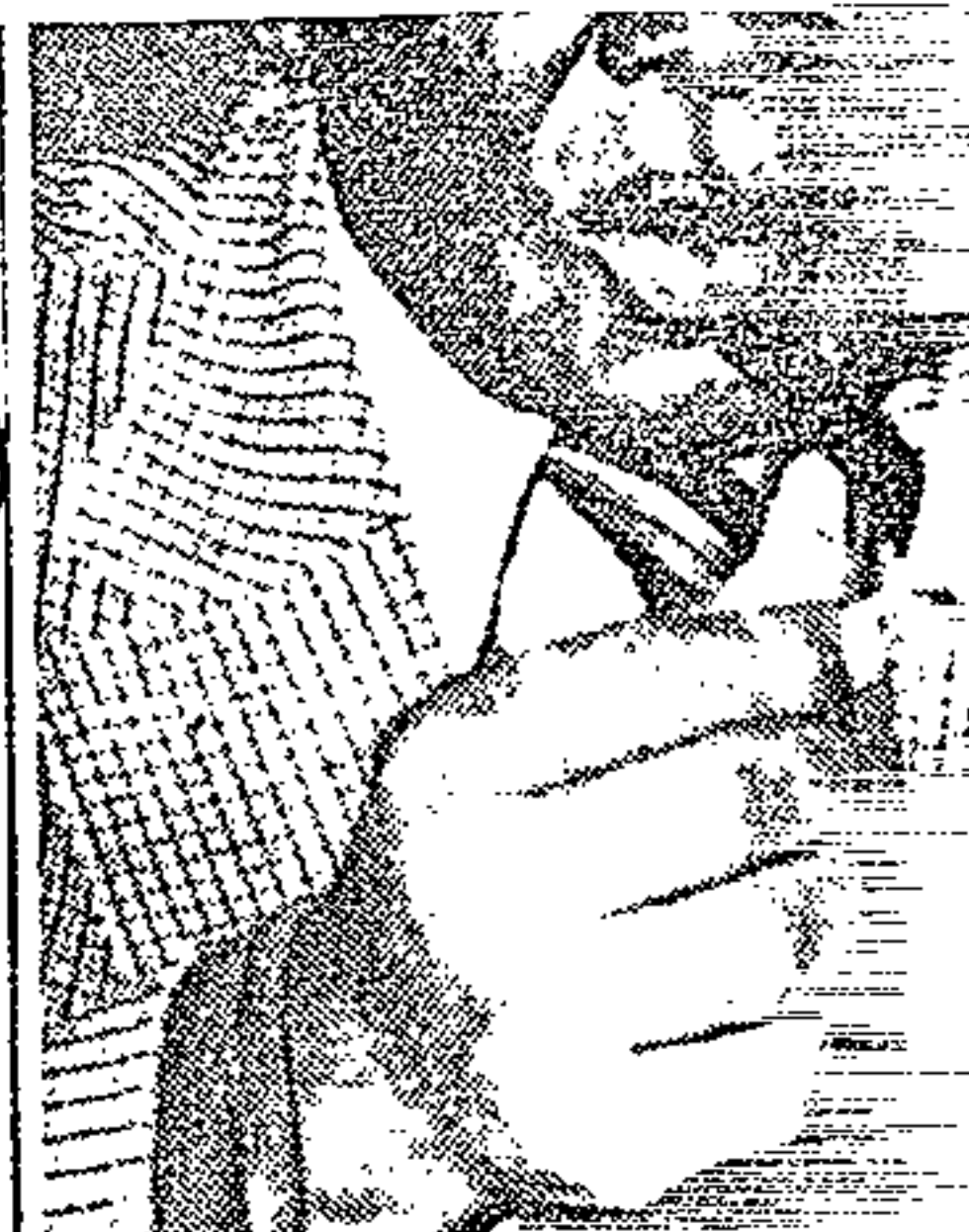
and their families who will definitely not experience any Christmas cheer.

Sigma said it was reducing the number of the retrenched workers because of union representation and because of the Prime Minister's appeal to industrialists not to retrench workers.

The motor industry as a whole is experiencing a weakening demand which did not warrant the higher production volumes originally anticipated for the second half of the year.

Sigma will give the retrenched workers redundancy pay of not

less than one month's wages, leave pay and a pro rata share of the year-end bonus. Those who qualify by service would receive payment from the corporation's supplementary unemployment benefit fund.



Mr Ephraim Tshabalala ...

People's Poll

THE Prime Minister, Mr P W Botha, has announced November 2 as the date on which South Africans will tell the Government in a referendum whether they support the new constitutional proposals.

Blacks have been excluded from participation in the new proposals. Coloureds and Indians have been included to some extent,

causing division in these groups over whether to participate or not.

We now want to know from YOU what your views are. This is why we will run our own "People's Poll". You must tell us what you think.

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S 5914

Retrenchments of workers at Sigma cut by over 100

Sigma Motor Corporation has agreed to trim its original retrenchment of black workers at its Pretoria plant from 341 to 237.

Sigma said the new retrenchment figure was still not acceptable to the National Automobile and Allied Workers Union (Naawu) but it was "not practical for us to reduce the number of retrenchments any more".

Sigma said it had decided to review the retrenchment figures because of the Prime Minister's appeal not to retrench workers.

Buoyant conditions which prevailed in the motor industry during the first half of the year had shown a consistent decline in recent months.

As a result Sigma had had to revise its production schedules and reduce its labour force. It had recently introduced several new models and while they were meeting expectations the motor industry was experiencing weakened demand.

"It now seems the expected economic upturn will materialise only during the second half of 1984," Sigma said.

All retrenchments came into effect on Friday.

Sigma has ensured that all retrenched workers will get redundancy pay of not less than one month's wages, leave pay and a pro-rata share of the year-end bonus.

Those who qualify by

service will get payments from Sigma's Supplementary Unemployment Benefit Fund.

Sigma said it would also help workers get Department of Manpower benefits.

Naawu said: "While the union appreciates that Sigma management cut the number to be retrenched, we believe that these retrenchments should have been avoided by working more short-time than has been the case."

"The retrenchments coming as they do near the end of the year will place a major strain on those workers and their families, who will definitely not experience any Christmas cheer."

End is nigh for Knysna's 3-strong elephant herd

Pretoria Correspondent

When the last great tusk in the Knysna forests dies — and it will be quite soon now — the world's southernmost elephant will be extinct.

There are three elephants left in these forests on the Eastern Cape coast. They are living proof of the jumbo-sized problem facing conservationists in Africa.

To Africa the elephant is like the canary in the miner's cage, warns an article in the latest conservation magazine to be published in South Africa, "Environ" — and the warning bird is dying before our eyes.

There is simply not

ests. One by one the animals disappear.

"In Africa the elephant is one of the first to go," says Mr Graham Ferreira, editor of the magazine.

Elephants within protected areas soon have their own population explosion, and then their pressure on the environment becomes unbearable. Culling is the only answer in many cases.

Unless a concentrated international drive to curb the rising human birthrate takes place soon it will be too late.

"To this end a heavy responsibility rests on the shoulders of social, political and religious leaders to face the problem and decide

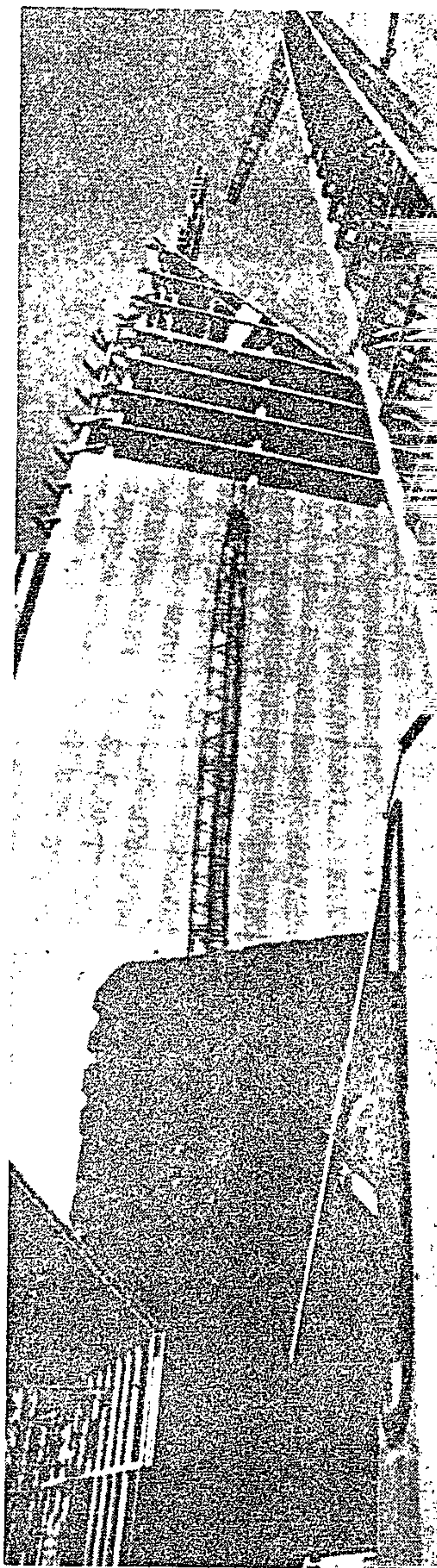
Flight is delayed by ownerless luggage

A Boeing 737 en route from Cape Town to Johannesburg was delayed for 15 minutes at Bloemfontein's JBM Hertzog Airport yesterday while security personnel searched all luggage on board.

The South African Airways flight was delayed after it was discovered that a piece of luggage in the hold was "unidentified".

An SAA spokesman, Mr JC van Rooyen, said today a standard security check was conducted before the flight was due to depart for Jan Smuts.

"Luggage belonging to a passenger who missed the flight was discovered and security personnel carried out a check. It often happens that the number of baggage items registered do not corre-



The blue and white walls of the Anglo American Property Services' spectacular building in Diagonal Street will be keeping their sparkle.

A special gondola from which the windows will be cleaned was hoisted to the top of this futuristic building at the weekend.

Johannesburg traffic police closed a section of

Schoolg for 'Dur

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Police are searching a 16-year-old Bra girl who has been for more than two w Surita Mulder wa

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171 000 lose jobs in industry

Financial Editor

MORE than 171 000 industrial workers have lost their jobs as a result of the recession, an analysis of the latest employment figures issued by the Central Statistical Office shows.

At the peak of the industrial boom in the first quarter of last year 2,94-million people were employed in mining, manu-

facturing, construction and by SA Transport Services.

By May this year the employment figure had dropped 5,8 percent to 2,76-million.

The number of whites employed in the four sectors dropped by 20 000 or 3,4 percent to 563 600 while the number of coloured people in these sectors fell by 28 200 or 7,9 percent to 329 700.

Blacks employed in

these sectors declined by 117 538 or 6,2 percent to 1 773 000.

SA Transport Services showed the biggest percentage reduction in its work force. It dropped from a peak of 278 300 last year to 248 100 in May this year — down 10,8 percent.

In manufacturing the decline in the same period was 94 000 or 6,3 percent from 1,49-million to 1,39-million.

The construction sector shed 5,3 percent of its work force, the number dropping from 444 600 to 421 200.

In the mining industry the drop in the employment figure from last year's peak to May was only 3,3 percent. In May the sector was employing 701 700 people, compared with 725 700 at the peak last year.

Most employers made the major cuts in their

work forces last year. Between March and November the number of people working in the four sectors dropped by 116 100. Since then the reduction has been 55 400.

RETAIL TRADE

The slower drop in the employment figures this year is probably one of the reasons that the retail trade is only now beginning to feel some of the effects of the recession.

However, another reason is that though the number of people working in these four sectors fell, the wage bills of most of the sectors still continued rising at a brisk pace.

Their total wage bill in May this year was R1,49-billion, 10,8 percent more than the R1,35-billion paid out last year.

Only in SA Transport Services did the wage bill drop — by 7,3 percent from R180,5-million to R167,2-million.

Inflation in

Klockner-Becorit to shut down Krugersdorp plant

By BRENDAN RYAN
Mining Editor

KLOCKNER-BECORIT Coalequip (KBC), one of South Africa's largest manufacturers of mining equipment, is to close its Krugersdorp plant.

The closure will lay off about 490 people. Some may be transferred to KBC's remaining plant at Klerksdorp, while others may keep their jobs if KBC's plans to sell parts of the Krugersdorp business are successful.

The shut-down has been caused by depressed conditions in the South African mining equipment industry, but operations have also been hit by disputes between KBC and two of the overseas principals.

The decision is a complete turnaround in KBC's plans for the Krugersdorp operations. Less than a year ago, the company unveiled a R5-million modernisation and re-development programme for the factory.

About R1-million was spent before the decision to close down was taken. KBC's factory at Klerksdorp turns out hydraulic props for gold mines, longwall supports and conveyors, roofbolters, feeders and feeder-breakers.

The Krugersdorp plant's main products are Marietta continuous miners and Torkar shuttlecars, manufactured under licence from National

Mine Service (NMS) of the United States.

Marietta continuous miners are widely used in underground coal mines in South Africa.

Anderson Strathclyde, of the UK, bought 51% of NMS in January this year and, according to the KBC statement, intends manufacturing and marketing NMS equipment through South African subsidiary Anderson Mavor.

Anderson Mavor's start-up in the South African market will be linked to KBC's withdrawal to ensure continuity of customer services.

KBC has also ended its licence and distributorship agreement with

Schopf for the manufacture in South Africa of Schopf load-haul dumpers.

"The company will therefore be withdrawing from this area of activity and discussions will be held with customers as to how this will proceed.

"Schopf has not as yet appointed another distributor," the KBC statement said.

KBC joint managing director Mr Tony Marshall-Smith said yesterday KBC overall was currently making heavy losses but he believed the situation would be turned around by December when, after heavy write-offs, KBC would be profitable again.

335

Star

6/9/83

Recession was not the reason for Nampak closure — PWAU

By Carolyn Dempster,
Labour Reporter

Restructuring and not the recession had led to the closure of Nampak Polyfoil in Industria and the impending retrenchment of 90 workers at Nampak Conical, the Paper, Wood and Allied Workers' Union (PWAU) has alleged.

Workers with up to 36 years' service are being told by the Nampak Group that their services are no longer required, says PWAU, "while at other Nampak factories overtime is worked on a regular basis and casuals are taken on regularly".

The small operation of Nampak Polyfoil in Industria, which employed 21 people, was shut down last Friday.

"Now it appears as if the operations of Nampak Conical in Industria are being run down and the company plans to retrench more than 90 workers out of a workforce of about 130," said a union spokesman.

Workers demanded to know what was happening when they saw machines being moved. Only when they confronted management were they

told that "three-fourths of the workforce would be retrenched".

"The workers have since discovered that management has known since at least May that the Nampak Liquid Packaging Division was to be restructured," said the spokesman.

One employee with 26 years' service commented: "I've given all my strength to this company and now I'm thrown out like a rag."

Employees are also angry that management did not inform them of the retrenchments, although the union is recognised and has an agreement governing retrenchment procedures.

"We cannot appreciate the company's action," commented the spokesman. "A company as large and profitable as Nampak must surely be able to accommodate 90 employees. Nampak's profits went up by more than 16 percent last year. It is not fair to us that retrenchment is 'unavoidable' — in the words of the much-publicised Barlow Rand employment code."

Nampak's industrial relations manager was not available for comment.

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Nampak replies to union criticism

By Carolyn Dempster,
Labour Reporter

Employees at Nampak Polyfoil and Nampak Conical Containers in Industria were retrenched because of rationalisation at both plants, a spokesman for the Nampak group said today.

The workers had already been told that while every effort would be made to place redundant staff in neighbouring Nampak operations this was unlikely because of the economic situation, he said.

The statement was made after severe criticism of Nampak by the Paper Wood and Allied Workers Union which alleged that the retrenchments were not unavoidable.

WORKERS TOLD

A decision to close Nampak Polyfoil was taken on July 29 and the plant's 29 workers were told that the plant would close by the end of August, the spokesman said.

The workers received individual advice on the amount of retrenchment pay they could expect under Nampak policy and, although the Nampak Polyfoil management did not have a recognition agreement with the union, they agreed to discuss compensation.

In addition jobs were found for four employees and management gave the undertaking that no one with equivalent qualifications would be recruited on the Industria site in August.

At Nampak Conical Containers, where the union claims workers were kept in the dark over retrenchments, management said the workers were told of the retrenchments and switch to a one-shift operation in October.

More than 90 employees at Conical are expected to lose their jobs.

The spokesman could not explain why overtime was still being worked on some Industria sites nor why Nampak Liquid Packaging had recruited additional workers.

UNEMPLOYMENT

Retrenchments mean 'homeland starvation'

LARGE-SCALE retrenchment of workers meant starvation for many homeland communities, according to trade unionists.

Several unions have reported mass lay-offs. The victims are mainly unskilled black workers, many of whom have had to return to drought-stricken rural areas.

The National Manpower Commission estimates unemployment countrywide at just over half a million, but academics have put the figure considerably higher at about two or three million.

No improvement is in sight. The NMC says it expects unemployment to increase, while unionists are worried that many jobs lost in this recession are jobs lost for ever.

Because of retrenchments

The Fosatu-affiliated Metal and Allied Workers' Union (MAWU), which operates mainly in the Transvaal and Natal, estimates it has lost about 10 000 members because of retrenchments in the past year.

A MAWU spokesman, Dr Bernie Fanaroff, said that while there had definitely been signs of a pick-up in the metal industry, he was "absolutely certain" many retrenched workers would not be re-employed, even if previous production levels were reached.

"Many of those who have been laid off are contract workers who were sending a large part of their income back to the rural areas. Of ten about 10 or 20 men were supporting entire communities of 50 families in the homelands."

Reports by Staff Reporters
PIPPA GREEN and DAVID BREIER

"Those communities have had all their income cut off. The combination of the drought and retrenchments has meant starvation in those areas."

But trade unions are sure of one thing: If it were not for their existence, workers would have had a much rougher deal in the economic downsizing.

General Workers' Union organiser, Miss Di Cooper, said: "It is very easy for managements to do what they like to unorganised workers. They often retrench old people who have given long service to the company and have lost their strength through years of hard work."

"The union tries to negotiate retrenchment procedure with management and explore alternatives, like short-time or unpaid leave, and to ensure severance pay for those who do get retrenched. One of the most important principles is the last in, first out (LIFO) principle."

West Cape communities hit

The GWU has lost nearly 2 000 members through retrenchments, mainly in the stevedoring and engineering industries.

Western Cape rural communities have also suffered, according to the Food and Canning Workers' Union.

General secretary of the union Mr Jan Theron said about 5 000 workers in the canning industry had lost their jobs in the past year. Fishing communities on the West Coast had also felt the blow, although not many had been retrenched.

"The cut in quotas and the drop in export markets means work is very irregular for many fishermen. Whole communities rely on the fishing industry and there are no alternative jobs in those areas," Mr Theron said.

Members are excluded

An added problem for the FCWU is that many of their members are excluded from unemployment benefits because they are classified as "seasonal" workers.

The secretary of the Farmworkers' Union, Mr Solly Essop, said hundreds of people in the Karoo were leaving the farms because there were no jobs.

"About 90 percent of the children are not in school. Workers are having to catch wild rock rabbits to stay alive. The situation is so hopeless the people's only worry is getting food. They have given up hope of getting jobs."

While thousands of textile and clothing workers have lost their jobs in the recession, the future of those industries looks a little brighter.

The National Union of Textile Workers' general secretary, Mr Johnny Copelyn, said about 10 percent of the union's membership — about 17 000 people — had been retrenched since the downsizing started to bite.

10 000 workers laid off this year

By JOSHUA RABOROKO *Sowetan*

MORE than 10 000 black workers have been retrenched this year and more retrenchments are likely to follow as the recession worsens.

Meanwhile the ranks of the unemployed are swelling as fewer jobs become available to an increasing number of workseekers.

Nafcoc's president, Mr Sam Motsuenyane, said the country's economic position was not likely to improve and more workers, especially blacks would be retrenched by companies.

The black labour force was going to suffer more than the white labour force. He encouraged black businessmen to become job-creators.

Johannesburg Chamber of Commerce president Mr S K Ash said retrenchments were likely to increase for as long as the country's economy did not improve.

More jobs would have to be created to avoid an undesirable and dangerous situation erupting in the country. Unemployment and other social problems would escalate if the economy did not improve.

This week a major packaging company in Johannesburg, Nampak, added to the problem

announced that about 21 workers employed at its Polyfoil plant had been retrenched while more were to be retrenched at another plant.

The workers had been retrenched because of economic reasons, according to the company's spokesman yesterday.

Industrialists and trade union movements fear that hundreds more may be retrenched before the end of the year due to the economic recession and drought — thus swelling the rate of unemployment.

Already over 10 000 workers have been retrenched and thousands are unemployed in the country, according to the Institute for Industrial Relations.

In a statement to **The SOWETAN** yesterday, the Paper Wood and Allied Workers' Union, representing Nampak workers, expressed anger at management for not notifying the workers in good time.

The union also suspected that most workers at these plants would subsequently be laid off later in the year because of what they termed "the company's rationalisation scheme".

Meanwhile Trade

Union Council of SA's general secretary, Mr Arthur Grobbelaar has predicted that for the last quarter of this year more people will be retrenched and unemployment will escalate.

"Hopefully during the second quarter of next year the economy will bottom out and we will begin to see some improvement. By early in 1985 things will shape up again and more jobs will be created," Mr Grobbelaar said.

A Fosatu spokesman said that the country's economic downturn would affect more blacks, especially those who have left school to seek employment.

He conceded that more job opportunities would have to be created if the country was to move out of the gloomy situation. Many workers had been retrenched and the situation would worsen if nothing was done.

Mr Motsuenyane, who is also director of the Afribank, said he was concerned about the economic downturn because it involved the great majority of the population in the country.

Education and training would have to take place on a larger scale in order to equip more blacks to enter jobs. The Government and private enterprise should be pressurised to invest towards creating jobs.

Government sources say the rate of unemployment has grown since the beginning of the year. Vacancies in Government departments have dropped "considerably" between 1981 and 1982, which is an indication of job depression.

(335) ~~11/11~~
Company claims
report is 'unfair'

Staff Reporter

THE Berg River Textiles (BRT) Company has expressed its objection to a news report suggesting lay-offs at its factory outside Paarl had worsened dissatisfaction among residents of the trouble-torn Mbekweni Township.

A spokesman for the company, yesterday said BRT felt the fact that the report — which appeared in the Cape Times of September 6 — mentioned only the BRT factory was "extremely selective and unfair".

He said it seemed fair to make the general claim that unemployment was contributing to dissatisfaction but it was unfair to name only one factory in this regard.

While he could not

9/9/83
give the total number of people laid off at BRT he said "only 15 men and 20 women from Mbekweni" were laid off last October. Eight of these had not been re-employed, he said.

Others laid off were coloured people or contract workers.

Last November the Cape Times reported that BRT had laid off some 550 people at the factory.

A spokesman for a trade union with offices in Paarl said the majority of those retrenched last year were contract workers.

Trade unionists approached for comment said lay-offs generated uncertainty and dissatisfaction in communities where work was hard to come by.

Imports put the screws on local industry

E. Post
9/9/83
335

● From Page 1

products in the country, further aggravated by unrestricted imports of fasteners, had compounded the effect of the severe economic downturn in the country and had made rationalisation of production facilities inevitable.

The cold forging and turning section of the company's Port Elizabeth factory would be closed at the end of October and November respectively.

Some of the products would then continue to be manufactured in the group's inland factory, ensuring an uninterrupted supply to customers during the transition period.

Mr Bryant said the distribution division would continue to operate in Port Elizabeth, thus ensuring the maintenance of customer service from locally held stock.

He said 118 employees would be retrenched and 22 employees retained to provide local customer service or be transferred to other areas of operation within the National Bolts Group.

"The company will try to minimise the effect on retrenched employees by giving them extensive advance notice, helping them to obtain alternative employment where possible and also paying generous retrenchment benefits," Mr Bryant said.

● Another Port Elizabeth fastener company, PN Bolt and Nut, will also be closing its doors soon.

This was confirmed by Mr Baldev Nathoo, managing director of the firm.

Mr Nathoo said PN Bolt and Nut started trading in July, 1977, and business was going well until he opened a subsidiary, Mr Screw, in January, 1982.

