WAGES + WORKING CONDITIONS

1986
Barclays Bank predicts higher inflation rate

JOHANNESBURG. — The real income loss of the recent past will be remembered by labour as something that will need to be recouped in a future recovery, says Barclays Bank in its latest Business Brief, released yesterday.

In the two years, 1985 and 1986, that the Consumer Price Index will probably average 16 percent, non-agricultural remuneration may increase only at an average of 10 percent.

The "recoulement" which labour would seek, when taking place from an already historically high inflation rate, could only imply a further ratcheting up of wage demands and CPI inflation in the recovery period ahead, strengthening the argument in favour of a voluntary (and therefore reasonably flexible) incomes policy.

Inheritance

"Similar to the inflation inheritance has been the revaluation of the foreign debt burden in rand terms. This debt will have to be serviced and amortised by a gross domestic product that has essentially stagnated in real rand terms since 1980, even while the debt has increased nearly three-fold in real rand terms since then."

"The interest burden associated with this debt has also increased explosively to some $2 billion or nearly R5 billion in 1985,” says Barclays.

There could be no possible defence for the mix of macro-economic policy that has been responsible for injecting such profound instability into the South African economy in the past four years.

To claim that all of these results were incestuous due to external or natural reversals was a fallacy. The entire adjustment period has been far too prolonged by relying on incorrect policy measures.

Weaknesses

"Even at this late stage it does not appear as if a beginning has been made with correcting those structural weaknesses that continue to keep the economy highly exposed to a deteriorating external environment."

The debt standstill of September 1985 finally lowered the curtain on what could have been a range of "normal" economic options for the post-adjustment period.

"Most destabilizing was probably the unrelen-
Black nurses move 'a start'.

The Progressive Federal Party's provincial spokesman on health, Mrs Irene Menell, has applauded the province's decision to use black nurses in the white H F Verwoerd Hospital, but says she believes this does not do away with the urgent need for total rationalisation of the provincial hospital service.

Mrs Menell said yesterday the latest move was "the beginning of a saner approach", but warned that it was dangerous to integrate the hospital service "piecemeal".

She said it was vital that the remaining salary differences between black and white nurses be scrapped, noting that in the entry grades, blacks were still paid between 10 and 15 percent less than whites.

Mrs Menell said nursing training facilities must also be opened to all races, particularly now that nursing colleges were attached to universities.
Salaries surge for women

**Own Correspondent**

DURBAN — Starting salaries of women office workers surged in the last quarter of 1985, according to a nationwide personnel group's latest quarterly survey.

Kelly Personnel also found that average starting salaries in Durban are now 7.6 percent ahead of Cape Town's. A year ago, Durban was six percent behind.

"This could have been influenced by the current political unrest where Cape Town has suffered more than Durban," the group says.

Based on actual job placements made by the group, the survey shows that overall starting salaries rose by 9.3 percent on average last year — but there was a 4.1 percent surge in the fourth quarter.

It says significant increases were noted among starting salaries for accounting clerks (8.5 percent), bookkeepers (4.4 percent) and secretaries (4.5 percent).

Kelly says accounting staff on average have shown better growth in starting salaries than secretaries.

"This could well be as a result of companies paying a great deal of attention to their financial affairs, especially in the area of credit control."

"Starting salaries of Girl Fridays also increased significantly as in many smaller companies these staff are also required to assist with accounting."

Kelly's figures for seven major areas show that Durban salaries remain among the country's lowest — although Durban bookkeepers led their field with average starting salaries of R1 287.

Executive secretaries start on an average R1 388 in Johannesburg against R1 032 in Durban. Other comparisons are:

- Secretary — R1 802 (Johannesburg), R894 (Durban)
- Copy typist — R868, R756
- Girl Friday — R912, R678
- Receptionist/telephone operator — R796, R748
- Bookkeeper (to trial balance) — R1 266, R1 287
- Accounts clerk — R89

East Rand receptionists and account clerks were the best paid.
The Council's limited maternity benefits attract a wide range of protest.

WOMEN TODAY
Schoeman to meet railmen's executive

The Argus Correspondent

PRETORIA. — Mr. Hendrik Schoeman, Minister of Transport Affairs, has agreed to meet the 17-man executive of the Artisan Staff Association in Cape Town on Monday in what has been welcomed as a move to end the growing wildcat strike threat to South Africa's transport services.

The move, which will help cool railway employees' tempers, will also help the railwaymen to put their case before the main meeting between Mr. Schoeman and the Federal Council of Transport Services Trade Unions.

WELCOMED

Details of the meeting were confirmed today by the Artisan Staff Association executive, which said that the delegation would be led by Mr. Jimmy Zurich, president of the ASA, and leader of the federal council.

The federal council is due to meet Mr. Schoeman a week later, on March 10, also in Cape Town.

Members of the executive today welcomed Mr. Schoeman's decision to see the ASA delegation as a move which would help the union leaders to cool their members' tempers and stave off demands for a countrywide wildcat strike by transport services workers.

ANGERED

Because the railways is declared an essential service in terms of legislation they may not legally strike, and union leaders have been adamant that they will not lend their support to a strike.

However, they have said that the situation was becoming increasingly difficult to control as mass meeting after mass meeting passed resolutions of no confidence in Mr. Schoeman and urged the union towards strike action.

Railwaymen were angered by the fact that they received only a 10-percent salary increase promised to them in the Railway Budget, and the situation was fanned by proposals that parliamentarians were to receive increases of up to 106 percent.

Among the regions which have already come out in favour of strike action, or who have passed motions of no confidence in Mr. Schoeman, are Pretoria, Johannesburg, Bloemfontein and Welkom.

Meetings have been scheduled for East London tomorrow afternoon, in Cape Town on Tuesday and in Durban on Thursday.
Building workers’ pay talks stalled

Labour Reporter

PAY talks for the 18 000 building workers in the Peninsula are stalled, with a wide gap between union demands and employer offers.

The three unions in the industry, which have formed a combined front to press for their demands, are asking for a 10 percent increase for workers whose wages were last increased in May last year and 30 percent for workers whose previous increase was in November 1994.

Employers have offered 20c an hour for skilled workers and 10c an hour for unskilled — about five percent for each category.

The South African Woodworkers’ Union, the Building Workers’ Union and the Amalgamated Union of Building Trade Workers say that to keep up with inflation increases of 12.7 percent and 20 percent are needed.

Real wages down

Real wages — the cash wage deflated by the consumer price index — had fallen in all categories except one since 1976. Pay in nine out of 17 job categories in the Cape building trade was below the supplemented living level.

The wages of general workers and craftsmen in the Western Cape are lower than in other areas. The rate for craftsmen in the Cape of R4.50 an hour was lower than that in Natal (R5.10), Bloemfontein (R5.36) and the Transvaal (R5.07).

Employers claim they cannot afford more as the industry has slumped since last March.

A third pay meeting will be held next week.

• Construction workers are to receive a 7.7 percent increase in minimum wage rates, the Federation of Civil Engineering Contractors reported today.
PW moves to cool row over MPs' pay

By TOS WENZEL
Political Correspondent

President PW Botha is to personally handle all negotiations with political parties on proposed salary increases for parliamentarians.

This is the outflow of discussions at a meeting of a Cabinet committee.

Among the members of this committee were Mr Hendrik Schoeman, Leader of the House in the Assembly, Mr J C Heunis, the Minister of Constitutional Development, as well as Mr FW de Klerk, the Rev Allan Hendrickse and Mr Amichand Rajbansi, chairmen of the Ministers' councils in the three Houses of Parliament.

ALL-PARTY

The hefty increases proposed by a committee under the chairmanship of former Vice State President Mr Alwyn Schlebusch, will not be applied at this stage.

Instead Mr Botha is expected to try to get an all-party agreement to salary increases in the region of the 10 percent granted to public servants.

Mr Botha is said to have been upset by the publicity and the sharp criticism of the proposals at a time when public servants are dissatisfied with their increases.

Even the Nationalist Press has criticised the timing of the release of the committee's report.
Staff: No More Cash
Scoundrel tells Rail

Mr John Maloney, the
Progressive Federal Party's
pilot candidate on the S.A. Trans-
sumption ticket, says the people
unemployed should be believed
were being "totally dismissed"

"In control,"
"He said he was "still in con-
trol of the situation."
"There is talk about it among us.
We are all talking about the situation.
"But it indicates the unrest
and dissatisfaction with the
people's situation, especially those
who are in the position to do so.

"The president of the 10,000-
strong Union of South African
Workers, the Mr. Frank Le Roux, has
stirred up the Pot."
burden'

extra MPS could make it impossible for the functions of Parliament to be carried on. The responsibility lies with the conscience of the members of the House. The House must not make this an additional burden on the citizens.
Railway workers threaten to take strike action

Labour Reporter
A TWO-HOUR meeting of angry white Railways employees decided last night to take strike action or ‘go slow’ if the Government did not accede to their demand for a 25 percent pay rise by April 1.
They also demanded immediate repayment of their bonuses which the Government cut out by a third last year, threatened wildcat strikes and warned the Government of white union unrest in South Africa.

About 500 artisans packed the Railways Institute Hall in Durban for the meeting, after rejecting the Government’s offer of a 10 percent pay rise.

The meeting, convened by the local branch of SATS Artisan Staff Association, also called on the Minister of Transport Affairs, Mr Hendrik Schoeman, to resign after a vote of no-confidence in the minister was passed.

Speaker after speaker attacked Mr Schoeman for his ‘inability and inefficiency’ in running the South African Transport Services. There were shouts from all sections of the audience for Mr Schoeman to be fired.

A banner in front of the hall read: ‘Fire Schoeman, hire Schlebusch.’

The meeting also lashed out at the huge salary increases proposed for parliamentarians and instructed the president of the ASA, Mr Jimmy Zurich, to seek an urgent meeting with President Botha, to halt the increases.

An irate worker said the MPs were getting ‘fabulous increases’ for only working six months in a year, while railway employees, who worked hard throughout the year, were given ‘menge’ increases.

Mr Chris Schutte, who chaired the meeting, said railway employees were told to work hard and be more productive, but in return they got ‘a slap in the face’.

Mr Schutte said the resolutions would be forwarded immediately to the association’s executive for its meeting with the minister in Cape Town on Monday.

See also Page 17
East Cape railmen decide against strike move

Dispatch Reporter

EAST LONDON — The Cape Eastern region of the Artisans' Staff Association (ASA) will not consider strike action in their dispute with the Minister of Transport, Mr Hendrik Schoeman, over their recently announced 10 per cent pay increase.

The regional executive officer of the ASA, Mr Paul Koekemoer, said after a meeting here last night that there was "strong talk" of strike action but his committee was not in favour of it.

He said that more than 100 members of the ASA had unanimously passed a vote of no-confidence in the cabinet for deciding to grant public servants only a 10 per cent increase from April 1.

"It is commonly felt that the plight of the workers has not been accorded the necessary attention," Mr Koekemoer said.

"We reckoned that if we received 10 per cent pay increases, then the politicians should have the decency to turn down their astronomical increases and receive the same as any other government worker," he said.

Mr Koekemoer also pointed out that government workers' increases compared with the inflation rate were lagging behind by at least 20 per cent.

ASA also took exception to a statement in Parliament by the PFP's spokesman on transport, Mr John Malcomess, that railway workers were well paid, Mr Koekemoer said.

"We plan to write a letter to Mr Malcomess telling him exactly what we think of his statement," Mr Malcomess advised.

Mr Malcomess advised Mr Schoeman in Parliament this week to "hold fast" against SATs workers' demand for a bigger increase.
Last year 'worst for wages in a decade'

REAL wages crashed in 1985 under the impact of inflation and the failure of employers to raise wages sufficiently, according to the South African Labour and Development Research Unit (Saldru) of the University of Cape Town.

According to the unit's review of minimum wages, last year was the worst for wages in at least a decade.

But the real wage decline was not solely due to an unexpectedly high inflation rate that ate away otherwise realistic wage increases.

No adjustment

"All industrial councils and the Wage Board knew for a certainty that inflation would be an important feature in 1985," the report said.

"Yet a quarter of industrial council agreements and half of all wage determinations made no adjustment in minimum wages at all in 1985."

In 1985, 91 percent of labourers' minimum wages fell in real terms (57 percent in 1984), 23 percent of labourer job categories had no wage rise at all (16 percent in 1984) and only nine percent showed a real wage rise (4 percent in 1984).

Under determinations of the Wage Board, which sets pay for workers not covered by industrial council or other agreements, 26 percent of labourers' wages had a lower real value in December 1985 compared with the previous year.

Only two wages for artisans, out of 135 surveyed, kept ahead of inflation.

"What is most worrying is the growing proportion of wage determinations for which the board set no increase at all for a year at a time."
Rail workers allege bugging

Political Correspondent

THE Minister of Transport, Mr Hendrik Schoeman, yesterday met an 18-strong railwaymen's delegation in the City—

but the vexed issue of salary increases was not raised at the meeting. Instead, the SATS Artisans Staff Association delegation protested about the alleged bugging of its meetings by the security branch of the Railways Police.
Parliament and Politics

Flower pot ‘bugged’

HOUSE OF ASSEMBLY.

— Members of the Transport Services' Artisan Staff Association (ASA) were being “hounded” by security police when they met freely to discuss their labour problems, Mr Reuben Sive (FFP Bezuidenhout) said yesterday.

Speaking in the Transport Budget’s committee stage debate, he said although it was “perfectly true” the ASA was considering a strike, which would be illegal, “no strike has been called so there is no illegality”.

"Yet the security police are now bugging meetings of branches of trade unions," he said, adding that he had received a copy of a sworn affidavit to this effect from a SATS trade union member.

Quoting from the affidavit, about a meeting in the Transvaal on February 27, Mr Sive said the union member had discovered a bugging device in a flower pot on the table alongside him.

"I say to the trade unions that it is true Big Brother is watching you," Mr Sive said.

He said white voters should take note the security police were "not only organized to watch out for black dissidents, but white legitimate dissidents, who do not toe the line, are also being watched".

The Minister of Transport Affairs, Mr Hendrik Schoeman, had "written off" the railway worker, Mr S P Barnard (CP Langlaagte) said during the debate.

He said CP Transport Services workers were being "threatened" by officials because of their membership of the party.

He had been sent letters by numerous CP supporters who had been harassed because of their affiliation, he said.

Mr Barnard asked whether it was fair to build a R21-million hostel for black railway workers in Geduld, at R16 000 a unit, while white workers in his constituency had to make do with an old steel cupboard and a bed. — Sapa
Cut taxes to help economy — Kantor

By AUDREY D'ANGELO

THE strength of the economy is dependent on consumers' willingness to spend, and it will therefore not recover fully until wages and salaries increase to cover rising costs, Professor Brian Kantor of the University of Cape Town said yesterday.

Stressing that "a revival of the economy is absolutely critical for the future of South Africa," he said the government should think in the short term and cut taxes so that consumers would have more disposable income.

"In the Budget to come, I would hope that the authorities would borrow more and cut taxes. "One way or another, one would be looking for cuts in personal tax."

He thought it would be helpful to the economy if the government were to spend 15 percent more than last year, and borrow more to pay for this.

Professor Kantor was speaking to the Western Cape branch of the Federation of Furniture Manufacturers of South Africa at a city hotel.

He said he expected the inflation rate to fall to 12 percent by this time next year, provided the rand remained at its present level.

But he expected the inflation rate to remain at about 17 percent for the next 10 months.

He thought the economy would recover this year, but from low levels, and growth was unlikely to be more than five percent.

Professor Kantor said that although deregulation would help the growth of small businesses, it would not mean much without deregulation of the labour market.

Industrial councils inhibited competition in the labour market. He would like to see more bargaining at plant level.

He thought there should be no government interference in wage rates, conditions of work or decisions about "who does what".

Professor Kantor said the recent behaviour of trade unions, which now enjoyed greater freedom, had been one of the big success stories of South Africa.

The trade union movement had provided credible and responsible black leadership. Although these leaders were radical, economic factors had forced them to behave responsibly in the interests of their members.

"To govern South Africa effectively, radicals have to be in the government system and their behaviour has to be constrained by the economic interests of their supporters."
1600 down tools

MORE than 1 600 workers at Haggie Rand in Cleveland yesterday downed tools demanding wage increases and improved working conditions.

The workers, members of the Cosatu-affiliate Metal and Allied Workers' Union (Mawu) and the Cass-affiliate Steel Engineering and Allied Workers' Union (Sawwu), struck following a deadlock in negotiations.

A company spokesman confirmed the strike and said that they were negotiating with the unions.

• About 120 members of the Cosatu-affiliate Sweet Food and Allied Workers' Union (Sfawu) employed at Premier Bakery, a subsidiary of the Premier Group, in Cleveland, yesterday downed tools after making wage demands.

A company spokesman had confirmed the strike.

• More than 80 members of the South African Chemical Workers' Union (Sacwu) yesterday demonstrated and picketed the head office of Plascon Paint in Johannesburg in protest against the dismissal of fellow workers.

• Striking workers at Rand Mines-owned Wolwekraan colliery near Witbank went back to work yesterday after the third illegal strike this year, management said.

Mr Allen Cook, deputy head of Rand Mines' coal division, said: "This was the third illegal strike this year at Wolwekraan and on each occasion there has been violence and intimidation to persuade unwilling workers to join the strike."

• The strike at Asea Cable in Pretoria West is continuing.
Unions shocked at minimum wage exemption

Labour Reporter

A WAGE Board decision to exempt small businesses in the commercial distributive trade from minimum wage regulations has sent shock waves through unions.

About 500,000 employees are covered by Wage Board determinations and under the latest determination for the industry employers with fewer than five workers are not bound by minimum wages.

A new employer with any number of employees and stores is exempted from the determination for the first year and for the next year can pay 10 percent less than the Wage Board determination.

Third year

Only in the third year must prescribed wages be paid.

An employer already trading for 12 months and less than 24 at the time of the exemption may pay up to 10 percent less than the determination.

Wage Board determinations for the industry cover the whole of South Africa except Kimberley, where an industrial council operates.

Miss Dulcie Hartwell, general secretary of the National Union of Distributive Workers, was horrified at the move.

"They are asking workers to subsidize businessmen and it is not going to stop there."

"The Temporary Removal of Restriction on Economic Activities Bill gives the President the power, basically, to deregulate any business.

"The whole system of minimum wages is under attack," she said.

The latest report on minimum wages by the University of Cape Town's South African labour and development research unit (Saldrut) shows minimum wages in the industry have declined seriously since 1968 and no increases were granted for two years from November 1983.

Real buying power of wages in two categories — shop and sales assistants — dropped by 31 percent from 1976.
Only 2 out of 135 wage groups get a real pay rise

REAL wages crashed in 1985 under the impact of inflation says the South African Labour and Development Research Unit (Saldru) of the University of Cape Town.

The unit's latest quarterly review of minimum wages says last year was the worst year for wages in at least a decade.

But the real wage decline was not solely due to an unexpectedly high inflation rate that ate away otherwise realistic wage increases. Employers also failed to increase wages sufficiently.

"All industrial councils and the Wage Board knew for a certainty that inflation would be an important feature in 1985," the report said.

"Yet a quarter of industrial council agreements and half of all wage determinations made no adjustment in minimum wages at all in 1985."

In 1985, 91 percent of labourers' minimum wages covered by industrial council determinations fell in real terms as against 57 percent in 1984, 23 percent of labourer job categories had no wage rise at all (16 percent in 1985) and only 9 percent showed a real wage rise (43 percent in 1984).

Only four out of 81 artisan job categories had increases in real wages last year. The other 77 categories either received an increase but lost in real terms (51 categories), or had no increase at all (26 categories).

In 1984, 31 had a real pay rise and 46 lost.

In Transvaal, the Industrial Council for the Building Industry first deferred and then reduced an increase already agreed on for 1985. The increase was due in May, but in April it was pushed back to October. In October, before it was paid, the council reduced the increment for the higher grades, although it remained the same for learner artisans and was raised for some of the lowest grades.

Under determinations of the Wage Board, which sets pay for workers not covered by industrial council or other agreements, 95 percent of labourers' wages had a lower real value in December 1985 compared with the previous year.

Only two wages for artisans, out of 155 surveyed, kept ahead of inflation.

"What is most worrying is the growing proportion of wage determinations for which the board set no increase at all for a year at a time."

"In 1984 there was no increase for 35 percent of labourers' job categories. In 1985 the proportion rose to 50 percent."

"The minimum wage system in South Africa is preserving over a decline in workers living standards," says the report.

"This decline does not represent a trimming of fat in times of recession. It encompasses and attacks the standards of the lowest paid and poorest workers who live on the margin of bare survival."
Schoeman rejects rail workers' 25% pay demand

Political Correspondent

A 25 percent salary increase demand by workers of the SA Transport Services was turned down today by the Minister of Transport Affairs, Mr Hendrik Schoeman.

He said that while he understood the viewpoint of the trade unions, the financial position of Sats and the economy of the country did not allow for an increase of more than 10 percent.

Mr Jimmy Zurich, of the Artisan Staff Association and head of the Federation of Transport Services' Unions, said further wage discussions would be held in September.

HIGH PRODUCTIVITY

The trade unions also asked for an improvement in the negotiation system. Mr Schoeman announced the appointment of a three-man committee to urgently investigate the matter.

Mr Schoeman said he gave the delegation the assurance that all personnel in permanent or regular service would retain their jobs.

He expressed appreciation of the high productivity of Sats personnel.

Mr Zurich expressed satisfaction with the results of today's talks, especially the decision to form a committee, with the trade unions presented on it, to consider ways of negotiating on matters such as salary increases.

Mr Zurich said there was no structure comparable to an industrial council through which wage negotiations could be carried on and the move would go a long way towards solving dissatisfaction in his own union.
'21 percent' pay rise for PO employees

Political Correspondent

The average Post Office worker will be earning 21 percent more in 1986 — and not the 10 percent announced by the government last month.

The 11 percent windfall will be achieved by hidden mechanisms such as "notched increases", "restructurings" and certain "adjustments and consolidations" of benefits, Mr Pierre Cronje, the Progressive Federal Party's deputy spokesman on public works, charged in Parliament yesterday.

Jargon

This "bureaucratic jargon" explained the difference between the "so-called 10 percent" and the real increase in average salaries and benefits — a difference that amounted to an increase of R122.5 million in the total wage bill, he said.

The disclosure is expected to set off a series of competing claims from other branches of the civil service, particularly rail workers, whose demand for a 25 percent increase was rejected by the government only yesterday.

"Who is fooling whom?" Mr Cronje asked during the second reading debate of the Post Office Appropriation Bill.

Misplaced

"In a period when inflation is running at the all-time high of over 20 percent, many people felt a twinge of sympathy for the Post Office when the increase of 10 percent was announced," he said.

This gave the impression that the average Post Office worker would be 10 percent worse off in 1986, "but when the figures are studied more carefully it would appear that this sympathy is rather misplaced".

"The truth of the matter is that purely in cash terms, the average Post Office worker will be earning 21 percent more in 1986 than in 1985."

Mr Cronje said that in 1985 the average worker earned R7700 in salary, while his pension, medical aid, housing subsidies and overtime brought this to R13114.

Smooth ride

In 1986 the average salary will be R9270 (21 percent up on last year), while the total package, including benefits, will be R15705 (19 percent up on last year).

Post Office workers, said Mr Cronje, were having "a pretty smooth ride through the economic storm caused by their political masters".

"When one considers that in fact not a single employee was laid off during this recession, whereas in the private sector lay-offs and bankruptcies and even wage reductions rather than increase are the order of the day," he said.

Mr Cronje said "one can only hope" the 21 percent increase will be applied equally to workers at both ends of the pay scale.

"But if any worker who is on a fixed scale should find that he gets only the 10 percent increase, he must realize that one of his colleagues is better off by 30 percent.

"Or, can the minister assure us that increases for those at the bottom end, who suffer most under inflation, make up for this discrepancy between the announced 10 percent and the real increase."

The Minister of Communications and Public Works, Dr I.A.P.A. Munnik, is expected to respond to Mr Cronje's charges today.
Political Staff

WHILE civil service employees were complaining of salary increases that were nearer 20 percent than 10 percent, private sector employees were being dismissed by the hundreds of thousands, the MP for Walmer, Mr Andrew Savage, said yesterday.

And, he added, these people were approaching the Unemployment Insurance Fund at a rate of 60,000 a month.

Industry and commerce were using political scientists and economists to develop constitutional alternatives.
Munnik rejects 21pc pay claim

Political Correspondent

THE Minister of Communications, Dr Lapa Munnik, yesterday rejected as "totally untrue" claims that the average postal worker would be 21 percent better off this year.

The average increase would be no more than the 10 percent announced by the government, Dr Munnik said when replying to the second reading debate on the Post Office budget.

The minister said calculations by the PPP that indicated that the average Post Office worker was 21 percent better off this year had not taken into account the cost of bringing about parity between members of the department, certain "adjustments and restructuring".

However, the PPP's deputy spokesman on public works, Mr Pierre Cronje - who made the "21 percent" claim in Parliament on Monday - yesterday stood by his original position.

After the debate, Mr Cronje accused the minister of "playing around with words" and said there was "absolutely no doubt" the average worker would indeed be better off in cash terms by 21 percent this year.

He stuck to his original statement that the minister was attempting to disguise the actual increase through a series of "hidden mechanisms" which included restructuring, adjustments and consolidation of benefits.
21 pc Post Office rise 'totally untrue'

THE Minister of Communications, Dr L A F A Munnik, has rejected as 'totally untrue' a report that postal workers would be granted a 21 percent increase this year.

Replying to the second reading debate on the Post Office budget, Dr Munnik emphasised that the average increase would be 18 percent.

He was referring to newspaper reports which said postal workers would be earning 21 percent more in 1996 and not the 18 percent announced by the Government recently.

The statement was made in Parliament on Monday by the Progressive Federal Party's deputy spokesman on public works, Mr Pierre Cronje.

Dr Munnik said Mr Cronje had not taken into account the cost of bringing about parity between members of the department, certain adjustments and restructuring when he made his 21 percent calculation. — (Sapa)
CAPE TOWN — Not only Post Office workers, but the whole civil service would get a 21 per cent pay increase, Mr Alf Widman (FDP Hillbrow), said yesterday.

Speaking in the third reading of the Post Office Appropriation Bill, he said the ten per cent increase, together with the reinstatement of the three per cent salary cut and the bonus cheques, added up to 21.33 per cent.

If the minister, Dr Lapa Munnik, denied this, he should "get up in this House and tell me my figures are wrong".

The minister had attacked him for inaccuracies, said Mr Widman, but had not dealt with the inaccuracies in the budget that he himself had raised.

Among the most important of these were the R36 million deficit, the raising of postal tariffs from 12 to 14 cents and the framing of the budget in August last year, when the rand was worth almost ten US cents more than it was today.

Major Reuben Sive (FDP Beziudenhou) said Dr Munnik had been "grossly negligent" in not explaining how his telecommunications service was going to meet the demands of the electronic revolution.

He said the flexibility and versatility of a country's telecommunications network was becoming increasingly important.

If the minister avoided the electronic revolution and concentrated only on improving basic services and avoiding luxuries, he was "fast precipitating South Africa into becoming a banana republic".

The new telecommunications were a product of computer programmes. Although voice traffic still accounted for the lion's share of telecommunications services, some people said telecommunications years from now would consist mainly of data transfer. "I believe the phone company as we know it is dead," said Major Sive.

"What we have today is a completely new telecommunications business; the business of information movement management. That is why I say we who participate in telecommunications debate must wake up from our Rip van Winkle sleep. This whole budget belongs to an era now gone."

There was no question that the government-subsidised monopolies would have to go but there was a lot of doubt as to how they ought to go.

Mr Brian Page (NRP Umbhlanga) said the Post Office should consider "contracting out" certain operations where the facilities it had were not adequate for its needs.

He said the express postal system was defunct and should be phased out or revised. Express deliveries now cost at least R1.80 an item and arrived no sooner than normal mail.

An express item he had posted to his bank manager in Durban had arrived there after a personal note he had sent at the same time by standard mail. The manager's reply, also sent by express post, had arrived back at Parliament after a bank statement sent by normal mail.

Mr Louis Stosberg (HNP Sasolburg) said the HNP had good reason to believe its members' telephone conversations were being listened to on by the government.

He said Dr Munnik was misusing his position to try to undermine the opposition.

In reply, Dr Munnik said the Post Office had not overspent on any item but had been forced into a deficit by forces beyond its control.

He said inflation, the poor rand-exchange rate and other factors had led to the Post Office's poor results.

"Our department did not overspend on one single item out of bad budgeting," he said.

Mr Widman had said the budget was based on too low a rand/dollar exchange rate. However, he said this could vary whether the rate would stay at its present level or fall again.

Dr Munnik said the Post Office was going to take expert advice on its financing system.

He added that experts had predicted the budget would only add 0.15 per cent to the inflation rate, or 0.2 per cent in the long term.

The Post Office intended installing about 14,000 additional telephones in Soweto in the near future.

He emphasised he would not allow installation to take place at the risk of assault on his department's employees and the destruction of Post Office equipment in an unrest situation.

Replying to Mr Peter Sool (PPF JHB North), who had earlier accused the minister of giving big businesses a "death blow" because of tariff increases, Dr Munnik said someone had to pay for the increases in order for the Post Office to "break square". In his speech, Mr Sool criticised the minister's reasons for the increased tariffs, one of which Dr Munnik attributed to the rising costs of specialised equipment.

"If one goes through the list there is hardly an item that has not been increased," Big business anti-competitive activity was not seriously affected by the increases, Mr Sool said. — Sapa
Post Office workers' rise boosted to 21 pc

Parliamentary Correspondent

CAPE TOWN—The average Post Office worker will be earning a whopping 21 percent more in 1986 -- and not the 10 percent announced by the Government last month.

The additional 11 percent windfall will be achieved by a variety of hidden mechanisms such as 'notched increases', 'restructuring' and certain 'adjustments and consolidations' of benefits, Mr Pierre Cronje, PFP's deputy spokesman on public works disclosed yesterday.

This 'bureaucratic jargon' explained the difference between the 'so-called' 10 percent and the real increase in average salaries and benefits -- a difference that amounted to an increase of R122.5 million in the total wage bill, he charged.

The shock disclosure is expected to set off series of competing claims from other branches of the civil service, particularly rail workers, whose demand for a 25 percent increase was rejected by the Government only yesterday.

'Who is fooling whom?' Mr Cronje asked during the second reading debate of the Post Office Appropriation Bill in Parliament yesterday.

In a period when inflation is running at the all-time high of more than 20 percent, many people felt a twinge of sympathy for the Post Office when the increase of 10 percent was announced, he said.

This gave the impression that the average Post Office worker would be 10 percent worse off in 1986, but when the figures are studied more carefully it would appear that this sympathy is rather misplaced.

'The truth of the matter is that purely in cash terms, the average Post Office worker will be earning 21 percent more in 1986 than in 1985,'

Mr Cronje pointed out that in 1985 the average worker earned R7 700 in salary, while his pension, medical assistance, housing subsidies and overtime brought his total package to R13 114.

In 1986 average salary will be R9 270 (21 percent up on last year), while the total package, including benefits will be R13 705 (18 percent up on last year).

Post Office workers, said Mr Cronje, were having a pretty smooth ride through the economic storm caused by their political masters.

Mr Cronje said 'one can only hope' the 21 percent increase applied equally to workers at both ends of the pay scale.

The Minister of Communications and Public Works, Dr L A P A Munnik, is expected to respond to Mr Cronje's charges when he replies to the debate today.
DOCTORS and nurses in the country have welcomed the government's decision to increase salaries in the health sector. In a recent address, the Minister of Health, Dr. Nkomo, announced that salaries for nurses would be raised to attract and retain talent. This move is seen as a step towards improving the quality of healthcare services. Dr. Nkomo stated, "We are committed to ensuring that our healthcare workers are adequately compensated for their dedication and hard work." The announcement has been met with enthusiasm among nurses, who have been calling for increased compensation for years due to high living costs and low wages. The government's decision is expected to have a positive impact on the recruitment and retention of healthcare professionals.
THE MINISTER OF NATIONAL EDUCATION

Pursuant to the provisions of the Education Act, 1966, and in accordance with section 26(3) thereof, I, the Minister of National Education, hereby give notice that I have received a petition from the Minister of Education, Department of Education, requesting the cancellation of the appointment of the teacher named in the said petition.

I, the Minister of National Education, do hereby cancel the appointment of the teacher named in the said petition.

[Signature]
Minister of National Education

[Date: 1 February 1966]
Delight over pay parity for nurses

THE GOVERNMENT had decided to introduce pay parity for nurses of all races, the Minister of National Health and Population Development, Dr Willie van Niekerk, said yesterday.

Speaking at a meeting of a sub-council of the SA Nursing Council, he said parity would be introduced in the nursing and allied professions immediately. Negotiations would be held with all professional associations.

Ways of improving fields of specialization for nursing and auxiliary services would also receive attention, Dr Van Niekerk said.

Dr Hannah Reeve-Sanders, the superintendent of Groote Schuur Hospital, said last night that she was "absolutely delighted" by the pay parity decision.

"The parity of salaries has occupied me for years. I am very pleased that the same salary will now be paid for the same services provided by people with equal qualifications," said Dr Sanders.

The president of the Nurses Association, Professor MC van Huyssen, said in Johannesburg last night that it had been a very long battle.

"The situation was an embarrassment to everyone — nurses get the same training and work under the same conditions and therefore the salary situation was just one of the things we could not tolerate."
MPs to get 10 percent pay increase

By ANTHONY JOHNSON
Political Correspondent

THE government has accepted "in principle" the proposals of the controversial Schlebusch Committee which last month called for parliamentarians to be given massive salary increases of up to 100 percent.

But in view of the economic situation political office-bearers will only get a 10 percent hike — the same as the rest of the civil service.

The increase is effective from April 1.

And President P W Botha, whose basic salary would have jumped by 55 percent from R84 000 to R130 000 in terms of the committee's recommendations, has said he will not accept any raise of his salary or allowances.

'Bombshell'

Public outrage and disgust greeted the proposed increases when they were announced and the issue became a political bombshell in view of the government's steadfast refusal to grant civil servants increases of more than 10 percent.

A statement issued by the Bureau for Information last night said the government had studied the report and consulted with all parties in Parliament.

It said: "Although the government has accepted in principle the recommendations of the committee, the government does not see its way clear at this stage to implement the recommendations of the committee in full.

"Against the background of the shortcomings and the backlog in the present remuneration structure that were pertinently pointed out by the committee, the government has decided to grant political office-bearers a raise of 10 percent in their present salaries and taxable allowances with effect from 1 April 1986."

'Later'

The statement said "further implementation" of the recommendations of the committee would be considered "at a later stage when the economic situation justifies it."

The recommendations accepted by the government "in principle" yesterday include a 108 percent jump in salary for ministers from R30 000 to R130 000.

Salaries of MPs and members of the President's Council would increase by 84.4 percent from R27 000 to R49 000, and their allowances would be boosted R16 000 to R18 000.

The committee also advised that MPs be granted an additional R10 000 a year for secretarial and cash expenses in their constituencies, with any additional expenses in this area being tax-deductible.

Members of the President's Council and nominated MPs would not be eligible for this secretarial allowance.

State of the art sales pitch
Hotel workers paid portion of salary

Dispatch Reporter

EAST LONDON — Workers from the Grand Hotel who walked off the job on Thursday morning in protest at unpaid salaries were paid a R15 advance on this month's salaries yesterday.

The staff, who had not been paid for a month, walked out after they had been informed that the hotel had changed ownership. They felt their jobs were in jeopardy.

Mr L. Kenton, speaking on behalf of the new owner, Mr F. Jason, said yesterday the R15 payment had nothing to do with the amount which was owed to the staff by the previous owners.

He said auditors had worked out how much each worker was supposed to get, and he understood that their belated salaries would be paid on Monday.

The R15 was to help see them through the weekend. We could not give more as the banks were already closed and we had to give cash.

Workers at the Grand Hotel will not be dismissed, Mr Kenton said.

Yesterday afternoon, the secretary of the East London and Border Liquor and Catering Trade Union, Mr Gert van der Walt said the owners were given an ultimatum that should the money not be paid by Monday, the "hotel would be closed".

Mr Van der Walt said last night the auditors of the previous owners of the Grand Hotel said yesterday that employees would be paid by Monday, as they still had to work out the exact amounts owed, and had arrived in East London only yesterday afternoon.

He said he was hoping that the situation would be solved by Monday.

Mr Kenton said there was no strike at the moment and he was sure the whole situation would soon be back to normal.

Meanwhile, further details concerning the fate of the Deeds Hotel were not available yesterday.

The chairman of the Durban-based company involved in the takeover of Deeds and the Grand Hotel, Mr Frank Jason, flew into East London yesterday just after midnight and by 3.30 pm had already left for Durban again.

During the time Jason spent in East London he was not available for comment.

Mr Mike Smith, the manager of the Grand Hotel, said yesterday that all he knew was that the Deeds Hotel would not be run as a hotel again, once the takeover was final.

Deeds Hotel was closed on Wednesday on the instructions of the owner of the building, Mr S. Gorrell, of Johannesburg, who also owned the Grand.

According to Mr Smith, Mr Jason had accommodated the hotel's permanent residents at other locations at his expense.
MPs' giant rise 'on ice'

By ANTHONY JOHNSON
Political Correspondent

THOUGH the government has accepted "in principle" the substantial improvements in pay and service conditions for parliamentarians recommended by the Schlebusch Committee, these are all being kept on ice for the moment.

Parliamentarians are to receive 10 percent increases in pay and allowances from April 1. The Schlebusch report recommended an immediate salary rise of 108 percent for ministers and 84.4 percent for MPs.

With the latest increase, parliamentarians will from April 1 receive:

**State President:** R109 000 (R84 000 salary plus R25 000 allowance).

By law the salary and allowance of the State President are tax-free.

President P W Botha has indicated that he will not take the 10 percent increase other political office-bearers will receive from April 1.

**Ministers in the cabinet and in Ministers' Councils of the three parliamentary chambers:** R64 920 (R64 020 salary plus R20 900 taxable allowance).

The Speaker of Parliament and the Chairman of the President's Council: R81 800 (R94 200 salary plus R17 600 taxable allowance).

**Chief Whip of Parliament:** R79 510 (R61 710 salary plus R17 800 taxable allowance).

**Deputy ministers:**
- R71 390 (R60 490 salary plus R20 900 taxable allowance).

**Leaders of the Opposition and chairmen of President's Council committees:**
- R66 690 (R50 490 salary plus R17 600 taxable allowance).

Chief whips of majority parties, President's Council whips, chairmen and deputy chairmen of committees, chief whips of official opposition parties and chairmen of standing committees:
- R57 970 (R40 370 salary plus R17 600 taxable allowance).

**Whips:**
- R51 040 (R33 440 salary plus R17 600 taxable allowance).

**Members of Parliament and of the President's Council:**
- R47 300 (R29 700 salary plus R17 600 taxable allowance).

The 10 percent increase announced for MPs does not apply to the car allowance of about R3 000 a year to which they are entitled.
Mawu to discuss wages

By LEN MASEKO

THE Metal and Allied Workers' Union (Mawu) has asked its shop steward councils to meet tomorrow to discuss annual wage negotiations for the metal industry.

A Mawu spokesman said yesterday that shop steward councils would meet in Germiston, Maritzburg and Durban.

The meetings will focus on Mawu's demands which include a minimum wage of R3.50 an hour and 40-hour week without loss of pay, the spokesman said.

The union is due to meet the metal industry for wage negotiations in Alberton on April 15.

Mawu has also called for a mass rally to be held in each region on April 12. Metalworkers are invited to attend these rallies, called to discuss the forthcoming negotiations.

Meanwhile the Pretoria branch of the Steel Engineering and Allied Workers Union meets in the city tomorrow to discuss, among other things, preparations for Labour Day (May 1).

The meeting will be held at the Willie Theron Building, 4th Floor, from 8 am.
The giant sleeps on

Increasing real wages don't necessarily improve quality of life for blacks. A series of micro-studies in Soweto by Wits social anthropologist Jeremy Keenan has revealed a "catastrophic increase" in unemployment and a drop in informal sector activities which more than offset the benefits of rising wages. While some households have better living standards, the increase in the numbers which have fallen below the poverty line is far greater, says Keenan. "And, since the first survey in 1978, 80% of households have fallen below the poverty line at some time."

On these grounds, he cautions against the belief that the black consumer market is about to take off. "This has been the central concern of Johannesburg retailers for 100 years; we are still being told stories of how the sleeping giant is going to awake."

He believes the groups studied, though small, are "typical of what is happening in almost every corner of the country."

"Data from the initial study was drawn from 50 randomly selected households in Rockville in Moroka West, which could be regarded as being in Soweto's top 25%. The study collected data on income from both formal and informal activities, employment and unemployment, household structures, poverty levels, the adaptive strategies of households and so on. In 1981, the study was expanded to include 50 households from Phiri and a further 50 from White City."

In Moroka, where household sizes have fallen by 15% since 1978, real per capita income (PCI) at the end of 1985 was less than 1% more than it was in 1978. In Phiri, where household sizes have decreased by about 8% since 1981, PCI has declined by 14%. And in White City, with a decline in household size of 3%, PCI has declined by 17%.

A major cause is the increase in unemployment between 1981 and 1985: from 37% to 46% in Moroka; from 32% to 52% in Phiri; and from 32% to 60% in White City. In real terms, average informal income per household dropped significantly between mid-1984 and the end of 1985: by 54%, 61% and 50% in Moroka, Phiri and White City.

To survive, families have reduced the number of dependents, sending children and the elderly "to live with kinsmen elsewhere, usually in the homelands."

Keenan points out the severe limitation of this strategy. "It is an act of desperation, a step towards the disintegration of the family unit and an abdication of parental and familial responsibility."
HOUSE OF ASSEMBLY
Free and subsidized travel on South African trains and aircraft cost an astonishing R132.3 million during the 1984/5 financial year.

This costly gravy train was disclosed yesterday by the Auditor-General, Dr J H de Loor, in his report into the South African Transport Services, which was tabled in Parliament yesterday.

Dr De Loor said the estimated value of free travel facilities or concessionary travel facilities by air and privileged train tickets amounted to R132,303 million.

Although Dr Loor did not say so, the free and concessionary travel facilities are mainly available to SATS employees and MPs.

He also said that as a result of an administrative oversight, 966,000 plastic holders for member cards to the value of R180,932 were ordered "too many".
Shoe workers' pay upped

WORKERS in the shoe-making industry are to get a 12.5% wage hike from July 1, under an agreement signed between the Footwear Manufacturers' Federation (FMF) and the SA Federation of Leather Trade Unions last week.

The across-the-board increase will apply to all sections covered by the Industrial Council's footwear agreement. The employees will also benefit from an extra working day's paid leave a year, raising the present allowance to 13 days.

A leather industry source said the negotiations took two full days.

ALAN PEAT

The unions were pressing for an increase in excess of the present inflation rate — estimated at 16.5%. And the industry aimed at a lower figure than was finally compromised on, as the manufacturers continue to feel the effects of a recessed market and competition from cheap imports.

Dennis Linde, executive director of FMF, said the industry felt that the impact on the price of end-products from the wage increase would be "no more than 6%".
WAGE negotiations between metal workers' unions and the employer body, the Steel and Engineering Federation of SA (Selfa), resume today in Alberton. 

The talks will focus on demands for a minimum national wage increase affecting about 450,000 workers in the metal industry. 

Also participating in the negotiations with Selfa will be the Metal and Allied Workers' Union (Mawu), the SA Boilermakers Society and the Steel Engineering and Allied Workers' Union of SA. 

Mawu recently launched a campaign to win support among metal workers for its demand for — among other things — a R3.50-an-hour minimum wage. 

Meanwhile, the SA Allied Workers' Union is to meet management at Rosmer Rand where about 50 workers were sacked after going on strike over wage demands. The meeting will take place at the company's Kempton Park plant tomorrow, according to a Sowawu spokesman. 

- Workers at Ullman Brothers in Industria resumed work yesterday after staging a one-day strike over wage increases. 

Fired 

A spokesman for the Transport and Allied Workers' Union of which the workers are members, confirmed that the striking workforce had returned to work. 

- More than 800 workers are still on strike at Amigo International Textiles in Newcastle. They are protesting “slave wages”, some receiving as little as R15 a week, according to the Textile Workers' Union. 

The workers have been on strike since late March. 

- About 1,700 workers at BTR Dunlop's plants in Natal and Transvaal continued their strike yesterday, demanding the reinstatement of six of their colleagues fired during stoppages at the plants. 

The Dunlop management in Durban had not responded to the Sowetan inquiries about the labour dispute by late yesterday. 

- About 50 workers at Unico Chemical in Johannesburg downed tools recently, demanding recognition of their union by management and wage increases. 

The workers are demanding recognition of the SA Chemical Workers' Union (Sacwa). 

- More than 200 Mawu members at Barlow Rand's Kew plant have been "sleeping in" at the company's premises since March 20. They are demanding the reinstatement of a colleague.
More blacks without jobs

Unemployment among blacks rose by an average of 6.3 percent in January this year when compared with the same month in 1985, says the Central Statistical Services.

Unemployment among males increased by 10.5 percent and among females by 2.8 percent.

Out of an estimated economically active population of 6,248,000 blacks, 555,000 were unemployed in January this year compared to 622,000 in January 1985. This means the unemployment rate stood at 8.6 percent at the start of 1986, said the CSS.

There were 51,752 men and women registered as workseekers with the Department of Manpower in November last year compared to 35,281 the previous year.

The large difference between the number of unemployed people registered with the Department as workseekers and those identified in the CSS’s population survey as jobless could be attributed to the fact that many did not realise the benefits of registration. Also, many, such as domestic and agricultural workers, were not contributors and were therefore not entitled to benefits, said the CSS.
'Scrap racist salary structures'

By HILARY VENABLES
Municipal Reporter

THE Public Service League of South Africa (PSLSA), representing 33 000 State employees, has issued a challenge to the government to immediately scrap racial salary structures in State departments.

In a statement yesterday the league says it will no longer accept the existing discrimination in the service-conditions of State employees.

The hospital authorities are the first target of the PSLSA attack.

A meeting this weekend of PSLSA members from hospitals around the Peninsula gave the league a mandate to call on the hospital authorities to scrap all references to colour or race when filling posts, to appoint supervisors solely on merit and qualifications and to investigate and adjust all job categories "where specific disparities still exist".

A memorandum from the Provincial Administration on salary adjustments for the coming financial year shows glaring discrepancies between salary scales for the various race groups and indicates job reservation for whites in a number of top posts.

Altogether, 87 job categories, mainly senior professional or supervisory positions, are reserved of whites.

Many other categories are reserved for whites, coloureds and Asians, or offer higher salaries to them than to blacks.

Some jobs carry three different salary scales.

A white general worker can earn up to R9 216 a year, a coloured or Indian in the same position R6 708 and a black worker R5 712 a year.

There is also sex discrimination in salary scales.

The press liaison officer for Provincial Hospital Services, Mr R B Els, said yesterday the policy on salary scales came from the Commission for Administration in Pretoria.

The press liaison officer in Pretoria was not available yesterday.
Survey: salaries on a downward trend

JOHANNESBURG

Salary increases for South Africans of all race groups are still on a downward trend and continue to lag behind the inflation rate.

Figures published by the remuneration division of P-E Corporate Services in their April salary survey show that the overall movement in basic salaries for all race groups from July 1985 to March 1986 was only 5.6 per cent while the movement in the Consumer Price Index from July last year to January 31 this year was 12.4 per cent.

"The economic recession continues to militate against companies awarding high increases," said Miss Jane Ashburner, manager of the division. She added that increases in the past five years had been used as the primary measure to determine increases, this was no longer the case.

"Forces of circumstance have dictated that companies' financial resources be the only determinant of salary increases."

From the employee's point of view, Miss Ashburner said, "High inflation has made a mockery of most increases received over the past year as they don't come near the inflation rate. In real terms, employees are worse off than they were five years ago due to the massive decline in the purchasing power of the rand in the country."

The survey, which uses data provided from more than 1,000 organisations employing 120,000 staff of all race groups, shows that whites have once again received the lowest increase at 3.3 per cent against the average 5.6 per cent.

For the period January to December 1985, whites received a 9.9 per cent average increase against an average increase for all race groups of 10.8 per cent.

Asians received the highest average increase at 7.0 per cent, blacks at 6.6 per cent and coloureds at 5.6 per cent. Although all three groups received higher increases than whites, they come in significantly below the inflation rate.

For the five-year period from July 1981 to March 1986, the cumulative increase of 63.8 per cent awarded to whites lagged behind both the cumulative CPI at 86.9 per cent and the cumulative increase awarded to blacks at 82.7 per cent.

For this period, whites are lagging behind the cumulative CPI by 22.1 per cent while blacks are lagging by only 4.2 per cent.

In terms of salaries, cumulative increases for whites are lagging 18.9 per cent behind that for blacks for the past five years. The cumulative increase for blacks is 81.8 per cent and for coloureds 72.0 per cent. However, Miss Ashburner pointed out that the percentage increases granted to blacks could be misleading as the increases awarded are invariably on lower average salaries and wages.

"A 20 per cent increase on R300 a month will put an extra R60 in a man's back pocket while a 20 per cent increase on average white salary of R1,200 is an increase of R240," she said, adding that the wage gap will realistically be closed only once non-whites move into better paid, higher skilled jobs and this is the direction in which company's efforts should lie.

Among whites, highest increases went to sales and marketing staff who received a 7.4 per cent increase against the average 5.3 per cent. "This is encouraging as this category has received low increases over the past two years when companies were consolidating under the onslaught of the prolonged recession," said Miss Ashburner. "The accent is once again moving towards capturing market share and pressure is being placed on sales and marketing staff to do this. They are being compensated accordingly," she said.

Lowest increases went to general administration staff at 3.5 per cent and it is interesting to note that data processing staff are also low down the ladder at 4.6 per cent. "DP staff have received high increases over the past few years largely due to the continued shortage of qualified staff in an industry that is growing at a rapid rate. The recession, however, has forced companies to bring them more in line with the general market rates," said Miss Ashburner. For the period January to December last year DP staff received the highest increase at 13.2 per cent against the average 9.9 per cent.

Increases granted in the manufacturing and construction industries are also low with operations and maintenance categories receiving an average 4.1 per cent increase. These industries have been hard hit by the recession and the increases continue to reflect this.

Among blacks, the highest increases went to clerical and secretarial staff at 7.8 per cent and this was also true for coloureds where this category received an average 6.7 per cent. "The past few years have seen an increasing number of non-whites moving into these positions and they are being compensated in line with their increased responsibilities," said Miss Ashburner.

Employees are unlikely to find improvements this year. Among the companies surveyed 71 per cent are predicting increases for the year of between 7.5 per cent and 12.5 per cent. "Double-digit inflation will remain for some time to come and although it is almost certain to move down from its present high (February was 18.05 per cent), I predict that it won't come down much lower than 16 per cent for the year," said Miss Ashburner. "This, combined with the fact that company profits will continue to be adversely affected by the prolonged recession, almost certainly means that increases will continue to lag inflation in the short term."