PE bolt *E. Post* and nut *9/9/83* forging *189* firm to *335* close

By SHIRLEY PRESSLY

CHEAP imports of fastener products — nuts, screws and bolts — which are flooding the country from overseas has forced a South African fastener manufacturing company to close its Port Elizabeth factory.

The closure of the factory, formerly Sharp Control (Pty) Ltd now trading as National Bolts Ltd, Port Elizabeth branch, will put 118 employees out of work.

The premises will then be used as a warehouse for distribution of the group's products.

Mr John Bryant, managing director of National Bolts Limited, said in a telephone interview from Johannesburg that an increasing amount of these products could be imported cheaper than it cost to manufacture them in South Africa. The world steel prices were lower than the South African steel prices.

He said he had informed the Minister of Industry about the proposed closing of the cold forging and turning section of the company's Port Elizabeth factory.

"We are very concerned," he said.

"The Port Elizabeth factory is a good part of our business."

Mr Bryant said a serious over-supply of fastener

● Turn to Page 4

Warning on threat to motor industry

335 10/9/83

By FRED ROFFEY

CAPE TOWN — Thousands of workers could be thrown out of work in the motor industries of South Africa and other countries if the West does not meet the threat coming from factories in Japan using a flexible manufacturing system (FMS), which will produce cars for export cheaper than other countries can make them.

This warning was given in Cape Town by Mr Martin Bailey, deputy director, of the Materials Handling Research Unit at the University of the Witwatersrand.

Speaking at a seminar organised by the South African Institute of Materials Handling, he said factories using an FMS cut cost dramatically by incorporating robotics, horizontal transport systems and automated storage and retrieval systems, all controlled by computer.

This flexibility enabled the factory to produce car engines on one day, crankshafts the next and exhausts on the third day and so on — all on one production line and with a minimum of human help.

"If South Africa does not set up its own FMS's, we could eventually be importing most of our cars from other countries using the systems, and thousands could be thrown out of work in the South African motor industry," said Mr Bailey.

"There are no systems like this at present in South Africa, about 100 in Japan, 100 in the USA, and several in Britain."

"However, South Africa has started to use robots. It is estimated that 30 000 to 40 000 robots will be in use in South Africa in 10 years, many of them in the motor industry."

Argus 23/7/85 (337) (126) (127) (128)

Hout Bay fish factory sacks 89

Labour Reporter

EIGHTY-NINE workers have been retrenched at Harvest Dawn, a fish-processing factory in Hout Bay.

Mr W Visagie, financial manager of SA Sea Products, which has a major but not controlling share in Harvest Dawn, said 17

men and 72 women had been laid off.

"This is about 63 percent of the workforce. We will try not to retrench any more workers, but there are very adverse market conditions for hake fillet at present," Mr Visagie said.

The workers, all members of the Food and Canning Workers' Union, were guaranteed severance pay of one week for each year's service, said a union spokesman.

The union had not been told whether additional workers would lose their jobs, he added.

Drought swelling influx into towns

By Anthony Duigan

Thousands of black people from the rural areas are coming to towns in search of a living as the drought and continued retrenchments take their bitter toll.

This is adding to the strain on the already severe housing shortages which have been increasing in many black urban areas for the past decade.

Homeland and community leaders, academics and Government officials generally confirm this influx but also point to a reverse stream — workers retrenched from jobs in towns heading to their rural homes — and to the increasing numbers of black people existing in homelands on poor relief and other grants.

In the PWV area Pretoria appears to be particularly affected by an influx of blacks who come into the city each day looking for work. As many as 500 have been seen in the queues around the labour offices where they wait for somebody to offer them a piece-job.

Many of them are illegal in terms of influx control and police are continually sweeping the city and its environs to pick up those who are not registered to be in the area.

Community leaders on the East Rand confirmed that people from both kwaZulu and Lebowa were coming in large numbers to the townships in search of any work that will earn them some money.

Researchers at Transkei University's Institute for Management and Development Studies have reported that their studies indicate at least one in four — close to 100 000 — of the migrants from Transkei working in South Africa are illegal in terms of influx

control. Drought and lack of work in Transkei have pushed them, mostly women, into urban areas in search of a livelihood.

Mrs Ina Perlman, national manager of Operation Hunger (directing food aid to about 500 000 people country-wide), said appeals from the Orange Free State and northern Cape indicated that hundreds of workers retrenched from mines and farms had moved to small towns like Brandfort and Vanwyksvlei because work and food were in short supply in rural areas. They were in need of immediate aid because they had no resources, Mrs Perlman said.

Mr W J Ras, director of labour for the Central Transvaal Administration Board, confirmed an increased flow of blacks from rural areas to Pretoria. Mr Seth Mathibe, a spokesman for the Committee of 18 of Winterveld (a large squatter area outside Pretoria and just inside Bophuthatswana), said he believed there had been a large influx of people into the area which was used as a base by those trying to find work and accommodation in Pretoria. On the other hand there does not appear to be a much increased flow of people to Johannesburg. Mr John Knoetze, chairman of the West Rand Administration Board, said a sample population poll done recently in Soweto indicated there were actually fewer people in the area than has been widely thought — about one million with an average density of eight people to a township house.

The PWV housing shortage has been climbing steadily for more than a decade as a result of far fewer houses being built each year than the natural population increase.

● See Page 11, World Section.

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60 retrenched
at shoe plant

Labour Reporter

ABOUT 60 workers from the recession-hit Vogue Shoe plant in Maitland have been retrenched in an attempt to streamline production at the plant.

Mr Johan Burger, general manager of Vogue's sister company, Sports Shoe, said yesterday the lay-offs had become necessary because the women's fashion footwear market was depressed.

He said business was still good in the sports shoe market.

While some Vogue workers had been absorbed into the Sport Shoe operation, it had still been necessary to streamline production and retrench some 60 workers.



crowd at the Dube YWCA this week.

NEWS EXTRA

Retrenchment

GOMPO Bus Company, a subsidiary of the Ciskei Transport Corporation (CTC), has sold 74 buses and is to retrench 330 workers because of losses suffered as a result of the bus boycott.

Mr Hans Kaiser, managing director of the CTC announced on Monday morning that 30 percent of the workforce was to be retrenched and 31 percent of the company's bus fleet was to be sold. It is reliably understood that the company has lost over R2-million in lost revenue and damage to buses since the boycott began on July 17.

Two weeks ago some 800 workers at Gompo were put on short time, working one week on, and one week off. Mr Kaiser said the company had tried everything possible to prevent this

drastic action, but even a reduction of fares had had no effect whatsoever on the boycott.

There appears to be no end in sight to one of South Africa's longest bus boycotts. And commuters have vowed not to use the buses because of the large number of deaths and detentions of people after clashes with the Ciskei police.

And in a statement issued in Johannesburg Saawu's national secretary, Mr Herbert Barnabas has confirmed that the union would approach lawyers this week to discuss legal action against the banning in the Ciskei.

The action is based on claims that the union is related to the bus boycott in Mdantsane, although Saawu has denied that it organised the boycott which is now in its ninth week.

Firemen react

THE JOHANNESBURG Fire Department yesterday reacted to claims that the crew that fought the Afro-Gas blaze had delayed by not breaking into the building immediately on their arrival to fight the fire.

A spokesman for the fire department said the claims made by the manager of the gutted shop, Ms Motlalepule Ramushu, could not be substantiated. "In any case there is an official investigation into any fire and the facts will be known," he said.

Ms Ramushu claimed in yesterday's SOWETAN that the fire crew did not immediately smash into the shop to fight the blaze. Had they done so, she said, the damage could have been

minimised. "They should have used their discretion," she said.

The spokesman said the Jabulani Fire Station had received a call at 4.15 am. It arrived on the scene at 4.17. Both front windows were smashed and the crew immediately went to work with two lines of hose.

A third hose went to work at the back of the building.

According to the spokesman the premises were burning for some time before the fire crew was called. After the arrival of the first engine a second was called for mopping up operations. The fire was over at 6.45.

He stressed that at no stage did his men delay in fighting the fire.

School rape

E HEIST 50 000

Brig Smit said the robbery took less than three minutes and the men made off with more than R50 000 cash. He said the men later got into a waiting car outside and sped off. No one was injured.

In the Pretoria robbery last week, the thieves gained entry by sawing through the bars of the window. They later forced a safe open and over R40 000 in cash was removed.

And the Lenasia holdup occurred when a man pretending to be a customer went into the building society with three other men behind him and robbed the society of R47 407 in cash.

• The four victims of the bus and car smash at the Soshanguve robot over the weekend, have been identified.

They were Mr Johannes Shirinda (55) his wife Johannah (51) their son Patrick (20) and an uncle, Mr Philemon Lebisi (41) all of 73 Maserumele Street, Saulsville, Pretoria. The driver of the car, Mr

S Makgopela is still in the Ga-Rankuwa hospital.

No funeral arrangements had been finalised by yesterday. Major M Soko, station commander of the Soshanguve police, yesterday said "no one had been arrested in connection with the accident and the police are still investigating. The bus was not carrying any passengers."

• A teenage Soweto schoolgirl died at Baragwanath hospital after being stabbed by another girl at Emdeni at the weekend.

The schoolgirl was Nonozi Mkhali (16) of Emdeni. She was a Form 3 student at Dr Velekezi Secondary

who did not believe that they could stand on their own without the help of whites from Mayfair and Lower Houghton.

Mr Hlaku Rachidi, former president of the Black People's Convention, said black exclusivism was necessary until such time that liberation was attained in South Africa.

He said the involvement of whites in the struggle had shown that the only role they were prepared to play was that of leading and dominating.

Another service, organised by the Black Students Society (BSS) was held at Glynn

under fire

DUMP OF DESPAIR

A GROUP of mothers is scavenging daily for food from a dumping ground near their Boiphatong homes to feed starving families.

The mothers from Boiphatong near Vanderbijlpark wait every day for trucks dumping the food on the rubbish heap. The trucks come two or three times a week.

There are also growing fears that some of the "aunties" sell the food to school-going children in the vicinity during their lunch-time.

Residents say the rubbish dump is a health hazard, especially in summer when flies and other insects carry disease to neighbouring homes.

The food scavenged has been thrown away from concerns in the city and most of it was spoilt or rotting. Despite warnings that the food is a health hazard the mothers have continued their scavenging. On days when the trucks do not arrive they are desolate.

"What can we do? Our families must eat. There are no jobs available and our children are crying for food," is the common cry.

Deputy director of Community Services for the Oranje-Vaal Administration Board, Mr P Louw, said the rubbish from Boiphatong and Sharpeville townships, including Vanderbijlpark was dumped at the spot.

He would not comment on the issue and referred The SOWETAN to the Vanderbijlpark Town Council's Mr Du Preez, who said the council

By JOSHUA RABOROKO

was aware of everything that was happening in its area of jurisdiction, but would not like to comment on the issue over the telephone.

The food usually collected by the people includes fish, chicken, meat and canned foods from some concerns in the city.

Some of the people who visit the "dumping ground" told The SOWETAN they collect the food because they are jobless and have to feed their children.

Mrs Matseko Tau, one of the scavengers, said she had been looking for employment without success and has children and other members of the family to support.

Most residents who live in the neighbourhood claim that the dump was also visited by children after school, and fears that they might contract diseases were growing.

Mr Dennis Mokati, a resident who lives near the "dump", told The SOWETAN that flies and insects from the site were plaguing their homes.

"Big trucks usually come to dump the rubbish and the wind blows the dust into our homes. We are forced to stay behind closed doors in fear of contracting diseases," he said. The whole place "stinks", he added.

Mr Thabo Maboe, another resident, said it was high time that the community council made representations to the Oranje-Vaal Administration Board concerning the dumping.



MOTHERS: Searching for food at a dump outside Boipatong township. PIC LEN KUMALO

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aper No.

**Hungry
mums
scavenge
for food**

date 24/9/83

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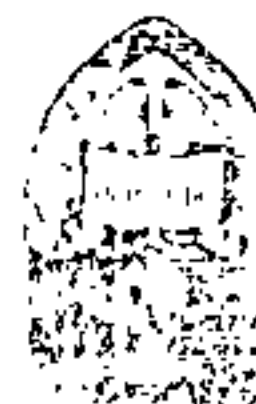
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Umkomaas factory cuts production by 20 pc over water

Mercury Reporter

SAICCOR has cut production by as much as 20 percent because of the water shortage and low level of the Umkomaas River.

The cut-back came into operation at the beginning of the week and would continue until the water situation improved, according to Mr Sinclair Stone, technical manager at the factory.

None of the 1400 employees had been laid off, and Mr Stone said: 'We have not yet even considered retrenchments.'

He said rayon fibre was exported to a number of

countries including Britain, Canada, the United States and France for the manufacture of many fabrics.

Meanwhile, an Umkomaas municipal spokesman said water for the coastal town was obtained from Saiccor, but he had not been notified about any possible change to the present restrictions in operation there.

Residents may water gardens for an hour in the morning and an hour in the afternoon each day.

He said this restriction came into effect about three months ago.

Nampak firm on retrenchment plan

Labour Correspondent

THE Nampak group is to go ahead with retrenchments at the Industria plant of Nampak Conical Containers later this month, despite sharp criticism from the union which represents black workers at the plant.

But it appears that the number of workers to be retrenched is slightly lower than the union originally feared and a few of the workers have been replaced elsewhere in the Nampak group.

This emerged from a company statement released yesterday.

Recently, Fosatu's Paper, Wood and Allied Workers Union sharply attacked the retrenchments, which comes as a result of rationalisation

within Nampak.

It said workers were losing their jobs at the same time as other Nampak factories were working overtime.

In the statement, Nampak said 80 workers would be retrenched on September 23. The union expected more than 90 of the plant's 130 workers to lose their jobs.

Nampak added that, in accordance with company policy, five of the workers had been placed with Printpak and another three with Nampak Blow Moulder.

The company said the terms of retrenchment included early retirement and pension for workers over 55 years old and cash withdrawal of pension money for those under 55.

Man slain in fight over work

335 (54) e. Herald 17/9/83

A QUARREL over work between an "illegal" and a "legal" Guguletu resident ended in the death of the "illegal", the Cape Supreme Court heard last week.

Mr William Pani, 34, of NY 100, Guguletu, was eventually acquitted on a charge of murder after the court found that he had acted in self-defence when he had stabbed the unidentified "illegal" once with a knife in the heart and lung at a rail-

way siding in Epping Industria No 2 on June 11, 1981.

Mr Justice Vivier found that the men had argued over work and that Mr Pani had been defending himself against "two people (the deceased and a State witness) who wanted to protect their work position as people without permits".

Mr Pani said in evidence that he had gone to the Pepsi-Cola depot in Epping Industria No 2 in search of casual work with an unknown man and that both of them had permits to live and work in the Western Cape.

After failing to find work, they had made their way home and met the man, who was later killed, and Mr Nelson Kaba on the way. Mr Pani said Mr Kaba told him that Mr Kaba and the deceased did not have permits to work in the Western Cape.

CASUALS

Mr Kaba asked him why he (Mr Pani) and "Boys" wanted to work as casuals for Pepsi-Cola when they could find work "anywhere else because you have permits". Mr Kaba told him that the permit workers were depriving "illegals" of work.

Mr Kaba took a knife from his pocket and the unidentified man, who had a steel pipe, chased Mr Pani. When Mr Pani was cornered, the man hit him over the head with the pipe.

FAILED

Mr Justice Vivier accepted Mr Pani's version and ruled that the State had failed to prove that Mr Pani had not acted in self-defence.

Mr Justice Vivier presided with assessors Mr J W van Greenen and Mr G B Shapiro. Mr I B Maartens appeared for the State. Mr P J Laubscher defended.

Nampak to lay off 80 workers

Labour Reporter

Nampak Conical Containers is to go ahead with the retrenchment of 80 workers at its Industria plant on Friday.

This was announced by the Nampak management last Friday and comes after last month's discussions with the Paper Wood and Allied Workers Union.

In its statement, Nampak said that every effort would be made to place more employees with other companies within the group.

Five workers who are to be laid off have already been placed with Printpak in Industria, and another three with Nampak Blow Moulder.

Employees to be retrenched have been offered the following options: early retirement if they are over 55 and have completed five years or more of pensionable service; a pension where the service is longer than five years but employee is under 55; a cash withdrawal benefit.

'Rationalisation' costs 198 jobs

23/9/83
335 Post Reporter E. Post

ONE hundred and ninety workers at Nampak Ropes and Twines in Neave Township, Port Elizabeth, lost their jobs today because of a "rationalisation" of the firm's operations.

Mr Seton Thompson, a spokesman for the firm, a subsidiary of Bromatex Ltd, said the remaining 180 employees would continue to be employed until the firm finally closed next year.

Production is being taken over by a sister plant in Durban.

Mr Thompson said the rationalisation plan was due to imports and depressed local market conditions. Every effort was being made by management to assist employees in obtaining alternative employment.

He said the firm might have been able to place about 10 workers within the group, but that this was not certain.

Workers had only been informed of the situation today.

Nampak and Twines regretted the loss of employment, but felt the situation was unavoidable.

The Director of Nampak Ropes and Twines, Mr Mike Hankinson, said no section of the workforce was reported to have been unionised.

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25/9/83 (335)

Workers with few skills face job crisis

By JEREMY BROOKS

SPIRALLING unemployment is taking its toll on the personal lives of thousands of South Africans as the recession deepens.

The tragedy which lies behind the stark figures issued by the Department of Manpower last week are slowly being revealed: repossessions, evictions, suicide threats and pleas for food, clothing and lodging are becoming more evident.

Johannesburg and Durban are the areas worst affected.

The figures released in Pretoria show that unemployment-insurance payouts for the first six months of this year were 67 percent higher than the same period last year — R87-million compared with R52-million.

Suicides

Other figures were:

- White employment decreased by 11 465 to 637 723.

- Coloured employment went down by 21 977 to 342 508.

- Indians by 4 581 to 99 324 and blacks by more than 100 000 to 1 833 554.

A spokesman for a major financing institution said this week: "Our figures for repossessions have increased noticeably during the past months."

Dr Lucy Mvubelo, general secretary of the National Union of Clothing Workers, said: "We are already helping retrenched people find alternative work, and although we have few problems with the skilled, it is the unskilled where we have the greatest difficulty."

Mr Sam Bloomberg, of Suicides Anonymous, said: "Retrenchment is the root cause of many different problems — a man loses his dignity, and feels degraded when he can no longer act as breadwinner for the family."

Qm Times 27/9/83

Plea for workless thousands

From PHILLIP
VAN NIEKERK

PORT ELIZABETH. — Dr Anna Scheepers, outgoing president of the Trade Union Council of South Africa, appealed yesterday to the government to "breathe life into our stagnant economy" to offset massive unemployment and starvation.

Speaking at Tucsa's annual congress here, Dr Scheepers said it was "very difficult" to say anything about the economy that was not depressing.

Apart from the "dark spectre" of inflation, with which wage increases had not kept pace, unemployment was at "crisis level".

"The situation for the workers — and I'm not talking about the Mercedes and BMW elements — is becoming worse by the day. Predictions for an economic upturn by the second half of 1984 are cold comfort for the vast majority of South Africa's workers, who are daily seeing their tables become more bare."

● Mr E "Lief" van Tonder, general secretary of the SA Typographical Union, was unanimously elected to replace Dr Scheepers.

Retrenchment of 22 is 'heartless'

By Jo-Anne Collinge

8721 27/9/83
The summary retrenchment of 22 workers at Mondi Paper Waste in Tulusa Park, Johannesburg, has been condemned as "heartless and totally unnecessary" by the Paper, Wood and Allied Workers' Union.

The workers were told, as they received their pay packets on Thursday, that their services would no longer be required.

Mr D P Engelbrecht, manager of the Mondi plant, confirmed no notice of the move had been given: "You don't notify in these cases because the worker doesn't turn up for work then."

The union has questioned the basis of selection for retrenchment, alleging that the "last in first out" principle had not been applied and that a large proportion of workers aged over 50 years had been affected.

FURTHER QUESTIONS

Further questions posed by the PWAU in a statement yesterday were:

- Is it fair to throw out workers over the age of 50?
- Is it fair to pay a maximum of 13 weeks' severance pay?
- Is it fair to withhold the company's share of pension contributions?

One of the retrenched workers, with over 25 years' service at Mondi, said bitterly: "I started at the company when it had only one truck and we had to carry bags on our heads. We used our strength in pressing the waste with our hands.

"Today they are rich because of our hands and now they throw us out like dogs."

The union pointed out that Mondi was part of the giant Anglo American Corporation, which controls over half the private sector in South Africa.

Mr Engelbrecht said the retrenchments had been occasioned by renovations and mechanisation. Fewer workers were required now for the same workload.

Pensions: former bus workers complain

LAST LONDON — A large number of the 307 workers retrenched by Jompo Transport here in the wake of the bus boycott yesterday refused to take their pension money because they said the company had underpaid them.

In meetings held since Monday the workers insisted they be paid all contributions made to their pensions, including money paid in by the company and the Ciskei Government.

Yesterday they claimed the money paid out was the worker's contribution plus 2 per cent interest.

They also argued that the money was paid out

in cheques from a bank and not from the insurance company into which they knew it to have been paid.

In a statement the workers said that after lengthy discussions they had been told workers who had been retrenched were not treated differently from workers who had resigned or been fired in terms of pension payment.

"We were also told that four workers, aged over 65 years, would not get their full pensions because they had stupidly contributed to the wrong fund and not to the provident fund."

They said the company officials had informed

them the insurance company paying out had given the employers a lump sum of R50 000 and the workers were being paid from this amount. Any balance would have to be returned to the insurance company, they said they had been told.

Workers also complained that when they gathered on the company's premises on Monday police with dogs had been called in.

"We were also told the meetings we were holding on our problems were illegal. We had not gone there for meetings but to get money," the workers said.

Asked for comment on the presence of police dogs at the bus depot, the police public relations officer for the Border area, Major W. W. Brown, said police did not take any action at the bus depot.

Asked whether police had been at the depot with dogs, he said: "I have no information of

any action at the depot."

Reacting to the workers' claims, the public relations officer for the Ciskei Transport Corporation, Mr Wessel van Wyk said that on Monday the workers retrenched by the company recently had gathered at the depot to collect their pension.

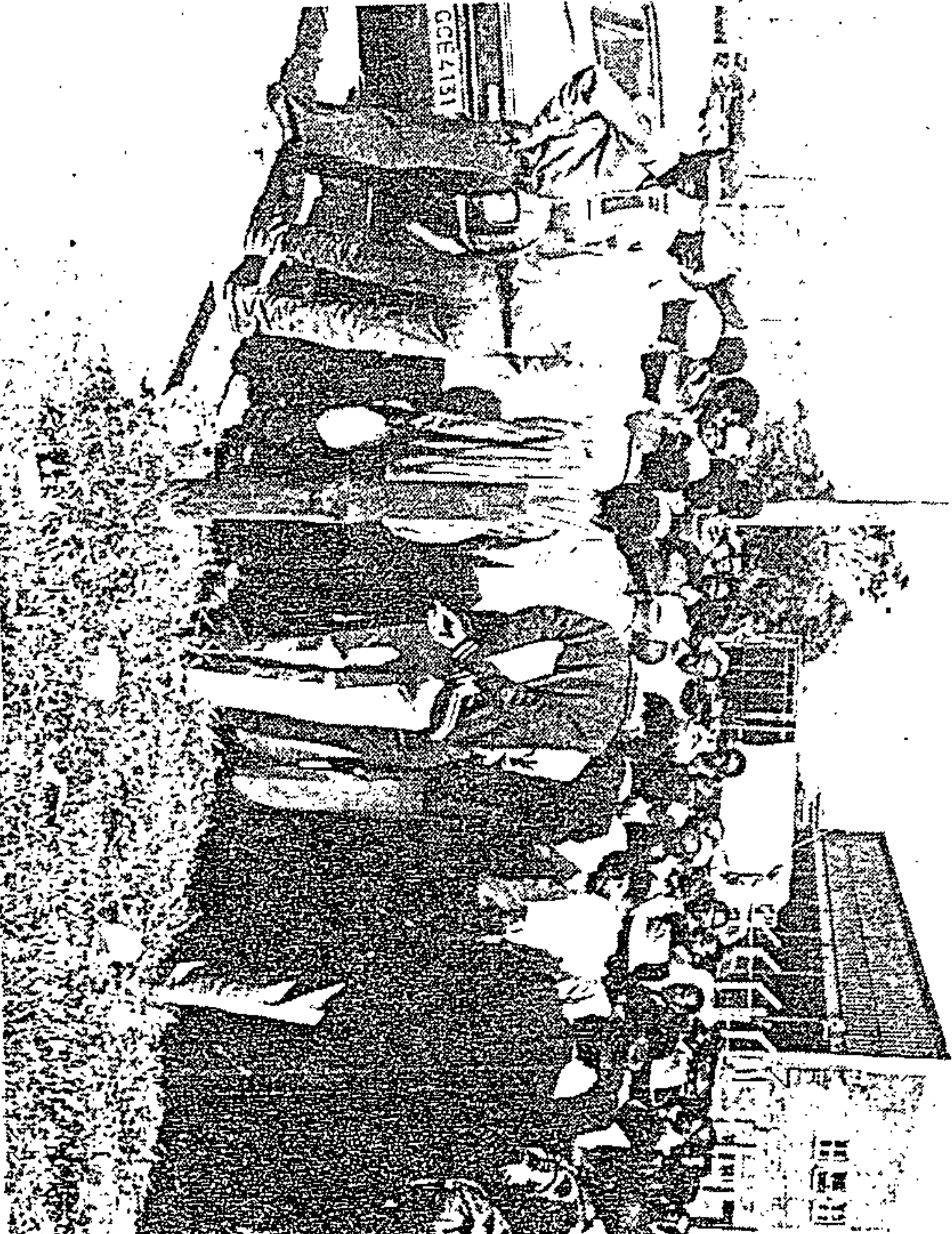
"I am told that according to personnel regulations they are entitled to be paid their own contributions plus 2 per cent a month interest on that," he said.