"South Africans must thus accept that they are going to have to live with low increases for some time to come, which will obviously have a negative effect on general standards of living," she said. — Sapa
Company goes to court to head off strike

Johannesburg—Pick 'n Pay will make a last-minute attempt in the Supreme Court today to head off a planned wage strike by the Commercial, Catering and Allied Workers' Union.

The company postponed its application for an interdict to prevent the union organising a strike at Pick 'n Pay until today after the union undertook to temporarily postpone the strike, which was due to start last Friday.

The union is contesting the application.

Dismissed

The union is also expected to respond today to the company's improved wage offer of a R50 increase backdated from March and another R50 from July.

The union believes its demand of an immediate R90 across-the-board increase on a minimum wage of R303 is barely enough to keep abreast of racing inflation.

The union says it will call out 8,000 workers at more than 60 Pick 'n Pay stores if its demands are not met.

The company has said that only 5,000 employees at 28 concerns are affected by the dispute.

The Phosphate Development Corporation (Foscor) in Phalaborwa is to meet the National Union of Mineworkers (NUM) today to discuss issues which include the possible reinstatement of workers dismissed after a May Day stay-away.

NUM leader Cyril Ramaphosa said Foscor was the only company in South Africa to dismiss workers who took part in the stay-away. About 1,000 workers had been fired, he said.

The company has not disclosed the number dismissed, but says the dismissals were the result of workers staging three illegal stay-aways since December, 1993.
Pick 'n Pay strike ends in agreement with R85 increase

The five-day sit-in strike by thousands of Pick 'n Pay employees has ended.

The strike, which cost the company at least R4 million in lost sales, ended today after agreement was reached in all-night talks between the company and the Commercial, Catering and Allied Workers' Union (CCAWUSA).

Company and union representatives agreed that workers would be given an R85-a-month increase, retrospective to March 1. The agreement would be in force until the end of February next year.

The strike, which began last Wednesday, affected about 6,500 CCAWUSA members at more than 40 Pick 'n Pay concerns in the Transvaal, Free State, Natal and Eastern Cape.

At its peak, violence broke out in some of the affected areas with fights between customers and strikers.

Sapa reports fists flew when irate shoppers clashed with strikers at the Kingsburgh Pick 'n Pay checkouts yesterday.

HUMAN CHAIN

Witnesses said the violence erupted after an irate customer barged through strikers who had formed a human chain at the checkouts.

The supermarket, in the usually busy Sandton Centre, erupted as management staff tried to pull about 20 customers away from 40 strikers.

Bottles of tomato sauce and chutney were smashed in the aisles by the strikers and one of the working staff was cut in the face by a polish tin.

The strikers eventually fled.

Stones and bricks were thrown at management cars and company vans by the strikers. A rock was hurled through a skylight and narrowly missed customers outside the CNA.

No action will be taken against the 40 or so Pick 'n Pay strikers who destroyed R300 worth of tomato sauce and chutney in a pitched battle with customers demanding service at Kingsburgh yesterday.

The regional manager of Pick 'n Pay in Natal, Mr. Derek O'Connor said today that it was difficult to pinpoint the main culprits.
Pick ‘n Pay court bid to stave off wage strike

PICK ‘N PAY is to make a last-minute bid in the Supreme Court today to try to head off a planned wage strike by the Commercial, Catering and Allied Workers’ Union of SA (Cawusa).

The company postponed its application for an interdict to prevent the union from organising a strike at Pick ‘n Pay until today, after Cawusa undertook to postpone the strike.

The union is contesting the application. It is also expected to respond today to the company’s improved wage offer of a R60 increase, backdated from March and another R20 from July.

Cawusa believes its demand of an immediate R60 across-the-board increase on a minimum wage of R283 is barely enough to keep abreast of inflation.

The union intends calling out 8,000 workers at more than 60 Pick ‘n Pay stores if its demands are not met. The company has said only 5,000 employees at 58 concerns are affected by the dispute.

The Phosphate Development Corporation in Phalaborwa is to meet the National Union of Mineworkers today to discuss issues which include the possible reinstatement of workers dismissed after a May Day stayaway.

A strike which began on May 25 at Foschini stores in the Transvaal, Natal and Free State has entered its second week. There is a stalemate between Foschini and Cawusa.
Ciskei salaries to increase by 10 pc

EAST LONDON — All Ciskei civil servants received a 10 per cent across-the-board pay increase, and not 22 per cent, the Director-General of Information, Mr Headman Somunzi said yesterday.

Mr Somunzi was clearing confusion which had arisen after the 10 per cent increase was added to the salaries of 16 000 civil servants at the end of last month.

Several clerks claimed that while some had received 10 per cent, others had received a 22 per cent increase.

Mr Somunzi explained that salaries were increased by 12 per cent on January 1, 1984. Civil servants employed after April 1 this year had their salary scales adjusted to include both the previous 12 per cent increase and the present 10 per cent increase.

The president of the Ciskei Chamber of Commerce, Mr T. J. Oliphant, said he could not comment on the effects the increases will have on the economy as he had not been fully briefed on the situation. — DDR
Four stores closed as strike goes on

6000 sleep-in at Pick 'n Pay

THOUSANDS of black workers at Pick 'n Pay outlets countrywide continued their sleep-in wage strike yesterday.

The situation remained calm at several of the hypermarkets where more than 6000 employees are sleeping-in, according to a company spokesman.

Four stores — at Shelly Beach in Port Shepstone, La Lucia in Durban, Bedworth in Vanderbijlpark and Benmore in Johannesburg — have been closed due to “unruly behaviour of staff towards customers”.

The Commercial Catering and Allied Workers' Union was investigating the incidents, the spokesman said.

A police spokesman said they were investigating the “blast which occurred at 1.20pm yesterday steps outside the building”.

The police spokesman has denied rumours that there was an explosion in the canteen of a Pick 'n Pay store in Norwood.

Pick 'n Pay chairman Mr Raymond Ackerman said the aim of the striking union was to bring the “whole retail industry down” and make South Africa unviable.

Addressing a meeting of the Cape Town Clothing Institute this week Mr Ackerman quoted an unnamed union negotiator as saying that “we want to make South Africa unviable, we don’t care if your workers are dismissed, we don’t care if your whole image that you’ve built up is smashed”.

The striking workers are demanding a R90-a-month increase. Their minimum pay is R303 a month. The company has offered R80 a month, back-dated to March 1, or a split increase of R60 a month from March with a further R30 in July. Workers have rejected the company offer.

Many families carrying food parcels and clean clothes have been flocking to the stores to see their relatives who are sleeping in. In some instances women with babies strapped on their backs visited their husbands, the Sowetan found yesterday.
6 000 sleep-in at Pick 'n Pay

THOUSANDS of black workers at Pick 'n Pay outlets countywide continued their sleep-in wage strike yesterday.

The situation remained at several of the hypermarkets where more than 6 000 employees are sleeping in, according to a company spokesman.

Four stores at Golden Beach in Port Shepstone, La Lucia in Durban, Edenvale in Pretoria and Benoni in Johannesburg have been closed due to "unruly behaviour of staff towards customers".

The Commercial Cataloguing and Allied Workers Union was investigating the incidents, the spokesman said.

PICK 'n Pay boss, Raymond Ackerman.

An explosion rocked the Braamfontein Shopping Centre in Johannesburg on Wednesday evening, shattering windows. No one was injured. The incident happened near a Pick 'n Pay store, but both the police and management have not linked the explosion to the labour dispute.

A police spokesman said they were investigating the "blast which occurred at 1.30pm below the ground floor outside the building".

The police spokesman denied reports that there was an explosion in the basement of a Pick 'n Pay store in Norwood.

Pick 'n Pay chairman Mr Raymond Ackerman said the aim of the striking union was to bring the "whole retail industry down" and make South Africa unemployable.

Addressing a meeting of the Cape Town Clothing Institute this week Mr Ackerman quoted an unnamed union negotiator as saying that "we want to make South Africa unemployable, we don't care if your workers are dismissed, we don't care".
Costly workers' strike at Pick 'n Pay stores ends: new deal on pay

By CATHY SCHINELL

The week-long strike by Pick 'n Pay workers ended today.

After talks which ended at 2.30am today, shop stewards and management representatives agreed to an R5 a month across the board wage increase backdated to March 1.

A spokesman for the Commercial, Catering and Allied Workers Union (CCawusa) said the union's members had agreed to end their sleep-in strike today, but that workers were given the right in terms of the agreement to take the day off.

Many workers, he said, would attend report back meetings today and "get some sleep" before returning to work tomorrow, he said.

The Pick 'n Pay chairman, Mr Raymond Ackermann, said the strike had cost the company more than R7 million in turnover throughout the country and "we just have to fight to get it back."

Mr Ackermann added: "The ending of the strike is a victory for labour relations."

"I am pleased that the resolution of the wage dispute came about at the negotiating table and consider the settlement to be confirmation that negotiation can eventually triumph over violence and industrial strife."

A union spokesman said: "We see the settlement as another step towards a living wage for workers."

"We believe the action taken by our members was legitimate and correct under the circumstances. Overall, the industrial action was conducted in a peaceful and disciplined manner."

A management spokesman, Mr Peter Dove, said all stores appeared to be operating normally today. They were still using casual staff and head office personnel until all the strikers arrived back at work tomorrow.

Workers at the Hunters Retreat Hypermarket in Port Elizabeth went home early today after spending the night in the canteen.

The general manager, Mr Fred Perl, said all the African staff had walked
Watsons to close clothing stores

Dispatch Reporter
EAST LONDON — The Watson family has announced its intention to close all its stores in the Border and Eastern Cape because it "has reservations about the area".

Mr Gavin Watson yesterday confirmed the imminent closure of their two clothing stores in Port Elizabeth and one each in East London and Uitenhage.

The East London branch of the men's outfitters, Dan Watsons, is in Oxford Street.

Mr Watson said they intended to stay in Port Elizabeth while "considering various options", and while they could play a "meaningful role socially to fight racial polarisation".

He said that although the consumer boycott had had an effect, the real cause of their closure was the massive unemployment caused by the failure of big business and the government to show any "social responsibility" for the area.

Mr Watson said he saw no relief in the near future either.
Security men to get better deal soon

Labour Reporter

POOR wages and often shocking working conditions which have long been a bone of contention within the security industry are likely to end soon, according to spokesmen for security firms in Durban.

Mr J T Thorpe, chairman of the South African National Security Employers' Association, Sanse, said a new wage determination affecting thousands of employees in the industry was expected to be gazetted shortly.

'It is expected that minimum wages and working conditions will be considerably upgraded,' he said, adding that in anticipation of the new ruling many employers had already taken it upon themselves to increase wages.

A Durban firm, Induna Security, announced wage increases and shorter working hours for its workforce of 350 last week.

Responsibilities

Mr David Birkeett and Mr Rene Minnaar, joint-managing directors of the company, told the Mercury yesterday that they increased the minimum wages from R260 a month to R300 a month and reduced the working week for some from a 72-hour week to a 48-hour week by working an 8-hour shift.

'Only about 10 percent of our workforce who have been contracted out are not yet on the reduced working hours, but we are negotiating on their behalf,' said Mr Birkeett.

At present the minimum wage for a guard in terms of Government legislation is set at R264 a month and that of a watchman at R232. For this a man is expected to work 72 hours a week.

Fidelity Guards has increased wages of its employees in its guarding services division by 13 percent across the board.

Mr John Segwell, the company's marketing director, said yesterday that they paid their employees between R400 and R600 a month depending on their posting and responsibilities involved.
Anger over bosses’ ‘insulting’ pay offer

MAWU PUTS BAN ON OVERTIME

By LEN MASEKO

The Metal and Allied Workers’ Union will stop working overtime from Monday.

The Electrical and Allied Workers’ Trade Union (Eawtu) applied for an overtime ban in mid-April, soon after negotiations for a new agreement had started.

A possible overtime ban will also be considered by the Steel, Engineering and Allied Workers' Unions (Seawusa) at its meeting this weekend.

These unions have apparently applied the overtime ban because the employers' body, Seisa, would not consider any of the union proposals and have described the employer body's wage proposals as "an insult to the concept of a living wage".

- Striking workers at Roodpoort-based Central Brass and Iron Foundry returned to work yesterday. Their union, Seawusa, is negotiating with management over wage increases and workers’ grievances.

- The wage strike at seven Sentrachem subsidiaries on the Reef and Natal is still on. About 3 000 members of the SA Chemical Workers’ Union are demanding an across-the-board wage increase of R250.

- The Food Beverage Workers’ Union (Pretoria branch) is to hold a shop stewards’ meeting in Pretoria tomorrow. The meeting will be held at Willie Theunissen Building, Bosman Street, at 9am.

- The SA Black Municipal and Allied Workers’ Union (Vaal branch) is to hold a meeting in Sebokeng tomorrow. The meeting, which will focus on workers’ rights at the workplace, will be held at the Baptist Church (Zone 13). It starts at 9am.

Action

- The Pick ‘n Pay strike had been settled only after the necessary industrial action by the workers had forced the company to take the workers’ demands seriously, the Commercial Catering and Allied Workers’ Union of South Africa said in a statement to Sapa yesterday.
Pick 'n Pay strike in perspective

Now that the cherry and tomato sauce has stopped falling, maybe there's space for a relaxed look at the Pick 'n Pay strike.

The workers have come away with a R25 a month increase. R1 less than the Commercial Catering and Allied Workers Union (Comawu) was shooting for and R5 more than the company was offering when the strike began.

In the end, the tough line and tactics taken by Comawu can be viewed as an indication of workers' determination to force the living wage issue.

It is a major element in wage negotiations in all industries as workers see their take-home pay being eroded by inflation and other factors.

For example, unions involved in pay talks with the Steel and Engineering Industries Federation of South Africa have described the federation's pay offer as "an insult to the concept of a living wage" and many other unions are balking at the need to convince employers of the necessity of substantial increases to keep pace with inflation.

UNDER ATTACK

Wages are clearly under attack.

The most visible threat in inflation which, at about 26 percent, automatically reduces the buying power of wages by that much each year.

Given the long-awaited abolition of pass laws and influx control will probably contribute to the downward pressure.

A more hidden aspect of the attack in the homeland system.

Relates and other inducements have encouraged industrialists to establish themselves there instead of the existing industrial areas. At the same time homeland governments have helped keep wages low by "mining bushing".

Both processes have produced a flow of "cheap" imports.

Manufacturers in the textile industry, for example, are increasingly concerned by the threat their pose to their own operations. At the same time they undermine jobs and wages in the established industrial areas.

The government policy of encouraging small business also threatens wages.

The theory behind it is that the development of the informal business sector needs to be stimulated to combat unemployment and to do this unindustrialised land and regulations need to be eliminated - including relaxing minimum wage provision, an obvious threat to wages in the formal sector.

The draft Temporary Removal of Restrictions on Economic Activities Bill, published recently, is seen as another proof of the attack and unions have condemned it as a wholesale attack on wages and conditions of employment.

WORKERS in the electrical contracting industry in the Western Cape have won a 35 percent pay increase — the highest in 12 years.

The regional secretary of the Electrical and Allied Workers Trade Union, Mr Brian Williams, said management had agreed to the increase and had committed itself to providing pension and medical aid for workers during a month of negotiation at the Cape Town industrial council.

Workers on the lowest grade will get 58 cents more an hour and artisans and licensed electricians 74 cents more.

The union had majority membership among workers in the electrical industry, but stronger membership would enhance its ability to negotiate more favourable medical-aid and pension schemes, said Mr Williams.
Workers Picket Company

BY LEN MASeko

A group of striking sanitation workers

The workers picketed the company's head office.

The picketing lasted for several days.

The company tried to negotiate with the workers.

After several negotiations, an agreement was reached.

The workers returned to work.

The strike was over.

The company apologized for the inconvenience caused.

The workers accepted the company's apology.

The strike ended.

The workers went back to work.

The company announced that the strike was over.

The workers were satisfied with the outcome.

The strike was a success.

The company promised not to fire the workers.

The workers were grateful for the support they received.

The strike was a positive step towards justice.

The workers were determined to stand up for their rights.

The strike was a moral victory.

The workers were inspired by the solidarity of the community.

The strike was a testament to the power of collective action.

The workers were committed to making the world a better place.

The strike was a symbol of hope.

The workers were proud of their achievement.

The strike was a historic event.

The workers were confident in their future.

The strike was a turning point.

The workers were optimistic about the future.

The strike was a catalyst for change.

The workers were resilient in the face of adversity.

The strike was a victory for the working class.

The workers were proud of their unity.

The strike was a triumph of the human spirit.
Institute workers paid below minimum

Dispatch Reporter

UMTATA — About 70 per cent of workers in eZibeleni industries were paid below the minimum wage of about R100 per month, the Institute for Management and Development Studies deputy director, Mr Peter Wakelin, told a seminar at the University of Transkei.

Speaking on industrial decentralisation: the Queenstown-eZibeleni case, Mr Wakelin said the average wage per worker in eZibeleni was R90 a month. In some cases, wages were as low as R26 a month.

With wage concessions now at R110 a month a worker, “‘Industrialists point out very clearly that unless the wage concessions go to a minimum of R140 a month, this situation will continue’.

At Queenendustria, the average wage per work-

er was about R233 a month.

Of the R1.5m paid in concessions in eZibeleni, 60 per cent — R1.2m — was in wage concessions.

“The wage differential between the two areas therefore becomes a very localised problem, and as a result, labour turnover in eZibeleni is high, with most workers preferring to seek employment in Queenendustria,” he said.

Mr Wakelin said the wage incentive package had encouraged “over-employment at the expense of productivity, and has also led to many industrialists exploiting the position to offset other costs.”

In a case study, it was shown that with a R69 000 wage bill for one year, a company was paid out R168 000 — a profit of R69 000.

“The manager-owner’s salary for the first year of operation was R80 000, yet he was paying his workers on average R50 to R60 a month.”
Natal Midlands men desperate to work

Mercury Reporter

AT LEAST 200 young white men from the Ladysmith and Natal Midlands area who completed their national service in December last year have not yet been able to find work.

They say they have been consistently turned away because of their 'lack of experience' and are now desperate to find any kind of employment.

Said Mr Auburn Mills of Ladysmith: 'My friends and I have been trying everywhere, but we just keep on being turned away. Some of us are really desperate as some parents have even told the guys to get out. They think we are being lazy and simply don't understand that we cannot get a job.'

Forces into the Johannesburg and Vaal Triangle areas have also not helped, he says, adding that all the factories approached in their own home towns in the Natal Midlands had also turned them away.

Everywhere the men go they are told they are unemployable because of their lack of experience.

Says Mr Mills, who believes they are being discriminat-ed against for having done their army service:

'How can we have got the experience everyone wants us to have, when most of us had to leave school and go straight into the army?' he asked.

Dwindling

A spokesman for the Department of Manpower said in Durban yesterday that 'jobs are difficult to get, for everyone.'

'Men just out of the army eventually get placed though. Employers seem to like them, because they have had discipline instilled in them and they obey instructions. They must just keep on trying,' he said.

But he added that job opportunities were dwindling every day, for everyone, with businesses closing down each day.
Mine wage talks run into some early snags

By Sheryl Raine

Annual wage talks between the Chamber of Mines and the National Union of Mineworkers (NUM) have got off to a sticky start with the Chamber demanding agreement on preconditions to negotiations.

The NUM, demanding a range of improved conditions of service for black miners and a 45 percent pay increase, said the chamber had not yet tabled a wage offer.

The chamber is demanding that the NUM accept certain preconditions before talks about wages get off the ground.

Preconditions include:
- NUM acceptance of a schedule indicating the mines it represents and agreement that negotiations apply only to these.
- Separation of negotiations for gold and coal mines if necessary.
- Outstanding matters of 1983 wage negotiations should not be allowed to affect the present wage talks, since the NUM acquired the right to strike on those mines where a dispute still existed.
- Issues on which the parties could not agree or which fell away not be permitted to appear later as issues of dispute.
- Any settlement reached be regarded as full and final.
- No cost-related changes in conditions of employment be implemented before July 1.
- Union acceptance of the various exceptions of the basic conditions of employment sought by the chamber.

NUM Press officer Mr Marcel Golding said the union was not prepared to accept these preconditions, especially those which were designed to undermine the NUM's bargaining position.

A spokesman for the chamber said NUM's response required further study and consideration. The chamber did not wish to delay negotiations and had undertaken to meet NUM shortly.

The Chamber and NUM will talk today on the Government's latest proposals to scrap job reservation on the mines.
Miners and Chamber settle wage dispute

By Sheryl Raine

The wage dispute between 24,000 white mine employees and the Chamber of Mines has been settled.

In a joint statement issued after a meeting yesterday afternoon, the Council of Mining Unions (CMU) and the Chamber said basic pay on gold and coal mines would be increased by 14 percent from the May pay month. Agreement has also been reached on improved pension benefits and accident leave for white employees.

Fifty percent of all bonuses and contract earnings will now be pensionable. The period of paid mine accident leave has been increased from 42 days a year to 56 days. The number of "days which may be accumulated has been increased from 34 days to 112 days after two years."

"In the case of Iscor's Hlobane and Durban Navigation Collieries, the agreed wage increase will only be 13.5 percent, but 75 percent of bonus and contract earnings will be pensionable."

Commenting on the settlement, chairman of the CMU Mr. Arrie Paulus said it would not satisfy all employees. "However, I feel it is the best we could have done without a strike," he said.

The CMU represents, among others, the white Mine Workers Union, the S A Boilermakers' Society and the Amalgamating Engineering Union of S A.
Firms will face tougher demands

By Sheryl Raine

Companies will face tough demands for salary increases this year due to the high rate of inflation and to militant trade unions, according to a leading industrial relations consultant.

Mr. Steuart Pennington of Steuart Pennington and Associates noted in the company's May 1985 wage negotiations pack that the relative sluggishness of the economy had been reflected in lower pay increases granted to salary and wage earners at the end of last year and beginning of this year.

Salary increases had lagged significantly behind the consumer price index of 18.8 percent for the 12-month period from February 1985 to February 1986.

INCREASES

Overall salary increases amounted to 11.1 percent, artisan wages rose by 9.2 percent and non-white hourly-paid wages by 12 percent.

Predicted pay increases for this year included 11 to 12 percent for general staff, 12.5 to 14 percent for black hourly-paid staff and 12 to 13 percent for specialist or middle management.

The inflation rate for February was 18.1 percent and economic predictions indicated that it was unlikely to drop significantly. Companies would therefore be hard pressed to keep pace with increasing pay demands.

Information about the economy, wages, salaries, and cost of living factors would play a vital role in the bargaining process this year.

The wage pack is designed to assist management with wage negotiations.
In rates, tariffs hike
10pc increase for municipal employees

Dispatch Reporter

EAST LONDON — The municipality's 2,500 staff members are scheduled to receive a 10 per cent wage hike.

This was revealed in the estimates tabled at a special city council meeting last night.

But the increases are to be phased in. Staff will receive a five per cent increase from July 1 with the other five per cent coming into effect from January 1, 1987.

The actual payment of the increases depends on the outcome of a report on productivity to be compiled by the director of management services and the outcome of a court case involving the municipality and the East London branch of the South African Association of Municipal Employees (SAAME).

The Industrial Court is to give a ruling soon on the dispute in which SAAME wants the municipality to extend the subsidies to people who rent houses and not only to people who have bought houses.

The estimated cost to the municipality if the court rules in favour of SAAME is R520 000 a year.

In his budget speech last night, Mr Eyrol Spring, made an urgent plea for productivity to be improved, for maximum benefit to be achieved from staff training programmes and for the National Institute of Productivity (NIP) report on the municipal structure to be implemented immediately.

"I must express my disappointment at the lack of progress made in implementing this report. Maybe we are expecting too much from our town clerk in looking to him to restructure the organisation and implement the recommendations in addition to his normal load of work.

"If this is so, the council should consider as a matter of urgency appointing an outsider on a contract basis to implement the NIP recommendations. I believe there are suitable retired industrialists and businessmen in East London who could be persuaded to tackle this on our behalf."

Mr Spring said staff was the major portion of the council's operating costs and, in the endeavour to give the staff the best possible deal, the council should ensure that it was not at the expense of the ratepayer.

"The council must strive aggressively to improve productivity and ensure a maximum return on money spent. To achieve this, managers from heads of departments down have been put through management training programmes. Considerable amounts have been included in the estimates for staff training."

In order to achieve maximum benefits, he had asked for quarterly training progress reports.
A pension fund for domestics

By Kate McKinnell

When domestic worker Mrs Hilda Khumalo was asked to retire by her long-standing employer, she found to her horror she could not support herself.

Through the years, all her savings had been spent on her children’s education, and she had never been aware that the state pension she was entitled to might be difficult to obtain and inadequate for her survival.

Mrs Khumalo is an imaginary person, but she represents a large proportion of the about 900,000 domestic workers in South Africa.

How many domestic workers, or their employers, know about the pension fund available specifically to help them?

“Very few,” says Mrs Lulu Lipworth, consultant for the pension fund. “And many of those employers who do know about it have very good intentions, but never do anything about it.”

By paying a small monthly sum, domestic workers can ensure a steady tax-free pension for their retired lives.

For example, if Mrs Khumalo retired at the age of 60, and had been paying R12 a month into the fund since the age of 35, she would receive a monthly pension of about R1260.

Lower monthly pension

She could also choose to draw a third of the lump sum when she retired, and then receive a lower monthly pension. In this instance, she could perhaps draw R3785.1 to pay towards a house and then receive a pension of R849 a month.

“Any domestic worker, farm labourer or small business employee can join the fund, and she or her employer may pay the contributions.

“If the employer is paying, the membership may be transferred from employer to employer as the domestic servant changes jobs,” says Mrs Lipworth.

A doubt many people have expressed about the pension fund is that people who join the fund will lose their State pension, so Mrs Lipworth has thoroughly investigated this area.

She says black pensioners with an income of between R21 and R45 are still eligible for a part pension from the State. Those with an income of over R40 do lose their eligibility for the State pension of R79.

But if the pensioner has paid into the domestic pension for a reasonable amount of time, the benefits she receives will far outstrip those of State pensions.

“Another aspect of the domestic pension fund is that domestic workers can choose to retire five years earlier at the age of 55.

“And there is also a death and disablement benefit,” says Mrs Lipworth.

If a domestic worker should die before retirement, the balance in her pension fund will be paid to her dependents, as well as R2500 if there have been at least six contributions in the past 12 months.

If she is disabled, she herself receives this money.

Mrs Lipworth says some employers have been delighted to find a way to ensure a comfortable retirement for their domestic workers.

“But it really concerns me that many employers do not care about the fate of their employees when they retire.”
SACKING OF 1000
- PLEA TO
COUNCIL

PAMPHLETS distributed by the Tembisa Munici-
pal Workers' Support Committee demand
the reinstatement of 1000 Tembisa Town
Council employees who have been dismissed.

These workers were fired after they went on
strike over wage dem-
ands and better work-
ing conditions.

The sacked workers
do not demand the rein-
isation of their union, the
SA Black Municipal and

PAMPHLET WORKERS' UNION

Meanwhile, refuse collection has come to a
standstill in Diepsloot
owing to a wage strike
by the council's 400 workers. The Diep-
sloot workers, who
launched their strike
four days ago, demand a 60 per-
cent wage hike.

* Only "a few bitches" prevented striking work-
ners from returning to
work at seven Coscor
plants in the Transvaal
yesterday, said a spokes-
man for the Building
Construction and Allied
Workers' Union.

The strike at Coscor
was sparked by workers'
demands for an across-
the-board hourly wage
increase of 70 cents.

* About 100 drivers
from a Durban bakery
went on strike yesterday
in protest against the
dismissal of one of their
colleagues.

* About 700 mem-
bers of the Metal and
Allied Workers' Union at Bar-
low Manufacturing in
Arlene are still on
strike, demanding —
among other things —
a across-the-board wage increase of R1.50
an hour.

* The wage strike at
three GEC plants con-
tinued yesterday. Striking
workers demand —
among other things —
hourly wage increases
between 50 cents and
R1.50.

* A new union in the
food industry, uniting
three existing unions,
was formed in Cape
Town at the weekend.

The newly-formed
Food and Allied Work-
ers' Union combines
about 50 000 in the in-
dustry from the Sweet,
Food and Allied Work-
ers' Union, the Retail
and Allied Workers'
Union, and the Food
and Canning Union.
Metal industry pay talks resume

Pay talks affecting about 330,000 employees in the metal industry are scheduled to resume today.

At the centre of the talks are not only wage demands but proposals that companies wanting to pay more than the minimum rate negotiate additional increases individually with unions.

Four unions involved in the wage talks have rejected offers made by the Steel and Engineering Industries Federation of South Africa (Seifsa).

Unions belonging to the Council of Mining and Building Unions (CMBU) have said they are not satisfied with the offer.

STAND

Unions belonging to the International Metalworkers Federation have taken a stronger stand.

Three reject the proposed wages — the Electrical and Allied Workers' Trades Union, Metal and Allied Workers' Union and Steel, Engineering and Allied Workers' Union — and have imposed overtime bans and declared a dispute with Seifsa.

The fourth, the Engineering Industrial Workers Union, is waiting to see how negotiations progress.

Seifsa has offered to raise minimum wages to R2.18 an hour at the bottom of the wage scale and R5.77 at the top.

The union demand is R3.50 an hour.
Reagan cleans up on the World Bank ‘socialists’

A major shift in the World Bank’s role may start to be felt this year when the new president, Barber Conable, takes charge.

For most of its 40 years, the World Bank has made loans without tying the money to changes in the economic policies of the borrowing countries.

But a crisis has emerged in the bank’s operations in the last five years, partly because of the problems posed by international debt and partly because of lack of support from the Reagan administration.

The US provides 20 percent of the World Bank’s capital, and has always played a key role in its affairs; all seven bank presidents have been nominated by Washington.

The Reagan Administration became obsessed with the idea that the bank was underwriting ‘socialism’ around the world, a sort of international welfare agency happy to back sometimes ridiculous projects, rather than a development agency primarily concerned with overall economic growth. It was not until US treasury secretary James Baker devised a new role for the bank last year that the Administration once again gave the bank its full attention.

Baker’s initiative was simple: to reduce the amount of project lending and increase the provision of funds for the building of many worthy dams, roads, hospitals and plantations, but the projects had worked only if the recipient country had the ability and political will to use its lending leverage to change economic policies to suit the US interests.

Third World countries which in the past have been losing US aid if they have reflected Washington’s views now also face the cessation of World Bank loans.

Conable is a conservative, described by vice-president George Bush as one of ‘the ablest men in the United States Congress’.

Friends of the former congressman insist he will act independently of the White House, but his ability to do the job during his five-year term will depend on keeping the favour of the president and his administration.

There is no doubt that before he recommended Conable for the presidency of the bank, Reagan did his homework; the last thing Washington wants is someone who will oppose its own agenda.

Conable is a favourite of both congress and the White House, and will almost certainly remain so. The question is whether he can also become a favourite of the Third World. — Gemini
RusPlats daily pay to rise 19 per cent

The Rustenburg Platinum Mine has agreed to increase the wages of all its daily paid workers by 19 percent under an agreement with the Federated Mining Union (FMU).

In a statement, the FMU said monthly paid employees and nursing staff would receive a 15 percent increase while security staff would get 18 percent.

"Management also agreed to increase the holiday leave allowance from 75 percent to 100 percent or a 13th cheque," an FMU spokesman said.

Employees' living-out allowance has been increased from R80 to R20 for married and single employees who choose not to live on mine property.

The improved wages and conditions of service apply to all workers on the mine, not only union members.

The new agreement becomes effective on July 1.
Chamber increases wage offer in latest NUM talks

By Sheryl Rainie

The Chamber of Mines offered black miners pay increases from 12 to 17 percent in the fourth round of talks with the National Union of Mineworkers yesterday.

This was an improvement on the initial offer tabled at their third meeting on Friday.

The offer includes an increase in chamber minimum rates — as well as the minimum rates of those mines which recognise the NUM in certain units.

Pay would go up 17 percent for employees in the lowest job categories and 12 percent in the highest categories.

The NUM originally demanded a 45 percent increase and a reduced working fortnight from 90 to 80 hours.

The union is also seeking May 1 as a paid holiday, increased shift allowances and improved funeral and death benefits, increased annual leave to 44 days and a holiday leave allowance of 100 percent and six months' paid maternity leave for women.

Other benefits offered by the chamber yesterday included:

- A two-hour reduction in normal hours of work of employees working underground on gold mines.
- An undertaking that employees who return from leave would be guaranteed the same jobs held previously with the same pay and conditions, subject to the employee reporting for duty on or before the date he was due back.
- A number of improvements in the death benefit scheme, provided agreement can be reached on an increase in the employee share of contributions. Employers have already increased their contributions.

The formalising of arrangements for paid or unpaid leave so employees may return home to assist wives when a baby is born.

In addition the chamber has undertaken to give further consideration to the union's maternity leave proposals.

It has also proposed the union and chamber make representations to Government for the appointment of a commission of inquiry to consider making May 1 Labour Day a public holiday.

If the commission is not appointed or does not make its findings known before next February the chamber would be prepared to re-open negotiations on this question.

The NUM has requested time to consult members. Another meeting with the chamber will be held on June 17.
Seifsa in a bid to avert strike

THE Steel Engineering Industries Federation of SA (Seifsa) is to meet today in an attempt to avert a strike involving about 300 000 workers in the metal industry.

This follows the failure by Seifsa — representing about 9 000 employers in the industry — and the affiliates of the SA Co-ordinating Council of the International Metalworkers' Federation (IMF) to reach agreement on wage proposals during negotiations last Friday.

This is the third time these two parties have reached a stalemate since the annual wage negotiations began in April.

- Metalworkers at Steel Reinforcing and Trading in Steeleedale downed tools yesterday in demand for an hourly wage increase of R1 across-the-board.

**Increase**

The wage strike by about 3 000 Sentrachem workers entered its fifth week yesterday. Members of the SA Chemical Workers' Union demanded a R250 across-the-board pay increase.

Sawu members have been asked to attend an urgent meeting on Saturday in Johannesburg, where the plight of Sentrachem workers will be discussed. The meeting will be held at Lekton House, 5 Wanderers Street. It starts at 9am.

- Seawu yesterday reported that its 70 members at McCoils in Maraisburg had downed tools in protest against "the unfair dismissal" of their two colleagues.

**Signed**

Nearly 300 workers at the Sasso Milling company in Bon Accord near Pretoria, have gone on strike in protest against the company's decision to retrench 42 of their colleagues.

The employees, all members of the Food and Allied Workers' Union, went on strike last Friday and have staged a sit-in and slept at the company's premises since then.
Dispute stops work at West Bank depot

Dispatch Reporter

EAST LONDON — A wage dispute has led to a work stoppage at the British Petroleum depot on the West Bank.

Workers said yesterday they had been locked out by management on Monday but were allowed onto the premises yesterday while negotiations between workers and management continued.

A spokesman from BP’s head office in Cape Town confirmed that there had been a work stoppage over wage claims. He said the dispute involved about 50 employees.

Management was in the process of negotiating a recognition agreement with the South African Allied Workers Union (Saawu), who had been informed of the work stoppage, the spokesman said.

He declined to comment further.

The branch secretary of Saawu, Mr B. Mliita, confirmed his union had been informed of the stoppage. He said BP had told the union the matter was still being discussed with workers.

Saawu officials were scheduled to meet BP officials at 9 am today following a request by management, he said. The matter of agreement and recognition would be discussed.

Mr Mliita said his union had submitted a draft agreement and a membership list to BP.

Saawu intends getting information from both management and the workers on the issue.

During a Daily Dispatch visit to the depot yesterday, workers stood in groups in and outside the plant.

They said negotiations between workers’ representatives and management were underway and they were waiting for the outcome. They declined to comment further, saying they had agreed with management not to do so.

Tiger mascots arrive in Seoul

SEOUL — Two Siberian tigers arrived from the US yesterday to serve as mascots for the 1988 Seoul Olympics.

They were donated by the Minnesota Zoo. South Korea chose the Siberian tiger — deified in Korean legend — as the mascot for the games. — Sapa
Dispatch stops work at West Bank depot

Dispatch Reporter

EAST LONDON — A wage dispute has led to a work stoppage at the British Petroleum depot on the West Bank.

Workers said yesterday they had been locked out by management on Monday but were allowed onto the premises yesterday while negotiations between workers and management continued.

A spokesman from BP's head office in Cape Town confirmed there had been a work stoppage over wage claims. He said the dispute involved about 50 employees.

Management was in the process of negotiating a recognition agreement with the South African Allied Workers Union (SAwu), who had been informed of the work stoppage, the spokesman said.

He declined to comment further.

The branch secretary of SAwu, Mr. B. Melitafo, confirmed his union had been informed of the stoppage. He said BP had told the union the matter was still being discussed with workers.

Sawwu officials were scheduled to meet BP officials at 9 am today following a request by management, he said. The matter of agreement and recognition would be discussed.

Mr. Melitafo said his union had submitted a draft agreement and a membership list to BP.

SAwu intends getting information from both management and the workers on the issue.

During a daily Dispatch visit to the depot yesterday, workers stood in groups in and outside the plant.

They said negotiations between workers' representatives and management were underway and they were waiting for the outcome. They declined to comment further, saying they had agreed with management not to do so.

Tiger mascots arrive in Seoul

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They were donated by the Minnesota Zoo. South Korea chose the Siberian tiger — defied in Korean legend — as the mascot for the games. — Sapa

5 hurt

EAST LONDON — Five unidentified people escaped serious injury when the car they were travelling in left the road and landed on the pavement of Dunoon Platt Road.
Wage talks affecting thousands of black miners will continue in Johannesburg today between the Chamber of Mines and the National Union of Mineworkers (NUM).

The chamber said the parties met for three hours yesterday in the second round of annual negotiations on wages and other conditions of employment for NUM's members in recognised bargaining units on certain mines.

This year's negotiations got off to a "slow start" with the chamber requesting certain preconditions.
Talks to continue despite emergency

EMERGENCY
Clash over pay looms in metal industry

By LEN MASERO

A SHOWDOWN is looming over a wage dispute between metal employers and unions affiliated to the International Metalworkers Federation.

The dispute revolves around the IMF's union demands for, among other things, a minimum hourly wage of R3.50 and a 40-hour week.

IMF affiliates are the Steel Engineering and Allied Workers Union, the Metal and Allied Workers Union, the Electrical and Allied Trade Union, and the Engineering and Allied Workers' Union.

The metal employers, under the banner of the Steel Engineering Industries Federation of SA (Selisa), have proposed hourly wage increases of 38 cents on the bottom grade, ranging up to 56 cents on the top grade.

The IMF affiliates have formed a joint committee which has been charged with the task of formulating a strategy to break the stalemate.

They have also applied an overtime ban in the industry.
Mine officials to get 15 percent pay hike

Agreement has been reached between the Chamber of Mines and three mine officials' unions on wages and working conditions on gold and coal mines for this year.

In a joint statement, the Chamber, the Mineground Officials' Association said they had reached full and final settlement, guaranteeing actual salary increases averaging 15 percent, including merit and service increments.

At the same time, the Chamber of Mines and the National Union of Mineworkers (NUM) held Surface Officials' Association, the South African Technical Officials' Association and the Under- day.
1 200 down tools
at Dunlop factory

Labour Reporter

The Dunlop tyre factory in Durban was hit by a work stoppage yesterday when about 1 200 employees walked off the plant at 2 a.m., leaving their machines running.

Mr Glen Sutton, group industrial relations manager for BTR Dunlop Ltd, said yesterday the strike was in support of the Metal and Allied Workers' Union's rejection of a wage increase offer of more than R100 a month.

This would have led to average wages of R19 000 per annum per employee at the plant, Mr Sutton said.

The company's offer differs from the Mawu demand by R2.25 per week which means that it would take a year for an operator to recover the losses suffered in a one-week strike.

The Mawu strike is regarded as highly irresponsible as it is clearly not in the best interest of the workers, he said.

Mr Bobby Marie, Mawu's branch secretary, said the strike was legal and followed a ballot in which 99.4% of the workers voted in favour of striking after management refused to move from its proposal of 11% for lower rates and 6% increases on the higher rates.

Mawu points out that the official inflation rate is 19% and further that members have dropped all other demands relating to long service, overtime rates, the shift system and May Day.

Mawu's offer to continue negotiations with the company has not been taken up by management but the union remains open and willing to try and end the dispute.

It should also be noted that Dunlop's turnover in 1985 was R22 million with net profits of R22.5 million, a 24% increase over 1984, he said.
PE’s firemen, City Council cross swords over working hours

By DENISE BOUTALL
PORT ELIZABETH'S firemen and the City Council are at loggerheads over working hours which, if the firemen win their case, will reduce their shifts from 84 to 66 hours a week — but will cost the city an additional R3.1 million this year.

At issue is the provisions of the Basic Conditions of Employment Act of 1983, in terms of which no one — except security officers — are allowed to work more than 46 hours a week.

Most of Port Elizabeth’s firemen work 84 hours, and a small number work 120 hours every week.

They have now demanded that their working week be reduced to 56 hours, with 10 of those hours paid at overtime rates.

In an interview, the Town Clerk, Mr P K Botha, said that, up to 1977, Port Elizabeth’s firemen worked 120 hours a week.

At that time, it was agreed to reduce this to 84 hours. He pointed out that, during their shifts, firemen were accommodated in sleeping quarters at fire stations.

Mr Botha said 99 of the 116 posts in the fire service were currently filled.

Of these, 15 men worked 120 hours because the lack of quarters at the Central Fire Station in Albany Road had made it impossible to fully implement the 56-hour system.

"If we introduce a 56-hour system, it will mean employing 130 additional men at a cost of R3 117 000 a year, which would mean an 88% increase in the salary bill of the Fire Department."

Mr Botha said the council had obtained exemption from the provisions of the Act for the fire service.

That exemption was due to expire and exemption had been applied for. However, the South African Association of Municipal Employees (SAAME) opposed it.

He said that, with the exception of East London, which had implemented a 56-hour system, all other municipal fire services in the country worked longer hours with the permission of the Department of Manpower.

The local chairman of SAAME, Mr John Howcroft, said the issue was essentially one between the City Council and the Department of Manpower.

He explained that the firemen chose to work 56 rather than 46-hour shifts because it would be easier to work the roster system.

The Chief Fire Officer, Mr Brian Estment, declined to discuss the matter.
1000 stage sleep-in at gold plant

ABOUT 1000 workers are involved in a sleep-in strike over wage demands at the West Rand Gold and Uranium company near Brakpan.

The members of the National Union of Mineworkers (NUM) began their sleep-in on Monday night.

A NUM spokesman, Mr Marcel Golding, said the strike was in response to "inadequate wage increases" offered by management.

The wage strike follows the declaration of a dispute by NUM with Ergo this week.

A spokesman for the Anglo American-owned company said the work stoppage was illegal in terms of the recognition agreement reached by management and the union in 1984.

Production at the company was being maintained by whites.

"The situation at the plant is tense but Ergo management has sought a meeting with NUM shop stewards," the spokesman said.
Chamber of Mines protests impediment on wages talks

The National Union of Mineworkers will meet the Chamber of Mines for the seventh round of annual wage negotiations tomorrow.

The Chamber’s president, Mr Clive Knobbs, has complained to the Government about constraints being placed on some members of the NUM’s negotiating team.

A Chamber statement said: “The Chamber of Mines has brought to the Government’s notice that while negotiations with the National Union of Mineworkers have been progressing well, constraints have been imposed on some members of the union’s negotiating team which could impact negatively on industrial relations in the mining industry and on the collective bargaining process.”
600 dismissed at Boksburg factory after pay stoppage

By Sheryl Rain

About 600 workers were yesterday dismissed by Wrightech Pty Ltd near Boksburg following a wage strike which lasted more than a week.

Workers said they had been the subject of police actions which may not be reported in terms of the emergency regulations. This was the second time in four days that they had been subjected to such actions, they said.

Black and coloured workers at Wrightech, who are represented by a worker committee, were demanding a R1 across-the-board pay increase. The committee rejected a set of rules for negotiation proposed by management and accused the company of trying to undermine the committee and of negotiating in bad faith.

Mr K C Rose, manufacturing director, said 440 black and 180 coloured employees had been involved in the strike. The company closed down the factory last week when repeated discussions with worker representatives failed to resolve the situation. Mr Rose questioned the representivity of the committee.

"When we tried to open yesterday, we asked workers to sign documents indicating their willingness to return to work. Radical elements pulled people away from machines and the situation deteriorated. Strikers were requested to leave the premises at 8am if they were not prepared to work." He also referred to police activities which may not be reported during the emergency.

The plant was still functioning, he said.
NUM wage negotiation report-backs prevented

By Sheryl Raine

The National Union of Mineworkers (NUM) has been prevented from holding at least four report-back meetings with its members on progress made in annual wage negotiations.

And one of the NUM's key figures in the wage negotiations has been unable to attend the last two rounds of wage talks with the Chamber of Mines because he is lying low for fear of being detained under the state of emergency.

This has confirmed widespread fears expressed by industrial relations executives that the state of emergency is already disrupting healthy labour relations.

An investigation by The Star has shown that on the day the emergency was announced, the NUM had been prevented by a local magistrate from holding a mine manager-approved report-back on Anglo American's Vaal Reefs mine near Carletonville.

The NUM has considerable membership at Vaal Reefs.

At Gold Fields' Kloof and West Driefontein mines on the West Rand, the NUM was also given permission to hold meetings last week, but these meetings were banned by a local magistrate.

As a result an approach by the union to have a meeting at the Doornfontein mine was declined by the mine manager.

The NUM will meet the Chamber of Mines for the seventh round of wage negotiations today.

Chamber president, Mr Clive Knobs, has told the Government that, while negotiations with the NUM have been progressing well, constraints imposed on some members of the union's negotiating team could have a negative impact on industrial relations in the mining industry and on the collective bargaining process.
Agreement has been reached between the National Automobile and Allied Workers' Union (Naawu) and Samcor to raise the minimum wage to R3 an hour.

"Samcor, agreeing to three shop stewards in Pretoria, "joins all other motor plants with the exception of Nissan in accepting the necessity of full-time shop stewards," says a Naawu statement.
ruled that evidence by the State — on the admissibility of tape and video recordings — was deficient. According to legal sources, Milne's judgment on this issue is not only "the most important ever delivered in SA, but also in the Anglo-Saxon world."

The collapse of the State's case is a triumph for a frequently tested defence in South African jurisprudence: that opposition to government policy does not necessarily constitute a subversive act, let alone a treasonable one, more so if such protest is overt.

The four acquitted men had all previously been detained — Gqweta at least eight times and Njikelena at least six. In every instance, nothing against them has been proved.

MINE PAY TALKS

Near settlement

The Chamber of Mines and the National Union of Mineworkers (NUM) this week appeared to be close to settlement in their wage negotiations.

If this materialises, it will confound many who believed that a wage strike was inevitable.

Following several rounds of talks in the past week, in which the NUM general secretary did not participate, the chamber made its final offer after meeting the union twice on Tuesday. According to the chamber, the union suggested (for the first time) that the offer should be implemented on chamber mines on July 1 — the traditional date when wage increases come into effect.

The NUM has undertaken to convey its members' response to the offer on July 2. The chamber has offered to increase the minimum wage rates of workers in the lowest job categories by 20%, and by 15% for the highest categories. In monetary terms, the increases range from R32 to R90 a month on chamber minimum rates. However, because the different mining houses pay different rates, the actual increases for some workers will be higher.

Says the chamber's Johann Liebenberg: "We have a very good offer on the table which we really believe the general membership will find acceptable."
Big firms grant paid holiday on June 16

Several major companies have declared Monday a paid holiday for workers who plan to go ahead to commemorate the 10th anniversary of the June 16 riots.

While employer associations have adopted a "no work, no pay, no other penalty" policy on June 16, the number of firms which have agreed to make the day a paid company holiday has grown considerably this week.

The first company to declare the day a paid holiday was Premier Food Industries, followed by others including Colgate-Palmolive, Coca Cola Bottling Company, Davis Gelatine Industries, Milwes Fashions and Acoustic Fibreglass Insulations.

Kodak (SA), BP, Mobil, Shell, Jazz Stores, Black Chain, Cashbuild have announced they will be closed for the day. Workers will not lose pay.

Anglo American will close its head office at noon to enable employees to attend commemorative services.

The Sandton Town Council has announced that its offices would be closed on June 16, but all essential services would be maintained.

The majority of private schools plan to commemorate June 16.

A number of religious services will be held on Monday. Christians and Jews will pray for the country at a prayer meeting to be held in Orachards on June 16. The meeting will be held in the church hall of St. Luke's Anglican Church and will be followed by a parish service at 6 pm.

St. Mary's Anglican Cathedral in Johannesburg will have a special all-day programme, the Methodist Church in Johannesburg will hold a lunch-hour service and St Columba's Presbyterian Church in Parkview will hold a prayer service.

Indian parents would have to decide if their children should attend school on Monday, Mr Amichand Rajbansi, chairman of the Ministers' Council in the House of Delegates, said yesterday.

However, his Ministers' Council was not closing schools under its control on June 16.

Bread supplies could be disrupted on both Monday and Tuesday by the expected stayaway on June 16. Milk will be available, "although there are unlikely to be home deliveries on Monday."
Equal pay for equal work

Most British companies operating subsidiaries in SA have accepted the principle of equal pay for equal work and there has been a steady increase in the number which have desegregated work.

Of the 135 "Category A" companies (holding 20% or more of the equity of a SA company and employing at least 20 black SA workers), 129 accepted the equal pay principle: fully, three received qualified acceptance and three refused to comment.

These findings were made in the latest available reports under the European Economic Community Employment Code of Conduct by the British Department of Trade and Industry for the year ending June 30, 1985.

Though the number of companies which have eliminated "racial" segregation among employees had increased and integrated canteens and toilets increased markedly, fewer than one third achieved full desegregation.

Of the 135 companies, 40 achieved total desegregation and 117 achieved total desegregation at the workplace.

Officials were desegregated in 50 companies and toilets in 54.

Fifty companies mentioned constraints of law and government policy and five constraints of custom, attitude and practice as reasons for not achieving desegregation.

About 98% of UK companies with significant interests in SA submitted reports under the code.
Still no end in sight to wage strike

Labour Reporter

A WAGE dispute which disrupted production last week at Dunlop, one of Durban's largest tyre factories, remained unresolved yesterday, said a spokesman for the workers.

The company obtained a temporary interdict restraining members of the Metal and Allied Workers' Union from interfering with the running of BTR Dunlop at 11am yesterday afternoon. The interdict was obtained following a march by striking workers at the plant.

Mr Glen Sutton, group industrial relations manager for BTR Dunlop, said the strikers 'wilfully obstructed the movement of goods in and out of the company's premises and intimidated casual workers on site.'

In terms of the interdict, Masu members may not interfere with or intimidate 'employees, temporary staff looking for work or employed by the company and/or any customers, distributors, suppliers or any persons entering the premises.'

A Masu spokesman said the strike in support of their pay demands was legal. He said most of the workers were unable to make ends meet on their present wages, particularly taking into account that the inflation rate was 15%.

He denied that Masu members had intimidated casual workers.

Earlier last week, almost the entire black work force of 1,200 staged a sit-in protest in front of the main entrance at the factory in demand of more pay.