He said that after the retrenchment of 307 workers the company had tried to find them jobs with other companies and 93 workers had been interviewed by some companies.

"We do not know what the outcome of that has been," he said.

He added that half the workers retrenched had accepted their cheques and they were still dealing with the other half.

— DDR



Former bus company workers at the Braelyn bus depot in East London yesterday.

Retrenched men hit at jobs claim

Retrenched division workers at the packaging giant Nampak have challenged its statement earlier this month that it would make every effort to get them employment.

Yesterday, at the offices of the Paper, Wood and Allied Workers' Union (Pwawu) in Johannesburg, most of the 90 workers from Nampak Conical in Industria alleged there had been vacancies at several Nampak plants since they were retrenched. But they said that Pwawu men had not been hired.

A Nampak spokesman said a closed-shop agreement and categories of workers required stood in the way of hiring retrenched men.

One allegation concerned four temporary vacancies at Printpak, part of the Nampak group. "We put up the names of four men but then we were asked by a line foreman if they were members of the South African Typographical Union (Satu). They did

not get the jobs," a group spokesman said.

The company said it was bound by a closed-shop agreement to stick to Satu workers at Printpak.

The group's Transvaal Box, Polyfoil and Nampak Sacks were said to be hiring new workers, in preference to taking on former Nampak Conical men.

The company said that Nampak Sacks was giving preference to workers it had retrenched in February, while Polyfoil required only temporary female staff. One Transvaal Box job had gone to a Conical worker, who had then failed to report, the management spokesman said.

A Pwawu spokesman said Nampak Conical retrenchments were not due to the recession but due to company restructuring. "They are not closing down Conical because it is doing badly. They simply want to move it to another part of the country."

Rising jobless pressure on UIF

BY GERALD REILLY

GROWING unemployment is reflected in statistics for six major sectors of the economy — mining, manufacturing, construction, electricity, SA Transport Services and the Post Office.

The spiralling numbers of workless are making heavy demands on the Department of Manpower's Unemployment Insurance Fund.

Central Statistical Services says the number of people employed in the six major categories at the end of June was 2 916 744 — a decrease of 122 652 compared with June last year.

In mining the number dropped by 1 619; in manufacturing by 81 700 to 1 392 000; in construction by 10 900 to 420 700; in Sats — be-

Wages fall first quarter

cause of an economy drive and laying off of re-employed pensioners — by 31 424 to 246 865.

The number of employees in the electricity industry increased by 5 300 to 60 000 and in the Post Office by 6 691 to 90 276.

According to a senior UIF official the demands on the fund are expected to become heavier in the next few weeks. In January-June 1982, and the first six months of this year, payouts to unemployed people increased by 67% to R87m.



Jobless... nothing to do and little to hope for

The UIF's latest audited figure show the fund stands at R245m. Last December it was R272m.

One of the main reasons for pressure on the fund, apart from the growing number of unemployed, is that generally higher pay scales during employment cause higher

pro-rata unemployment benefits when workers lose their jobs.

Other official statistics show that wages and salaries for all population groups dropped slightly in the first three months of the year compared with the last quarter of last

year. White pay dropped by 5,9% from an average of R1 198 a month at the end of last year to R1 128 this year. Black pay dropped by 4% from R305 to R289. Coloured average earnings fell from R419 to R385 and Asian from R590 to R542.

In spite of these falls the CSS figures show that pay increases on average were still above the inflation rate for the first quarter. Average pay in the wholesale and retail trade, catering and accommodation services, was the lowest at an average of R876.

In the public sector the average monthly pay for whites was R1 020 in Sats; R1 035 in the Post Office; and R1 073 in banks, building societies and insurance companies.

The highest average earners were white miners with R1 508 a month.

335 (3) (4) (5) 204 8/10/83

Retrenchments spark strike at store

Labour Correspondent
WORKERS at Grand Bazaar's Rosettenville store have been on strike since Thursday in protest at the retrenchment of several colleagues, Mrs Emma Mashinini, general secretary of the Commercial, Catering and Allied Workers Union (CCAWUSA), said yesterday.

Mrs Mashinini said the workers allege that those retrenched lost their jobs for raising worker grievances. She said 54 workers were on strike and the company was refusing to hold discussions on the strike with CCAWUSA.

A spokesman for the store referred all queries about the strike to an official at Grand

Bazaar's Cape Town head office. But attempts to reach the Cape Town office were unsuccessful yesterday.

CCAWUSA members struck recently at Grand Bazaar in protest at a dismissal. The dispute, however, was settled.

Mrs Mashinini said the re-

trenchments had occurred after workers had met a member of the store's management to raise grievances.

"He reacted by saying he was going to retrench 12 of the workers immediately. He then fired four and promptly began recruiting new workers to replace them," she said.

Jobless benefits being reviewed

ARGUS 11/10/83 335

THE Government is reviewing the benefits paid by the Unemployment Insurance Fund.

This was reported today by Mr J W Nelson, president of the Steel and Engineering Industries Federation of South Africa (Seifsa).

He told the federation's annual meeting in Johannesburg Seifsa had

asked for an examination of the fund because of the recession.

In spite of major efforts to reduce retrenchments by eliminating overtime and working short time, the recession had led to employment in the metal industries dropping by 70 000 or 15 percent between November 1981 and May this year.

Production in the major iron and steel basic industries had declined by 30 percent from the mid-year peak of 1981.

Foundry output dropped to 546 000 tons — the lowest recorded in 10 years.

However, Seifsa's output still exceeded R10 000-million a year, constituting a third of the total manufacturing output in South Africa, while its employee strength remained above 400 000.

with its present policies and focus on inflation and the shortage of skilled manpower which were affecting industry's ability to compete with overseas producers.

Wage negotiations had proved particularly difficult this year. However, an agreement was reached for a five to seven percent increase in statutory minimum wages and guaranteed minimum increases ranging from 21c to 10c an hour.

SKILLED MANPOWER

Seifsa was concerned about pressures being put on the Government to move away from its long-held policy of promoting secondary industry through moderate and selective tariff protection and export promotion aids.

It was essential for the Government to continue

Increase of 25 pc in theft and burglary *Gar*

Recession ³³⁵ blamed for new crime wave

By Sheryl Raine, Pretoria Bureau

Murder is on the increase and car thefts and burglaries have risen 25 percent during the recession, according to the Commissioner of Police, General P J Coetzee.

General Coetzee was speaking at Parow yesterday after being granted honorary citizenship of the town at a Kruger Day medal parade.

The present difficult times had led to a general increase in the number of crimes committed, he said, outlining the challenges facing the undermanned South African Police.

He said the technological age had spawned a new breed of criminal.

There was a new type of fraud artist proficient at high-tech computer crime in South Africa.

Such crimes were usually discovered a long time after being committed, so delaying the detection of the criminal responsible.

23 000 more men needed

Although the SAP had 42 000 members, including those in essential subsidiary services, South Africa had only 1,4 policemen for every 1 000 people, General Coetzee said. This ratio was well below the internationally accepted standard of 2,2 policeman for every 1 000 people.

"To achieve this ratio the SAP will have to be expanded to a force of roughly 65 000 members in the next 10 years," he said.

The demands of modern living and its accompanying tensions had also led to an increase in the number of assault cases, especially assaults on children, General Coetzee revealed.

Apart from the examples given by the general, police on the Reef have reported an especially violent start to the summer.

Recent trends in black areas indicate a marked increase in the number of murders, which police have attributed to rising unemployment and alcohol abuse linked to being jobless.

During the last week of September four people, on average, were murdered a day in eight East Rand townships, and in one two-week period last month 115 people were murdered on the Reef alone — figures that would shock so-called crime capitals of the world such as Chicago or New York.

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Worried Seifsa wants decision on metal industry unemployment

1984/11/30 335 2011/10/83

By PRISCILLA WHITE

EMPLOYMENT in the hard-pressed metal industries sector has fallen sharply in spite of overtime cuts and short-time working.

The situation is so grave that Seifsa — the Steel and Engineering Industries Federation of SA — wants an early decision on revamped unemployment allowances.

Mr John W Nelson, Seifsa president, welcomes the decision to review the Unemployment Insurance Fund.

"Given the likelihood of continuing recession

for some time ahead, it is important that this review is completed as a matter of urgency," he says in the employer organisation's annual report.

Metal industry employment declined by 15% — 70 000 jobs — between November 1981 and May 1983. Total work force in this sector remains, however, at more than 400 000.

Output in metal industries has also fallen sharply from the 1981 peak, but revenue continues to exceed R10bn a year.

Mr Nelson accuses the Government of succumbing to pressures to "move away from its long-held

policy of promoting secondary industry in SA through moderate and selective tariff protection and export promotion".

It is essential for the Government to continue this policy because of growth potential in secondary industries. The focus should be on inhibiting factors which adversely affect secondary industries' ability to compete with overseas producers.

He singles out inflation and the shortage of skilled manpower as the key culprits.

A much lower target of 4 500 apprentices was set for 1983 because of the recession.

The downturn in the metal industries is the worst since the Great Depression of the 1930s. In the first half of 1982 there was a decline in the production of the major iron and steel basic industries of 30% from the mid-year peak of 1981.

The foundry industry's

output of 546 000 tons in 1982 was the lowest in 10 years. The 1982 output of steel ingots, 8.1-million tons, was down 8.1% on the peak year of 1981.

Iron production last year at 6.8-million tons was 7.7% down on 1981 and that of the export-intensive ferroalloy in-

dustries at 1.2-million tons was 16.7% below the 1981 level.

Mr Nelson says Seifsa is concerned that the investigation by the National Manpower Commission into registration procedures for employer organisations and trade unions "has not

yet borne fruit and that no change in legislation can be expected before 1985".

There is an urgent need to remove the decision-making on representation from the authority of the State if the official industrial relations system is to succeed.

300 000 new jobs a year needed — Assocom chief

AKGUS 19/10/83

335

SOUTH AFRICA will have one of the highest rates of unemployment in the world by the end of the century unless its population growth is curbed and black education improved, Mr H du P Wilmot, president of Assocom, warns.

In his presidential address at the annual conference of Assocom in Pretoria last night, Mr Wilmot said that in spite of escalating unemployment there was a chronic shortage of skilled manpower and of trained managers.

"In 1980 some 10-million of the population was in the economically active age category and this figure is expected to reach 17-million by the end of the century.

"This rate of population growth has in it the seeds of massive unemployment if it is remembered that it will require the creation of 300 000 jobs each year until 1990, rising to 400 000 in the last decade.

"This is a structural problem which can be overcome only by strong economic growth.

"Unfortunately the immediate prospects for this are not rosy."

Family planning could help to ensure a better life for the population as a whole and might be the only answer to this unemployment problem.

Employers had a subtle but important role in bringing it to the attention of their staff.

The major shortage of skilled managers would worsen when the economy recovered from its present depression.

NOT EQUAL

There was also a desperate shortage of skilled technicians, in spite of the training centres and tax concessions provided by the Government.

One of the reasons for this was that the education systems for the various race groups were not equal.

Black schools were not producing properly educated young men and women who had the basics to be given further education and training.

Mr Wilmot called for the more rapid implementation of the recommendations of the De Lange report on education.

BLACK MANAGERS

Emphasising the need for black as well as white managers, he said that at present only 1,6 percent of the active work force were managers or administrators, compared with 10,7 percent in the United States, 7,8 percent in Canada and 6 percent in Australia.

"Between four and five percent would be a desirable ratio of managerial and administrative skills for South Africa and this can be achieved only by making increasing use of blacks.

"There are still some legislative impediments

to the advancement of blacks to managerial positions, particularly arising from the provisions of the Group Areas Act.

"One such which has been a source of concern to Assocom for many years is the prohibition on the use of black managers in white-owned stores in white areas.

OPPORTUNITIES

"You will all be aware of many shops in the towns and cities which are catering almost totally for black trade, but we are forbidden to permit them to be staffed by black managers.

"Despite the faults inherent in our educational system and the occasional legislative restrictions there are now some blacks capable of fulfilling managerial functions and able to do so.

"Both the public and private sectors must give black managers the opportunities they deserve."

Union opposes 1-day notice contract

Labour Correspondent

THE giant Steel and Engineering Industries Federation, Seifsa, has been given the green light by the Government to introduce a contract for migrant workers which will allow employers to retrench them at a day's notice.

This move has been slammed by Fosatu's Metal and Allied Workers Union, which has successfully threatened legal action against employers for retrenching migrants without due notice.

Seifsa members employ about 400 000 workers, most of them black.

At present, migrant contracts run for 12 months, but

new contracts will allow employers to dismiss workers with only one day's notice.

Seifsa advised members to consider changing contracts to avoid "any possible problems with retrenchment during the contract period".

The journal quotes MAWU as charging that it has called for the scrapping of the contract system but that "this had been ignored by Seifsa".

Seifsa had met the department to establish the legalities of retrenching migrants.

Seifsa's director, Mr Sam van Coller, said one set of conditions applied to retrenching migrants and another to other workers.

Employer plan slammed

By STEVEN FRIEDMAN
Labour Correspondent

THE Council of Unions of SA, which represents more than 100 000 workers, has criticised moves by the Steel and Engineering Industries Federation (Seifsa) to introduce new contracts for migrant workers which would allow employers to retrench them with one day's notice.

In a statement yesterday, CUSA warned that, if SEIFSA planned that the new contracts were to become a trend throughout the country, "they will encounter resistance from CUSA unions in all major industries".

The statement also implies the new contracts give migrants less job secur-

ity than other workers, who must be given notice in terms of common law.

SEIFSA argues that it was forced to ask the Government for the change because the law did not allow employers to retrench migrants in the middle of their contracts.

It says this put employers in an "impossible position", because they were forced to "discriminate" against other workers by retrenching them first.

CUSA was asked to investigate SEIFSA's decision by its affiliate, the Steel, Engineering and Allied Workers Union.

It said its understanding of the common law was that, if workers were paid weekly, they must be given a week's notice, and if monthly, a month's notice.

This would apply unless their contracts specified differently.

It said it also believed that "a case could be made" that a worker's contract could only be cancelled immediately if the worker or employer had "substantially" breached the contract.

This would be changed by the new contract system.

SEIFSA had taken its step after consulting attorneys and "even a Cabinet Minister", but had not consulted metal workers.

"SEIFSA has attempted to jeopardise normal employment conditions and destabilise the industry by this action. This is a responsibility they will need to face in the future."

NATIONAL SERVICEMEN, SOON . . .

W/E ARS 22/10/83 (224) (335) (173)

On the march — for jobs . . .

Defence
Correspondent

THOUSANDS of national servicemen — at least 800 in the Cape Town municipal area alone — will return to civilian life in December after their two year period of service and all of them will be looking for jobs.

Mr G B McKenzie, an employment officer for the Cape Town City Council and co-ordinator of the job-finder section of the Military Servicemen's Centre, says that



every effort is being made to make it unnecessary for demobilised servicemen to "pound the streets looking for jobs". "We are asking em-

ployers, as we did in June and July, to contact us with information about any jobs they can offer returning servicemen," he said. "We par-

ticularly need contact with employers needing apprentices, storemen, security personnel, drivers or similar staff where the possession of a

senior certificate is not a requirement."

Mr McKenzie said more than 800 servicemen returned to Cape Town in June and many others to the outlying municipalities of Parow, Bellville, Paarl, Garies and other areas within the Western Province Command.

"We need job offers from all these areas. We also liaise continuously with the military servicemen's centres in these areas to exchange information and, where possible, job offers and job seekers. This way we are able to place a very large proportion of those "klaaring out" at the end of each period of service. After the June appeal, we received offers from as far away as Oudtshoorn."

He said employers in the Cape Peninsula metropolitan area and surrounding towns who could offer employment should telephone 210 2502, 210 3038 or 210 2596 before the end of December with details of their vacancies.

Objectives:

Address: P.O. Box 324
Kingwilliamstown
5600

DIMBAZA BEADCRRAFTERS

Objectives: (1) Research on incomes, formal and informal
(11) Unemployment project
(111) Cattle project.

Contact: Norman Bromberger
Telephone: (033) 63320 Ext. 313
3200
Pietmaritzburg
Address: University of Natal

DEVELOPMENT STUDIES RESEARCH GROUP (DSRG)

MIGRANTS: UNIONS WARN IRON BOSSES

200 335 1 23/10/83
CP Reporter migrant worker before
his contract has ended.
Metal and Allied
Workers' Union (Mawu)
Transvaal secretary Mo-
ses Mayekiso says his
union will "fight any
measure which harms
our contract workers".

LABOUR PEACE in the
metal and engineering in-
dustries is under severe
strain following the dis-
closure that bosses have
devised a new contract
which will enable them
to dismiss migrant wor-
kers at a day's notice.

Trade unionists have
warned that "havoc"
could result if the new
contracts are applied to
the estimated 200 000
migrant workers in these
two industries.

Current migrant wor-
kers' contracts run for
12 months, but the new
contract, which the po-
werful Steel and En-
gineering Industries Fe-
deration (Seifsa) has ad-
vised its members to use,
will enable bosses to dis-
miss or retrench wor-
kers with only one day's
notice.

The Seifsa move co-
mes when many wor-
kers in these two in-
dustries have been hit
by retrenchments.

Until now, legal opi-
nion has been that it is a
breach of the law for an
employer to retrench a

General secretary of
the Steel, Engineering
and Allied Workers
Union, Jane Hlongwane,
called for immediate
talks with Seifsa. If the
employers went ahead
with the new contracts,
they would have to
"cope with the con-
sequences," she said.

Seifsa director Sam
van Coller confirmed yes-
terday that the new
contract had been de-
vised after talks with
the Government.

Seifsa's door was "al-
ways open" to discus-
sions with these unions,
he said. The new con-
tracts were necessary be-
cause of the recession
and in order to bring
migrant workers' con-
tracts into line with
dismissal and retrench-
ment provisions applied
to workers with urban
rights, he said.

'Alarming' increase in unemployed

335
24/10/83

Mercury Reporter

THE president of the Durban Indian Benevolent Society, Mr M Mohanlal, said the increase in the number of unemployed Indians was 'alarming' when he addressed the society's annual meeting in Durban at the weekend.

The number of Indian men who were out of jobs had increased from 2 091 in May 1982 to 5 565 this year and for the same period the number of Indian women unemployed had increased three-fold to 1 457, he said.

However, the society had managed to find em-

ployment for 307 people last year.

It helped families of the unemployed by providing them with food, clothing and rent where the breadwinner was unemployed. It also assisted in finding them jobs and, where unsuccessful, it referred them to the Department of Manpower for unemployment benefits.

He attributed the recent increase in evictions, especially in Phoenix, to the high unemployment rate.

'During the past year the effects of inflation were felt increasingly by

the community. The hardest hit are the unskilled workers, who are the first to be retrenched.

'Within the present structure there is no adequate social insurance scheme for the unemployed with dependents to support.'

The high rents at council houses in Phoenix and increased transport costs eroded the family's income, making life difficult for many people, he said. The society, due to its limited financial resources, was finding it extremely difficult to cope with the increasing demand on its services.

Sowetan 24/10/83

(335)



Messrs Leonard Buthelezi (left), Eric Mdunge and Louis Sithole, tell of the "worst" experience.

Pic: MBUZENI ZULU

Workers allege ordeal

By LEN MASEKO

THREE ex-employees of an industrial company have told the SOWETAN of their ordeal when their manager allegedly drew a gun and drove them to a police station for questioning as "suspects in a burglary into the firm's premises".

The workers, Messrs Leonard Buthelezi, Eric Mdunge and Louis Sithole, all of Soweto, spent a weekend at a cell at the John Vorster

Square, they say. No charges were laid against them, but they have laid charges against their manager and the police for wrongful arrest.

The three men have lost their jobs. They were employed in the delivery section at Midmacor (Industrial).

The PRO for the Witwatersrand Police, Colonel Fred Bull, told The SOWETAN that he would investigate this matter as soon as "I can see them so that I can

get the whole story".

Midmacor (Industrial) managing director, Mr Marvin Guy, said it was not true that the workers were taken at gunpoint to the police station for questioning.

"As it has been happening, all workers were questioned by police about the burglary, which took place six weeks ago," he said.

Relating their "worst experience of our lives", the men said their ordeal began shortly after they got their pay, last

Friday, when their manager told them to remain behind.

Said Mr Buthelezi: "The manager, pointing a gun at us, accused us of having been involved in a burglary. He drove us to the police station, where we were held for three days. On Sunday, the police, accompanied by the manager, went to search our homes, but they did not find any stolen goods.

"We were then released on Monday morning, without any charges laid against us. We have already laid a charge against the manager for assault," Mr Buthelezi said.

Asked for reasons why the men had lost their jobs despite the fact that no charges of theft were laid against them, Mr Guy said: "I don't know anything about the incident but I presume they may have lost their jobs because of incompetence. In any case, I don't know why your newspaper should involve itself in this matter because it is not an employment agency. If you are looking for sensational news, I must tell you that you are barking up a wrong tree because this matter does not concern your newspaper".

Mawu declares a dispute in Natal

Labour Reporter

A Natal firm's refusal to negotiate severance pay for retrenched workers resulted in a dispute being declared today by the Metal and Allied Workers Union.

A secret strike ballot is being held today by the union at BIR Samcol in Howick, to determine employee support for legal industrial action over the action.

However, Mawu is also considering legal action alleging that it is an unfair labour practice for the company to refuse to negotiate any matter with a majority union, claims a statement by

the union. If this is tested in the Industrial Court, it could set a future precedent for the terms of employer/union negotiations.

In another development, Mawu reached an out of court settlement with Gedore Tools in Pinetown after an action brought against the company for retrenching 10 workers without consulting the union.

The settlement involved the reinstatement of some of the workers, severance pay for those retrenched and a guarantee of their reemployment as soon as the vacancies arose.

Federation says contract isn't discriminatory

By STEVEN FRIEDMAN
Labour Correspondent

THE Steel and Engineering Industries Federation (SEIFSA) has rejected claims that a new form of migrant worker contract it has suggested metal firms should sign, gives migrants less job security than other metal workers.

The new contracts, which allow employers to fire migrants at one day's notice, have been recommended to metal employers by SEIFSA after talks with the Department of Co-operation and Development.

The move comes after SEIFSA's lawyers told it that employers who retrenched migrants in mid-contract could be sued and is in an attempt to prevent legal action against employers who wish to retrench migrants.

Last week the Council of Unions of SA charged that this gave migrants less job security than other workers who are covered by the common law, which stipulates that weekly-paid workers must receive a week's notice.

Yesterday, SEIFSA's director, Mr Sam van Coller, said in a statement that the new move would place migrants in the metal industries "on exactly the same basis as white, coloured and Asian

workers, and black workers with Section 10 (1) (a) and (b) rights".

The reason for this, he said, was that these workers were subject to the main agreement negotiated by the industry's national industrial council. This agreement takes precedence over common law.

He said the industrial council agreement provided for "notice of termination of one day on either side".

It also, he added, "supercedes any common law provision relating to notice being linked to the frequency of payment".

Meanwhile, it is understood that the Metal and Allied Workers Union (MAWU) is contemplating legal action against a major SEIFSA company, Anglo American's Highveld Steel, for retrenching workers in mid-contract.

A union spokesman refused to comment yesterday, but it is understood that the Highveld workers were retrenched some time ago and therefore would have been subject to traditional migrant worker contracts, rather than the contracts SEIFSA has now recommended.

MAWU has successfully threatened legal action against Dunswart Iron and Steel over the retrenchment of migrants.

SATS shed 34 000 staff, Minister tells meeting

ROOM 26/10/83
THE number of people employed by the South African Transport Services had decreased by 34 000 during the 14 months to August 1983, the Minister of Transport, Mr Hendrick Schoeman, said in Johannesburg last night.

Opening the 18th Triennial Congress of the Running and Operating Staff Union of SATS employees, he said this reduced staff figure had not been achieved by paying off workers, but through the normal process of people leaving the service.

"Continuous attention is

being paid to a smaller but more efficient work force," he said.

The services had shown a deficit for the period April to September 1983, of R94 400 000, which compared very favourably with the estimated deficit of R321 300 000.

While SATS' tried to meet clients' requirements, services had to become more market-oriented, according to the Minister. Its share of the total transport market had declined to 33%, he said.

— Sapa.

Views differ on employment offers

E. Post 27/10/83 335

By BESSIE BOUWER

RETRENCHED employees over the age of 40 who have acquired the right skills over the years should not have difficulty finding new jobs, according to employment consultants.

Mrs Marion Gasson, the director of a firm of employment consultants, said women over 40 generally experienced few problems in finding jobs because there was a need for the mature woman and many firms paid salaries according to experience.

"Many women don't mind a slight drop in salary if the position entails less responsibility," she said.

The director of the Midland Chamber of Industries, Mr Brian Matthew, felt there might be the odd case where a person's salary would have to drop if he was inefficient, but generally most firms had set salaries which increased with

the rate of inflation.

He was optimistic about an economy upturn next year and did not foresee employment problems for skilled workers of any age.

Mr George Mitchley, the manager of a PE employment agency, said many firms preferred to employ women over the age of 40 because they were reluctant to move from one job to another and they had more experience.

Salaries could vary but good bookkeepers and shorthand typists could earn anything from R700 upwards, he said.

In sharp contrast to these statements, an employee about to be retrenched, Mrs Myrna Wishlade, who is the sole family breadwinner and who has accumulated clerical skills over the past 20 years, highlighted the problems which job placements entailed.

"Job offers ranged between R450 to R500, which

puts you on a par with school leavers.

"It is impossible to support a family on this salary unless you live in a hovel," she said.

Referring to the fact that many job applicants had better educational qualifications because of college or technikon courses, Mrs Wishlade said although many women of her age lacked these qualifications, they had however acquired clerical skills.

"The only way to get a job is to go to an agency," she said. "If you apply for jobs listed in newspapers, you are generally unsuccessful and in many cases there are firms who are not even prepared to see you if you mention you are over the age of 40."

Mr Maurice Pardoe, director of a firm of employment consultants, also confirmed that retrenched employees could be better placed than the average

matriculant, because of their accumulated skills and experience, but salaries could drop to about R500, he said.

Another woman who did not want to be identified said she had been forced to take a job for a much lower salary in spite of 15 years spent in an office.

She felt there was no future for her because she was over 40 and most firms employed college graduates who, in her opinion, lacked maturity and experience.

"It is depressing when you realise you will have to support yourself for the next 10 years or more on this meagre salary and your pension will be just as depressing," she said. "I'm sure educational qualifications at this age will make no difference to my ability as an office worker and I do not have sufficient funds to study further."

Jobless trained to be security guards

A batch of 12 security guards formed a parade at the Port Natal Administration Board offices at Prospecton — and all already have jobs. Drawn from the work-seeking ranks by the PNAB, the men are trained in jobs the private sector needs. The first batch of 10 security guard recruits were trained in June. Mr Malcolm Begg, director of a security training company, (left) inspects the men with the PNAB's district manager, Mr Alec Hurter. They are escorted by 'Sgt-Maj' P Shoba.



(335) ~~335~~ ~~335~~ ~~335~~

Beating SA's unemployment problem vital, says Heunis

335 E. Post 10/11/83

JOHANNESBURG — The serious unemployment problem in South Africa warranted urgent attention, the Minister of Constitutional Development and Planning, Mr Chris Heunis, said in Johannesburg last night.

Addressing the 35th anniversary dinner of the Manpower and Management Foundation of Southern Africa, Mr Heunis said particular attention was being given to improving education and training, particularly of unemployed workers, and the development of small businesses.

Referring to a recent economic development programme that had indicated that the demand for skilled manpower would increase rapidly during the next two years, Mr Heunis said: "If the necessary supply is not forthcoming, the economic growth and prosperity of the country will surely suffer."

With employment being so important, he added, the Economic Advisory Council and the National Manpower Commission had made proposals to the Government on a employment strategy for the Republic.

Special notice would also be given, as far as possible, to the removal of factors that prevented or impeded employment creation in the private sector.

Furthermore, due recognition was being given to the role of the formal and informal small business sectors. The new approach to regional development was largely aimed at alleviating the unemployment problem, he said.

The Minister said the development and use of existing manpower resources had to be given a high priority in any employment strategy.

"A worker whose progress is hampered by externally imposed restrictions cannot be expected to be contented or productive. Both remuneration and promotion should, therefore, be based on worth and merit and on no other criteria," he said.

Mr Heunis added that a basic human need was for shelter, another area in which major policy changes had been effected in recent years.

The Government was increasingly focusing its housing effort on the provision of a minimum stan-

dard infrastructure for low class housing, and the private sector, including the individual, was increasingly being drawn into the process of providing the house.

The Minister stressed that political stability could be regarded as an important prerequisite for prosperity.

"The Government has already shown its willingness to act as the catalyst, as well as an instigator, of orderly change in the political field," he said.

An important aspect of development in the constitutional field, he said, was the creation of a system of decentralised decision-making that would contribute towards accommodating the opposing interests of the different individuals and groups in the country.

"Harmony and prosperity are great ideals and, like all great ideals, they often seem well-nigh unobtainable, given the realities of the world in which we live. We in South Africa realise the dimensions of the challenge and are prepared to accept it," Mr Heunis added. — Sapa

Just
give
us...

An honest day's work

EVERY morning on a working day, a pathetic scene unfolds outside the offices of the Unemployment Insurance Fund in Albertus Street in Cape Town. Passersby sometimes see fights between men on the dole as they jostle for a place on the vehicle that has pulled up with its owner looking for casual labour.

It is a sad sight but nothing typifies more the reality of the situation — just how bad it is looking for a job out there.

Up to 50 workers at a time mill around waiting for casual jobs.

Cars, bakkies and trucks stop alongside them and they scramble, like men possessed, to be in line for work, even if only for the day.

Some employers sift through the workers on their trucks and select the best. The rest are chased away.

Most do not end up with work for the day. They wait from about seven in the morning till about midday and come from as far as Mitchells Plain.

EXPLOITED

These men, desperate enough to take anything, are badly exploited by employers who are cashing in on the job squeeze. They pay under R8 a day for hard, manual labour.

"But what can we do? We must have some pennies to take home," said Sedick Haroeldien of Hanover Park.

He has a wife and two children to house, clothe and feed and was last employed three months ago. He is one of the thousands retrenched in the Western Cape in recent months.

Charles Leeman travels from Mitchells Plain every day. It costs him 60c in train fare.

"I have to borrow the money, so when I earn something, a lot of it goes into repaying debts and then the whole cycle starts all over again," he said.

Recently, Mr Leeman and his fellow unemployed have come in for some attention from the police.

"We are trying our best to make an honest cent or two and in return we are hassled by the police. Every day they come around and tell us to move along and not to gather on the pavement. What must we do? We have no work and we are not bothering anyone," he said.

A police liaison officer, Captain Gerhard van Rooyen, said police had received a number of complaints about the unemployed gathered in Albertus Street.

OBSTRUCT

"They often obstruct traffic and pedestrians and some of them even drink there. These drunks are a nuisance and we are forced to take action," Captain van Rooyen said.

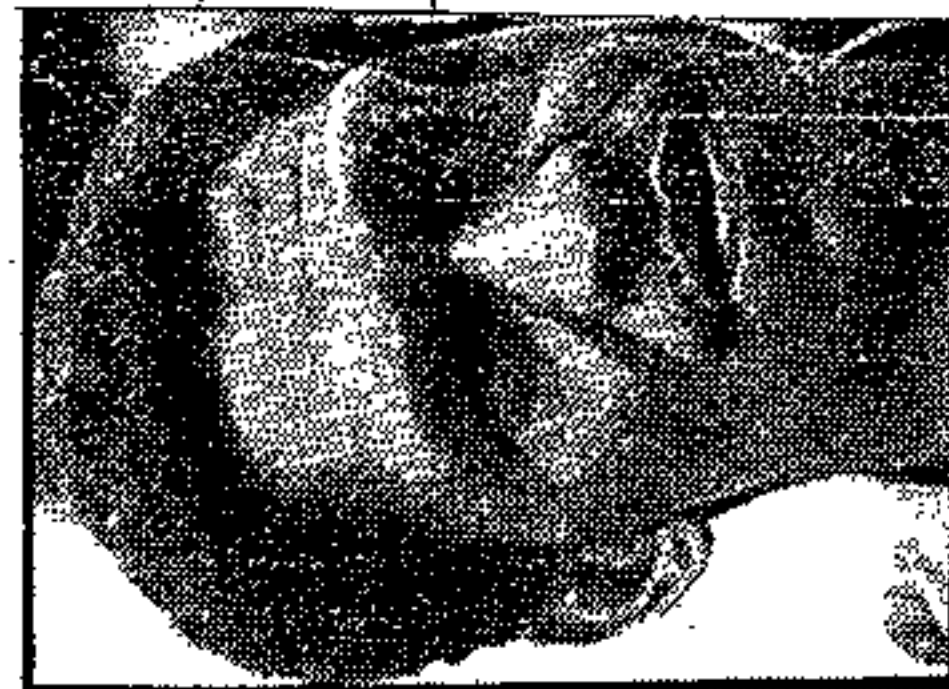
"However, we try to act diplomatically, because we do not want to chase them away from finding employment.

"Often we simply warn them to behave. But those who will not listen are prosecuted."

The Divisional Inspector of Manpower, Mr Jan du Plessis Marais, said he did not consider it a problem that unemployed people gathered outside his offices.

"We cannot offer work for everyone and if people can make their own arrangements then all the better," he said.

Waiting all day for jobs that may never come



● MR John Benjamin

JOHN Benjamin, who has become one of the regulars in Albertus Street, is not entirely without income. He receives some payment from the Unemployment Insurance Fund.

"But it amounts to R46 and is paid out only once every two months. How can one feed one's family on that?" he asked.

He has been unable to land a job because he is unskilled.

"It is for this reason that I have to hassle on the pavement, every day, looking for casual work."

It's hitting his virtually empty pocket hard. He produced his weekly third-class train ticket from Southfield (he stays in Parkwood) which cost him R2.



● MR Dennis Ludick

Lately, casual job offers have fallen off a bit, he says. One week recently there was hardly any food in the Ludick household because Mr Ludick was able to find any casual work.

He said: "I am really desperate and can only hope that something crops up soon."

DENNIS Ludick is a qualified welder but jobs in his field are scarce, he says.

He has now resorted to finding casual labour and is another regular in Albertus Street.

The casual work he finds involves manual labour, but Mr Ludick says he does not mind.

"If I cannot find a welding job then any other work will have to do. After all, I have to feed my family," he said.

Every morning, for about two months, Mr Ludick treks from his home in Belhar to town.

"Some days I have to go home empty handed," he says. "I suppose that's just the luck of the draw."



● MR Abdul-Kader Vagodien

"Yesterday I received a water account of R30. There are several other accounts and I cannot find permanent employment and now my source of casual jobs is being threatened. I don't know how I am going to feed my children."

MR ABDUL-KADER Vagodien of Facticeon conceded that sometimes the men on the pavement of Albertus Street made a nuisance of themselves.

"It is true that some of the guys drink and go on a bit," he said.

"But they are very much in the minority. The majority are honest, hard-working people, looking for casual employment."

"This small group of people are making things very difficult for all of us because the police does not discriminate between the drunks, loiterers and the decent work-seekers."

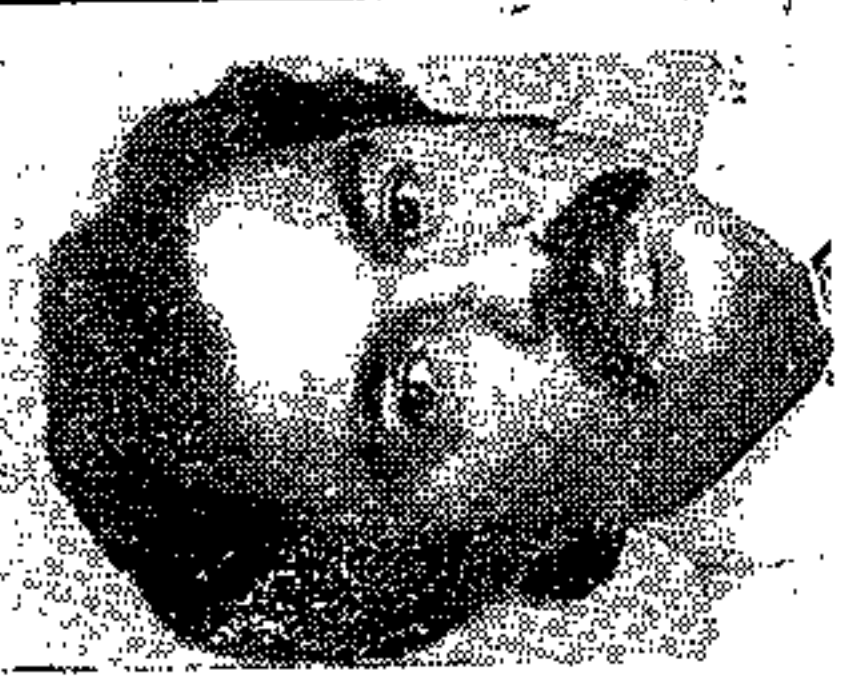
Mr Vagodien, who is married with four children, said he was at his wits' end.

Jobs crisis:

A BLEAK festive season for some and an even more dismal New Year for many is forecast as thousands of school leavers join the hunt for jobs.

There are 16 000 matric candidates this year of which 11 000 are full time. It is expected that some 8 000 matrics and scores of university and technicon graduates will join the job queue in 1984.

Several hundred drop-outs will add to



Aneez Salie

Jobs outlook still gloomy

the numbers.

Many of them will not find work or will be employed to replace older, more expensive (in terms of payment) workers.

UPSWING

According to Government and business economists, the expected upswing in the economy, which they predicted would take place in the second half of this year and which would have created more jobs, has not taken place.

Now they say things will get better only towards the end of 1984.

Apartheid restraints on employment will also continue to be felt. For instance, despite protests from industry, commerce, trade unions and the public, the government insists that the Western Cape be regarded as a coloured and white labour preference area.

This makes it extremely difficult for Africans to find jobs and many have to settle for work for which they are

hopelessly over-qualified.

It is not uncommon to find African matriculants doing very menial work.

UNEMPLOYED

According to figures released in Cape Town, by the Western Cape Divisional Inspector of Manpower, Mr Jan du Plessis Marais, there were almost as many unemployed registered at the end of October as the same time last year.

In some categories there are even more.

At the end of October last year there were 4 245 registered unemployed in the Western Cape while at the same time this year it had dropped slightly to 4 139.

Of these the biggest group was coloured males. Last year there were 2 135 and this year 2 179.

Figures are not kept for Africans.

MINORITY

Those registered represent only a small minority of the jobless. Most workers either fail to register, refuse

to do so or cannot qualify.

In his study on unemployment, University of Cape Town economist Charles Simkins estimates that in 1981 there were at least two million, or one in five of the national labour force, unemployed.

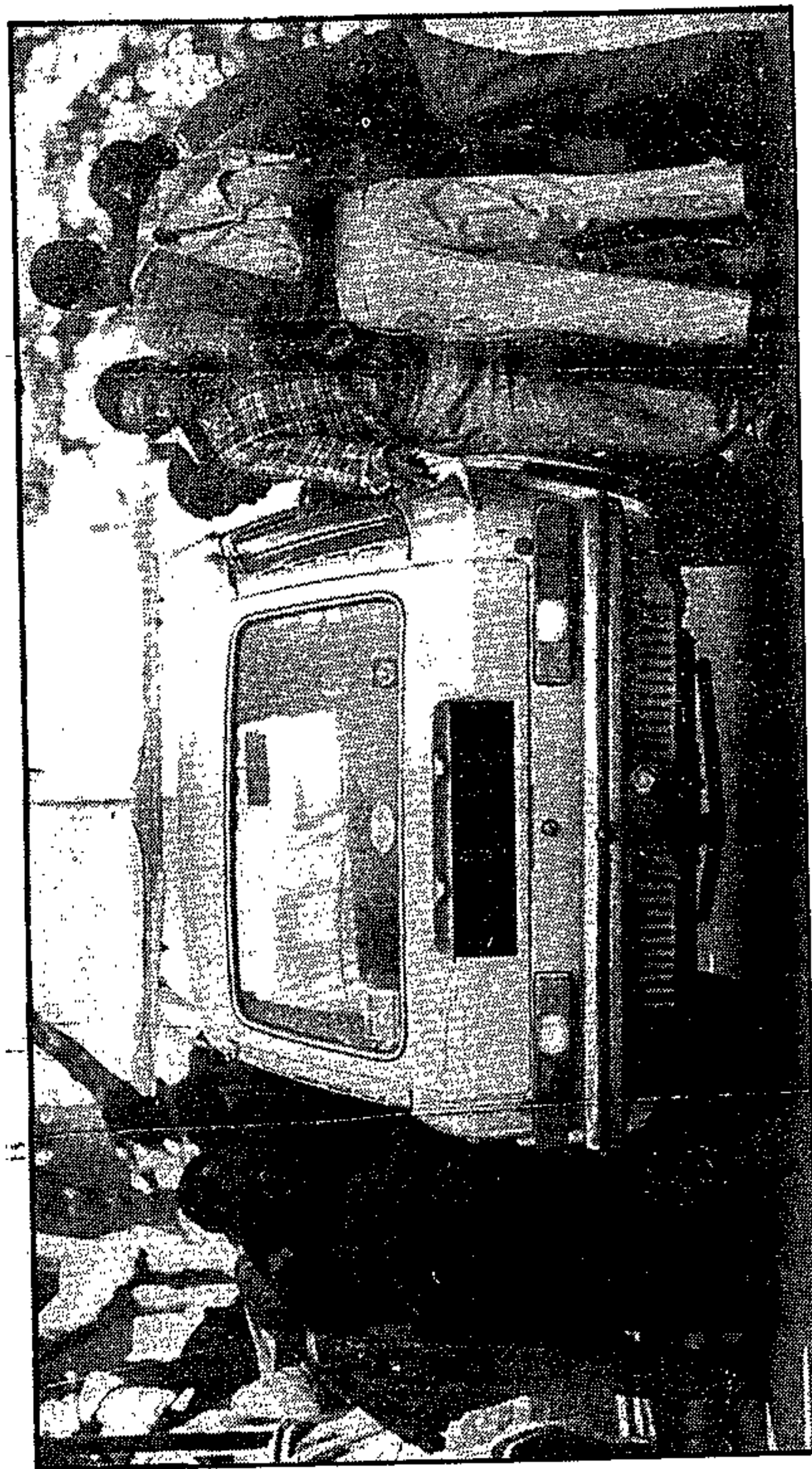
This is nearly double the official Government figures.

Why? Mr Simkins explained: "My estimates deal with the shortage of full-time jobs and so include under-employment."

In the Government's survey, someone who does not have a full-time job but works for a few days or hours a week is not regarded as unemployed.

According to his study, unemployment has risen dramatically since the sixties when 650 000 walked the streets.

In 1970 it had risen to 850 000 and by 1981 to two million.



● A CAR comes along and the unemployed workers scramble . . . but only two were fortunate enough to find work for the day.

C. Herald.

11/11/83

235

Parity plan to cost R400m Schoeman

Pretoria Bureau

THE South African Transport Services had moved strongly towards parity in the service conditions of white, coloured, Indian and black employees, the Minister of Transport Affairs, Mr Hendrik Schoeman, said in Durban yesterday.

Addressing the congress of the SAR Indian Staff Association, he said partial or full parity had been reached on leave, payment for public holidays, travelling concessions, salaries of certain higher graded posts and holiday bonuses.

Total cost of the five-phase parity programme would be about R400-million, he added.

The Minister also announced proposed staff cuts in the drive towards a

smaller and more efficient service.

By consultation with the staff associations and their support the administration had been able to reduce staff from 279 000 last June to 245 000 in August this year.

"And this was achieved without retrenching permanent or fixed personnel or temporary workers employed for more than two years."

The administration now planned to reduce personnel by another 8 000 by next March.

The minimum level would then be reached to enable transport services to cope with the increased volume of traffic that would be generated after the expected upswing in the economy.

not dead after r another

about 11am yesterday.

Mr Troskie, an office furniture salesman, was found lying on the carpet, his head in a pool of blood and dressed only in shorts.

Mr Brett was lying on his back across the bed, dressed in a fashionable blue overall, his fists clenched.

Acquaintances of the two men told police they had been seen arguing violently over a third person in a Hillbrow hotel on Wednesday night. Police are investigating.

● Picture — Page 2

Breakfast Quip



about my family, Mr van Deventer said.

Col Smit said he was "scared of nothing".

Yesterday he was not available at his home or office.

It was also established yesterday that Stander and McCall were served by the owner of the roadhouse next door to the Fontainebleau gunshop three weeks ago.

That was a week before they "sprang" their new teammate, Allen Heyl. Stander and McCall ordered a chicken but could not pay for it.

Police declined to talk about the progress of the nationwide manhunt, saying only that they would confirm that three men having a braai at The Fountains were mistakenly swooped on in one of several leads that turned into "wild goose chases".

The men — mistaken for the three escaped and heavily armed convicts — were seen near The Fountains in Pretoria. They were camping out and a white car was parked nearby.

The description sounded right: Stander, Heyl and McCall were last seen driving a white Cortina XR6 Interceptor with false number plates and with camping equipment in the back.

But the men, whose peaceful braai was interrupted by sudden heavy police activity and subsequent apologies, were only some of the victims of false but well-meaning reports to police yesterday.

Police have now drawn even more men into the search, but they know that Stander, the rogue ex-police captain, knows it's only a matter of time before pressure of work forces the police to cut back on the manhunt.

course at the Personnel the Reeva Forman Trophy leadership and academic Permanent Force. She SADF, Major-General H D servicemen and Permanent

Bureau cuts th

By PHILLIP VAN NIEK

THE Department of Co-operation in Pretoria declined to comment on the case of a coloured reclassified black, because he has number.

Mr Thomas Sechel, who has identified as a Bophuthatswana identity number because he is take out a Bophuthatswana travel

Mr Sechel is Afrikaans-speak speak Tswana and has never Bophuthatswana.

A spokesman for the department yesterday he could not comment. Sechel had no identity number document of his uncle, Mr Riek was that of a coloured man.