Mr Sutton told the Mercury the company's offer would have led to average wages of R10,000 a year, which Masu claimed its members were unable to live on, he said.

The company's offer represents 18% on the lowest rate and 14% overall, he added.
BTR strike still unsettled

A WAGE dispute which disrupted production at Dunlop last week, remained unresolved yesterday, said a spokesman for the workers.

The company obtained a temporary interdict restraining members of the Metal and Allied Workers' Union from interfering with the running of BTR Dunlop on Friday afternoon. The interdict was obtained following a march by striking workers at the plant.

In terms of the interdict, Mawu members may not interfere with or intimidate "employees, temporary staff looking for work or employed by the company and/or any customers, distributors, suppliers or any persons entering the premises.

A Mawu spokesman said the strike, in support of their pay demands, was legal. He said most of the workers were unable to make ends meet on their present wages, particularly when they were working at the factory in front of the main entrance at the factory where the inflation rate was 19 percent. He denied that Mawu members had intimidated casual workers.

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— Sapa.
NUM gets tough in new wage talks round

The National Union of Mineworkers (NUM) has issued a tough statement on the eve of the next round of wage talks with the Chamber of Mines.

With the talks due to resume tomorrow, NUM said that its demand for a 30 percent wage increase was reasonable, particularly as the working profit of gold mines had increased by about 38 percent last year.

The Chamber has offered NUM members on certain recognised units at gold and coal mines increases ranging from 15 to 20 percent. This means increases ranging between R32 and R50 a month and in some cases slightly higher.

"In 1985 each worker contributed, on average, about R15 400 to gold mine profits," said NUM.

"The average black worker's wage was about R4 800 -- less than a third of the amount of profit produced by each worker.

"Wages in the mining industry were among the lowest in South Africa the union claimed.

The minimum wage for underground gold miners was only R193 a month.

Surface workers' minimum wages were R163 a month.

In 1985, the gold mines recorded their highest profits in history. Working profit rose by about 36 percent; the tax paid to the Government rose by 47 percent; the dividends paid to shareholders by 30 percent.

"These increases were far above the wage increases given to mineworkers in 1985."

Last year Chamber members broke ranks, granting increases ranging from 14.1 to 22 percent.

In the first quarter of 1986 the average cost of production was about R362 an ounce of gold, which gave a profit margin approaching 50 percent."
UCT workers get new pay increase

CAPE TOWN — The lowest paid workers at the University of Cape Town have gained wage increases of nearly 16 per cent.

An agreement reached between the UCT Workers' Committee and the administration gives workers with one year's service at April 1 a 10 per cent increase plus a one-wage notch jump.

Workers who have been at the university for less than a year will get only the 10 per cent increase.

A spokesman said the most significant increases were for 112 chars, whose wages had been falling behind other sectors. Their increases varied between 22 and 77 per cent.

About 650 workers will benefit from the agreement. The increases are backdated to April 1.

A new minimum wage of R512 a month has been negotiated. — Sapa
REPORT ON WAGE TALKS

BY LEN MASTRO

The unions are the Electrical and Allied Trade Union, SA, Metal and Allied Workers Union, SAWWU, the Steel Engineering Industries Federation of SA, and the AFL-CIO Metal Workers Union. They have rejected Sefisa's improved offer of R2.72 (bottom grade) and R2.81 (top group) minimum wage, but have been offered a R3.50 per hour wage by the company. The unions have agreed to continue negotiations, but the company remains firm on its R3.50 offer.

In a separate development, the Sefisa board yesterday approved a proposed 2% wage increase for all its employees, effective from 1 July.

The unions are also expected to meet in November to discuss the possibility of a joint action committee to be formed in early December.

Bargaining

The unions have agreed to meet on 12 November to discuss the possibility of a joint action committee to be formed in early December.

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Don't listen to our bosses

Security guards -
Security legislation: urgent call for meeting

JOHANNESBURG — Legislation which will see minimum wages rise and weekly working hours fall has thrown the R100m-a-year security industry into turmoil.

Industry spokesmen have called for an urgent meeting with the government claiming that charges to clients will rocket by as much as 40 per cent after an announcement in Friday's Government Gazette.

'The chairman of the South African National Security Employers' Association, Mr Nick Bartmann, said the effects of Wage Determination 412 could not be absorbed by the industry.

'We have called for a meeting with the Department of Manpower for Thursday. We will thrash the issue out and at least attempt to stave off the implementation date of July 14.'

He said the increase in minimum wage levels was between 5 per cent and 15 per cent.

'Although this amount was expected and deserved, most reputable companies are already paying above minimum rates.'

The chairman of Fidelity Guards, Mr Roy MacFarlane, said the move will be traumatic for the industry. 'It's not so much the increase in wages as all the other factors the government has added.'

He cited a cut in working hours from 72 to 60 hours a week, an extension of annual leave from three to four weeks and double pay for all Sunday work regardless of established shifts. The guard section of the industry has an annual turnover of around R40m.

Mr MacFarlane foresees many companies going under and unemployment rising as a result of the move.

'Operators can't exist without passing the costs on. Clients in turn will be reluctant to accept the charges, especially in these economic times.'

A spokesman for Rent-a-Guard said the wage increase would not affect his company as staff were already well above the minimum. 'What we are not happy about is that due to shorter working hours we will have to increase staff.'

All the spokesmen said the legislation would have a detrimental effect, with the possibility of clients abandoning formalised guard control and going it alone. — DDC.
Boilermakers likely to accept pay offer

By Mike Sullivan

After more than two months of talks with employers in the Steel and Engineering Industries Federation of SA (Seifsa), the 39,000-strong SA Boilermakers' Society (Sabs) has recommended that its members accept the employers' final offer.

Acceptance by Sabs would mean that 10 out of 15 unions would have gone along with the proposal.

All unions which have accepted were party to the industry's 1985 main wage agreement, and include the Mineworkers' Union, the Iron Moulders' Society of SA, the SA Electrical Workers' Association and the Amalgamated Engineering Union of SA.

DECLARED A DISPUTE

Unions which have rejected Seifsa's offer — tabled late last month — are the Steel, Engineering and Allied Workers' Union, the Electrical and Allied Workers' Trade Union, and the Metal and Allied Workers' Union, which has refused to sign the agreement for the past three years.

After initially declaring a dispute with Seifsa, Sabs pointed out to members that employers had increased their offer.

The employers' offer would guarantee hourly personal increases ranging from 33c at the bottom rate to 66c at the top, with the minimum rates going up from R2.21 for the lowest grade to R3.13 at the top.
Miners' union declares a wage dispute with Chamber

By Sheryl Rain

The National Union of Mineworkers (NUM), which claims to represent approximately half of the black mineworkers on gold and coal mines, has declared a wage dispute with the Chamber of Mines.

Wage talks reached deadlock yesterday with the union pressing for a 30 percent increase and the Chamber sticking to its 15 to 20 percent increases which were implemented on July 1 without union approval.

"We will now apply for a conciliation board to be established," said a union spokesman. If the conciliation board fails to resolve the dispute, the union can hold a strike ballot.

The NUM said its wage demand of 30 percent was reasonable, taking into account the 38 percent increase in working profit on gold mines last year.

In a statement, the Chamber confirmed that the union had declared a formal dispute.

In another development, two more NUM officials were detained under emergency regulations yesterday. The officials are from the Carletonville area.

The union raised the state of emergency and the detention of a total of 13 of its officials with the Chamber during talks.

The NUM reports that widespread boycotts of concession stores and liquor outlets on mines in 10 areas began on Tuesday. The boycotts were launched in protest against the detention of trade union leaders.

The deadlock in wage talks between the Metal and Allied Workers' Union (Mawu) and the Steel and Engineering Industries Federation (Seifsa) will be one of the crucial issues discussed at the union's congress beginning in Johannesburg today.
Whites still top earners in public service

The Argus Correspondent

PRETORIA. — Whites still dominate the top structures of the one million-strong public service and their salaries will eat up nearly half of the State's wage bill of more than R10 000-million this year.

This is in spite of the fact that whites make up just more than one third of all public servants.

Figures from Central Statistical Services show that white public servants earn well above what their coloured, Indian and black counterparts take home every month.

According to figures for the first quarter of 1986, 1 052 552 people are now employed in central government departments, the self-governing homelands, the provincial administrations, local authorities and various statutory bodies.

In the first three months of this year they earned a total of R2 397-million.

Provincial

According to the figures, 391 077 people are now working in central government.

However, the average black salary was R513 as compared with R1 253 for whites. Indians took home an average of R1 144 and coloureds R764.

Another 127 890 people now work in the self-governing homelands, where the average salary for blacks is R523 a month.

Provincial administrations employ a total of 265 189 people, paying whites an average of R1 296 and blacks R387. Indians get R1 014 and coloureds R508.

At local authority level there are 240 100 employees — 140 000 of them blacks. The average here for whites is R1 808 and for blacks R372.

Then there are another 30 996 employed by various statutory bodies, such as the CSIR, the performing arts councils and state libraries. Whites employed here average R1 961 a month and blacks get R504.

Public service employment figures have grown steadily over the past few years — in spite of promises by President F W Botha to tighten up on administration.

Government spokespersons have said more staff are needed under the tricameral constitutional system. They said many people have been taken on in vital departments, such as those dealing with black education.
A DECISION on strike ballots by 44 000 Metal & Allied Workers' Union (Mawu) members, who are deadlocked with employers over wages, will be made at the union's congress today and tomorrow.

Mawu leader Bernie Fanaroff told the congress yesterday a decision would be made about continuing Mawu's overtime ban — in protest against the Steel & Engineering Industries Federation of SA's (Seifisa) wage offer.

He said real wages of metal-workers had not improved since 1975 and that Mawu's demands, including a minimum of R3.50 an hour, were reasonable.

Although many small companies were struggling, bigger ones employing over 80% of the workers had increased profits every year.

Seifisa has recommended that members should implement minimum increases of 2c to 60c an hour, which will put new minimums at R2.22 to R5.81 an hour.

Fanaroff said Seifisa had a big problem because there was clearly a "split within its ranks". Many employers were prepared to pay more, but there were some companies which either could not or would not.

Marcel Golding, of the National Union of Mineworkers, told the conference that mining employers, in particular, had been silent about the detention of unionists. He said mineworkers worked more than 100 hours a fortnight and were among the lowest paid in SA.
Women workers win major benefits

Significant gains have recently been made in women working in the chemical industry. The Chemical Workers Industrial Union reports that the fight for maternity rights in the industry to improve the situation of women workers is beginning to show welcome results.

The union recently concluded two agreements with companies in which women workers will be protected from discriminatory practices.

At Rolfes Ltd in Elandsfontein, women workers have won the right to fully paid maternity leave for six months, and the company agreed to pay the balance of Unemployment Insurance Fund maternity benefits for the entire six-month period.

At Recycling Plastics women have also been granted six months' maternity leave, one month of which is to be paid at full wages.

In addition, workers also won the right to return to their jobs after maternity leave. They will be entitled to ante-natal and post-natal checks and will also be protected in future from victimisation for being pregnant.

Workers at the two factories have also been granted wage increases.

At Rolfes workers won a 70c increase bringing the minimum wage to R2.35 an hour. The shift allowance was doubled to 20c an hour.

"Rolfes is also the fifth company where June 16 has been declared a paid public holiday and the 15th company where the union has won May Day as a holiday," said the union.

At Recycling Plastics workers were granted an increase of 45c across-the-board which brings the minimum wage to R2.15 an hour.
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JOINT TAXATION

Not a bed of roses

A new set of income tax tables for married women, effective July 1, which jack up their PAYE with immediate effect, is likely to cause more than just a ripple in the kitchen.

After the March Budget, which included a tax reduction for women through a new 20% income-tax free rule with a minimum of R1,800, married women could be forgiven for expecting their tax liability to fall. But such are the wiles of revenue seekers that the re-arrangements mean more, not less tax.

One effect of the new tables will be that many wives with incomes identical to their husband’s will pay more than their partners. Each joint tax case is unique, but there are many problems that the new tables do not solve. There has always been a problem with PAYE in that a married woman is mostly taxed without reference to her husband’s income. In other words, she has paid a lower tax rate than she should, when allowance is made for her income being added to her husband’s and taxed at the marginal rate. So when a couple file their joint tax return, they invariably have to pay in. The amount is often material.

The new tables were announced in principle by Barend Du Plessis in the March Budget. Now that the figures are out (see table), their method of calculation is open to endless guesswork. The best guess is that some form of averaging was applied — the classic shotgun approach.

Logically the tables should address three issues: husband’s, wife’s, and joint income. A husband is taxed by the normal PAYE tables, so what he pays can be deducted from joint tax payable. The balance would be what his wife owes.

The new married women’s table does nothing like this. It simply lays down PAYE deductible at her income level.

How information on a husband’s earnings could be had and how willing he may be to volunteer it, are questions aside from equity. Perhaps this was the major stumbling block in producing a more satisfactory table.

The 5% discount tax payable is available immediately to a married man and unmarried taxpayer; it is only applicable on assessment for a married woman. Then, the new tables apparently do not recognise the 20% tax-free rule, so it too can only be won on assessment.

These two points prejudice married household cash-flows, as PAYE is payable monthly, not on assessment.

The new tables discriminate in the extreme against higher income earners. A married woman with monthly earnings of R3,000 now pays 30.6% more PAYE; one earning R3,500 a month 37.4% more. The only explicable logic is the assumption that if a married woman is a high-carrier, her husband must be as well.

Finally, the new tables, unlike the normal PAYE tables, ignore how many, if any, children the woman has.

Under the new married women’s PAYE tables taxable income of R1,500 a month attracts PAYE of R289. On the standard tables taxable income of R1,500 a month incurs tax of R113 a month — after all relevant deductions. The difference of R176 is the extra tax a married woman must pay.

On taxable income of R1,500 a month a married woman’s PAYE adds up to R3,468 a year. If her husband earns the same, his PAYE is some R2,850, a total of R5,318. They would be assessed for R6,813 after all deductions and rebates (assuming they have no children), giving a shortfall of R1,065 to be paid in.

Take another couple each earning R3,000 a month. His annual PAYE is R8,652, hers R8,940, to total R17,592. They would be assessed for R21,147 — a shortfall of R3,555. In reality, most wives earn less than their husbands and the pay-in-amounts would not be as large.

Taxpayers who manage their cash flows can avoid the danger of paying too little tax by saving for the payment on assessment. And there is some remedy for married women who are the sole income earners. Where the husband is, for example, a student in the army, Inland Revenue can be approached for a directive for a married woman to pay less tax than specified on the new table.

Costa Divaris of Silke Divaris Stein argues that to devise married women’s PAYE tables is extremely difficult. He notes the great difficulty that can be associated with revealing a husband’s income to his wife’s employer, never mind to his wife.

Divaris argues that an option could have been given for a husband to reveal his income so that accurate PAYE could be deducted from the couple’s monthly incomes. Although total tax liability will not be affected, the main overall effect of the married woman’s PAYE tables is that Revenue’s coffers will swell faster. This is in line with Pretoria’s hardline attempts to garner every cent owed it as quickly as possible.

BUILDING SOCIETIES

Provision puzzle

Is the United Building Society (UBS) suffering from an embarrassment of riches?

Ahead of new legislation and of an almost certain listing, the UBS reports a 35% increase in net income before taxation for the 1985-1986 financial year. This does not, however, reveal the full extent of its success. Had provisions against loss been in line with other building societies, its profit increase would have been more than 60%.

The R44m loss provision is 176% of the amount owing on properties in possession, and 0.6% of total exposure on mortgage advances. This is in addition to a specific provision of R1.7m. The table shows that this sum is far in excess of amounts allocated by other societies, both in absolute and comparative terms.

Says UBS CE Piet Badenhorst: “This item is a general provision against the book. It is made for potential losses in line with prudent banking practices. In a climate like this, it is best to be conservative.”

However, cynics believe the UBS prefers not to draw too much attention to its exceedingly healthy profitability. There has been much criticism of building societies’ 3%-4% gross margins — the difference between average cost of funds and average return on mortgages and other interest-earning assets. Historically, this margin has been closer to 2.5%-3%.

Certainly, the large amount allocated for potential losses was not the result of bad debt experiences. Although the amount owing on properties in possession climbed steeply from R45m in 1984-1985 to R255m, it is dwarfed by the provision.

The other major societies, although not on the same lavish scale, are also substantially increasing their provisions for bad debt. Executives are reluctant to admit to
**Sasol pay talks run into dispute**

By Mike Shuma

Wage talks between Sasol and 14,700 of its employees have run into dispute after two months of negotiation, the Chemical Workers' Industrial Union (CWIU) said yesterday.

The union's general secretary, Mr Rod Crompton, said Sasol had declared a dispute at Secunda after the union rejected the company's offer of a minimum wage of R216 a month for 6700 miners.

**UNILATERAL ATTEMPT**

The union wanted a new minimum of R312.

Another point of dispute, said Mr Crompton, was the union's demand for a reduction of the working week for underground miners from, in some cases, 51 hours. The company had rejected this demand.

He accused Sasol of trying to introduce the new hours of work unilaterally while the union was trying to resolve the dispute through agreed procedures. This, he said, had caused stoppages in some sections.

At the nearby Sasol 2 and 3 plants, CWIU had declared a dispute with the company to back a demand for a minimum wage of R415 a month, as opposed to Sasol's R450-a-month offer.

"Refinery workers are the highest paid workers in the Western democracies. In South Africa they are far behind," Mr Crompton said.

He added that all meetings of the Congress of South African Trade Unions (Cosatu) had been banned at Secunda and that CWIU officials were being harassed. He also accused Sasol of taking maximum advantage of the state of emergency.

Sasol's media manager, Mr Jan Kruzhaw, said it was premature to comment on the wage negotiations. He denied Sasol had harassment claims or that Sasol was taking advantage of the emergency.
State pays out R10 300m in wages half of it to whites

By Sue Leeman
Pretoria Bureau

Whites still clearly dominate the top structures of the one million-strong public service and their salaries will eat up nearly half of the State’s wage bill of more than R10 300 million this year.

This is in spite of the fact that whites make up just over one-third of all public servants.

Figures from Central Statistical Services show that white public servants earn well above what their coloured, Indian and black counterparts take home.

According to figures for the first quarter of 1986, a total of 1,052,252 people are now employed in central government departments, the self-governing homelands, the provincial administrations, local authorities and various statutory bodies.

Provincial administrations employ a total of 262,189 people, paying whites an average of R1 296 and blacks R307. Indians get R1 014 and coloureds R508.

At local authority level there are 240,100 employees — 140,000 of them blacks. The average here for whites is R1 808 and for blacks R572.

Then there are another 30,996 employed by various statutory bodies, such as the CSIR, the performing arts councils and state libraries. Whites employed here average R1 981 a month and blacks get R304.

Public service employment figures have grown steadily over the past few years — in spite of promises by State President Mr PW Botha to run a tighter administrative ship.

Government spokesmen say more staff are needed under the new tricameral constitutional system.

With R1 253 for whites, Indians took home an average of R1 144 and coloureds R754.

Another 127,999 people now work in the self-governing homelands, where the average salary for blacks is R523.

Another 30,996 employed by various statutory bodies, such as the CSIR, the performing arts councils and state libraries. Whites employed here average R1 981 a month and blacks get R304.

Public service employment figures have grown steadily over the past few years — in spite of promises by State President Mr PW Botha to run a tighter administrative ship.

Government spokesmen say more staff are needed under the new tricameral constitutional system.
Dramatic portrayal of unfair staff dismissals in industrial sphere

By DENISE BOUTALL. They describe it as a story drama — and any company that's been accused of unfairly dismissing staff will know that it can be quite a dramatic story.

The 'story drama' is the 90-minute video made at the Ethonjani In-service Training Centre. It forms part of a training course package researched and developed by Mr Bruce Bishop, industrial relations consultant to the University of Port Elizabeth's Centre for Continuing Education.

The package, sponsored by 10 Port Elizabeth and Uitenhage companies, was launched this week after a year in production with a cast of 62 professional and semi-professional actors.

By yesterday afternoon, 12 companies had indicated they wanted to buy it. The course is aimed at line managers and training managers to understand the implications of dismissing staff.

The video is divided into three sections. The first deals with five cases, based on real cases of unfair dismissals, with the help of the South African Industrial Court in the court, illustrating 10 unfair labour practices.

The second section deals with the implications of unfair dismissals by creating one of the cases through the entire legal procedure that followed.

The third section is aimed at teaching the right way to go about dismissing staff. The key to the section is a dramatization of one of the cases, with the trainer showing how the employer would have acted if he had followed the correct procedure.

The training package includes a video, 10 workbooks, a manual for the instructor and a set of 10 overhead projection transparencies.

The price of the package varies, depending on the size of the company and number of employees. The average price for a company employing 300 people is about R1 450. Conco will run one-day courses for companies that want only a few people trained.

The package has been registered with the Department of Manpower and Development and companies can claim R500 from the department for every person who completes the course.

The package will be marketed throughout South Africa.
Steady pay in manufacturing

DAVID FURLONGER

WAGES and salaries in the manufacturing sector are holding their own in the face of inflation.

Although pay levels last year were slightly down on 1984, official figures show that workers have retained their spending power over the last 10 years.

The figures, from Central Statistical Services, are based on constant 1980 prices when an average monthly pay packet in manufacturing was R397.

While the rewards, in cash terms, have risen every year since then, they have remained comparatively steady in real terms.

An increase to R473 in 1981 represented R408 in real terms. This became R557 (R420) in 1982, R633 (R423) in 1983; R718 (R435) in 1984; and R807 (R423) in 1985.

In 1976, an average pay packet of R232 was worth R306 at 1980 prices.

Whites' pay has shown the smallest increase in the last five years in real terms, while black pay has risen from R224 to R249, coloureds from R261 to R274, and Asians from R302 to R312.
THE present harsh economic cli-
mate it would seem a near impossible
task to persuade companies to dip
into their pockets to sponsor a movie —
especially in the Eastern Cape
where the recession is biting harder
than in other regions.

But last year, when companies
were approached with precisely this
suggestion by Bruce Bishop, an indus-
trial and commercial training consul-
tant attached to the Centre
for Continuing Education at
the University of Port Eliza-
abeth (UPE), he had little
trouble convincing them. For Bishop
had an eminently saleable idea: a
training film aimed at teaching line
managers the “ins” and “outs” of dis-
missal.

Since the advent of the Wiehahn
labour reforms and the establishment
of the Industrial Court, many com-
pnies have discovered to their cost
that dismissal is no longer a matter of
simply firing workers who, for what-
ever reason, they do not wish to carry
on employing. Indeed, in numerous
judgments, the Industrial Court has
been unequivocal that certain princi-
pal s have to be respected. Above all,
dimissals must be accomplished in a
fair manner and workers must have
the opportunity to state their side of
the case.

Although this message has gener-
ally sunk in among top managers, many
companies experience difficulties in
passing it down to the level where it

really counts: the shopfloor.

Bishop’s plan was to tackle the is-
 sue head on in the most realistic way
possible: by drawing material from
Industrial Court cases. It was an idea
he became inspired with while dis-
cussing the problem of educating line
managers with colleagues when he
was working in industry. Later, when
he joined the university, he received
enthusiastic backing for it from
Professor Roux van der Merwe, the
widely respected head of UPE’s In-
dustrial Relations Unit.

To their credit, 20 Eastern Cape
companies also saw merit in the idea
and together provided the R120 000
needed for the venture. Last Thurs-
day, they saw the fruits of Bishop’s
work when the movie, entitled “The
Unfair Dismissal”, was screened at a
private showing. On Friday it had its
first public showing at the Midlands
Chamber of Industries. The response,
says Bishop, was “most gratifying.”

“The Unfair Dismissal”, which runs
for 90 minutes and is accompanied by
training manual, is divided into three
sections. All the material has been
taken from actual case histories, al-
though names have been changed.

In the first section, viewers are
presented with five cases of unfair
dismissal. In each, two unfair labour
practices are identified. The second
section focuses on the fifth unfair
dismissal and deals with the conse-
quences it had for the company in-
volved: legal proceedings in the
Industrial Court, lawyers’ costs, and
loss of productivity because manag-
ers were tied up with the case. The
third section shows how the matter
should have been handled. Signifi-
cantly, dismissal does not occur.

Based on responses so far, Bishop is
confident that many companies will
purchase the movie, which sells for
about R1 800. Buyers will be instruc-
ted on how to use it for training and
will, in addition, receive a course on
labour law from qualified lawyer.

Because the movie is registered as
a training scheme with the Depart-
ment of Manpower, tax concessions
are available.
Putco in pay agreement

Putco has reached agreement with employees' representatives for total remuneration increases averaging 13.79 percent from the beginning of July.

A statement released by Putco yesterday said the agreement applied to all weekly staff and salaried staff up to the level of traffic supervisor.

In addition to wage and salary increases, the agreement provides for noteh improvements and better leave entitlements.

Transport and Allied Workers Union general secretary Mr E M Rankholo said the agreement achieved important improvements, especially in the present economic climate. — Sapa.
BP defends its policy on minimum wages in SA

The Star Bureau

LONDON — BP, accused of paying its black South African workers less than the minimum European Community agreed scales, has hit back at critics, pointing out that the wages it pays include free housing, food and rural relief.

In a letter to The Financial Times yesterday, BP's managing director Mr Patrick Gillam says the company believes the provision of housing, food and other benefits free of charge are legitimately part of a worker's remuneration.

He says: "The supplementary living levels (SLLs) against which pay is measured for the code of conduct return are calculated and published by the University of South Africa."

"These yardsticks specifically allow for variations in the cost of living across the country and are designed to afford a modest standard of living for an employee and his family. They are more than a subsistence wage."