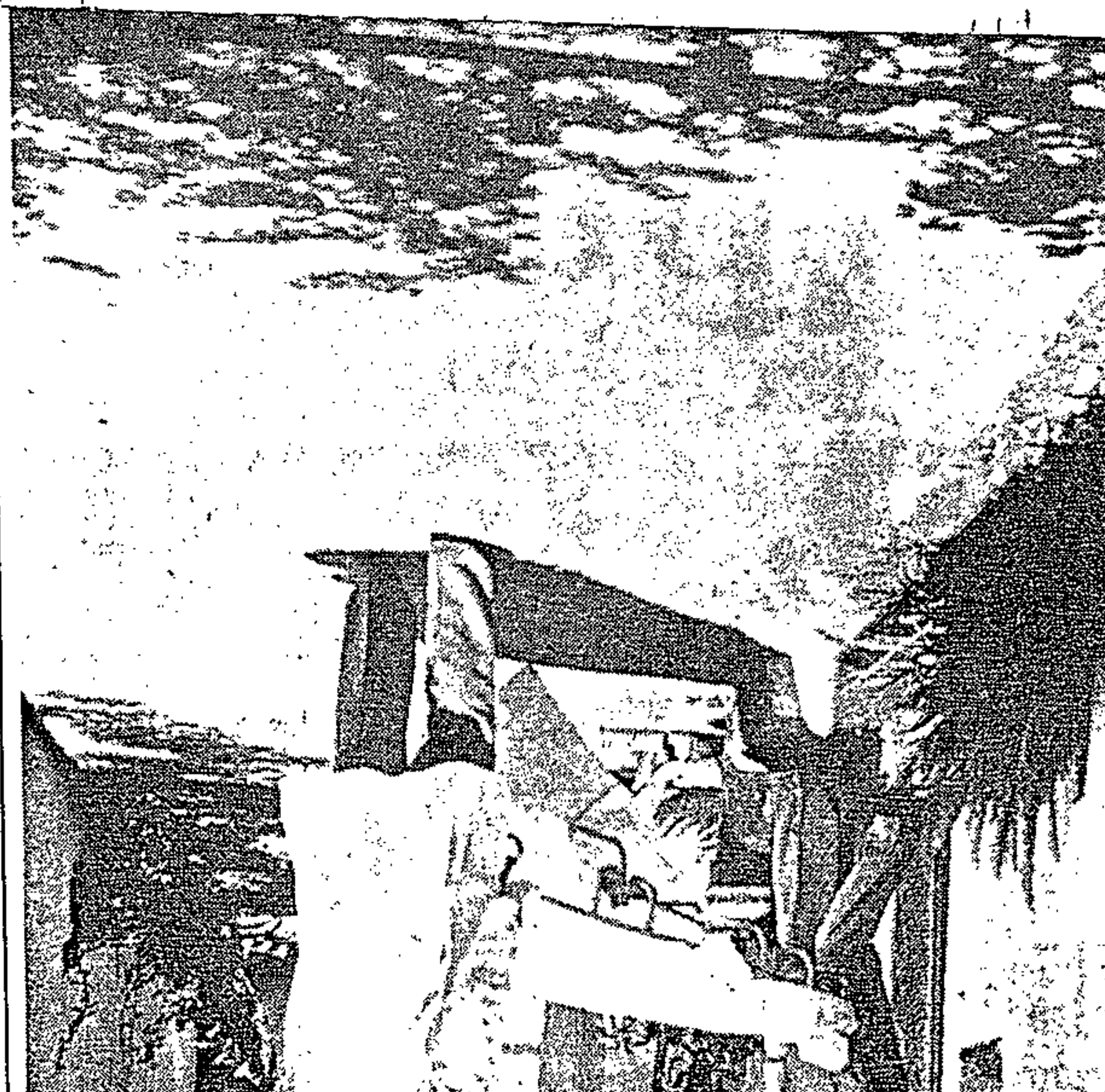
Without an identity document ment was thus unable to locate records.

Mr A Bayne, the department's officer for Johannesburg, said he had of Mr Sechel. "Why does he run to pers?" he said. "Why doesn't he me and sort it out here?"

Mr Sechel, who was reclassified

Apology to

THE Rand Daily Mail apologises to subscribers who did not receive their paper yesterday — or got it late. A mechanical press fault significantly delayed publication.



South Africans were in the majority of well-to-do advantageous, the large daily products can only be others. While a moderate intake of full cream milk, among fats, like butter, cheese and taining saturated animal by consuming food con blood could be increased the cholesterol level in the problem can arise where healthy person's diet but a ally irreplaceable in a daily products were virtu products. The board said the following points should help eliminate confusion about daily products. In the diet, after a follow-up programme, the role of daily products considerable confusion about programmes there was con received after the pro-cording to information it however, the board said ac-disease". eating habits and heart the general public about were intended "to inform, televised programmes, and in particular the two "Heartweek" campaign, programmes, said the viewed about the recent ern Africa, when inter-

(335) HZ

SA faces 17/11/83 gigantic job challenge

Network is a project jointly organised by Syncom, a thinktank organisation, and The Star's CARE campaign which is a long-established public participation project dealing with daily life.

Network is already well into the problem of "what happens after retirement" and has held public workshops on the subject and is now organising a full conference for next year.

For some months it has also been presenting the public with "briefings" by Andre Spier (founder-director of Syncom) on unemployment — a problem which could seriously destabilise South Africa. Andre Spier, an economist renowned for his ability to crystallise even the most complicated situations, researches the problems.

More than anything Network is looking for public input. If you wish to comment, criticise or offer suggestions either publicly through The Star's letters column or privately to Mr Spier, then you are invited to write to Network, The Star, PO Box 1014, Johannesburg 2000.

How well we cope now with providing jobs for South Africa's growing population — 30 million now and about 80 million in less than 40 years time — will have a direct bearing on our future social and political stability.

Since about 33 percent of the population forms the labour force, the economically active population will grow from the present 10 million to about 24 million by the year 2020, one generation from today: 14 million new workseekers in a country which is about to become fully urbanised and industrialised.

If we consider the fact that fully industrialised nations with zero population growth have accepted high unemployment as a problem unlikely to go away, then we can begin to appreciate the size of the challenge facing South Africa.

Western policymakers consider 4,5 percent unemployment to be "full" employment. In 10 years'

on viable full employment.

High unemployment, therefore, will not only be translated into social instability but also into missed market opportunities.

Maintaining full employment, though, will not be enough. For our economy to survive, we need to export and to exploit our natural resources.

Both processes require advanced production systems and high productivity, measured against international standards. This in turn demands keeping in step with developments in automation, robotics and information systems, all reducing the need for people in the primary and secondary production sectors.

On the surface it seems these crucial goals are mutually exclusive.

But this need not be so.

Syncom has repeatedly stated this and we say it here again: it is not the

1 000 down tools after 335 ^{RA} workers *Mercury* retrenched

17/11/83
Mercury Reporter

ABOUT 1 000 workers at Defy Industries, Newcastle, downed tools at noon on Tuesday and continued their strike yesterday following the retrenchment of about 200 workers last week.

Mr A D Kolver, general manager (personnel) of the company, said yesterday that the workers appeared to be upset because several shop stewards were among the workers laid off.

The management had held talks with the South African Allied Workers' Union yesterday and union representatives later addressed the workers.

'I do not know the outcome of the meeting, but it is hoped that they will return to work for the night shift,' he said. The work stoppage had affected production.

The workers were retrenched last week following a reduction in the working week which was achieved by cutting production to a three-day week. 'Rationalisation' in production was forced through the current economic downturn.

Most of the retrenched workers were blacks.

A spokesman for the union said workers were angry because of the 'mass retrenchment' at a time when workers were looking forward to more overtime.

'The workers were looking forward to returning home for Christmas in happier circumstances. But now there is uncertainty because they are not sure of their jobs when they return next year.'

Unemployment in PE leads to need for aid

Post Reporter

THE annual report of the ACVV (Afrikaanse Christelike Vrouevereniging) in Port Elizabeth says its social workers experienced an increased number of problems with clients due to unemployment, redundancy at factories and short-time work at lower rates of pay.

The report says that the private sector does not have sufficient job opportunities for white workers who are not highly skilled, which resulted in a greater demand for relief help by families in need.

The need for day-care facilities for children whose parents both worked had also increased.

The two day-care centres in Poplar Avenue and Algoa Park were filled to capacity and there were long waiting lists.

It was the society's policy to accept the most needy

children in the centres.

There was a need for the services of a social worker at the day-care centres with a view to preventive services, parent education and in-service training of staff.

Social work assistants had been appointed at five offices because of the increased case-load.

A big step forward had been the provision of a post for a community social worker based in Sidwell.

Volunteers played a vital role in the ACVV and made 701 visits to families and old people in the past financial year.

A total of 1 583 families received attention during the year under review.

There was a growing need for after-school care centres, but due to lack of funds it had only been possible to open one new centre — at Cotswold Primary School

PM: Govt to spend on jobs

Cape Times 18/1/83
335

JOHANNESBURG. — The government is to spend nearly R30 million to create jobs for more than 40 000 unemployed people in the short term, the Prime Minister, Mr P W Botha, said last night.

A White Paper would also be released soon on unemployment and related policy measures, he said at the annual meeting of the Johannesburg Afrikaanse Sakekamer at the Rand Afrikaanse University.

One of the most serious consequences of the levelling off of economic growth was that unemployment had got worse.

From its side, the government was doing everything possible within the limits of its monetary and fiscal discipline — and taking into account the principles of the free market system — to support the various sectors in bridging the present difficult phase of the economic cycle.

"I'm thinking in particular of the comprehensive aid schemes implemented in the agricultural sector and for the promotion of industrial development and decentralization on a regional basis," he said.

In addition, the government had accepted a long-term strategy in August for the creation of job opportunities, as well as extra measures to relieve the unemployment problem in the short term.

A number of job-creating projects had been identified and immediate implementation of them approved by the government.

A sum of R27,5 million for this and the next financial year had been allocated for this purpose and it was expected more than 40 000 unemployed people would be accommodated in this way in the short term — particularly in those areas where the unemployment problem was the most serious.

"Nevertheless, the government intends to release a White Paper shortly on the whole unemployment question," Mr Botha said.

He also said the basis for continued growth and development in Southern Africa had already been laid within the framework of the new constitutional dispensation.

"We must now actively build on this," he said. — Sapa

R30-m plan for new jobs

335
8/11/83

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"Nevertheless, the government intends to release a White Paper shortly (eersdaags) on the whole unemployment question and policy measures regarding this," Mr Botha said.

The Prime Minister repeated his call to the business sector to cooperate in overcoming the country's economic problems. — Sapa.

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There's already too much red tape, say transport spokesmen

Hauliers

contest

stricter

roads

legislation

By PAT FARLEY

THE proposed introduction of stricter legislation to control road hauliers in an industry already struggling under an overload of government red tape is being strongly contested by the influential Public Carriers Association (PCA), the organisation representing road transport operators nationwide.

While private hauliers continue their uphill battle against existing legislation which they stress prevents them from operating in the most efficient way and which needs urgent reform, the introduction of stricter legislation on a piecemeal basis at this stage would be imprudent and undesirable, says the PCA.

In an interview in Durban, PCA chairman and MD of Hulttrans, Mike Norris, was adamant that any changes in current legislation relating to road transport should await the outcome of the National Transport Policy Study recently commissioned by the Minister of Transport, at considerable cost to the payer. He said the final reports and recommendations of the Policy Study were expected late next year or early in 1985.

Mr Norris said he anticipated that among the recommendations would be changes in the permit system — aimed at protecting SA Transport Services against private sector competition on carrying goods — which has long been a thorn in the side of private operators and which has already been termed unsatisfactory by the Study group.

Operators currently faced long delays when applying for permits and the system prevented them from operating as efficiently as possible, mitigated their fight against inflation and soaring costs, and made it difficult to achieve higher utilisation of vehicles.

"It is interesting to note," Mr Norris pointed out, "that a road traffic survey on certain main routes by the DOT earlier this year revealed that the average utilisation of capacity for long haul trucks was only 50 percent.

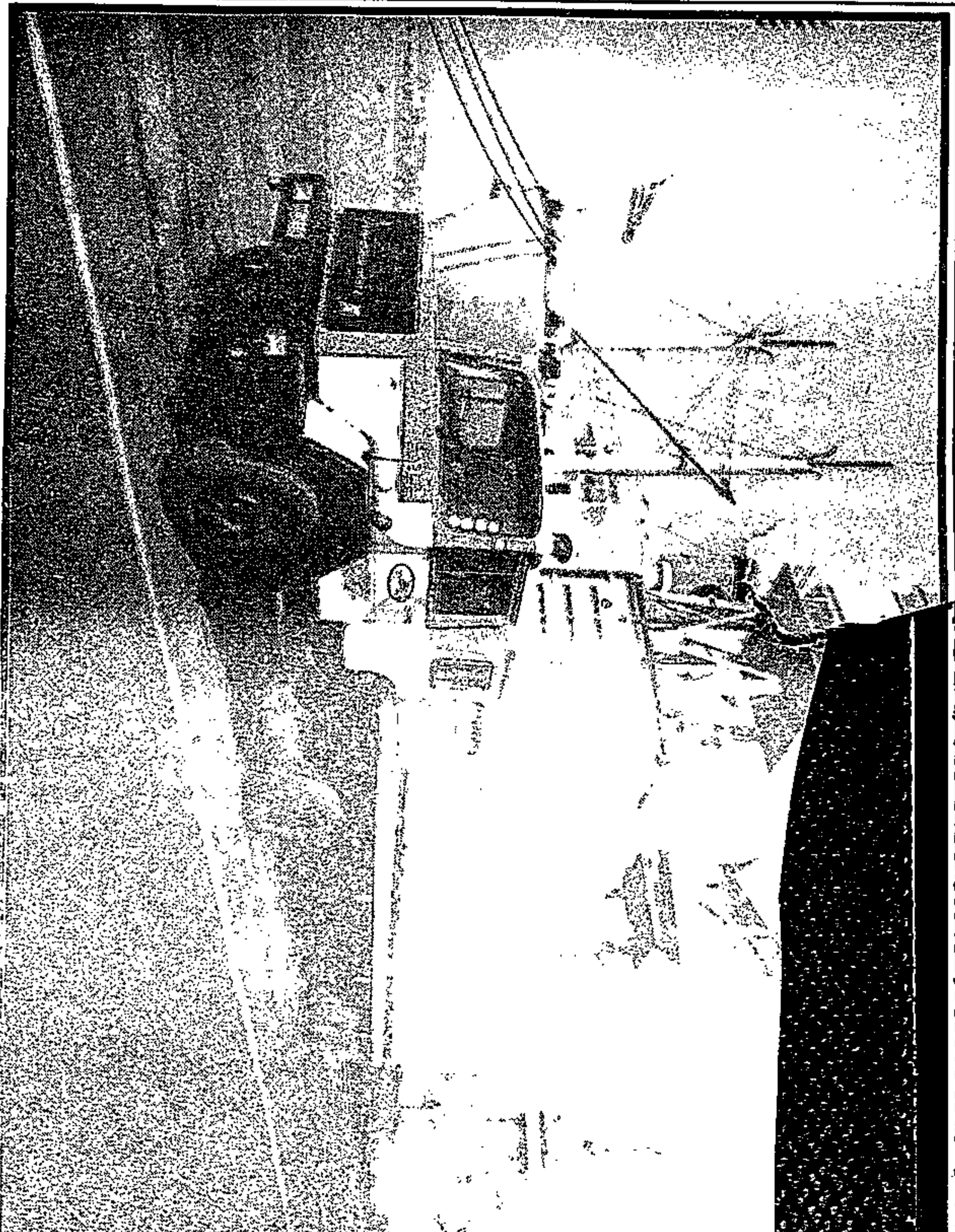
"This is a ridiculously low and totally unacceptable level of utilisation. The level should be about 75 percent and could well be higher on major routes such as that between the Reef and Durban.

To page 2



PCA chairman
Mike Norris

QUOTE: Stricter legislation on a piecemeal basis at this stage would be imprudent and undesirable, say PCA



An Indo Atlantic heavy duty vehicle at work for one of our company's clients.

Costs would reduce

► From page 1

"If a level of 75 percent were attained, long haul road transport costs could be expected to be reduced by at least 30 percent and this would make a positive contribution to the fight against inflation."

Mr Norris said private operators faced very high costs dealing with the delays in applications to the Road Transportation Board and the road transport commissions "because SA Road Transport Services opposes every application and if a permit is granted, takes it on appeal regardless of the circumstances or merits of the case."

The PCA chairman conceded that while the Association considered the permit system unreasonable, it felt the system could not be scrapped without being replaced by an alternative control system and without taking into account the needs of the various in-

terested bodies, including the railways, private sector operators, and the economy as a whole.

Any new system should nevertheless await the findings of the Policy Study as piecemeal changes were unlikely to be satisfactory, Mr Norris said.

He suggested, however, that some minor changes should be introduced at this stage in order to contribute to the fight against inflation.

Some such changes which the PCA had in mind were:

- Extending the open operating radius from 40 kms to 120 kms
- Requiring the Board and commissions to give rulings within seven days together with reasons for their decisions
- Ending the costly and time-consuming procedures which arise on permit applications due to SATS opposing every application and appealing against every permit granted, regardless of the circumstances.

5 Times
November 20 1983 9

Scheme to aid unskilled workers

By SHAUN HARRIS

THE days of queues of black workseekers waiting in the hot sun outside administration board employment offices might be over.

The Port Natal Administration Board, with Natal's Pinetown Training Centre and other employer organisations, have started a scheme to train the unemployed for sectors of industry where labour is needed.

Instead of sitting around, a workseeker in the greater Durban area now has the chance of free training.

A Port Natal Administration Board spokesman says the scheme, started experimentally in July, is now "getting into full swing".

Expand

About 200 men have already received training, mainly for the engineering industry, but there are plans to expand into security, building labour, fork-lift truck driving, bricklaying and basic welding.

Trainees are also given aptitude tests. If they show promise in a particular field they can qualify for further training.

At the end of the course they are presented with a certificate which can be used in future job applications.

The scheme is being funded by the Department of Manpower.

Scores of thousands lack jobs in Cape

Labour Reporter

THE Department of Statistics in Pretoria estimates that nearly 70 000 coloured and African workers are unemployed in the major centres of the Western and Eastern Cape.

According to an estimate based on a survey made in June, 28 000 coloured people and 10 000 Africans were unemployed in Western Cape urban areas.

An estimated 24 000 Africans and 7 000 coloured people were unemployed in East London, Port Elizabeth and Uitenhage.

The estimates are based on a sample survey and do not cover only people who register as unemployed with the Department of Manpower.

Disagreement

However, according to some labour researchers, the Department of Statistics estimates are nearly five times lower than the actual number of unemployed.

Mr Charles Simkins of the department of economics at the University of Cape Town estimates that in 1981 unemployment totalled more than two million, or 21.1 per cent of the working population.

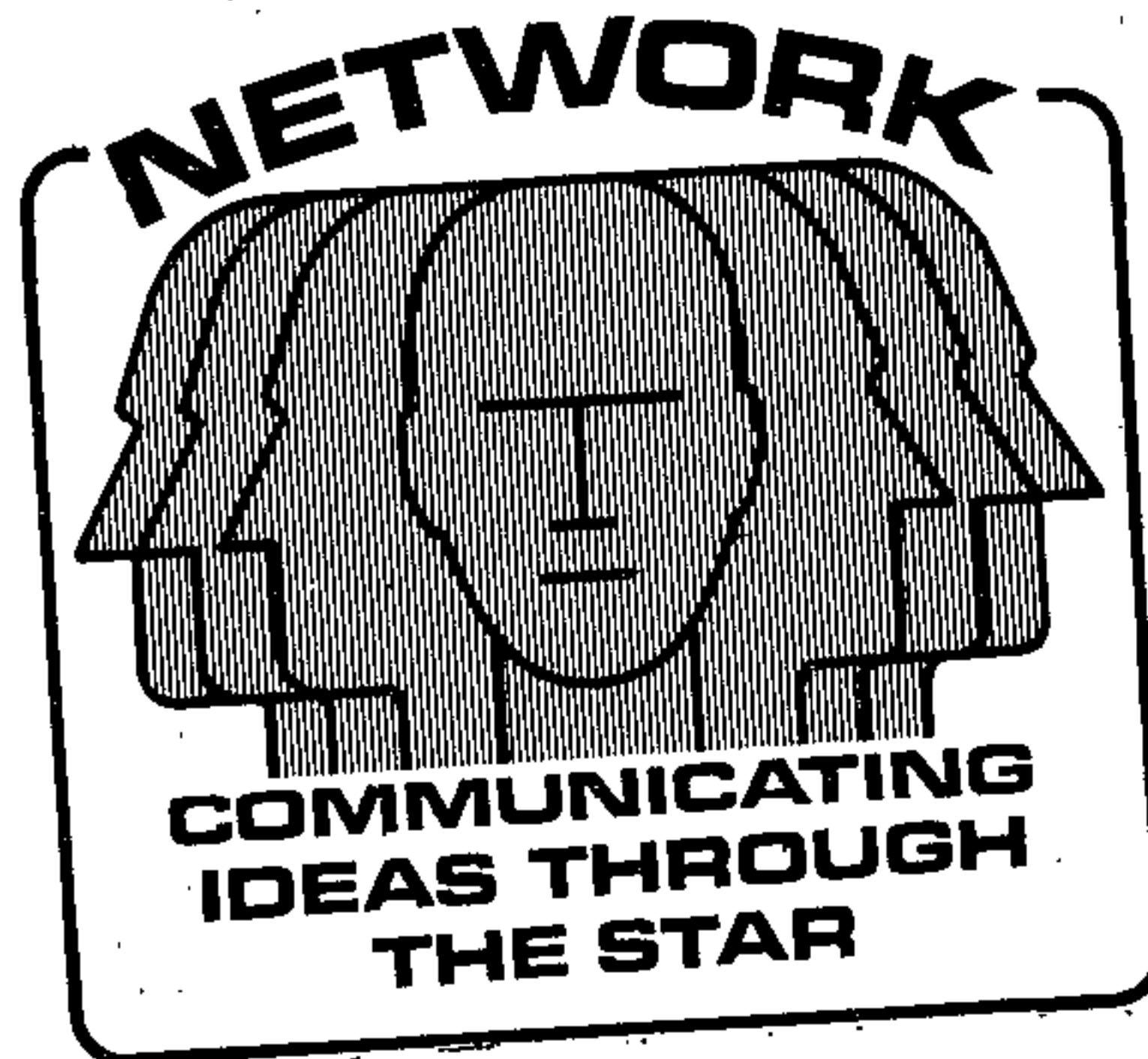
The Department of Statistics estimated that African unemployment countrywide was 8.4 per cent in June this year. In June last year the estimate was 7.7 per cent.

The regional divisions of the Department of Manpower provide figures only of those who register as unemployed — figures which even officials of the department admit are not reliable.

11/6/83
21/11/83

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Positive action needed to fight unemployment



335

8/25
23/11/83

Economist and "futures analyst"
Andre Spier of Syncom, the think-tank organisation, again looks at the critical problem of black employment. This briefing is part of The Star's Network project which aims to DO something about South Africa's plethora of problems. Network, through Syncom, is to organise a conference in 1984 aimed at an action programme.

In the Network briefing published last week we identified large-scale unemployment together with rapid urbanisation as a serious threat to the future stability of the country. Present trends lead, almost inevitably, in that direction.

Decentralisation policies presently in operation may ease the situation, but only marginally so. They will not stop, let alone reverse the flow to the cities of some 15 million black people over the next 20 years.

The gradual elimination of the small and medium-sized farmer by agrobusiness, accelerated by the present drought and deep indebtedness, will accelerate the depopulation of our rural areas, and the congestion of our cities.

mobilised as the driving force for establishing a solid basis for a black entry into the economy from the bottom up. From this ground level, blacks will build their own ventures, grow in them and create their own industrial and financial institutions.

The creation of a token black elite is not enough. On the contrary, such an elite, without a black economic substructure will breed revolutionaries.

It should be clearly understood that such a strategy is not meant to be apartheid in economics, but the creation of a reservoir for jobs, which the more sophisticated core economy will prove unable to provide. It is an alternative to mass un-

nology.

Instead of standing in the way of black aspirations and capabilities the white core economy should shift gear and move into sophisticated high-technology activities which would keep South Africa in step with the advanced industrial nations.

If the social pressures arising out of threatening mass unemployment would force us to slow down or avoid modernisation, South Africa may become a second rate nation within two decades.

It would be the most obvious mistake in the face of a problem, which can only be resolved by creating new ventures and by promoting self-employment.

Failing to do this would not only lead to very



Andre Spier . . . "the creation of a token black elite is not enough. Such an elite, without a black economic substructure, will breed revolutionaries".

All over the Third World rapid population and growth combined with rapid urbanisation — euphemistically called "modernisation" — have led to mass-poverty, large-scale slum formation and unemployment.

Particularly hard-hit are the elderly. Traditional patterns and cultures are breaking down within one generation, leaving the elderly without a legitimate place and without an income.

Reversing the trend by strong-arm policies will achieve little else but additional hardships, frustration and anger.

We are in for hard times unless the public and private sectors develop a positive strategy towards a balanced development of metropolitan and non-metropolitan areas.

A constructive solution must be sought in the direction of positive economics, job creation and high growth rates through in-depth development.

The strength of the white core economy must be

employment. The role of the authorities in such a process would be limited to facilitating the social and physical infrastructure for new business development and — more importantly — by removing all legal obstacles in the way of black business development.

As long as we apply standards, laws and regulations of advanced economies — mostly nonsense anyway — to emerging black entrepreneurial initiatives, we will kill off the establishment of a black middle class at the roots.

Three obstacles stand in the way of creating sufficient jobs for the black millions:

- Lack of meaningful education and training.
- Antiquated, superfluous and counterproductive regulations.
- The cornering of basic production lines by white business giants.

The absorption capacity of the white economy for black workers is limited and will be further constrained by technical advances in robotics, automation and information tech-

high unemployment figures, but also to the breakdown of essential social services who have their financial basis in taxation and social contributions.

Network's second conference early next year will address these problems under the heading "Job creation — a national challenge."

The conference will provide a blueprint for achieving high economic growth by developing the domestic market, whose needs are bound to treble in the next 30 years.

A key role in job creation through establishing new businesses is held by personnel management. In more and more traditional work roles the human resources loses out against machines and computers.

The immediate conclusion — which is wrong — is that this will increase unemployment. The contrary is true. By allocating work to people that machines and systems cannot do, we enhance productivity, create entirely new jobs, in fact change the nature of what constitutes work.

In the same way that we considered child labour in the mines in Dickens's time as outrageous, so the future workforce may consider working at conveyor belts inhuman.

- Syncom's Andre Spier, in conjunction with the Institute of Personnel Management, is soon to introduce new concepts of human resource management at a breakfast session in the Sunny Side Park Hotel at a date to be announced. This is the start of a comprehensive upprogramme tying in with Network's job-creation upprogramme. Details of the proposed conference will also be announced soon.

Hundreds will lose 241182 jobs to 335 new intake

Mercury Reporter

HUNDREDS of unqualified teachers in the Division of Indian Education are likely to lose their jobs to make way for about 600 newly-qualified teachers who will be joining the profession in the New Year.

But Mr Amichand Rajbansi, executive chairman of the South African Indian Council, told the Mercury yesterday that every effort would be made to get the displaced teachers absorbed by other departments of the Government.

'My executive committee will be meeting the Director-General of the Department of Internal Affairs, Mr S S van der Merwe, and the Director of Indian Education, Mr Gabriel Krog, shortly to see how best the displaced teachers could be accommodated in other departments.

Specialist

'We are very much concerned about the plight of these teachers who devoted their services to Indian education,' he said adding that the Springfield College of Education would be giving priority in admission of students next year to unqualified teachers who now wanted to become qualified.

About 600 newly-qualified Indian teachers are expected to join the teaching profession next year. The Springfield College of Education — the largest Indian teacher-training institution in Natal — this week announced that 555 of its students had passed their final examinations.

The University of Durban-Westville is also expected to produce more recruits for the teaching profession, some with specialist qualifications.

70 000 engineering jobs are lost

335 D. Dispatch 12/11/83

EAST LONDON — Approximately 70 000 jobs in the engineering and foundry industries were lost between November 1981 and May 1983, the annual meeting of the East London Engineers and Founders Association was told here yesterday.

Mr D. Braddock, chairman of the association, said that this represented a fall of about 15 per cent in the national work force in the engineering field.

In the Border region the labour force dropped by 12 per cent, this despite the industry's efforts to reduce redun-

dancies through the reduction of overtime.

Mr Braddock noted that the reduction in the high rate of inflation augured well for the engineering industry

However, he expressed concern about the availability of skilled labour to meet the anticipated upturn in the industry which he identified as being a major factor in the high wage inflation rate over recent years.

Mr Braddock disclosed that the number of apprenticeship contracts approved in the industry in East London between January and

October of this year had been some 30 per cent below the figure for the same period last year.

He appealed to all members of the association not to reduce expenditure on the training of skilled labour.

The meeting agreed to change the name of the association to the Border Engineering Industries Association.

Mr Braddock was re-elected unopposed as the association's chairman. Other office bearers appointed were: Mr R. Allison, secretary (re-elected unopposed); first vice-chairman, Mr D. Graham; second vice-chairman, Mr S. H. Smith. — DDR.

Argus 29/11/83

ECONOMY



Many Ciskei citizens are out of work. A free trade zone in East London could create thousands of jobs.

105 106 335

East London appeal for free trade zone

ARGUS 29/1/83

By BARBARA HART
Argus Bureau

EAST LONDON. — Business and industry here have asked for foreign help in their bid to create South Africa's first free trade zone against a background of concern that up to 90 percent of employable black people in the region are out of work.

A Cabinet Minister has been asked to approach experts in Taiwan for advice — a fourth free trade zone is currently being built there at a cost of hundreds of millions of dollars.

Businessmen and industrialists here are studying the feasibility of establishing the zone on a 50-ha site close to the harbour.

Boost

A free trade zone is seen as at least part of the "revolutionary growth" needed to boost employment and development in the region.

No accurate statistics are available on the number of people out of work here, but some ob-

servers believe that up to 90 percent of employable blacks are jobless.

Mr Errol Spring, East London's Mayor and chairman of the Border and Metropolitan Development Corporation, says: "I believe that 90 percent of people who should be working are not working."

Magnet

The metropolitan area's industry and commerce is a magnet for work-seekers from nearby Transkei and Ciskei. Unemployment in Ciskei has been estimated as high as 35 percent of the economically active population. Last year a Ciskei Government Minister said that 130 000 people were out of work at the time and the figure would increase annually.

One estimate from a management source in the area put unemployment in the vast city of Mdantsane alone as nearly 50 000 people.

Dr Dawie de Villiers, the South African Minister of Commerce, Industry and Tourism, recently passed on to experts in Taiwan a Chamber of

Commerce request for advice.

Industrialists in a free trade zone would be able to import raw materials duty free and manufacture, assemble and export products duty free.

Bad news for consumers is that the area would not be a free port. Goods manufactured in the zone would be "exported" into South Africa and would carry usual import duties.

Should the zone be established — it would require Government approval and aid — it would attract industrialists "as they won't have to pay duty and they, in turn, would provide jobs", says Mr Donald Card, a member of the East London City Council holding the finance portfolio.

Ideal location

"We've got to find the ways and means to get industry developing above the normal five percent growth. Five percent growth will never cater for unemployment in the area," Mr Card says.

"We need revolutionary growth. Even the establishment of a zone won't solve the whole problem, but it will go a long way to doing so."

The secretary of the East London Chamber of Commerce, Mr Jock Allison, believes that East London is the ideal location for a free trade zone.

"We have the labour and land ready near the harbour. About 200 industries could be established there."

Customs, excise

"A zone has to be close to a harbour as goods have to be transported between the harbour and the zone. Control has to be maintained by customs and excise."

Mr Allison says a 1979 report on Export Processing Zones (similar to free trade zones), by a Stellenbosch University researcher, recommended the creation of EPZs. East London, Richard's Bay and Atlantis were recommended as suitable locations.

Mr Allison believes East London has greater advantages than Richard's Bay or Atlantis.

Feasibility study

He, too, emphasised that goods manufactured in the zone could not be exported into South Africa duty free.

"Local South African manufacturers could not be undercut if goods were exported to South Africa because duty would have to be paid."

A feasibility study is being conducted under the auspices of the Border and Metropolitan Development Corporation and is likely to be completed early next year.

"We'll approach the Government when the study is complete," Mr Spring said.

Mr Card believes that East London deserves a free trade zone. "We were given the best decentralisation concessions so the Government must realise we need more attention than the rest of the country."



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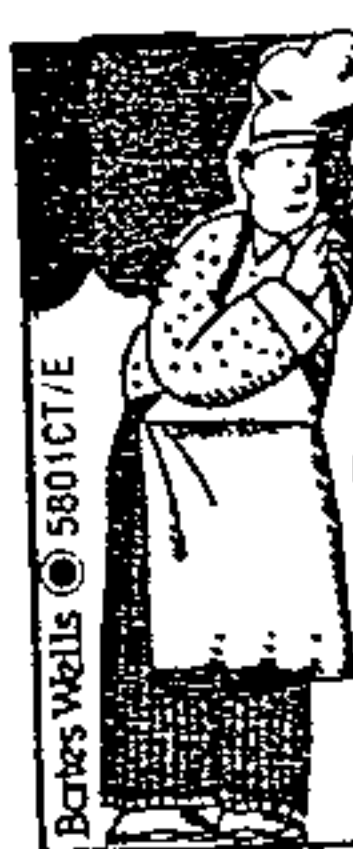
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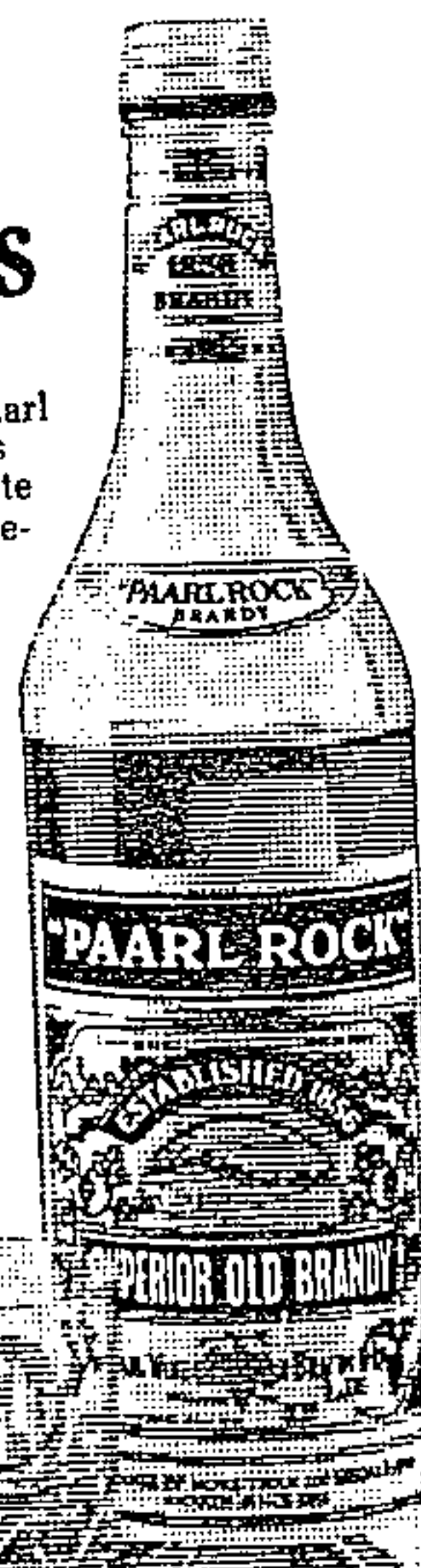
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Rail tariffs lead to chutney plant moving to Reef

BROOKE BOND OXO have announced that the group's chutney factory at Steenberg Cape Town is to be closed and manufacture centralized at the Johannesburg plant.

A group spokesman said that there is a growing demand for Mrs. Ball's products and an investment had to be made in new production machinery.

"At the same time the railway tariff structure has made it much more economical for the company to supply the Natal and Eastern Cape markets from its factory in Johannesburg.

"This means that a large section of the market presently serviced by the company's Steenberg factory will fall away.

"With these developments, the company decided, after detailed and extensive investigations, to consolidate its chutney and liquid ex-

tract production at its Ball's chutney factory in Johannesburg where continued investment and development is taking place."

The spokesman said that some 34 staff are being made redundant while five senior employees have been offered positions at the Johannesburg factory.

The redundancy payments are above the statutory terms and include notice pay, pay for each years service to a maximum of six months, leave monies due, the annual bonus and pension contributions.

"The availability of Mrs. Ball's chutney to customers will not be affected in any way as stock will be available at all times and our regional sales and delivery services for the Western Cape region will remain unchanged and continue to operate from our Epping premises."

Wall Street Barbican restructure postponed

NEW YORK. — Stock prices were mostly lower in late trading yesterday, stalling the market's three-weeks-old rally.

Auto, retail, oil and telephone issues paced the losers, while mining stocks rose sharply after gold prices shot up \$17 an ounce on the Commodity Exchange in New York.

The Dow Jones average of 30 industrial stocks lost 7,62, to close at 1 269,82. Declines led advances four to three on the New York Stock Exchange, whose composite index fell 0,36 to 96,19.

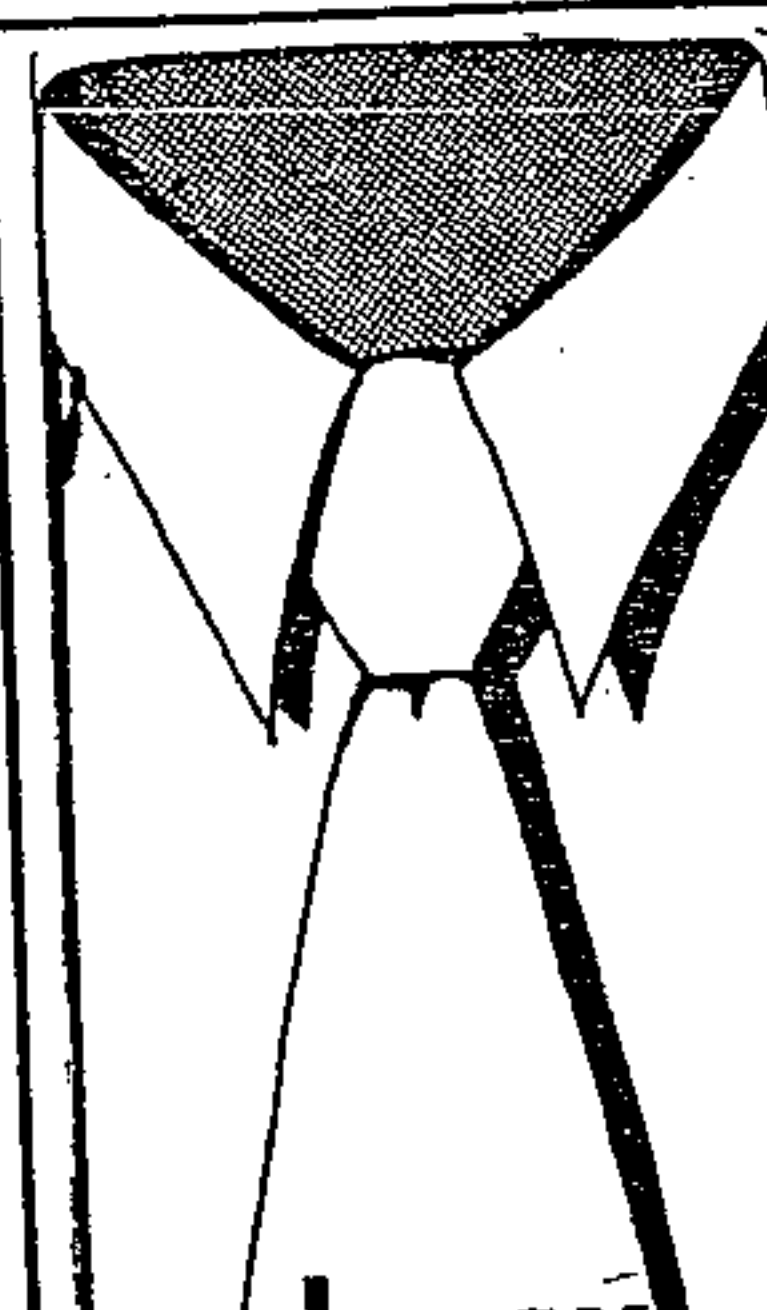
JOHANNESBURG. — The proposed restructuring of Barbican Industrial Holdings has been postponed.

An announcement made by UAL Merchant Bank yesterday states that the controlling shareholders in Quincor — which holds 40 per cent of Barbican — and Barbican have decided not to proceed with the restructuring at present because of the continued difficult trading conditions prevailing in South Africa and certain non-recurrent losses in Barbican.

However, to strengthen Barbican's financial position, its banker and Quincor have jointly agreed to subordinate approximately R4m of loans funds.

The announcement says shareholders are confident that Barbican will return to profitable levels of trading within the next 12 months.

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Job opportunities slight for matrics

EAST LONDON — The job prospects for school-leaving matriculants here have not improved significantly since last year.

A snap survey of local employers yesterday revealed a slight increase of opportunities in the commercial sector, but no change in the industrial sector.

Large state and semi-state employers like the South African Transport Services (SATS) and Escom also reported a stagnant job market.

Most company spokesmen said the local economy had not improved sufficiently to warrant expansion and that their companies were marking time for the moment.

An employment agent, Mrs Pauline Dossin, said clerical and secretarial opportunities for matric girls showed an increase on last year but had not yet reached boom year levels.

"We have already

placed quite a few girls and the salaries have also improved," she said.

Mrs Dossin added that there was little demand for male matriculants. "Most of them are off to either the army or university and I think employers have come to accept that they are rare animals and, therefore, they don't ask for them," she said.

A spokesman for a commercial bank said there had been "no great shakes" in the bank's staff establishment during the last year, and it was basically keeping pace with its needs.

The SATS, according to its local staff superintendent, Mr Willem Louw, is still in the throes of staff rationalisation as result of the downturn in the economy and, therefore, unlikely to take on matriculants this year.

Mr Louw, however, said applications were

being accepted as normal and the SATS would endeavour to place applicants where possible.

The SATS police branch has vacancies for some 300 constables countrywide and 14 of these are local posts. The commander, Colonel Johan Sydow, said he expected to fill the vacancies with local matriculants. Excess applications might be accommodated elsewhere in the country.

The assistant-manager of Escom, Mr K. L. Garmann, said the local operation had not grown much over the past year and intake would, accordingly, not increase much.

A personnel spokesman for a large electronics industry, Mr Gerrie Uys, said his company had "very very few" opportunities for school-leavers.

"I think matriculants have come to the crossroads. The days of ex-

perimenting with jobs are over. They will have to get those skills if they want a job.

"We will need a considerable attitudinal change towards technical skills. There is an over-supply of people with professional qualifications," said Mr Uys.

— DDR

Lay-offs again under focus in Frame dispute

By STEVEN FRIEDMAN
Labour Correspondent

THE industrial court's attitude to retrenchments will be tested further in a key dispute between members of the National Union of Textile Workers and the Frame Group of textile companies tomorrow.

Ten workers retrenched by Frame in October are alleging that their firing was "unfair" — in some cases because the principle of "last-in-first-out", whereby long-service workers are the last to be retrenched, was not observed.

Although the court has urged employers to negotiate on retrenchment, it has not ruled on whether principles such as "last-in-first-out" should apply.

The workers also allege the retrenchment of some of them is illegal because they are migrant workers who were fired before their contracts ended.

Frame has replied that its policy is that workers' efficiency, rather than the "last-in-first-out" principle, decides whether they are retrenched.

It says this and other aspects of its retrenchment policy constitute "fair labour practices in the capitalist work environment".

It also denies that the migrants who were retrenched lost their jobs illegally. It says their contracts allow them to be retrenched at a week's notice.

The case, which is to be argued in Durban, takes place in the context of a continuing recognition dispute

between Frame and the NUTW at its Frametex mill.

The Minister of Manpower has referred this dispute to the industrial court, but the Frame group wants the case postponed because, it says, it plans to go to the Supreme Court in a bid to overturn the Minister's decision.

This issue may also be raised at tomorrow's hearing.

In papers before the court, eight of the 10 workers allege they were retrenched without either them or their union being consulted.

Another two allege they were fired when they were transferred to another department, but refused to go until they were assured their conditions of employment would not change.

One of the retrenched workers claims 19 years' service with the company and another 18 years' service.

They say they were simply told they were to be retrenched and "promptly escorted from the premises".

The Frame group has replied by spelling out its retrenchment policy.

While it insists that efficiency is its main criterion, it adds that, where workers have similar competence, the one with less service is retrenched.

It says its policy is that, where redundancies occur in one department, workers are, if possible, transferred to another.

This, however, means that, once they are transferred, they become the workers with the least service in their new department, says the company.

59

335

Ten in key test case

Labour Correspondent

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LABOUR RELATIONS

Battle over lay-offs

Fm 2/12/83
The question of what is the most appropriate criterion an employer should use to determine which workers should lose their jobs, when retrenchments are necessary, is controversial.

This is hardly surprising. Some managements believe that merit, efficiency, and productivity should be the prime criteria. But unions argue that a formula such as last-in-first-out (lifo) is best. They say this eliminates the danger of victimisation, and grants legitimate protection to people who have given many years of service to an employer.

Important test cases on the retrenchment selection issue — involving the Frame Group and the National Union of Textile Workers (NUTW) — are currently being heard by the Industrial Court.

Three cases, involving 10 NUTW members — some of whom say they have been employed by Frame for more than 17 years — have arisen from retrenchments at Frame's New Germany complex earlier this year. The workers were retrenched soon after they were transferred to different departments when the threat of redundancy loomed in the departments they had been working in.

Frame contends that efficiency is the primary criterion to be used in selecting who should be laid off. The company argues that it should be allowed to retain efficient workers and retrench the inefficient.

Considerations

Frame says that when dealing with people of equal competence, the employee with the longer period of service should be retained, subject to certain "considerations." In essence, this amounts to pursuing a policy of whenever possible, transferring redundant employees to other departments where there are vacancies. However, Frame says that should the need later arise to retrench workers in those departments, the length of service in a particular department should be a criterion in selecting people for retrenchment.

In other words, although some new arrivals in a department may have had many years of service with the company, they

335 ~~445~~ ~~447~~ ^{FM} 2/12/83

would be among the first to lose their jobs if retrenchments were necessary in their current department. Frame argues that a worker recently transferred to a new department has yet to be fully trained for his new job, and is not as experienced or productive as employees with longer experience in that department. The company also claims that workers would feel aggrieved if any of them were chosen for retrenchment in preference to workers recently transferred to the department.

The NUTW, however, believes that life is the most appropriate basis on which to select workers for retrenchment — and says that Frame's criteria are unfair. The union also argues that Frame did not allow the employees selected for retrenchment the chance to make representations; that no notice of retrenchment was given to them to enable them to find alternative work; that the company did not consult the union; and that no guarantee was given to the employees that they would be given preference should jobs become available in the future.

(335) D. Dispathe 2/12/83

More jobs but unemployment still goes up

PORT ELIZABETH — Registered unemployment in the Eastern Cape edged up again last month as a reminder that the economic upturn is not yet a reality. At the same time there were welcome signs of an improvement.

The number of people placed in employment in the Eastern Cape by the Department of Manpower last month increased 2,5 times to 2 639 from 1 070 in November last year. This also represented a 33,2 per cent improvement on October placements.

The number of people registered as unemployed last month went up 3,3 per cent to 8 779 from 8 497 in October and by 25,3 per cent from the 7 006 in November last year.

Because it is no longer compulsory for blacks to register for employment the figure of just under 4 000 registered with the department is academic only. Reliable estimates put the number of unem-

ployed blacks at around 60 000 in the Eastern Cape.

The number of black men placed in employment last month shot up, however, to 1 254 from 817 in October and 279 in November last year while the number of black women placed rose to 620 from 481 in October and 244 in November last year.

The number of white men registered as unemployed last month was 486, slightly up on the 444 in November last year but down from the previous month's 559. Unemployed white women at 647 were up both on October's 641 and the 484 in November last year.

Among coloured youths unemployment dropped to 157 last month from 162 in October and 248 in November last year. The number of unemployed coloured girls dropped to 90 from 103 in October and 100 in November last year. — DDC.

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However, some
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BARLOW Rand could break
its three-year dividend dead-
lock this year and is rated a
good buy by some analysts.

Although chairman Mike
Rosholt foresees only a
"modest" improvement in
earnings for the group, ac-
cording to his annual review,
individual sectors expect a
lift in profits.

The mining division, which
contributes the largest pro-
portion to profits, naturally
depends on the average gold
price in the coming year.