Mr Gillam says Unisa has confirmed that the SLLs include free housing, food and benefits such as an allowance for families of married workers from rural areas."
Metal union plans strike ballot

By JO-ANN BEKKER

A looming labour crisis came one step closer this week when the 45 000-member Metal and Allied Workers Union rejected metal industry employers' final wage offer, and resolved to go ahead with a strike ballot.

The decision to canvass support for industrial action was taken at Mawu's national congress last weekend. The 300 delegates also resolved to continue union work as usual, although Mawu is the union most heavily hit by Emergency detentions — 41 percent of the 203 Congress of South African Trade Union members and officials in custody.

On Wednesday, the SA Boilermakers' Society, previously also in dispute with the Steel and Engineering Industries Federation (Seifsa), joined 10 unions in the metal industry in accepting Seifsa's final offer. The employer's offer guarantees hourly personal increases ranging from 32c at the bottom to 60c at the top.

Mawu, the Engineering and Allied Workers' Trade Union and the Steel, Engineering and Allied Workers Union, representing about 60 000 workers, are holding out for a guaranteed 50c across-the-board hourly increase. Other demands are for a 40-hour working week and the recognition of May Day as a public holiday.

The Industrial Council's executive will now forward Seifsa's offer to the Minister of Manpower, who will decide whether to accept Seifsa's terms and, if so, whether to make the terms applicable to the members of the three unions still in dispute.

Mawu's national congress was the first of its kind. National organiser Bernard Fanaroff said with the union's expansion members had felt a national congress should replace the national executive committee as the highest decision-making body.

Fanaroff said delegates had voted to proceed with the congress as planned, in spite of the Emergency.

"It was an important statement," he said. "Certain businessmen said the Emergency was necessary to rectify the economic situation, but we felt what they were really saying was it was important to smash worker opposition."
Strikes hit motor firms, tyre factory

TWO motor firms and a tyre factory were hit by industrial unrest yesterday over wage disputes involving thousands of workers.

About 3,400 workers at the Toyota motor manufacturing plant at Prospecton went on strike in support of their demand for higher wages. They were also protesting against additional short time.

Thousands of workers picketed the factory from 7am with some standing on rooftops and gates. Workers are due to go on short time on Monday in an effort to prevent retrenchments.

National Automobile and Allied Workers' Union's (Naawu) regional secretary Edwin Mapee could not be reached for comment yesterday.

But Toyota's personnel and industrial relations director Theo van den Bergh said talks were continuing with Naawu officials to try and resolve the problem.

He said: "The main complaint appears to be against more short-time, which was to be introduced to avoid retrenchments."

Production at one of Durban's largest tyre factories, BTR-Dunlop Ltd, was still disrupted yesterday as the strike by 1,200 employees dragged on. The strike, in support of a pay hike of 50c an hour, started on June 25.

The company's group industrial relations manager, Glen Sutton, said the workers had rejected a company offer of more than R100 a month more.

Sapa reports that production at the Mercedes-Benz car manufacturing plant in Port Elizabeth has stopped because of a "go-slow" by its paint shop workforce.
Equal pay for nurses before end of year

PRETORIA. — There will be parity in salaries for South African nurses of all races soon — probably before the end of the year.

This reassurance was given by Miss Odelia Muller, vice-president of the South African Nursing Association.

Miss Muller was reacting to enquiries by some senior nurses about the announcement in March by the Minister of Health and Population Development that "parity would be valid immediately".

"An enormous task"

Miss Muller said the principle of parity had been accepted, and appealed to nurses to be patient "a little longer".

"The Commission for Administration is busy with a second investigation and once their proposals are accepted, parity will be implemented," she said.

"You must understand that it is an enormous administrative task to adjust the salaries of about 100,000 nurses in South Africa."

She said there had been a "very positive response from the nursing profession" to the announcement of parity by the Minister, Dr Willie van Niekerk.
Firm threatens to fire 3 600

DURBAN — The 3 600 workers at Toyota SA Manufacturing here, who continued their strike yesterday, have been told by management if they do not return to work by today they will be fired, a spokesman for the company said.

Mr Filo Wilken said the workers had agreed on Friday to return to work on Monday.

"Earnest" negotiations had taken place from early Saturday to late Sunday between management and the National Automobile and Allied Workers' Union (Naawu).

He said the negotiations had ended in a "mutual position" being reached.

"The workers all arrived on time as arranged yesterday morning, changed into work clothes and went to their work stations awaiting news from the union."

Mr Wilken said it "soon became obvious" the offer that had been agreed upon was not acceptable to the workers, who left their work stations and gathered in the factory grounds. They were then addressed by union officials and management.

"Agreement was unfortunately not reached and the workers have been served notice that if they do not return to normal working hours by Tuesday, their services will be terminated," Mr Wilken said.

Toyota's group director of personnel and industrial relations, Mr Theo van den Berg, said yesterday the workers had been offered an eight cents an hour increase, bringing the minimum hourly starting rate up to R3.41.

An inexperienced worker at the plant would start at a basic wage of R665 a month.

The workers are demanding an increase of 50c an hour to be added to their present R3.33.

Spokesman for Naawu were not available for comment yesterday. — Sapa
Durban strikers told to return to Toyota

By Sheryl Raina

About 3,600 striking Toyota workers at the company’s Durban assembly lines have been given until today to return to work or face dismissal.

The strike, which began last Thursday, followed a meeting at which workers discussed the company’s need for short-time due to the economic recession.

A company spokesman said yesterday that after weekend negotiations workers arrived on time at the Prospecton plant, changed into their work clothes and went to their work stations awaiting news from the National Automobile and Allied Workers Union.

"It soon became obvious that the offer that had been agreed was not acceptable to the workers, who left their work stations and were later addressed by union officials and management," said the spokesman.

"The company declined to discuss worker demands with the Press, but it is believed that workers are demanding higher wages and are protesting against the short-time which was originally scheduled to be brought in yesterday.

Workers are believed to be demanding an increase of 50c an hour in addition to their present base rate of R3.33 an hour."
This is a kick in the teeth for all male chauvinists

Miss Nositi Mzali of Zola, Soweto has broken into a formerly male preserve — bricklaying.

She is a bricklayer at a construction company in Soweto, the only female who lays bricks in the team.

Her boss, Mr Jeff Letepe, rates her among the best "guys" he has in his team. "She works very fast and none of the guys have been able to match her speed."

Nositi is originally from Engcobo in the Transkei. She came to Johannesburg in 1984 looking for a job, and after not finding any work that year, her problem being compounded by the pass laws, she decided to register with Mekpo Technical College for a course in bricklaying, a course that lasted three months.

Her first job with a construction firm taught her so much that she said, "They would never pay her equal pay with my male colleagues even though I did the same amount of work, their reason being that I am a woman," she said.

Satisfied

She told The Sowetan that she was satisfied with her employer. She is able to practice everything that she learnt at the college. There were no restrains on what she wanted to do because she was a woman.

She is also paid equally with male employees.

Nositi is twenty-seven years old and has a four year old son back home. She hopes to go back to Transkei one day, live there and work as a builder. She says marriage is out for her. At the moment, she lives in a room she rents in Zola. Her priority right now, she says, is to get back to high school and complete her matric.

Her boss Mr Letepe, explained how she came to join the company — "She hired herself. My foreman used to tell me about this woman who keeps coming, looking for a job. First I was not interested because it was a woman. One day my foreman and I found her working at the site."

Responsible

Her boss Mr Letepe, explained how she came to join the company — "She hired herself. My foreman used to tell me about this woman who keeps coming, looking for a job. First I was not interested because it was a woman. One day my foreman and I found her working at the site."

"It was not that she did odd jobs, that she did within the time as they watched her, convinced them that she was good, particularly because the kind of brick she was working with is unusual and most bricklayers often have difficulty with it," he said. So, Nositi found herself a job.

Nositi has proved to be more responsible than the others. She never complain or absentee herself from work because of hangovers or other similar problems. The supervisors did not cease there. Nositi once replaced a site-clerk who was off sick. Nositi did the calculations for the day and prepared the payroll. While bricklayers working for Mr Letepe are hired only if they can lay bricks and build, Nositi can also read a house plan.

The salary scales at the company go according to experience and Nositi has only been with the company six months. If it were not for that, her boss says, "she would have been the second highest paid employee."

By SONTO MASEKO
As responsible for the products that come off the production line, Mr. Lekela is not happy with this performance. He feels that the team is not working as a cohesive unit and that the quality of the products is not up to standards. He has threatened to fire any employee who does not improve their performance.

BY SONTON MASEKO

There are many challenges that face the company, but the biggest is the lack of teamwork. The employees are not working together as a team, and this is affecting the productivity of the company. Mr. Lekela has taken steps to improve this, but it will take time to see results.

The company is also facing financial difficulties, and this is putting pressure on the employees. However, Mr. Lekela is confident that the company will come out of this stronger.

The team is made up of enthusiastic young people who are eager to learn and improve. They are working hard to meet the challenges that face the company, and Mr. Lekela is proud of their efforts.
Satisfied

She told The Sowetan that she was satisfied with her employer. She is able to practice everything that she learnt at the college. There were no restraints on what she wanted to do because she was a woman. She is also paid equally with male employees.

Nosivi is twenty-seven years old and has a four year old son back home. She hopes to go back to Transkei one day, live there and work as a builder. She says marriage is out for her. At the moment she lives in a room she rents at Zola. Her priority right now, she says, is to get back to high school and complete her matric.
Sackings illegal but council staff still lose jobs

The dismissal of five municipal employees by the Tembisa Town Council in May this year was yesterday declared unlawful and consequently null and void by a Rand Supreme Court judge.

However Mr Justice MJ Strydom dismissed the rest of the application in which the five workers asked that they be reinstated in their jobs and two of the applicants be restored to municipal houses they had occupied.

Mr Shadrack Mkize, Mrs Mirriam Phalane, Mr Lawrence Pokela, Mrs Tembislile Stershbele Bhese and Mr Victor Masongane brought an urgent application against the Tembisa Town Council and the town clerk, Mr P L Harmse, for a court order declaring their dismissal on May 25 unlawful and invalid and for their reinstatement.

The five were permanent employees of the council and members of the South African Black Municipal and Allied Workers' Union (Sambawsu).

On May 19 a large number of municipal employees gathered outside the gates of the municipal offices, when certain grievances were set out.

The council said it would reply on June 23.

TOLD TO RETURN

In a letter dated May 22 employees were instructed to return to work the following day or be dismissed.

The following day the employees were dismissed.

During argument, counsel for the council conceded that the notice of dismissal, dated May 23, was an invalid one and also intimated that he was unable to argue that the employees in question had taken part in an illegal strike.

The court had the discretion as to whether to order that the employees be reinstated.

One reason given by Mr Justice Strydom for not ordering the reinstatement of the workers was that the council's and the employees' mutual trust in each other had, in his view, been irreparably damaged to such an extent that an order for the reinstatement of the applicants (or for that matter any of the respondents' former employees) could and would only lead to further strife, misgivings and dissatisfaction.

Mr Justice J J Strydom was at the bench. Mr D A P Forrest, instructed by Mr M V Phengane, appeared for the five Tembisa residents. Mr D J Harmse appeared for the council.
PRETORIA — Wage negotiations between the South African Breweries (SAB) and a Pretoria trade union ended cordially when the two parties settled for about a 27 per cent increase.

A Food and Beverages Workers' Union (FBWU) organiser, Mr Mojalefa Vinqi, said yesterday that besides the increase the SAB had also agreed to recognise May Day and June 18 as paid holidays.

The district manager of the SAB, Mr J.A. Steyn, said the company was happy to reach the agreement with the FBWU. It had always been the policy of the company to strive to satisfy its employees, he said.

Mr Vinqi said the agreement had been reached late last week.

The FBWU was preparing to negotiate for the same working conditions with the SAB plant in Nelspruit and was confident an agreement would be reached, he said. — Sapa
BRUTALISED MEN WHO IN TURN BRUTALISE THEIR WOMEN

The deliberate exclusion of the word "men" from the hostel association title might seem a small concession, but it was a significant shift, both in the style of organisation and in the general perception of women by migrant men. "There are no short cuts to the evolution of alternative power relations. When the hostel association was started it was conceived, structured and launched by men for the purpose of addressing hostel men's issues," she said.

However, through practice and discussion it became clear to the men that the "silent power" of women, for example, in persuading men to take family housing in Khayelitsha, could not be ignored.

The example of the hostel association is in stark contrast to both the situation at Crossroads, and the position of women in the migrant hostels generally.

Ramphela, who has worked at UCT after spending six years in a remote Northern Transvaal village to where she was banished, painted a grim picture of the lot of women in migrant worker hostels in the Western Cape.

There were a "significant number" of women living in the Cape Town hostels — wives, local women and younger relatives from the rural areas. For many, their access to the city depended on the goodwill of husband or lover and thus placed these women in an extremely dependent position.

However, hostel women played an economic function which was not calculated in either the family or the national accounts. Women not only reproduced labour, but also played a "particularly onerous" nurturing role in the hostels.

"To have to clean up not only after your own family but after other strangers is too much to expect of any person. Yet these women have no choice."

Nurturing also involved soothing the wounded egos of migrant men, who were both "dehumanised" at their workplace and looked down by many urban township dwellers. Such a man was "bound to be unreasonably assertive in relation to his partner."

There is little scope for reason and discussion and women suffer assaults and other abuses silently.

"It is the only way in which this man can reaffirm his humanity and maintain some measure of control over his environment."

The women are thus silent unpaid psycho-therapists to keep these men in a brutal and insane world."

Stressing the importance of these power relations for political activists, Ramphela said the "rot" in Crossroads had set in when women relinquished control over the settlement to a male-dominated system of headmen. Outsiders had "consciously or unconsciously" reinforced that phenomenon.

It was "easier to deal with orthodox leadership than to attempt to strengthen the hand of people operating at an informal level with no rigid leadership structures. This is interesting in the light of the rhetoric about democracy."

"This mistake was made by all groups: lawyers, community workers and churches. Thus those purporting to be headmen won the day and made their fortunes."

She criticised progressive political leadership which was clearly working against the interest of the majority in their areas.

"Short-term gains were allowed to overshadow issues of principle. No one was concerned about the exclusion of women and ordinary people from the decision-making process."

Ramphela also criticised opposition political groupings for allowing supporters to operate under a political morality that "would have been unacceptable anywhere else."
Wage increases sound alarm in textile industry

Earnings per employee in the textile industry increased by 312% between 1975 and 1985, the executive director of the National Productivity Institute, Dr J H Visser, said in Port Elizabeth yesterday.

He was addressing a symposium at the University of Port Elizabeth on technologies for textiles.

Earnings increased considerably more than product prices, Dr Visser said.

"If this trend continues it could lead to textile manufacturers using the capital intensive option of technology rather than the labour intensive option.

"It is important that the labour unions take note of this."

Labour productivity in the cotton spinning industry in South Africa improved by 33% since 1983. The improved productivity was "truly remarkable in view of the fact that this was achieved with existing technology", Dr Visser said.

Labour productivity in the textile industry as a whole had "not been a point of pride".

"While increasing by 52% from 1975 to 1981, productivity declined dramatically during the ensuing recession, eventually showing a final increase of 53% over the 1975 figure."

"I want to appeal to industrialists to bear the crucial demand for employment opportunities in mind when deciding finally on the hard technology they will use and not ignore the tremendous potential of the soft technology of training and developing its labour force to ensure the best possible productive use of resources currently employed," Dr Visser said.

The symposium, which ends tomorrow, was opened by the president of the Council for Scientific and Industrial Research, Dr C F Garbers.
'Labour Day' holiday move

By DICK USHER, Labour Reporter

ATLANTIS Diesel Engines is among the latest employers to support a paid "Labour Day" holiday.

A clause in its newest wages and conditions of employment agreement says the company supports the view of the Steel and Engineering Industry Federation (Seifsa) that there should be a paid public holiday called Labour Day and that if representations to the Government are unsuccessful Seifsa will negotiate with unions the basis on which Labour Day 1987 will be a paid holiday in the industry.

It also favours a commission of inquiry into the Public Holidays Act but, as there are already enough public holidays, feels a new holiday should replace an existing one.

Public holidays should be more evenly distributed throughout the year and where possible should fall either on a Friday or a Monday.

The agreement gives a 10 percent increase in wages at the top of the scale and up to 15 percent for the lowest-paid workers.

The general secretary of the Industrial Engineering Workers' Union, Mr Leslie Davadoss, said the agreement was moving towards a concept they favoured — that other workers' wages should be established as a percentage of artisans' wages and that any negotiations should maintain that proportion.

The agreement also provides for re-employment where there is a suitable vacancy of a female employee who has left to have a baby if she applies within six months of leaving and even if the vacancy arises after the six-month period.

Where this is done the worker will be regarded as having unbroken service.
Pay rise for Mawu members

THE Metal and Allied Workers' Union has achieved a breakthrough in plant-level bargaining with the announcement that its members at Siemens and Crown Cork will be granted a minimum rate of about R3 an hour.

In addition, the 500 Mawu members at Crown Cork's two Witwatersrand plants will now have a reduced 42-hour week.

The minimum rate is R3.10 an hour in terms of the agreement between the two parties.

Negotiations between the union and Siemens Limited achieved a minimum rate of R3 an hour.
Revised EEC code clarifies employer obligations

LONDON — The EEC code for companies operating in South Africa has been strengthened to define more clearly employers' obligations to their black workers.

The code, published in London yesterday, calls on companies to recognize black trade unions and to support local projects that improve the quality of life in black townships.

A new section urges employers to help black workers set up as sub-contractors and give them preferential treatment as suppliers.

The minimum pay formula has been changed to suit Britain's interpretation. It specifies a "supplementary living level for an average sized family" as being the absolute minimum necessary. This replaces reference to a level 50 percent above the minimum required to meet basic needs.

RECESSION

"Nevertheless, companies should make every effort to exceed this level when fixing wages," the code says.

More than 170 British companies with subsidiaries or affiliates in the country have been told that the Government has sought to "limit any increase in the financial and other burdens placed on companies at a time of recession in South Africa."

The vast majority, according to the Trade and Industry Department, are already performing creditably under the voluntary code and would find few difficulties in meeting the latest terms.

The code is seen by the Government as a chance for companies to demonstrate their contribution to "the social and economic development of their black workforces and thus to peaceful change in South Africa."

The department says continued involvement and contact is the best means of exerting Britain's influence.
Union wins big agreements

The Metal and Allied Workers' Union (Mawu) has reached important wage agreements with two companies.

The union said it had achieved a significant breakthrough in recent negotiations with the Crown Cork Company.

It had agreed to a minimum wage of R3.10 an hour for the 500 workers at its two plants on the Witwatersrand.

In addition, the company agreed to reduce the working week for shift workers at its Alrod plant to 42.5 hours. Negotiations with Siemens achieved a minimum rate of R3 an hour, a union spokesman said.

The negotiations were held with management, Mawu and the Electrical and Allied Workers' Trade Union.
Revised EEC code clarifies employers' obligations

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4000 out at Sasol

ABOUT 4000 workers have been involved in work stoppages at Sasol plants in Secunda since last Thursday.

A Chemical Workers' Industrial Union (CWIU) secretary, Mr Chris Bonner, told the Sowetan yesterday that six Sasol plants had been affected by the wage strikes. CWIU members at four Sasol collieries demand wage increases of 35 percent a shift, and those at Sasol 2 and 3 demand R160 across-the-board.

Workers at three collieries have since returned to work while workers at one colliery are continuing with their strike, the official said.

Management has offered R95 across-the-board and between 14 and 22 percent a shift on the mines.

Talks between the union and management have reached a stalemate.

The union has applied to the Minister of Manpower to set up a Conciliation Board to solve the dispute.

A Sasol spokesman yesterday confirmed the work stoppages at its mines, but said only three collieries had been affected by "the illegal strikes". About 3000 out of a total of 8000 black workers were involved in the stoppages.

The wage strikes were illegal as the 30-day period for the setting up of a Conciliation Board had not expired, the spokesman said.

However, indications last night were that the striking workforce would return to work. CWIU officials are due to meet management today.

• The 280 black workers fired by Twins-Propan Pharmaceutical management a week ago, has since been reinstated. This follows negotiations between management and the CWIU.

• Scores of workers at Embassy Luggage in Johannesburg were involved in a half-day work stoppage yesterday.

The stoppage was in support of their union's demand for 12½ percent increases in the leather industry.

The increases were supposed to have been implemented on July 1, but most employers indicated to the Transvaal Leather and Allied Trades Industrial Union that they were waiting for the wage hikes to be gazetted before implementing them.

About 3000 workers have been involved in a series of wage strikes since last week, mainly in the Johannesburg area.
The gap between the earnings of whites and other races is still a long way from disappearing, figures from Central Statistical Services show.

In March, whites in the wholesale trade earned an average R1 831 a month, compared with R84 for blacks, Coloured people and Indians earned R3 038 and R982.

Disparities in the retail trade were smaller. Whites earned R3 034 a month, compared with R34 for blacks; R408 for coloured people and R981 for Indians.

There are also pay gaps in the automobile, control board and hotel industries. White motor trade workers received R1 427 on average in March, compared with R949, R539 and R981 for blacks, coloured people and Indians.

White control board employees drew an average of R2 845, compared with R417, R576 and R999 for blacks, coloured people and Indians.

**RETAIL TRADE**

Whites in the hotel trade earned an average R891, compared with R250, R317 and R537 for blacks, coloured people and Indians.

In March there were 49 600 blacks in the motor trade, compared to 41 700 whites; 13 800 coloured people and 4 800 Indians.

The hotel industry employed 30 490 blacks, compared with 8 500 whites, 8 800 coloured people and 3 200 Indians.

In the retail trade there were 175 000 black workers compared with 127 000 whites. The wholesale sector had 96 000 blacks and 62 000 whites.
PRETORIA—Whites still earn far bigger salaries than the other race groups, according to survey findings released by the Central Statistical Service yesterday.

In March this year, whites employed in the wholesale trade earned an average R1 831 a month, compared with R344 for blacks. Coloureds and Indians earned R598 and R682 respectively.

Disparities in the retail trade were smaller. Here, whites earned R934 a month, compared with R343 for blacks, R409 for coloureds and R511 for Indians.

Disparities also exist in the automobile, control board and hotel industries. White motor trade workers, on average, received R1 427 each in March, compared with R342, R598 and R531 for blacks, coloureds and Indians respectively.

**Boards**

South Africa’s 2 186 white control board employees, on average, drew R2 045 each in salaries, compared with R417, R378 and R390 for the 919 blacks, 378 coloureds and 49 Indians working for the boards.

Whites in the hotel trade earned R591 on average, compared with R250, R317, and R537 for the other groups.

The control boards is the only category covered in the survey in which the whites outnumber blacks.

In March, there were 49 600 blacks in the motor trade, compared with 41 700 whites, and 30 400 blacks in the hotel industry, compared with 8 500 whites.

The retail trade supplied jobs for 175 000 blacks and 127 000 whites. The wholesale sector had 96 000 blacks and 82 000 whites.

Coloureds and Indians numbered 13 000 and 4 800 respectively in the motor trade, 6 600 and 3 200 respectively in the hotel industry, 46 200 and 19 800 in the retail industry, and 23 700 and 12 800 in the wholesale industry. — (Sapa)
Security workers to meet

Labour Reporter

MANY employers were still not observing the new wage determination for security workers. Mr Patrick Mkhize, a spokesman for the Vukani Guards and Allied Workers’ Union, said yesterday.

He said that in terms of the new wage determination which had come into effect on July 14, wages should have been increased and hours of work should have reduced, but many employers were not following the legal limitations.

Mr Mkhize said the security worker was still the most overworked yet least paid.

‘For 60 hours a week, a watchman gets R282 a month.’

The union, an affiliate of the Council of Unions of South Africa, Cusa, is convening a meeting of all workers in the security industry for 7.30 a.m. on August 10, at its offices in Northfield House, 122 Field Street, Durban, to decide on a line of action.
Battery company to close

By Michael Chester

Duracell Batteries, whose parent company is based in Britain, today announced plans to close down its operations in South Africa. Redundancy notices will start going out to the labour force of between 65 and 80 employees tomorrow. The closure is likely to take six months to complete.

General manager Mr John Klette said: "Our business is entirely dependent on imported products from Europe. The dramatic continuing fall in the rand, coupled with the import surcharge, has totally eroded our viability. We see no prospect of these circumstances improving in the foreseeable future."
A cult of slavery

Workers claim
Scientology is
Women put job squeeze on men

LONDON — More men are opting for self-employment because most of the new jobs available are for women working part-time, according to a survey published by the Manpower Services Commission yesterday.

Nearly nine out of ten women finding work last year took part-time jobs.

Of 285,000 new jobs taken last year, 115,000 were by men setting up their own businesses.

Part-time workers now account for almost half of all women in work.

The contracting trends emerge from the commission’s latest labour market report which offers little hope of any fall in unemployment levels.

All but 2,000 of the 170,000 in addition to the employed labour force were women.

Official projections point to unemployment remaining broadly level." — BBC.
Overtime ban as workers seek pay rise

Labour Reporter

WORKERS at Renak, a circuit-board factory in Diep River, have decided on an overtime ban in support of their demand for a living wage.

The factory is part of the Plessey group and falls under the metal industry Industrial Council, but is also involved in negotiating plant-level procedural, grievance and maternity agreements with the Electrical and Allied Workers' Trades Union of South Africa (Estwusa).

Workers said they decided on the ban yesterday.

They are demanding a R3.50 an hour minimum. They have been offered R2.30.

Workers said some sections of the factory worked up to 30 hours' overtime a week.

Estwusa is one of three metal industry unions in dispute with the Steel and Engineering Industries Federation of South Africa over this year's wage negotiations.