The cement and lime divi-
sion (PP Cement) should
maintain earnings, while the
paint division (Plevans) could
show a slight improvement.

Another large profit con-
tributor — the sugar, food
and textiles division — will
probably not benefit, as the
after-effects of the drought

Heavy equipment and
building and construction
supplies should perform rea-
sonably well because of im-
proved asset management.

The only fly in the oint-
ment is the steel division
(Middelburg Steel), which is
expected to incur further
losses.

Analyst Eric Levine of
Max Pollak & Freemantle
puts Barlow's 1984 earnings
at 177c and the dividend at
74c, provided corporate tax is
unchanged. The rights issue
has improved the debt/
equity ratio from 44% to
42%.

That puts Barlow on a PE
ratio of 7 against the industri-
al sector's average of 8,5. Po-
tential dividend yield is 5,9%
compared with the industrial
sector's average of 5,3%.

2-million jobless by end of year

By Amrit Manga

UNEMPLOYMENT in South Africa, including the home-
lands, will pass the 2-million mark by the end of this year.

The projected figure represents 25% of the total labour
supply of almost 9,5-million, according to the Southern Africa
Labour and Development Research Unit (Saldru).

This will push the increase in unemployment since the
beginning of the recession up to almost 4% from the 21,1%
recorded in 1981.

The increase is, however, less than that experienced during
the recession of the late Seventies, when unemployment rose
by 6,9% from 13,7% in 1975 to 20,6% in 1979.

But the most recent National Manpower Commission esti-
mates of unemployment based on the registered number of
work-seekers stands well below at 102 643, 13 198 of which are
whites.

This estimate does not take into account unemployment in

the agricultural sector or the
homelands, and excludes
work-seekers not registered.

A third estimate reflected
in the Current Population
Survey (CPS) indicates that
280 000 more people than the
total number registered with
the Department of Manpower
are out of work.

But even the CPS does not
cover the national states.

"Thus contract workers
losing their jobs and having to
return immediately to these
homelands are not reflected
in the CPS unemployment
figures," according to Unisa
Institute of Labour Relations.

Professor Nic Wiehahn of
the institute reckons that the
high percentage of jobless
must be seen in the light of
the Saldru definition of unem-
ployment.

He explains that unemploy-
ment should be seen as being
made up of both qualified and
stringently defined unem-
ployment.

"A large proportion of the
unemployment pool is made
up of the qualified unem-
ployed category, which in-
cludes restricted African la-
bour based in the homelands,"
he says.



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at well into 1984 as far as is concerned. How all divisions are trim and well placed for a very once consumer demand increases.

the packaging, paper appliances division, pak should maintain and appliances do better.

heavy equipment and mining and construction divisions should perform really well because of improved asset management.

only fly in the ointment is the steel division (Barlows Steel), which is expected to incur further losses.

analyst Eric Levine of Pollak & Freemantle says Barlow's 1984 earnings of 77c and the dividend at 17c provided corporate tax is changed. The rights issue improved the debt/equity ratio from 44% to 50%.

that puts Barlow on a P/E ratio of 7 against the industri-

Pros and cons of basic wage

IMPLEMENTATION of a national minimum wage (NMW) will prevent unskilled workers from entering the labour market and will effectively swell total unemployment.

But it will also prevent the "gross exploitation" of employed workers.

Employers and trade unions remain divided on the issue. While unionists argue that structural constraints on the free movement of labour make it necessary for a legislated NMW, employers say it will delay freeing the labour market from statutory control.

Structural constraints in the form of stringent influx-control laws militate against workers securing the highest wages, according to unionists.

"In the absence of free-market forces necessary for the setting of fair market related wages, trade unions find it necessary to protect their members against employers," says Phiroshaw Camay, general secretary of the Council Unions of South Africa (Cusa).

"Because of stringent influx-control regulations, workers' bargaining power for the highest possible wages is seriously curtailed," he says.

The implementation of an NMW would introduce a de-

gree of equilibrium in the present unbalanced wage market.

"An NMW should be indexed and reviewed annually so as to adjust it to the rate of inflation," says Mr Camay.

Employers' rejection of the concept on the basis that it will send unemployment figures soaring have been dis-

viewed.

Mr Camay points out that, while that might be true in the short term, market forces will return the situation to an equilibrium.

"But an NMW will not materially alter the rate of return on investment because many commodities are being traded nationally at a fixed price," according to a leading economist.

"Labour is just one more commodity traded on the same basis as most raw materials."

"But the implementation of an NMW will effectively seal off access to jobs at lower wages, effectively preventing unskilled workers from entering the labour market at a competitive rate," says Mr Camay.

He charged trade unions and labour organisations with seeking to institutionalise protection for employed members against the threat posed by unemployed work-

seekers.

"The proportion of jobless black youth increased to 50% of the black workforce after implementation of an NMW," he claims.

The National Manpower Commission's (NMC) contention is that an NMW will encourage industry towards capital-intensive development.

This trend will be followed primarily to minimise labour costs and balance it against labour productivity, according to the NMC.

But unions argue that it would be illogical to ignore the country's vast labour resources and instead promote capital-intensive production measures.

The NMC, however, argues that the existing part minimum wage system forms part of the broader policy system to create employment.

2-million jobless by end of year

By Amrit Manga

UNEMPLOYMENT in South Africa, including the homelands, will pass the 2-million mark by the end of this year.

The projected figure represents 25% of the total labour supply of almost 9.5-million, according to the Southern Africa Labour and Development Research Unit (Saldru).

This will push the increase in unemployment since the beginning of the recession up to almost 4% from the 21.1% recorded in 1981.

The increase is, however, less than that experienced during the recession of the late Seventies, when unemployment rose by 6.9% from 13.7% in 1975 to 20.6% in 1979.

But the most recent National Manpower Commission esti-

Jobless fund faces cash drain

By GERALD REILLY
Pretoria Bureau

RISING unemployment is making heavy inroads into the country's unemployment insurance fund.

During the first nine months of the year more than R78-million was paid out in unemployment benefits — more than double the R34 200 000 paid out in the January-September period last year.

The drain on the fund has been so heavy, it was learnt, that for the first time in many months the fund has had to realise a R20-million investment to strengthen its cash flow position.

During September the fund's income from investments, employer and employee subscriptions was substantially lower than the payouts from the fund.

Total income that month amounted to R12 314 783 against a demand for all benefits, including maternity and disability benefits, of more than R17-million.

In Pretoria at the weekend the Director-General of Manpower, Dr D J van der Merwe, said the recession and the drought had resulted in more than R2 000-million being paid out of the fund.

This figure included other benefits this year in addition to unemployment payments.

Economists have warned that unemployment will worsen for several months into next year.

The demands on the fund will, therefore, become heavier and it is virtually certain that more of the fund's invested assets will have to be realised to meet them.

According to the Southern African Labour and Development Research Unit, unemployment in South Africa, including the homelands, will exceed two million by the year's end — nearly 25% of the total labour supply of almost 9 500 000.

The most recent National Manpower Commission survey estimates that unemployment, based solely on the registered number of urban work seekers, is 102 643.

New fund to help jobless textile workers

6/12/83 Mercury 335

Mercury Reporter

THE Garment Workers' Industrial Union, which represents about 50 000 textile workers in Natal, has launched a new fund to help its members who are unemployed.

Mr Frankie Hansa, the Tucsa-affiliated union's general secretary, said yesterday that the union's membership had approved the fund at its special general meeting in Durban at the weekend.

In addition to unemployment benefits, mem-

bers would qualify for sick pay, maternity and compensation pay when the fund became effective on January 1 — the day on which members' union subscriptions would increase from 65 c to R1 a week.

Mr Hansa said from January 1, if the union was unable to find an unemployed member an alternative job, the member would get 45 percent of his or her wage for six months.

'This is in addition to benefits from the Depart-

ment of Manpower's Unemployment Insurance Fund,' he added.

He said if members were sick and out of work for a long period they would get sick pay from the union for six months.

Compensation pay of R4000 would be paid in the event of the death of the member while going to or from work. This was in addition to the union's funeral benefit fund, in terms of which funeral expenses up to a certain amount would be borne by the fund.

Handwritten signature or initials.

Johnson and Johnson retrench staff

BY TOM LOUW

Business Editor

EAST LONDON — Johnson and Johnson has confirmed here that it has been obliged to carry out some retrenchment of staff.

A company statement issued yesterday says that following on the restructuring reported early in November, the company has been in the process of critically evaluating efficiencies in all areas of its operation.

As a result of this,

approximately 100 positions have been discontinued, but this affects only 71 employees, or seven per cent of the company's work force.

A Johnson and Johnson spokesman told me yesterday that the redundancy programme affected employees at all levels and across the entire spectrum of the company's staff.

All these employees qualify for redundancy benefits. The company

335 127
has also been making every effort to help former employees find other employment.

It was reported on November 2 that as part of the restructuring, the professional products division was being transferred to a sister company, Ethnor, in Johannesburg. The intention, as defined at that time, was that J and J in East London would concentrate entirely on consumer products.

Court told of unfair dismissals

By JOSHUA RABOROKO

A NEW unregistered work force recruited from Bushbuckridge was employed to replace the striking migrant labourers at Screenex Wire Weaving manufacturers on the East Rand, it was claimed in the Johannesburg Industrial Court yesterday.

The Transvaal organiser of the Metal and Allied Workers' Union (MAWU), Dr Bernard Fanaroff, told the court he raised this matter with East Rand Administration Board officials, who told him there was a shortage of manpower in urban areas and that this had contributed to the recruitment of migrants.

The Industrial Court hearing followed an application by the union that Screenex had refused to renew contracts of its workers and had retrenched them on December 2 last year.

The retrenchment of the workers was followed by labour unrest which culminated in the dismissal of the strikers by management. In papers before the court the union maintains that the company has constituted an unfair labour practice by retrenching the workers and dismissing others.

Dr Fanaroff said he had earlier made several attempts to contact the company with a view to talking to them about the situation at the plant. These attempts were to no avail.

He discovered that after the workers were dismissed management had recruited migrants from Bushbuckridge. He demanded an explanation and later wrote a letter demanding to meet management.

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THE O'Okiep Copper Company in Namaqualand is to lay off half of its 3 000 labour force next year because of the worldwide copper market depression.

This was announced today by Mr T P Philip, general manager of the company, in a simultaneous announcement in New York and South Africa.

He said the O'Okiep labour force of 3 000 would be reduced to 2 000 by mid-1984 and to 1 500 by the end of next year.

"Both support staff and mine production workers will be affected and all employees will receive special separation benefits," he said.

A significant portion of this reduction in manpower levels was scheduled to have taken place in any event a year from now under long-term mine planning, the company stated.

Mine development at the Hoits Mine will be suspended immediately and will be severely curtailed at the Spektakel and Carolusberg deep mines.

Production from Hoits and Spektakel will continue at current rates until the developed reserves have been exhausted in about April and December respectively.

Production previously planned for Carolusberg next year will be reduced below the planned level but will exceed this year's levels.

Reduce costs

The tonnage of copper produced by the company next year will be about the same as that produced this year because of the availability of developed reserves at Carolusberg.

The measures have been described as austerity moves intended to reduce costs and minimise the outflow of cash.

The company's losses have been significant because of the depressed worldwide copper markets.

At current metal prices and with the austerity measures, the company's existing lines of credit will be exhausted early in the first quarter of 1984. The company has reached agreement in principle with its lenders to increase its credit and to re-schedule repayment of borrowings.

Cape mine to axe half its labour force — 1 500

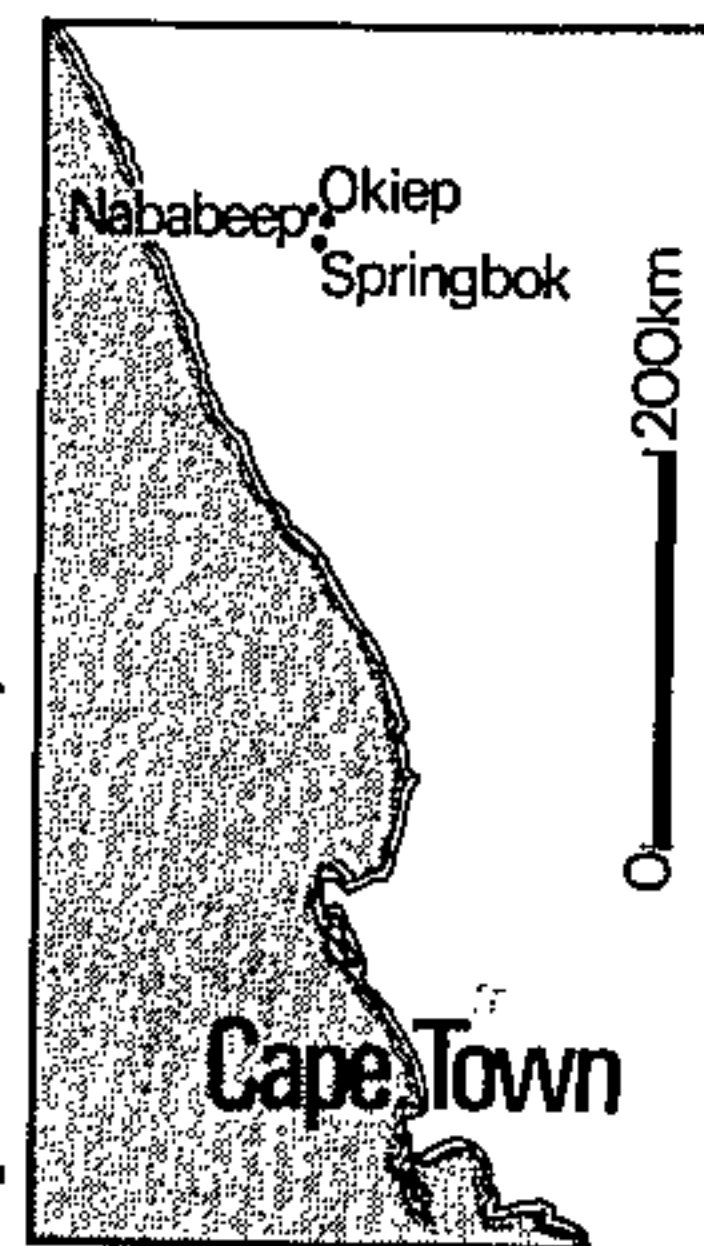
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12/12/83

Staff Reporter

Mine lay-off 'disaster' for Namaqualand

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By ANDRIES DU
TOIT
Staff Reporter

THE decision by the O'Okiep Copper Company to lay off half its workforce next year has been described as an "economic disaster" for Namaqualand.

Namaqualand depends on the mining industry for most of its revenue and the decision is expected to hit the whole community.

The company says the cause is the worldwide depression in the copper market.

Of the 3 000 workforce 1 000 will be laid off by mid-1984 and 500 in the second half of the year. All employees will receive special separation benefits.

"All scared"

Mr B J Jones, branch chairman of the Amalgamated Engineering Union, said people in the company's development branches, such as geology, exploration and diamond-drilling, had been told they would be retrenched, but others in branches such as administration did not know their position.

An employee who did not want to be identified said: "We are all scared.

Nobody knows what is happening. I don't know whether I will have a job next year".

Mr P A Joseph, area secretary of the Engineering and Industrial Union, which represents coloured workers, said the lay-offs would cause havoc in the community.

Husbands would have to seek work in other towns and this would spell disaster for family life, schools and churches.

"We knew they would lay people off, but we did not know it would be this bad."

Mr Stephanus Cloete, a Nababeep businessman, said the lay-offs were "very sad".

"Where can the people go? It does not help to look for work somewhere else. Everywhere people are being laid off."

Businessmen in the area agreed that the retrenchments were "an economic disaster". But opinions about their own prospects varied.

Businessmen in Springbok, the largest business centre, said they thought they could survive, but those in smaller communities such as Okiep, Carolusberg and Nababeep, as well as car and furniture salesmen, thought they had been dealt a crippling blow.

Some entrepreneurs said they would have to give up.

Mrs Helen Hudson, of Ons Winkel, Nababeep, said times were already hard. She did not think her business would survive the lay-offs. "We will have to close our shop."

Other proprietors were cautiously optimistic. They felt conditions would improve "after a few years" and that they could stick it out until then.

A car salesman in Springbok said the lay-offs were "a disaster to the whole community", but could be survived.

"Sit it out"

The only thing to do was to "take stock and sit it out".

Mr J H Kotze, also a car salesman, said: "We will just have to work harder. Then we will survive."

Mr G E Olivier, a general dealer in Nababeep, said he knew hard times were ahead, but he intended to weather the storm.

"I've done well in this town and it would be wrong of me to leave now," he said.

"Things will get better."

Copper mine to retrench 1 500

RIAAN DE VILLIERS

THE O'Okiep Copper Company yesterday announced its intention of retrenching 1 000 workers by the middle of next year and another 500 by the year's end.

The retrenchments — which will cut the workforce at the company's mines from 3 000 to 2 000 — are expected to have a serious impact on the Namaqualand communities involved.

The lay-offs are part of a "series of austerity moves" due to the depressed state of the world copper market, according to a statement issued by the company's general manager, Mr T Philip, yesterday.

He said both support staff and mine production workers would be

affected and all employees would receive special separation benefits.

Mr Philip was not available for further comment yesterday and it is not known when the retrenchments will begin.

Spokesmen for trade unions believed to have members at the company's mines were also not available for comment.

The "austerity moves" were aimed at reducing costs and minimizing the outflow of cash, as the depressed copper markets continued to cause the company to sustain "significant losses", the statement said.

Development at the Hoits mine would be suspended immediately

and would be severely curtailed at the Spekta-kel and Carolusberg Deep mines.

Mine production from Hoits and Spekta-kel would continue at current rates until developed reserves had been exhausted, which was expected to take place in April and December next year.

Reserves

The rate of mine production previously planned for 1984 from the Carolusberg mine would be reduced but would exceed 1983 levels, and even with this revision the tonnage of copper produced by the company next year would still approximate production this year, the statement said.

It added that at current metal prices and with the austerity measures in place, the company's existing lines of credit would be exhausted early next year.

However, it had reached agreement in principle with its lenders to increase its credit line and to reschedule the repayment of its outstanding borrowings.

Think before firing warning to firms

SUMMARY dismissal of workers could land more employers in court.

Labour practices were changing so markedly that companies had to think twice, advised Stellenbosch University's Professor S M Swart, before firing staff without hearing all sides of the dispute.

Discussing what he referred to as a landmark ruling on unfair labour practices, Metal and Allied Workers' Union vs Stobar Engineering, he said: "Unfair dismissals are becoming increasingly significant in South African labour law. Employers will have to be far more cautious in their approach towards dismissing employees, especially when they are represented by a union which has the resources and experience to challenge employers' actions in court," he told a West German seminar.

Among the influences of industrial courts was the curbing of an employer's ability to victimise staff in labour disputes.

Prof Swart, head of industrial relations at the Graduate School of Business, told the Kronberg meeting the number of cases dealt with by industrial court hearings had increased rapidly. By the end of 1980 there had been 15 disputes of which only one dealt with unfair labour practice. Last year 41 cases, of which 15 dealt with unfair labour practices, were heard.

"Moreover, the court is starting to exert a significant influence beyond the cases it hears. The threat of an unfair labour practice case often induces out-of-court settlements."

Prof Swart said that among new benchmarks set by the hearings were:

- Employers must have reasonable grounds for dismissals and have conducted thorough investigations into the alleged misconduct;
- Workers faced with dismissal should be given a chance to give their side of the story;
- Employers may not refuse to negotiate with representatives of registered trade unions;
- Employers may not prevent employees becoming members of trade unions;
- Employers may not reduce pay nor unfavourably alter conditions of employment on the basis of trade union affiliation.

Curbing of abusive manpower practices would have to be, he added, matched by more moderate attitudes among workers whose disruptive behaviour would also be weighed in the rulings of industrial court hearings.

"Companies will have to prove that equitable disciplinary and dispute-settling procedures exist and are utilised. Employers who face litigation over alleged unfair dismissals will not only have to contend with high legal costs but also with the possibility of having to pay large amounts of money in back-pay."

Prof Swart said Section 46 (9) of the Labour Relations Act had become "a key clause with respect to the potential which it provides for bringing an alleged unfair labour practice to court and it will probably be used with increasing frequency". — Sapa.

CHRISTMAS

JOB SHOCK

C. Herald

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15/12/83

MORE than 1.500 extra workers will be walking the streets next year in desperate search of employment, despite Government assurances that the economy is on the mend. The devastating news came on the eve of the festive season.

At Knit Spinners in Parow 64 workers, a quarter of the workforce, were told this week not to return in the new year. Some of the workers had been with the company for many years.

And the O'okiep Copper Company will lay off half its 3 000 employees next year.

Knit Spinners have drastically reduced their staff in recent months. From a peak of 500 there are now less than 200.

Concerned workers at Knit Spinners approached Cape Herald but the chief executive of the factory, a Mr Kluk, refused to comment in any way.

CONSERVATIVE

"We will not even supply his first name," an unnamed woman who answered the telephone said.

The workers belong to the Textile Workers Industrial Union, which is affiliated to the conservative Trade Union Council of South Africa (Tucsa).

The union is headed by Mr Norman Daniels. He did not have details of exact numbers being retrenched or of what severance pay the workers would receive.

He said: "There is nothing we can do. We have to accept the situation because the textile industry is going through a hell of a time."

However, labour observers deny claims by textile bosses that times are tough.

They point to the upswing in the economy and the protection afforded the industry by import controls. Profits have not been affected drastically.

LEEWAY

Also, they claim that the Textile Workers Industrial Union has allowed textile employers a lot of leeway and that other unions have been far tougher.

Workers interviewed at Knit Spinners said they were scared; some because they have little hope of finding alternate employment, while others felt it was only a question of time before they too were jobless.

"This is a terrible blow, coming just before Christmas. We have given our bosses long, hard and loyal service and now we are being cast

aside, at a time when there is supposed to be goodwill among men," said one worker who asked not to be named.

"And it does not look like our union is doing much about it."

The 64 retrenched Knit Spinners Workers finished off on Thursday.

DISASTER

In Namaqualand, economic disaster faces the community. By the end of June 1984 1 000 workers will have been laid off with 500 to follow in the second half of the year. This would be the second major retrenchment in the copper industry in three years.

The engineering unions, to which the workers in Namaqualand belong, are also affiliated to Tucsa.

Boycotters are using any excuse — Kaiser

EAST LONDON — The managing director of CTC Bus Company, Mr. Hans Kaiser, yesterday accused the organisers of the five-month-old bus boycott of "using any excuse, however flimsy" to keep the boycott going and put his organisation in a bad light.

Mr Kaiser was replying to allegations made at a recent meeting where it was claimed that CTC offered an inefficient service, buses were dirty and long queues were always found at termini.

"This is the biggest load of hogwash I've ever heard," he said "and only goes to show that the people behind the boycott are scratch-

ing the bottom of the barrel for so-called reasons."

Mr Kaiser said that CTC's seven-year-old track record showed that its operational and technical excellence was probably unmatched anywhere in Southern Africa at a similar fare level.

"During the past three years alone we have spent R16 million on newer and better buses and were also among the pioneers who eliminated the 3rd class philosophy," he said.

Mr Kaiser said that since 1977 the CTC fleet had increased from 230 vehicles to 345.

"To give some idea of

our efficiency we transported 120 000 passengers during two days of the recent Ciskei independence celebrations," he said.

"The only thing I can say about the boycott is that it has been an enormous financial and physical burden to some 60 000 daily commuters and resulted in misery and financial hardship to the Mdantsane area," he added.

Mr Kaiser said that the boycott had also resulted in 328 CTC employees losing their jobs and another 800 being put on "short-time" where they now only earned 50 per cent of their normal wages.

"It also resulted in one bus being completely destroyed, 900-odd bus windows being broken and a number of drivers and passengers being injured through stonings," he said.

"Furthermore, the boycott has caused considerable hardship to commerce and industry at a time when new investment in the area is vital in order to combat unemployment."

Mr Kaiser said he found it odd that the Committee of 10 originally complained about increased fares and gave this as the reason for calling the boycott... "and now we are told it was because of ineffi-



MR KAISER

cient service and dirty buses".

"I am convinced that there is a small, intimidatory pressure group with sinister political motives behind the whole issue," he said. — DDR.