Mr. A.J. Chisholm, managing director of Renak, said he had not been told officially of the move and preferred not to comment until he had.
The need for sufficient personnel continues. The year’s budget, which was $100,000, and $300,000, respectively, was allocated for the current fiscal year. About 750 teachers would be in the schools. This is an increase of 25%. The teachers are expected to have a 5% pay raise. The budget also includes $50,000 for new equipment, including computers and software. The school board is considering a proposal to build a new gymnasium. The project is estimated to cost $1 million. The board is expected to vote on the proposal at its next meeting.
4,000 motor workers have lost jobs in PE

Business Editor

JOB losses in the motor industry in Port Elizabeth have risen to 4,000 in eight months with the announcement yesterday that General Motors is to cut its workforce by almost 300.

Toyota in Durban has also announced that it is to retrench between 250 and 275 workers as vehicle sales head for their worst year in 18.

Employees at GM’s Kempton Road assembly plant and the diesel locomotive operation at Alice were told today they had lost their jobs or been put on early retirement.

The company’s retrenchment plan provides for up to six months’ severance pay but short-service employees can expect to get much less.

One employee with a week less than two years’ service was told today he would receive five days’ pay per full year of service — meaning he gets only five days’ pay.

GM’s acting director of personnel, Mr George Stegmann, said yesterday that 180 employees would be going on early retirement and the balance would be retrenched.

Biggest jobs losses in PE have been caused by Ford moving its operations to Pretoria, with 1,000 Sierra Plant workers having been retrenched at the end of last month when production of the model ended.

At the end of last year, almost 3,000 people lost their jobs when Ford closed its Neave Assembly Plant and other operations in the city.

A spokesman for Volkswagen in Uitenhage said today that it was not planning any retrenchments at this stage.

Toyota’s managing director, Mr Colin Adeock, announced in Durban yesterday that the company had decided to retrench after workers made it clear they were tired of working short time.

The only alternative was retrenchments.

Earlier this month, 3,000 hourly paid workers at the Toyota plant went on strike for three days in demand for higher wages and in protest against short time.

Nissan also recently closed for a week and Volkswagen has been working a four-day week as sales have failed to pick up from depressed levels expected to make 1986’s total of 256,000 the lowest since 1968.
Nurses and teachers of all races ‘to get equal salaries this year’

Govt promise on pay parity

Action is to be taken “as swiftly as possible” towards the achievement of pay parity between the different races in all occupational classes, Mr E van der Merwe Louw, the Minister for Administration and Economic Advisory, said yesterday.

“To demonstrate its concern, Government has provided appropriate funding so as to allow for the complete elimination during the current year of salary disparities, based on racial classification, in nursing, paramedical staff and in education,” he said.

Investigations into the improvement of salary dispensation and the elimination of salary disparities among nurses and paramedical staff had reached an advanced stage,” Mr van der Merwe Louw said.

Further particulars. The elimination of educational/salary disparities was still receiving attention and the relevant Minister would issue a statement in due course, the statement added.

MARKET-RELATED

“During the debate on the commission for administration’s budget in the House of Assembly on May 30, I announced that during this year, in accordance with Government policy, an amount had been set aside for the further achievement of selective market-related salary dispensations for those occupational classes where the greatest need existed,” Mr van der Merwe Louw said.

“In line with this, during 1985, the position of director-generals was investigated by two independent and highly regarded personnel consultancies, with a view to bringing about a market-related salary adjustments.

Their proposals have also been submitted to a panel of business leaders for comments and recommendations. On this basis, Government has concentrated on an improved salary dispensation adjustment for director-generals, with effect from July 1,” he said.

Besides the position of director-generals, various other occupational groups had also been identified by the Cabinet as groups that were to receive priority salary improvements during this financial year.

“It is common practice not to divulge detailed information about salary improvements. Such information will be passed on to the heads of the relevant departments and institutions,” the statement said. — Sapa.
JOHANNESBURG—President Botha yesterday announced pay rises of 35% for ministers and 22% for MPs.

The increases follow the report of a committee under former Vice-State President Alwyn Schlebusch, appointed in March to investigate the remuneration and conditions of service of political office-bearers.

Remuneration packages, which include salary and allowances, will increase from R84 920 to R114 939 for ministers; R81 600 to R113 280 for the Speaker and chairman of the President’s Council; R71 300 to R85 182 for deputy-ministers; R68 090 to R81 000 for the Leader of the Opposition; and R47 300 to R58 050 for MPs.

The entire salary-and-allowance package is taxable.

The salary of the State President is not affected. It is determined by law.

Mr Botha said the report was based on a scientific investigation by private-sector consultants Hay-MSL.

Government had accepted the report in toto and all parties represented in Par-

liament were consulted.

Because of the current economic situation the new structures only partly implemented the Schlebusch committee’s recommendations.

A recommendation that parliamentarians should be entitled to secretarial help, up to a maximum certified expenditure of R10 000 a year, would not be implemented at this stage.

The Government had also decided to appoint two committees to investigate and recommend on the remuneration packages for office-bearers of the new provincial system and the national states.

These investigations were necessary because changes had brought about added duties and responsibilities.

Ormande Pulloch reports that Speaker Johan Gericke yesterday supported the increased salaries.

Workload

The new parliamentary system calls for a greater volume of well-considered legislation in terms of which all Bills on general affairs are referred to standing committees, also known as portfolio committees, on which all Members of Parliament serve,” he said.

‘MPs are obliged to serve on quite a number of committees, specially MPs of smaller parties and of Houses with fewer members.

‘During the past few years, an average of 120 Bills a year were introduced in Parliament, which gives an indication of the workload of some standing committees.

The new dispensation and system of consensus makes heavy demands on the work input of members and entails greater specialisation on the part of MPs.’
Huge pay rise for politicians condemned

THE timing of huge salary increases for politicians has been condemned as “insensitive” by candidates in the Pinelands and Claremont by-elections.

Mr Jan van Eck, Progressive Federal Party candidate in Claremont, said the increases were a “time when the man in the street was battling to make ends meet.”

He said paying members more would not make the present Parliament work.

Mr Tony Lelesego, New Republic Party candidate in Claremont, said salaries should be frozen until inflation dropped below 10 percent.

“This is my personal view. My party’s view is that there should be moderate increases to compensate politicians adequately and to attract the right sort of person.”

Mr Jasper Walsh, PFP Pinelands candidate, said the increases were “extremely insensitive” when South Africans were “reeling under the impact of inflation.”

Mr Norman Barrett, NRP candidate in Pinelands, said the MPs’ new salaries were not excessive.

“I think MPs and businessmen should voluntarily stay on their present salaries because those earning a living wage, wage-earners should do the same.”

UP IN ARMS

Mr Jimmy Zurich, chairman of the Artisan Staff Association, warned that his members would be up in arms over the increases and said blue-collar workers had been given a raw deal by the Government.

The president of the Trade Union Council of South Africa, Mr R H Botha, said that MPs and the President’s Council should be fired rather than be given increases of such magnitude.

Mr Malcolm Domingo, of the Coloured Public Servants’ League, said he hoped steps would be taken to improve the salaries of many of his members.

Mr Colin Cameron, president of the Public Servants’ Association, said the timing of the increases was awkward, but office-bearers should be reimbursed according to their responsibilities and skills.

In February the Schlebusch report caused an outcry by suggesting an immediate increase of 34 percent for MPs.

With the economic situation in mind, the recommended R10 000 annual secretarial allowance “will not at this stage be implemented,” the Bureau for Information statement said on the President’s behalf.

Government and opposition MPs have indicated that they are in favour of the pay rises for politicians announced by President P W Botha.

They justify the increases on the grounds that MPs are working harder, that they are faced with big expenses, and that good pay would attract the best people to Parliament.

IN FAVOUR

In an SABC-TV programme on the issue last night, MPs of various political parties spoke in favour of higher pay.

The new pay packages for all levels, including allowances, are:

- Ministers get R114 938, a 38 percent increase since April.
- The Speaker, and chairman of the President’s Council get R113 230, a 38 percent increase.
- Deputy-Ministers get R85 182, and increase of 19 percent.
- The Leader of the official opposition gets R81 000, an increase of 19 percent.
- Chairmen of standing committees get R85 154, an increase of 12 percent.
- MPs and members of the President’s Council get R85 050, an increase of 22 percent.

The entire package is taxable.

The President, whose untaxed salary is determined by law, said in April he would not take an increase this year.

Staff Reporter, Political Staff, The Argus Correspondent and Sapa.
Big rises for ministers and MPs

PRESIDENT P W Botha yesterday announced pay rises of 35% for ministers and 22% for MPs. They followed the report of a committee, under former Vice-State President Alwyn Schlebusch, appointed in March to investigate remuneration and structures of conditions of service of political office-holders.

Remuneration packages, which include salary and allowances, will increase from R64 920 to R114 930 for ministers, R31 800 to R55 182 for deputy-ministers, R26 000 to R51 000 for the Leader of the Opposition; and R47 300 to R80 050 for MPs. The entire salary-and-allowance package is taxable. The salary of the State President is not affected.

Big rises

...
R170 000 director generals?

PRETORIA insider believe the annual pay settlement for a director-general is to be pegged at around R105 000 from the current salary of R72 000, with perks of a further R35 000 bringing the total package to about R170 000.

Earlier this week, Administration and Economic Advisory Services Minister Elf Louw specifically mentioned directors-general when he said certain State employees would receive priority pay rises this year.

It is also believed government is edging towards an across-the-board salary hike for State employees in its move to end wage-apartheid.

Big civil service pay hike mooted

dent of the all-white Public Servants Association Colin Cameron yesterday.

"There is no question of a general increase in remuneration after the rise in April — and government has not given us the slightest indication there will be one," he said yesterday.
MPs' pay hike triggers off wave of anger

Dispatch Correspondent

DURBAN - The massive pay increases granted to members of Parliament triggered off a wave of angry reaction from a cross-section of trade union movements yesterday.

The Natal Regional Council of the Railways Artisans' Staff Association, which represents more than 5 000 railway employees in Natal, are to meet here on Sunday to consider a formal protest to the MPs' pay rise.

The chairman of the council, Mr Chris Schulte, said yesterday it was 'shocking that while the government had stated it had no funds to grant increases for railway employees, it had the money to grant MPs a 'substantially high' pay rise.

He said railway employees were not expected to 'leave this lying low'. A strong nationwide protest was expected headed.

The president of the Trade Union Council of South Africa (Tucsa), Mr Robbie Botha, slammed the MPs' pay rise, and called for the MPs and members of the President's Council to be fired rather than be given "increases of this magnitude".

Speaking from Tucsa headquarters in Johannesburg, Mr Botha said: "In view of the economy and the increases achieved this year by workers, the 20 to 30 per cent increase to an already highly paid group of people with seemingly retrenchment-proof jobs, where no evidence of productivity was required, was an insult to the workers of South Africa."

The MPs' and the President's Council should be fired rather than be given increases of such magnitude since it is patently obvious that they are unable to perform effectively - hence the disastrous situation politically and economically, in which our country finds itself today.

Sapa reports, meanwhile, that the Associated Chambers of Commerce (Assocom) believed the adjustment of the salaries of MPs was "unavoidable," the president, Mr Rocky Ridgway, said yesterday.

"Assocom welcomes the fact that the tax status of parliamentary income has been regularized, and this must be taken into account in any objective evaluation of the net value to parliamentarians of the latest increase in their renumeration," Mr Ridgway said.
PRÉTORIA — Full parity in salaries for teachers of all population groups would be introduced from December 1, the Minister of Education and Development Aid, Dr Gerrit Viljoen, announced yesterday.

A statement by the Bureau for Information on behalf of Dr Viljoen said:

"I have pleasure in announcing that, following a cabinet decision, full parity in salary for all teachers of all population groups will be introduced with effect from December 1, 1986.

"This final step in the government's programme is of particular importance for black education.

"The teachers in the categories affected by this final step of parity comprise a total of about 81,000 teachers in the employ of the Department of Education and Training and the education departments of the self-governing national states."

The Minister for Administration and Economic Advisory Services in the office of the State President, Mr E. van der Merwe Louw, had announced that funds had been made available by the government for the elimination of disparities in salaries of personnel of different occupational groups, Dr Viljoen said.

"Teachers in categories affected would receive either one or two salary notches to bring them to parity with their colleagues in other departments. — Sapa
Teachers to get equal salaries

The government announced yesterday that teachers of all population groups will get the same salary as from December 1. The Minister for Education and Development Aid, Dr Gerrit Viljoen, said the government has made funds available to eliminate disparities in salaries for people in different occupations.

He said as far as teachers were concerned the government has committed itself to a programme of equality in salaries. A major step towards the implementation of this plan was taken last October when equal salaries were introduced for teachers with degrees and diplomas, while the salary gap between black and white teachers in the 'lower' qualification group narrowed considerably.

Pleasure

The Minister said: "I have pleasure in announcing that following a Cabinet meeting, full parity in salary for all teachers of all population groups will be introduced with effect from December 1, 1986."

About 31,000 black teachers employed by the Department of Education and Training and those in the self-governing states will benefit.

Black teachers will receive either one or two salary notches to make their salaries equal to those of white teachers.

Teachers who already have parity will not benefit.

Details about the new salary notches will be released to education departments as soon as details have been finalised, the Minister said.
EMERGENCY DETAINES

This government has refused to release the names of those detained under Emergency Regulations. According to the Detainees' Parents Support Committee, the names of some 3,400 detainees are known to them. They estimate, however, that over 8,000 people have been detained so far under the Emergency.

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EMERGENCY DEATHS

According to figures released by the government's Bureaux for Information, by 16th in 1979, there had been 1,161 deaths since the start of the Emergency. This figure excludes deaths in the "independent homelands". An average of 362 people have died in unrest every week since the Emergency began on June 12. The daily average of deaths is about four.

PASS LAW ARRESTS

A total of 1,700 million black people were prevented for pass law offences between 1916 and 1941, according to the chief director of the legal administration for the Department of Constitutional Development and Planning. Dr. JC Bakker.

WAGE GAP

The following figures were released by the Central Statistical Services showing the disparity in average earnings between whites and blacks in March 1979. Wholelases trade: whites = R1.563 per month; blacks = R364. Retail trade: whites = R1.534; blacks = R348; coloureds = R298. Indians = R238. Motor trade: whites = R1.437; blacks = R347; coloureds = R287. Indians = R287. Hotel trade: whites = R2.945; blacks = R1.427; coloureds = R378. Indians = R378.

BANNED ORGANISATIONS

There are nearly three dozen banned organisations in South Africa, all of them having been banned by the National Party government. The first organisation to be banned was the AAP Communist Party in 1969, followed by the African National Congress and the Pan-African Congress in 1968. Since then the following organisations have been banned: the Congress of Democratic, Unighted we Stand of the National Front, the Vo Chi Clan Club, the African Resistance Movement, the National Committee for Liberation, the South African Convention, SA Students Organisation, SA Students Movement, Union of Black Journalists, Black Community Programme, Young Students' Representative Council, Association for the Educational and Cultural Advancement of the African People, Black Women's Federation, National Youth Organisation, Border Youth Organisation, Eastern Province Youth Organisation, Nasal Youth Organisation, Youth Organisation, Western Cape Youth Organisation, National Writers Association, Zimre Trust Fund, South African Tribal Fund and the Congress of SA Students. Organisations which have gone into exile include the SA Congress of Trade Unions (Sacu) and the Committee of SA War Resisters (Cawr).

PRISONERS OF CONSCIENCE: Raymond Suttor, 40, senior lecturer in law at the University of the Witwatersrand and the United Democratic Front's Transvaal Education Officer, has been in detention under Emergency regulations for the past seven weeks. He was detained at Jan Smuts Airport on his way to a conference in Zimbabwe.

His detention was contested this week before a full bench of the Transvaal Supreme Court. He asked for his release, or for a copy of the order in terms of which he was detained and the "reasons for the order being issued".

He also applied for an order that he should not be detained in isolation, and that he be provided with "proper sleeping facilities whilst in detention". Including a bed, mattress and an adequate supply of blankets.

He said in papers that except for these interrogations, he was not the subject of any restrictions, a visit by a judge and two visits by family members, he had been in solitary confinement. The application was rejected. Reasons have not been given.

Suttor has been politically active for over 12 years. In the early 1970s he was recruited to the ANC and SA Communist Party. In 1976, he was convicted for ANC and SACP activity. The court found that among other things he had been involved with the SACP publication, Abrahma.

On his release in 1983, Suttor, an advocate, took up a position in the Pretoria Central Prison. His law school.

In the last year he was elected to the UDF Transvaal Executive. With another former political prisoner, Jeremy Corbin, he co-authored the book "Thirty Years of the Freedom Charter", which was recently banned.
This graph shows how the salaries of the State President and Cabinet Ministers have increased over the past eight years. In 1979, when Mr. Botha was already the executive head of state, but his title was still Prime Minister, he earned R63 177, of which the taxman took a portion. Now, with the title of State President, he receives a tax-free salary of R109 000. During the same period, the remuneration of Cabinet Ministers soared from R30 345 to R114 930, which is taxable except for an allowance portion.
Equal pay move will cost R94 m

MERCURY CORRESPONDENT
JOHANNESBURG—The scrapping of wage-apartheid among teachers, paramedics and nurses will cost the State R94 million in fiscal 1986, according to Treasury figures.

It will be drawn from the Commission for Administration's R1 billion budget for improving conditions of service for State employees.

Adjusting salaries and allowances of Government departments increases by R83.3 million to R505 million in the current term.

It is understood the lion's share of the increase comes from the 10% civil service salary rise in April and funds earmarked for closing racial and occupational wage gaps in the public sector.

A Treasury spokesman said R45 million would be injected into the salaries of 81 000 black teachers employed by the Department of Education and Training and its counterparts in national states.

The Government has said the 'disparity in the salaries of teachers of different population groups' will be eliminated from December 1.

Meanwhile, a further R49 million was used to achieve racial pay parity for nurses and paramedics.

The Minister of Administration and Economic Advisory Services, Mr Efi Louw, has said public sector pay discrimination would be eliminated 'as swiftly as possible', but the Government has still to announce a timetable for nurses and paramedics.

The Treasury spokesman made it clear that current pay figures were based on the Commission for Administration's estimates in June.
Scraping pay apartheid: R94m in '86

Dispatch Correspondent

Johannesburg — The scrapping of wage apartheid among teachers, paramedics and nurses will cost the State R94 million in the 1986 financial year, according to Treasury figures.

It will be drawn from the Commission for Administration's R1 billion budget for improving conditions of service for state employees.

Adjusting salaries and allowances of government departments increases from R63.5 million to R94 million in the current term.

It is understood the lion's share of the increase is the 10 per cent civil service salary hike in April and funds earmarked for closing racial and occupational wage-gaps in the public sector.

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The Minister of Administration and Economic Advisory Services, Mr Elie Louw, said public sector pay discrimination "would be eliminated "as swiftly as possible", but government had still to announce a timetable for nurses and paramedics.
Pay parity between races to cost R94m

Own Correspondent

JOHANNESBURG.—The scrapping of wage apartheid among teachers, paramedics and nurses is to cost the state R94-million in fiscal 1986, according to Treasury figures.

The amount will be drawn from the Commission for Administration’s R1-billion budget for improving conditions of service for State employees.

Adjusting salaries and allowances of government departments increases by R83,9-million to R508-million, in the current term.

It is understood that the lion’s share of the increase comes from the 10 percent civil service salary rise in April and funds earmarked for closing racial and occupational wage gaps in the public sector.

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The Minister of Administration and Economic Advisory Services, Mr Ell Louw, said public sector pay discrimination would be eliminated “as swiftly as possible”, but that the government still had to announce a timetable for nurses and paramedics.
Workers end sit-in, may return to jobs

By Mike Siluma

About 500 members of the Food and Allied Workers' Union (Fawu) may return to work today after ending a nine-day sit-in at Farm Fare's Wynberg poultry processing plant on Friday.

The workers, on strike for a 50 percent pay rise, vacated the plant following an interim Supreme Court order that they do so.

The order prevents the workers from entering the factory except during working hours to carry out their duties according to their contracts. Workers were also ordered not to interfere with operations.

A company spokesman said he expected employees to return to work today, but a union spokesman said workers were still considering this.

The strike and sit-in began after a breakdown in negotiations which began in June. The workers have rejected a company offer of a 7.5 percent weekly rise, instead demanding a 50 percent increase which would raise the weekly minimum from R86 to R129.

Fawu has accused management of being "rigid" in the talks. Management insists that the current minimum is 50 percent above that paid by competitors.

Woodmead head to quit

Mr Peter Nixon, headmaster of Woodmead, is to quit after six years with the private, non-racial school in Sandton.

Mr Nixon (43), who was PEP spokesman on education in the old Provincial Council, told The Star he was sorry to leave but felt it was time to broaden his activities.

Mr Nixon, who has two science degrees, is to join the Science Education Project (SEP) when he quits Woodmead at the end of the year.

SEP's activities include in-service training for science teachers, and the provision of a comprehensive science kit to aid schools without laboratory facilities.

Sanctions: interest in Botswana increases

The Star's Africa News Service

GABORONE — As the international sanctions debate heats up, Botswana is receiving increasing inquiries from international corporations about establishing new operations in that country, or expanding existing operations.

This was confirmed today by a Botswana Department of Commerce spokesman who said his organisation handled a steady stream of inquiries from many parts of the world.

However, since the sanctions debate intensified, these inquiries had increased.

It is understood that the latest inquiries include the Metal Box Company, IBM Corporation, Borden Foods, Frasers and Spar.

- One of the last actions taken by Botswana legislature before ending the parliamentary session at the weekend was increasing the vote for the Botswana Defence Force by more than R29-million.

Officials said this was to enable the defence force to cope with the "prevailing security problems".
'Sleep-in' called off

ABOUT 500 workers at Farm Fare in Wynberg, Johannesburg, are expected to report for work today after calling off their nine-day "sleep-in" action on Friday.

The workers, mostly members of the Food and Allied Workers' Union (FAWU), began the "sleep-in" about two weeks ago.

The union has been pressing for a 50-percent wage increase, but management stuck to a final offer of 7.5 percent.

By late Friday afternoon, the premises had been vacated.

Simultaneously, Farm Fare was granted an urgent interim order in the Rand Supreme Court to evict the workers from its premises.
Pay rise for council cops

MORE than 450 Lekoa Town Council policemen — black and white — are to receive “meaningful” pay rises and a “danger allowance” of R150 per month.

This was one of several resolutions taken by the council at its monthly meeting in Sebokeng last week.

Other resolutions included:
- The KwaZulu-Chief Minister, Chief Gatsha Buthelezi, would be invited to visit the council as a guest of honour during November.
- The hostel tariff increase to be implemented next month would be gazetted.
- Councillors P. Radebe and E. S. Mofokeng would step down as chairman and vice-chairman of the trade committee of the council and new officials be elected, and
- The Eldorado Cinema in Sebokeng Zone 14 would be opened to all races.

The mayor, Mr Esau Mahlatsi, warned that the council would not be bound to restore electricity supplies cut off even after payment of arrears had been made.

"The council can no longer afford to render these services without residents paying for them," Mr Mahlatsi said.
Shift work said to be cause of many ailments

By Mike Silama

Insomnia, aggressive behaviour and gastric ailments are just some of the conditions caused or exacerbated by shift work.

This is according to an article in the current issue of the South African Labour Bulletin, written by unionist Mr Taffy Adler and based partly on discussions held by three trade unions organising in the tyre and rubber industry. The industry is characterised by shift work.

Asserting that hours for shift work had increased in recent years, Mr Adler cited the findings of a 1981 survey conducted by the Department of Statistics for the Federated Chamber of Industries.

Covering a total of 701,799 workers in South Africa, the survey found that 23 percent of the establishments looked at were working on shift. About 57 percent of the shift hours were worked by employees on a two-shift system, while workers on a three-shift system accounted for 43 percent. The figure would have been even higher had the survey included mineworkers, Mr Adler said.

In the tyre and rubber industry in particular, he said, 68.8 percent of the working hours were worked on shift.

On the basis of these figures, South Africa, with a much smaller economy, would rank in the same league as developed countries such as the United States, Britain and West Germany, where a substantial number of people did shift work.

Even though a large proportion of South African workers worked shifts, the emergent union movement had not made it a major item during collective bargaining. This, explained Mr Adler, was due partly to a South African economy "characterised by under-represented and unskilled workers in a low-wage economy with high unemployment".

Health problems

Workers' priorities had been the recognition of their unions, wage improvement and job security — a trend likely to be changed by the emergence of a stronger union movement.

A lack of information on shift work in South Africa made it difficult to highlight or combat the numerous social and health problems occasioned by the shift work.

However, recent research in Australia and the United States had discounted suggestions that the body may adapt to an alternative cycle if shift work is done over a long time.

"While shift workers may appear to have the same amount of non-working time, it is clear they sleep less, and the sleep they do get is of poorer quality. This is especially true for workers on night shift.

"In the South African context, one study found that 64 percent of the sample of women office cleaners working at night got less than four hours' sleep," wrote Mr Adler.

He added that the problem would be compounded by the enforced residential segregation in South Africa.

Facilities for sleeping during the day were limited, a factor which contributed to fatigue, poor digestion and irritability.

Fatigue, Mr Adler said, is one of the reasons for the higher accident rate and poorer productivity of shiftworkers.

Four guidelines to ease problems

Three Congress of SA Trade Unions affiliates — the National Automobile and Allied Workers' Union, the Chemical Workers' Industrial Union and the Metal and Allied Workers' Unions — met in February and formulated guidelines for proposals relating to shift work.

The unions represent workers involved in shiftwork in the rubber and tyre industry and have submitted the proposals to some of the industry's employers.