Frame told to reinstate 10 workers

Mercury 15/12/83

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Mariah Vengtas

THE Frame Cotton Corporation was yesterday ordered by the Industrial Court to reinstate 10 workers who had been retrenched from the corporation's Frametex mill during September and October.

But Mr Selwyn Lurie, the corporation's joint managing director, who is in charge of labour relations, told the Mercury last night they had decided to take the judgments of the Industrial Court to the Supreme Court.

'We will apply for an order staying the execution of the judgments pending the outcome of the review proceedings. Our attorneys are presently preparing the necessary application papers,' he added.

The Industrial Court order was granted following an application by the National Union of Textile

Workers of which the retrenched workers are members. Frame was also ordered to have the workers reinstated to their former jobs with effect from the time they had been retrenched, and to give them back pay.

In its application to the Court, Mr Martin Brassey, acting for the union, told the Court that the retrenchments had been unfair because neither the union nor the workers had been consulted before they were dismissed.

Retrenchments

The principle of 'last-in-first-out', in which long service workers were the last to be retrenched, also had not been observed.

The Court also heard that the retrenchment of some workers had been illegal because they were migrant workers who had been fired before their contracts had expired.

Among those dismissed were employees with 19 years' service.

Mr Douglas Shaw, QC, for the Frame Group, told the Court that the group's policy on retrenchments was founded on efficiency rather than the last-in-first-out principle and where workers had similar competence, the one with less service was retrenched.

Commenting on the Court ruling, Mr John Copely, the union's general secretary, said last night that it was one of the most important judgments from an Industrial Court in recent times.

'The company's defence, in our opinion, amounted to little more than a statement that the company should be free to pick and choose workers for retrenchment as it felt desirable and that no union or court should interfere in such selection.'

State aid saved mines from closure

Staff Reporter

THE O'Okiep Copper Company, which is to lay off 1 500 workers next year, would have had to close its mines entirely had the Government not passed emergency legislation to give it economic assistance.

This was disclosed this week by Mr Eli Louw, the Deputy Minister of Finance.

The Finance Bill, which provided for the Government to guarantee a R40-million loan to the company by Barclays Bank, was rushed through Parliament during the all-night sitting on the last day of the 1982 session.

The company, whose largest shareholders are two huge American companies, Newmont and Amex, needed to develop a deeply-situated ore body at Carolusberg mines because existing reserves were becoming depleted. For this they needed R40-million.

Would have closed

Mr Louw said when he introduced the legislation that without the loan the parent companies would have to close the mines and reopen them again only when copper prices improved.

If they could develop the deposit at Carolusberg the life of the O'Okiep Copper Company would be extended by a further 10 or 12 years.

Mr Louw told Parliament the closing of the mine would spell economic disaster for the area and that the copper industry was vitally important to the economy of Namaqualand.

If the mines closed more than 3 000 people, whose earnings amounted to R19-million, would lose their jobs.

Lives of 13 000

The closing of the mine would have affected the lives of 13 000 people living in the area, he said.

The mine consumed water and electricity worth about R6,5-million. Without this market, the provision of Escom power and Orange River water would not have been practical in the region.

All other businesses, light industries, education, health and other services would have been directly or indirectly affected. Even the farming community, dependent on the jobs provided by the copper industry in times of scarcity, would have been devastated by such a decision.

To avert this, the Government passed the special legislation so that it could guarantee the Barclays loan.

In terms of the legislation, if O'Okiep Copper Company did not fulfil its obligations to Barclays Bank, or if Barclays Bank demanded the money, the loan would have to be paid by the Government out of the State revenue account.

Mr Louw said this week he had met top management of O'Okiep Copper Company, who had promised to lay off the workers only gradually and to do everything possible to find work for them elsewhere.

The Department of Manpower in Pretoria had also promised to send officials to Okiep to help with unemployment insurance.

Mr Louw said he was aware that lay-offs would still have a negative influence on the economy. He was confident, however, that a much larger economic disaster had been averted. If the mines had closed, "things would have been very terrible".

Mr Louw said he regretted the necessity of the redundancies.

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Young blacks and coloureds hit by recession

Sanlam sounds alarm on higher jobless rate

By BRENDAN RYAN

BLACK and coloured unemployment holds serious socio-economic implications, says Sanlam.

Its economic survey for December adds that almost 60% of all jobless blacks are under 30. Nearly 70% of all unemployed coloureds are also under 30.

"Particularly striking is the fact that almost 20% of black and 35% of coloured unemployed are below 20. It is obvious that entrants into the labour force, especially the unskilled, are experiencing formidable difficulties in finding work."

The rate of employment outside the agricultural sector has dropped drastically over the past two years. The economy had a negative real economic growth rate of 1.2% in 1982. The expected negative growth rate for this year is 3.5%.

"The rate of increase in employment in non-agricultural sectors of the economy declined from 2.9% in 1981 to 0.4% in 1982 and to approximately -1% in 1983. Marked declines in unemployment were experienced in the manufacturing, mining and construction sectors. The number of unemployed

coloureds rose from a low of 4% in December 1981 to 7.5% this June. Recent figures indicate some improvement.

Over the same period black unemployment rose from 7.3% to 8.4% but these figures are not accurate because they do not include the independent states where unemployment is much higher.

There are also serious imbalances in unemployment when looked at by sex and region. Almost twice as many coloured women as men are unemployed. Among blacks three times as many women as men are without work.

Black unemployment is particularly high in the Eastern Cape, Western Cape, Natal and part of the Orange Free State.

The survey supports the widely-held belief that a significant improvement in general business conditions cannot be expected before the third quarter of 1984.

While Sanlam expects the year-on-year inflation rate to drop to single figures early in 1984, the outlook for the remainder of 1983 is not good given the 1% rise in the total consumer price index in October.

"We think that this somewhat disappointing high rate of increase has ensured that the year-on-year rise in the consumer price index

will not descend to below the 10% level this year.

"On the contrary, it may even be above 11% again by the end of the year. We expect an average increase of a shade over 12% for 1983 as a whole."

Sanlam believes merchandise exports will improve in the course of 1984 as the ripples of the recovery in the US economy are felt more widely and create a greater demand.

"Thanks to prospects of more favourable weather, we may expect a marked improvement in net agricultural trade with the rest of the world next year.

"Taking an average gold price of \$450 for 1984 into account, we estimate at this stage that the balance of payments on current account may show a surplus in the region of R1.5bn next year. Together with an anticipated net inflow of capital, this should contribute to a substantial improvement in the overall balance of payments position in the course of 1984."

Inventory adjustments contributed materially to the rapid revival in the US economy but, with inventories now approaching normal levels, this component of expenditure will play a smaller role in the ex-

pansion of general economic activity in the coming months.

Signs of a marked recovery in capex by businesses are appearing earlier than expected.

However, the capex is going on equipment rather than new factories as businessmen increasingly prefer investment in modern equipment — to cut costs and increase productivity — to investment in new production buildings.

Sanlam says the dollar will be subjected to strong downward pressure in an effort to make American goods competitive in foreign markets once again.

The continued strong performance of the dollar is creating serious problems for US foreign trade.

The role of foreign trade in the US economy has grown considerably in the past decade. Imports and exports have jumped from about 8% of gross national product at the end of 1960s to about 16% in the past few years.

Present estimates from the US Commerce Department place the deficit on the current account of the balance of payments for 1983 at \$35bn, compared with a shortfall of \$11bn in 1982.

Black and Coloured jobless rate is severe problem, Sanlam warns

By **BRENDAN RYAN**

UNEMPLOYMENT among Blacks and Coloureds holds serious socio-economic implications for South Africa, according to insurance giant Sanlam.

Sanlam's Economic Survey for December says almost 60% of all Black unemployed are under the age of 30.

Nearly 70% of all Coloured unemployed are also under the age of 30.

Difficulty

"Particularly striking is the fact that almost 20% of Black and 35% of Coloured unemployed are below the age of 20.

"It is obvious that entrants to the labour force, especially the unskilled, are experiencing formidable difficulties in finding work," the survey says.

The rate of employment outside the agricultural sector has dropped drastically over the past two years because of South Africa's recession.

The economy had a negative real economic growth rate of 1,2% in 1982 and the expected negative growth rate for 1983 is 3,5%.

"The rate of increase in employment in non-agricultural sectors of the economy declined from 2,9% in 1981 to 0,4% in 1982 and to approximately -1% in 1983.

"Marked declines in unemployment were experienced in the manufacturing, mining and construction sectors in particular," the survey says.

It says the number of unemployed Coloureds rose from a low of 4% in December 1981 to 7,5% this June although the most recent figures indicate some improvement in the situation.

Imbalances

Over the same period Black unemployment rose only from 7,3% to 8,4% but these figures are not accurate because they do not include the independent Black states where unemployment is much

higher.

There also serious imbalances in the unemployment situation when looked at by sex and by region.

Almost twice as many Coloured women as men are unemployed and among Blacks three times as many women as men are unemployed.

Regionally the Black unemployment rate is particularly high in the Eastern Cape, the Western Cape, Natal and in part of the Orange Free State.

Inflation

The survey supports the widely-held belief that a significant improvement in general business conditions cannot be expected before the third quarter of 1984.

While Sanlam expects the year-on-year inflation rate to drop to single figures early in 1984 the outlook for the remainder of 1983 is not good following the 1% rise in the total consumer price index in October.

"We think that this somewhat disappointingly high rate of increase has ensured that the year-on-year rise in the consumer price index will not descend to below the 10% level this year.

"On the contrary it may even be above 11% again by the end of the year. We expect an average increase of a shade over 12% for 1983 as a whole," the survey says.

Export demand

Sanlam believes merchandise exports will improve in the course of 1984 as the ripples of the recovery in the USA economy are felt more widely and create a greater demand for South African exports.

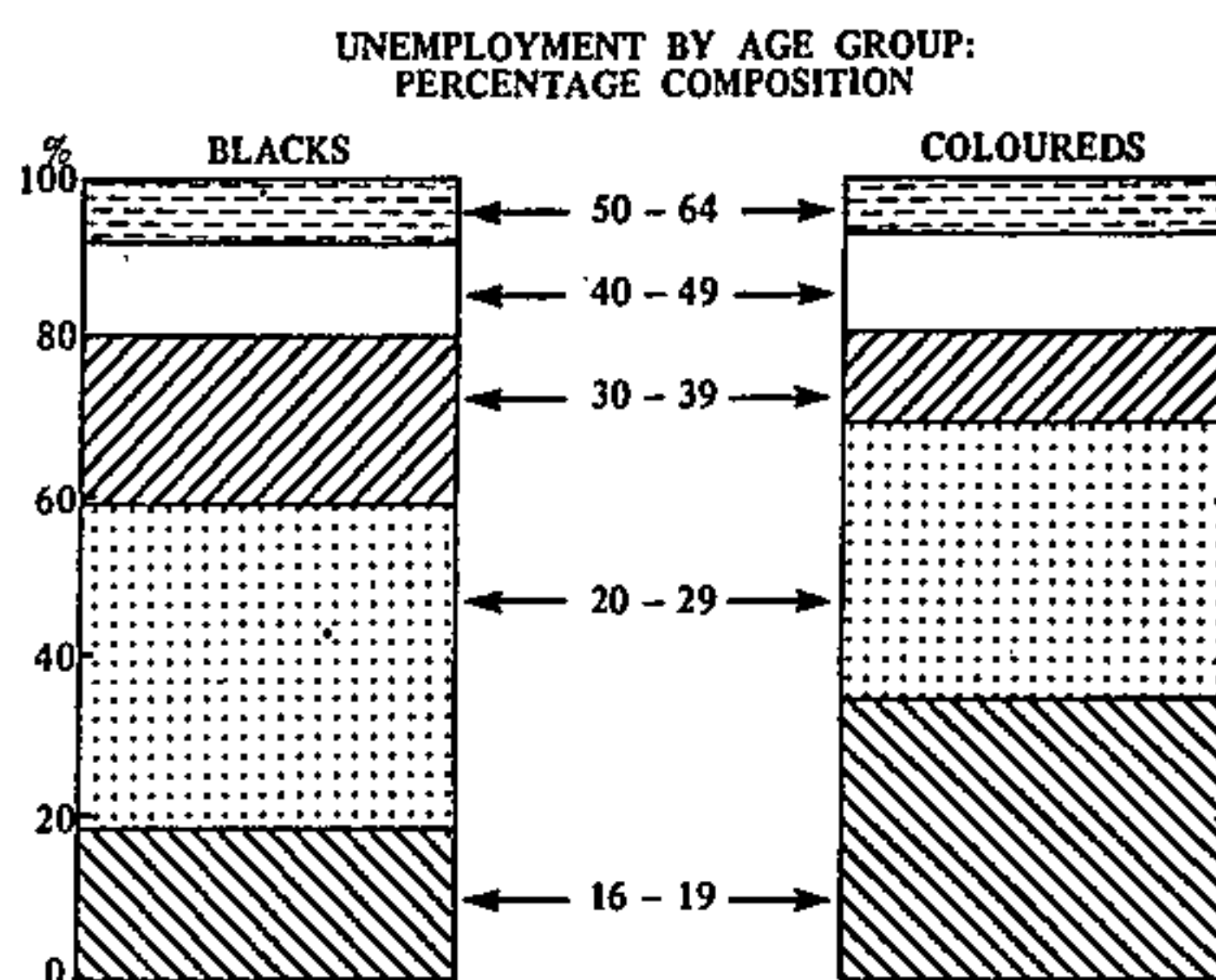
"Thanks to prospects of more favourable weather, we may expect a marked improvement in the Republic's net agricultural trade with the rest of the world next year.

"Taking an average gold price of \$450 an ounce for 1984 into account, we estimate at this stage that the balance of payments on current account may show a surplus in the

Regional distribution of Black unemployment : June 1983
(expressed as a percentage of the occupational population in the regions)

| | Total | Cities | Towns | Non-urban |
|--|-------|--------|-------|-----------|
| Western Cape | 11,1 | 8,1 | 22,7 | 6,5 |
| Western Transvaal, Northern Cape and parts of the O.F.S. | 3,3 | 7,0 | 2,3 | 2,7 |
| Parts of the O.F.S. and Qwa Qwa | 4,5 | 5,5 | 5,4 | 4,0 |
| Eastern Cape and parts of the O.F.S. | 16,8 | 17,1 | 26,7 | 10,2 |
| Natal and Kwazulu | 13,2 | 12,2 | 15,0 | 12,6 |
| Eastern Transvaal, parts of Lebowa and Gazankulu | 5,1 | 9,2 | 11,8 | 3,1 |
| Northern Transvaal and parts of Lebowa and Gazankulu | 11,9 | — | 6,5 | 12,8 |
| P.W.V. area | 6,7 | 7,0 | 6,7 | 4,3 |
| Total : Republic | 8,5 | 7,9 | 13,0 | 7,7 |

Source: Central Statistical Services



Source: Central Statistical Services

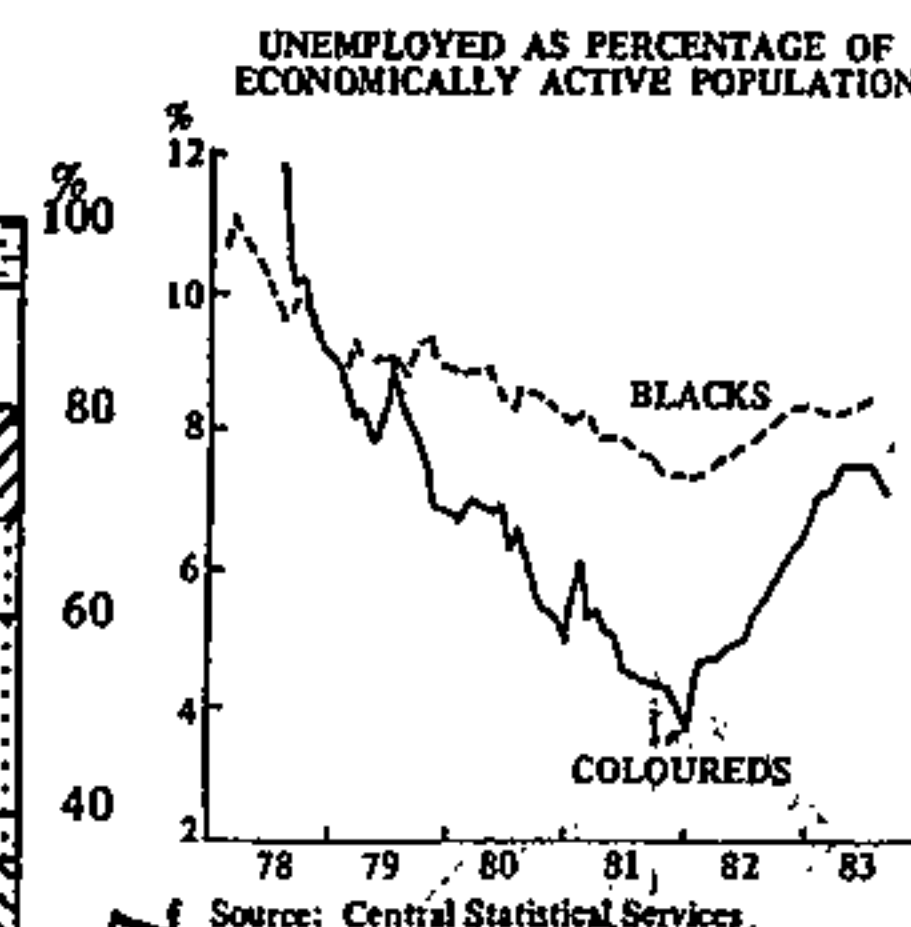
region of R1 500m next year.

"Together with an anticipated net inflow of capital this should contribute to a substantial improvement in the overall balance of payments position in the course of 1984."

Smaller role

The review says inventory adjustments contributed materially to the rapid revival in the United States economy but with inventories now approaching more normal levels, this component of expenditure will play a smaller role in the expansion of general economic activity in the coming months.

Sanlam says signs of a marked recovery in cap-



Source: Central Statistical Services

from the Commerce Department place the deficit on the current account of the balance of payments for 1983 at \$35bn compared with a shortfall of \$11bn in 1982.

ital expenditure by business enterprises are appearing earlier than expected.

However the capex is being spent on equipment rather than new factories as businessmen increasingly prefer investment in modern equipment — to cut costs and increase productivity — to investment in new production plants.

Sanlam believes the dollar will be subjected to strong downward pressure in an effort to make American goods competitive in foreign markets once again.

The continued strong performance of the dollar is creating serious problems for American foreign trade.

The role of foreign trade in the US economy has grown considerably in the past decade. Imports and exports have jumped from about 8% of gross national product at the end of 1960's to about 16% in the last few years.

Present estimates

Sacked

workers

win case

Mail Correspondent

DURBAN. — A Hillcrest supermarket, Richdens Foodliner, has been ordered by the industrial court to immediately reinstate four workers retrenched recently.

Miss Colleen Richardson, of the Legal Resources Centre, which made the application on behalf of the Commercial, Catering and Allied Workers' Union of SA, said yesterday that the reinstatement order was retrospective to the date of their dismissals.

The four workers, Mr Ernest Gumede, Ms Mavis Vezi, Ms Angeline Ngwane and Ms Winnie Phewa — all members of Ccawusa — were laid off during September and October.

The union took up their case with management, but they were refused reinstatement.

Miss Richardson said the dismissals amounted to an unfair labour practice in terms of the Labour Relations Act.

Mr David Dennison, managing director of the supermarket, said yesterday the company's attorneys had been instructed to take the industrial court ruling on appeal to the Supreme Court.

Store told to reinstate staff

Mercury Reporter 21/12/83

A HILLCREST supermarket, Richdens Foodliner, which holds the Spar franchise, has been ordered by the Industrial Court to immediately reinstate four workers who were retrenched recently.

Miss Colleen Richardson, of the Legal Resources Centre which made the application on behalf of the Commercial, Catering and Allied Workers' Union of South Africa, said yesterday that the reinstatement order was retrospective to the date of their dismissals.

The four workers, Mr Ernest Gumede, Mavis Vezi, Angeline Ngwane and Winnie Phewa — all members of CCAWUSA — were laid off during September and October.

The Legal Resources Centre was approached and the matter was referred to the Industrial Court.

Miss Richardson said the dismissals were unlawful.

Mr David Dennison, managing director of the supermarket, said the company's attorneys had been instructed to take the Industrial Court ruling on appeal to the Supreme Court.

He said the company had valid reasons for dismissing the workers and denied allegations that it was an act of victimisation because of their trade union involvement.

Concern over PE harbour traffic slump

By CLAIRE
PICKARD-CAMBRIDGE

THE 10 000-member-strong General Workers' Union expressed deep concern today over the exceptional decline in activity in the Port Elizabeth harbour.

The general secretary of the indepent trade union, Mr Dave Lewis, said it was "scandalous" that the Government should permit the running down of a major national asset, with the consequent poverty this entailed for workers in Port Elizabeth.

He said his union was aware of a temporary decline in harbour traffic all over the country.

"But we feel Government neglect of the Port Elizabeth harbour causes hardship to our workers in the Port Elizabeth region and is detrimental to the general level of regional economic activity," he said.

"If the Government does not take positive steps to

induce exporters and importers to make greater use of our harbour, this already impoverished region will be faced with increasing unemployment and hardship.

"We believe the Government needs to examine, as a matter of urgency, the possibility of special rail subsidies and the obligatory utilisation of the Port Elizabeth harbour by major concerns such as Iscor."

Mr Lewis said GWU and SA Stevedores had concluded negotiations for wage rates and conditions of services in Port Elizabeth, Cape Town, Durban and East London next year and the basic wage for stevedoring hands would increase by an average of 13%.

The 1984 rates paid for an 8½-hour shift in Port Elizabeth and East London will be R18,20, in Cape Town R19,13 and in Durban R18,65.

~~165~~ 335 **RETRENCHMENT CASE**

~~165~~ ~~160A~~ ~~169~~
The Industrial Court has ordered the Frame Group to temporarily reinstate 10 employees who it retrenched earlier this year.

This case is an important one, (*Current Affairs* December 2) because it reflects conflicting management and union views on what is the most appropriate criterion an employer should use to determine which workers should lose their jobs when retrenchments are necessary.

Frame believes that efficiency should be viewed as the primary criterion. It has argued that it should be allowed to retain efficient workers and to retrench

the inefficient, subject to certain other "considerations" contained in the group's retrenchment policies.

However, the National Union of Textile Workers (NUTW), which represents the 10 retrenched employees, believes that a formula such as last-in-first-out (lifo) is best — and has argued that Frame has been unfair. Many unions hold this view because they say that lifo eliminates the danger of victimisation, and grants legitimate protection to people who have given many years of service to an employer.

Last week the Industrial Court granted the NUTW's applications for *status*

quo orders in terms of section 43 of the Labour Relations Act. Such orders provide interim relief — in this case, temporary reinstatement of the retrenched employees — pending a later hearing on the dispute.

It is always a little risky to attach not much significance to the granting of *status quo* orders.

Nevertheless, there is little doubt that many employers will take careful note of the NUTW's successful applications. They will obviously be watching further litigation between it and Frame on the retrenchment issue with great interest.

Financial Mail December 23 1983

Publishing workers worried about cut-back

335
29/12/83

Mercury Reporter

WORKERS at Allied Publishing Ltd in Durban are worried about their jobs following a shock announcement by the company that it is to lay off staff early in the New Year because of reorganisation of its operations.

Mr R A Mitchell, the company's managing director, yesterday confirmed that some workers would be retrenched, but declined to say how many.

He said all the workers were advised that as a result of the South African Associated Newspapers Ltd and Robinson and Co (Pty) Ltd terminating their newspaper distribution arrangement with Allied it was no longer necessary to operate with the same number of staff.

'We put up notices in the building to inform all staff of the retrenchments,' he said, adding

that a report was before his principals who would decide which workers would be axed.

He was not prepared to divulge what criteria would be used.

'I am certainly not going to discuss the fate of my staff through the columns of a newspaper. They will be kept fully informed of developments,' he added.

In a notice to staff displayed at Allied Publishing in Gale Street, the company stated: 'All staff are advised that as a result of Saan and Robinson and Co deciding to handle their own distribution from January 1, 1984, it will be necessary for Allied to reorganise its operations.'

'Regrettably this will lead to staff retrenchments at all levels throughout all departments during the early part of 1984.'