The proposals are:

- **Hours of work**: Given that "the most serious problems are posed by a three-shift system", the unions oppose the shift system in principle. Overtime work should be on a voluntary basis.
- **Financial compensation**: Monetary compensation should be paid if shift workers usually work shorter hours than regular day workers, get the same pay as day workers.
- **Health compensation**: "As shift work imposes additional risks on the worker", medical aid cover should be provided entirely at company expense. Shift workers injured at work should be paid an amount equal to that paid out by the Workmen's Compensation Act.
- **Shift work**: Shift workers should be entitled to additional compassionate leave to be able to attend to domestic duties which would normally require attention during the day time. Such workers should be provided with transport to and from work.

Shift work caused or worsened a range of physical ailments. In addition, the practice caused "night workers' neurosis", with symptoms of physical weakness, insomnia, aggression and depression. There was evidence that shift workers tended to smoke and drink more than permanent workers, especially during hours off work such as weekends.

Dealing with social problems of shift work, Mr Adler said because their entire lifecycle ran counter to socially accepted norms, shift workers had problems in their daily relationships with other people.
Unemployed mother kills her child

By Inga Molzen

A 20-year-old mother of three was given a suspended sentence yesterday by a Rand Supreme Court judge for infanticide.

Josephine Nonqaba Nkomo was sentenced to nine months' jail conditionally suspended for three years. Mr Justice A J O'Donovan heard that Nkomo, of Kagiso 11, Krugersdorp, threw her daughter into a overflow pipe shortly after she was born.

Nkomo said: "I was emotionally upset and disturbed, and saw the only course open to me was causing the death of my baby. I placed her 10 minutes old and still living in the manhole."

She told the court that neither she nor her boyfriend, Mr Herbert Eland, had the means to support the child as they were both unemployed.

The dead baby was found wrapped in plastic the following day by Nkomo's sister-in-law, Mrs Bernice Molte.

A post-mortem examination showed the baby's death was caused by suffocation.
HEWLETT-PACKARD has earned its top rating as a Sullivan Code signatory through various corporate social responsibility (CSR) projects.

Personnel manager Brian Tomlinson says his group prefers to steer clear of being a "cheque issuer":

"One of HP's corporate objectives worldwide is to contribute to communities where we do business. In SA, we have some different circumstances, which bring special focus to CSR. We are actually measured by the Sullivan Principles, but would be involved in CSR even without this," he says.

Indeed, he reckons Sullivan has been a good focusing tool, and a good provoker of CSR.

"Our involvement is widespread and we have attempted over the years to develop wisdom on deciding where best to make our contribution.

"Criteria include finding communities where there is an expressed need for involvement. This helps to get the projects going," he says.

Sometimes the group uses third party project administrators such as welfare organisations which have special expertise in particular areas.

"We try to ensure, however, that our funds are not used up for the administration of these third parties," he adds.

HP chooses projects that allow longer-term, follow-through action.

The group is involved in the traditional areas of education, community development and health care, among others.

Internally, HP is committed to putting special energy into recruiting and developing blacks. "We are constantly working towards providing that special input so all our employees can compete on a fair and equal basis," says Tomlinson.

"The Sullivan Code prescribes that we should also be involved in social justice, so we identify projects which demonstrate the basis of life after apartheid, and we make investments in this area to help produce real working models of the future. One area where we have succeeded is education.

Another project, done in conjunction with the Self Help Association for Paralysed, operates on a strictly business basis.

"Here we provided the necessary skills so members of the association could contribute to HP's business needs by carrying out contracts on servicing and repairing some of our products."

HP encourages its own employees to be involved in projects instead of assigning them to specialist CSR people.
THE private sector is capable of playing a major role in reform, but what is needed now is a quantum leap from conventional views of corporate social responsibility (CSR) and the patterns of associated expenditure to a deliberate, organized and visible role in bringing about rapid social and economic change.

At least three levels of CSR can be identified:

- Providing a reliable service to customers; maintaining product safety; adhering to law; and promoting good employment conditions, including meaningful employee benefits and sound industrial relations, with particular emphasis — in the SA context — on the elimination of all forms of discrimination in the workplace.

**Concern**

- Showing concern for the immediate community by, for example, contributing to housing, education, transport, health care and recreational programmes as well as facilities for employees and their families.

- Contributing to socio-political reform, focused on key areas of concern to the private sector.

The first of these three levels of CSR is well understood and generally accepted, even if not always implemented by the private sector in SA.

The second has become the present focus for CSR.

A great number of projects — especially in education, training and housing — have been funded by the private sector under the banner of social responsibility.

The hard reality, however, is that project funding and activity are not enough. Project activity alone cannot affect a lasting improvement in the quality of life for many members of our society.

Quantitatively, these projects in themselves constitute little more than drops in an ocean of need.

Qualitatively, single projects have little hope of dealing with society-wide causes of low quality of life and require to be grounded in an understanding of both causes and needs to be really effective as projects.

This approach — of linking projects to reform — is well illustrated by reference to the experience of the Urban Foundation, which started off by doing much the same as individual corporations are now doing — contributing to a wide range of projects in ad hoc response to need.

After three years it realised its resources could not meet demand, and that choice and concentration were required.

It decided to embark on a programme of structural reform, aimed at changing fundamental structures in our society, such as legislation and public attitudes — and so removing the causes of low quality of life and affecting a permanent, wide-ranging improvement.

Projects are accordingly conceived as they have a bearing on such improvement and are planned to deal with causes and structures.

We believe the private sector, in deciding on its role in CSR, should consider the approach the Foundation has pioneered.

In saying this, I do not wish to prescribe in any way to business, but rather to emphasise the importance of maximising private-sector impact through projects.

The main focus is on the third level of CSR and the need to address the crucial issue of private sector participation in reform in two main spheres:

- The political accommodation of the black community and removal of institutional discrimination.
- The changes required to meet SA's needs as a developing country, faced by the challenges of rapid urbanisation, enormous shortfalls in education and training and an existing (structural) inability to provide employment for millions of its people.

The realisation that reform is a process that can be managed gives cause for hope.

It is absolutely not the case that nothing can be done, that we must simply wait for the revolution to occur.

On the contrary, substantial progress can be made on an incremental basis, especially if the private sector throws its weight behind this process.

The private sector is presented with an important opportunity to play its role in the larger drama of SA.

Its concern with social inequality is already evident in the projects and programmes it has supported up to now. But each company and association can reinforce that contribution by:

- Channelling its social responsibility commitment to the goal of reform;
- Fooling resources for maximum effect; and
- Becoming an active partner in the reform alliances so crucial for effective change.

**Survival**

To busy corporate executives this may seem a new and onerous role. But we are playing for survival — the highest of stakes. Moreover, the path is not entirely uncharted.

At the Urban Foundation, we have already gone some way to preparing the ground in key respects.

| Excerpted from a paper by Dr Lee. |
Ruling sought on rights of apprentices

Assistant Financial Editor

PRINTPAK CAPE — a company in the Nampak group — agreed with the SA Typographical Union (SATU) yesterday to ask the National Industrial Council for the Printing and Newspaper Industry for a ruling on whether the services of apprentices in the industry automatically terminate at the end of their apprenticeship.

Printpak also agreed to pay R3 375 to an apprentice it had discharged, John La Vita.

And it undertook not to terminate the services of any other apprentice before October 31.

The Industrial Council is due to meet on the issue in late October.

Its decision may affect the future of more than 200 apprentices in the Nampak group and more than 1 000 in the industry as a whole.

The payment and the agreement result from an application to the Industrial Court by SATU and La Vita alleging that the termination of La Vita's services at the end of his apprenticeship without any dismissal or retrenchment procedure constituted an unfair labour practice.

SATU general secretary Martin Deyzel said in Cape Town: "I am delighted that the whole issue is finally to be placed beyond doubt by the proper body representative of the whole industry."
Ergo, NUM in dispute

THE East Rand Gold and Uranium Company (Ergo) this week declared a dispute with the National Union of Mineworkers (NUM) over alleged unfair labour practices by the union and shop stewards during wage negotiations earlier this year. Anglo American said yesterday the negotiations, which took place between May 25-June 23, were disrupted by work stoppages and sit-ins.

A NUM spokesman said papers had not yet been filed with it. He said disputes during that period were "largely spontaneous" and in response to Ergo management's reluctance to make an improved wage offer. The union had intervened successfully to stop them.

Wage talks at the Conciliation Board, which took place last week and on Tuesday, have ended in deadlock.

In terms of the Labour Relations Act, the board's chairman will advise the Minister of Manpower accordingly.

Ergo's final wage offer ranges from 16% to 19% in the categories covered by the recognition agreement. The NUM's final demand is a 30% wage increase across the board.
THE controversy over the payment of full wages to detained employees continued yesterday with the American Chamber of Commerce saying it was up to individual member companies to use their discretion on the matter.

A spokesman for Amchem said the association had not addressed itself to this issue as it dealt only with "broad policies affecting employers".

 Asked whether it was not in the spirit of the Sullivan Code, of which most American companies were signatories, to pay detained employees full wages they would have earned if not in detention under security legislation, the spokesman said:

"The Sullivan Code is a suggestion to companies as to what they (authors) feel could happen in the workplace. It is the employer's right to choose whether to accept this suggestion.

Rejected

The controversy about payment of detained workers came to a head recently when American company General Motors refused to pay full wages to two detained employees; both members of the National Automobile and Allied Workers Union (Naswu).

Instead, the company has decided to pay detained employees 50 percent of their gross earnings — a move rejected by the union.

In a similar dispute, the Port Elizabeth branch of Paper, Wood and Allied Workers Union is locked in negotiations with two paper companies — Sappi and Saveall — about the fate of detained members.

The companies have not paid employees detained under security legislation.
Chemical Union gets June 16 and May 1

By Mike Siluma

The struggle by emergent unions for their recognition of May Day and June 18 as paid holidays has been taken a step further by the Chemical Workers' Industrial Union (CWIU).

In a statement yesterday, the union said in terms of an agreement with a Pretoria firm, Pretoria Wholesale Drugs, about 200 CWIU members employed by the company would be entitled to 15 paid public holidays, including June 16 and May 1.

A CWIU spokesman said the agreement signified the progress made by the union in its campaign for the recognition of the two days as holidays.

Together with other affiliates of the Congress of South Trade Unions (Costtu), the CWIU has recently intensified the campaign, tabling the issue at all wage negotiations with employers.

In addition to the holidays being granted, the minimum wage for CWIU members would be raised by 30 percent from R109 a week, backdated to July 1.

The workers had also won a reduction in the working week from 45 to 40 hours, said the union spokesman, and improvements were made to overtime rates, leave and service allowances, maternity benefits and annual bonus.

In the first issue of its recently launched mouthpiece, Cosatu, Cosatu warns that workers are going to demand a minimum hourly wage of R3.50 and a 40-hour working week.
Company union members at the Presbyterian's 16 and May Day plant expected to receive notification of an impending termination of their workplace contract with the Presbyterian's 16 and May Day plant.

**Dispute**

The company has also presented a proposal to the union members to terminate the workplace contract with the Presbyterian's 16 and May Day plant.

A company proposal to terminate the workplace contract with the Presbyterian's 16 and May Day plant has been presented to the union members. The union members have rejected the proposal.

**Talks are deadlocked**

About 600 workers at the Presbyterian's 16 and May Day plant have engaged in a strike in response to the company's proposal to terminate the workplace contract with the Presbyterian's 16 and May Day plant.
Dunlop workers end 5th day of strike

BENONI — About 300 workers at Dunlop's factory here ended the fifth day of their legal strike for higher wages and better working conditions, spokesmen for the Chemical Workers' Industrial Union (CWIU) and the company confirmed yesterday.

The workers, who are all members of the CWIU, downed tools last Thursday after a strike ballot where 99.9 per cent voted in favour of the action, a union spokesman said.

This followed "protracted negotiations" on wages and working conditions, the spokesman for the CWIU said.

The workers are demanding a minimum wage of R3.10 an hour, compared with the current wage of R2.43 an hour.

The CWIU said Dunlop was refusing to make any offer on conditions and would only consider wages.

A Conciliation Board will be sitting next week to mediate the issue. — Sapa
Wage dispute goes to board

MANPOWER Minister Piotie du Plessis has appointed a conciliation board to deal with a wage dispute between the Chamber of Mines and the National Union of Mineworkers (NUM) almost a week after the deadline lapsed.

The NUM now has the legal right to strike, provided members support this through ballots.

A Manpower Department spokesman yesterday declined to disclose reasons for the delay.

NUM's Marcel Golding said the union's central and executive committees would be convening meetings shortly to decide what steps to take.

The chamber and NUM have not yet set a date for a conciliation board meeting. But the union may not be in a hurry to initiate strike action while the chance of dispute resolution exists.
Academic warns on growing jobless

Dispatch Correspondent
GRAHAMSTOWN — The employed were likely to remain the privileged in South African society over the coming decades and poverty was likely to be more acute among those without jobs in the formal sectors of the economy, according to a senior lecturer in economics at Stellenbosch University, Mr. Sanya van den Berg, who delivered a lecture during Commerce Week at Rhodes University this week.

He said a "very large" and increasing segment of the labour force could not find jobs in the formal sector of the economy.

By the end of the century, Mr Van Den Berg said, the projections were that almost half of all workers — more than eight million — might not have jobs, "if the relatively pessimistic and presently most likely scenario eventuates."

He predicted that, given the vast wage gaps between the employed of different races, and the likelihood that black unions would exercise their new-found power to their own advantage, black wages would continue to rise fairly rapidly as had occurred since 1973.

"The result will be a widening gulf between the employed and the jobless and a strengthening of the tendency towards capital-intensive economic growth," he added.

Present trade union attitudes towards the informal sector and the unemployed indicated that unions might continue to emphasise "inappropriate, over-regulated economic activity" while reducing the scope for informal sector expansion by insisting on too high standards, Mr. Van Den Berg said.

"While all indications are that jobs will become even more scarce, such an attitude is not conducive to addressing the problem of poverty, which remains our fundamental development challenge," he said.

The need for rapid growth in order to create jobs is, therefore, "obvious," he said. It had been estimated that the need for people other than whites in white collar occupations would reach 99,000 a year up to the end of the century. This was against the 20,000 a year who entered these jobs during the 1970s.

He said this would require a substantial increase in the performance of the formal educational system, but the qualities that made for high-level performance could not be produced by formal education alone.

"It is experience, background and innate abilities which were important," he added.

Much of the present educational backlog of the Workforce could be ascribed to apartheid at the political level, under-utilisation of black labour in high positions, the poor productivity of labour resources, poor management and poor communication between management and workers.

The challenge was to better utilise labour resources — often above their level of qualification.

"Rather than waiting for the school system to increase the quantity and the quality of matriculants, education and training in industry should be seen as a continuing process to redress the present deficiencies," he said.

Commenting on the lack of entrepreneurialism in the economy, he said unless the present restructuring of society unleashed major forces "which is unlikely" — it was likely to remain scarce in the coming decades.

"If this entrepreneurial talent is to grow and to be nurtured, the informal sector and the small business sector will have to be freed of the shackles imposed by over-regulation."

"One can only hope opposition to the informal sector from officialdom at both central and local government level and from within the ranks of the trade unions, can be reduced and overcome," he said.
NUM WAGE DISPUTE

Amazing omission

The Minister of Manpower’s unexpected failure to appoint a conciliation board in the wage dispute between the National Union of Mineworkers (NUM) and the Chamber of Mines means that the union is now entitled to call a legal strike. But the union is considering its next move.

NUM fulfilled its part of procedure by asking the minister to appoint a conciliation board. Expiry of the 30-day period provided for in the Labour Relations Act entitles the union to go on strike on August 7 — provided, of course, that NUM, which became a registered union earlier this year, first holds a strike ballot.

Approached for comment on the minister’s omission, Manpower Director General Piet van der Merwe told the FM: “There are certain legal requirements that must be fulfilled, and there must be a reasonable chance that appointing a conciliation board will contribute to the solution of a particular dispute. The minister has full discretion in the matter of conciliation boards and we never give reasons for his decisions.”

But talk in mining circles this week was that the Manpower Department simply fluffed the issue, and failed to appreciate fully what the consequences of its inaction would be. Bitter allegations were also made that the department botched the application earlier by classifying it as an unfair labour practice instead of a wage dispute.

Minister Du Plessis... failure to appoint conciliation board

Nevertheless, NUM does not at present appear to be intent on rushing into strike action. Says its press officer Marcel Golding: “We obviously expected the board to be appointed. Now we will have to convene appropriate structures in the union to decide upon our course of action.”

The dispute was declared at the stage when NUM had dropped the wage compo-

nite of its demand from 45% to 30%, and the chamber was offering to increase the minimum wage rates of workers in the lowest and highest job categories by 20% and by 15% respectively. The board will feel that it can squeeze more out of the mining houses. If so, there would be little point in precipitating industrial action — especially as its right to strike means it would have a distinct advantage over employers if negotiations are re-opened.

TOWNSHIP RENT BOYCOTTS

Councillors’ arrears

In the wake of the official proposal to evict rent defaulters in black townships, it has come to light that all councillors in Soweto and the six townships in the Vaal Triangle have not paid rent either since the boycotts began.

Paradoxically, the evictions, intended to break the rent boycotts in 30 townships, are co-ordinated by the black councils themselves.

Sustained rent boycotts (see page 59), have cost the State at least R250m in lost rentals (Current affairs August 8).

The Bureau for Information has warned: “Services and infrastructure for the benefit of the consumer can only be maintained if rents and service charges are paid by householders.” Plans for eviction of rentdefaulters have been formulated in many affected townships.

Sebokeng’s town clerk, Nicolas Louw, tells the FM that of a total 190 eviction orders obtained, only 13 families three at Mamelodi, two at Sharpville, and eight at Bophelong were evicted on Monday.

Asked how many of those evicted were councillors, Louw said: “Councillors are not being evicted. They’re making arrangements to pay off their arrears. Arrangements by any other person are welcome. We are not paying residents should they pay all they owe immediately. They can pay off their arrears in instalments.”

Asked what it was doing about councillors’ arrears, Soweto housing director Del Kevin said: “I don’t want want to express an opinion on councils. After all, they are the elected representatives.”

Kevin also explained that his office has drawn up notices warning residentsto pay or face prosecution.

Meanwhile, the Soweto Civic Association and other activist groups are jointly distributing a pamphlet, entitled Asinamali “We have no money”. It urges residents to remain steadfast in refusing to pay. It states, among other things, that “an evasion of one is an evasion of all,” and calls for boycott of businesses owned by councillors.

It says: “The people of Soweto… took a life-and-death decision that we are no longer prepared to finance our own oppression. We won’t pay rent; we won’t pay salaries of the puppet councils and their police.”

STATE OF EMERGENCY — 2

Legal breakthrough?

The emergency regulations took yet another legal knock this week with the judgment of the Natal bench of the Supreme Court ordering the release from detention of United Democratic Front (UDF) publicity secretary, Lechosa Tsenoli.

Legal representatives for Tsenoli successfully argued that his detention was unlawful as emergency regulations 1(3) and 3(3) conveyed too wide a power on the State President or his nominee and, as such, contravened the Public Safety Act of 1953, under whose authority the regulations are drafted.

Although the judgment specifically affects Tsenoli and is binding only in Natal, legal representatives for detainees countrywide are planning to flood the courts with release applications on their clients’ behalf.

The Congress of South African Trade Unions (Cosatu), for example, was due to bring an application in the Natal Supreme Court on Wednesday for the release of 30 detainees on the grounds of the invalidity of those regulations.

Meanwhile, the State has appealed against the Natal bench judgment, and is bunkering down to defend all similar applications. The appeal is only expected to be heard in about three months. In the meantime the detainees will remain incarcerated unless their legal representatives can successfully plead on their behalf.

Legal sources also speculated that the Natal judgment could have a bearing on an application by several newspaper publishing groups seeking to have an entire section of the emergency regulations declared ultra vires. The publishers are seeking to have regulations seven to 12 declared void and of no force in law.

Legal counsel for the applicants, Sydney Kentridge, SC, is similarly probing the wide nature of the State’s powers under the regulations and the competency of the State President’s nominees in interpreting and applying them correctly. Inherent contradictions between the regulations and the Public Safety Act also form part of his argument.

The applicants are SA Associated Newspapers (Sann — owners of the FM), the Argus Printing & Publishing, Natal Newspapers and the Natal Witness. Argument on their behalf started before the full bench of the Natal Supreme Court in Pietermaritzburg earlier this week.

After the Tsenoli judgment, counsel for the State asked that the hearing be postponed for them to assess the implications. The judges ruled, however, that the matter was so “pressing” for the newspapers that Kentridge should be allowed to proceed with his argument.

An adjournment would be granted at the conclusion of his delivery to enable the State to prepare its case. Judgment is expected in several weeks.
Minister of Agricultural Economics.

DEPARTMENT OF MANPOWER

No. R-1686 15 August 1986

LABOUR RELATIONS ACT, 1956

FURNITURE MANUFACTURING INDUSTRY, ORANGE FREE STATE.—AMENDMENT OF MAIN AGREEMENT

1. Pieter Theunis Christiaan du Plessis, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 March 1987, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (a) shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 March 1987, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

P. T. C. DU PLESSIS,
Minister of Manpower.

INDUSTRIAL COUNCIL FOR THE FURNITURE MANUFACTURING INDUSTRY OF THE ORANGE FREE STATE

SCHEDULE

AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Vereniging van Meubelfabrikante en Stoffeerders, O.V.S

(hereinafter referred to as the "employers" or the "employers' organisation"), of the one part, and the
Wage dispute board appointed

The possibility of industrial action by the National Union of Mineworkers (NUM) has receded for a while with the appointment of a conciliation board to resolve the wage dispute between the union and the Chamber of Mines.

The appointment of the board by the Minister of Manpower was announced by the Chamber yesterday. It said no date had been set for the hearings.

The NUM declared a dispute with the Chamber on July 7, following a breakdown in talks which began in June.

The failure to appoint a board would have opened the way for a legal strike by the country's largest black union.

Negotiations deadlocked after the union rejected the Chamber's final offer of increases ranging between 15 and 20 percent for black gold and coal mineworkers. The Chamber had initially offered rises of between 11 and 16 percent.

30 PERCENT

The union has tabled a final demand of an across-the-board 30 percent rise—down from an original 45 percent.

Although the Chamber has, as last year, implemented its offer from July 1 (when increases for mine employees are traditionally effected) the NUM has made it clear that this should not be seen as settlement of the union's part.

Other NUM demands over which it is in dispute with the Chamber are:

- Income security — that workers given job transfers because of work-related injury or disability be given the same wages as previously.
- That May 1 and June 16 be made paid holidays.
- A 100 percent holiday and leave allowance.

DROPPED

Issues raised by the union but now no longer in dispute are:

- The reduction of working hours from 100 hours a fortnight to 88. The NUM had initially demanded a 20-hour reduction.
- Job security. Workers, most of them migrants, wanted to get the same jobs and rate of pay when returning from leave.
- An improvement in death benefits.
- A 26-week unpaid maternity leave.
- June 16 and May 1. The Chamber has agreed in principle that May 1 be made a paid holiday, but is awaiting the recommendations of the Government Commission into public holidays. The Chamber will re-open talks with the NUM should the Commission fail to come up with recommendations by February 1 next year. June 16 has also been referred to the Commission.
- Leave and shift allowances, as well as maternity leave.
- Board and lodging. The union had demanded that employers cover the cost of board and lodging for mineworkers.
Move to replace holidays

MOVES are afoot at the University of Natal to remove public holidays with political connotations from the university calendar and replace them with Labour Day (May 1) and Soweto Day (June 16).

"Holidays like Founder's Day (April 6), Republic Day (May 31), Kruger Day (October 10), and the Day of the Vow (December 16) are meaningless to most members of the university community and should no longer be observed," said the proposer of the scheme and prominent historian, Dr Paul Maylam, who is also head of the Joint Academic Staff Association.

"May 1 and June 16 should be observed as holidays as they have enormous symbolic significance to more and more members of the university community. If these days do not become official holidays, the university will continue to experience considerable disruption of its activities on these two days."

The University's Senate Executive has accepted a recommendation by the Durban Executive Sub-Committee of the Arts Board — which Dr Maylam represented — that a sub-committee be appointed to look at the question of public holidays.

Explaining his reasons, Dr Maylam said Founder's Day was really "the old Van Riebeeck Day under a different guise and is a misnomer as Jan van Riebeeck was not the founder of South Africa."

"Looking at history, Republic Day offers little cause for celebration, Kruger Day is utterly meaningless, and the Day of the Vow is a divisive and inappropriate day for a holiday."
Municipal pay talks deadlocked

Dispatch Reporter

EAST LONDON — A deadlock in pay negotiations with the municipality is to be taken to the Conciliation Board.

This was confirmed yesterday by the secretary of the East London Municipal Workers' Union, Mr Gert van der Walt, who said a request had been submitted to the Minister of Manpower, Mr Pietie du Plessis.

"We've asked the minister to freeze all increases until the matter can be sorted out," Mr Van der Walt said.

The municipal director of personnel and management services, Mr Leon Deetlefs, said they had not heard about the move but confirmed that the city council's line adjustment offer to 1,600 unskilled workers had been rejected by the union.

The council had offered a phased-in 15 per cent increase. Ten per cent would come into effect from July and the other five per cent from January next year.

Mr Van der Walt said the union had rejected the offer and had asked for a 20 per cent increase from July and another 20 per cent from January.

Mr Deetlefs said the council could not see its way clear to meeting the union's demand and offered an alternative.

He said the union's demand would have pushed up the municipality's total wage bill by R1,836 million a year.

The cost to the council a year with a 15 per cent phased-in hike will be R765,187.

Mr Van der Walt said: "We have been negotiating for a long time and our appeals seem to have fallen on deaf ears. We had no alternative but to seek action as the lower paid workers are suffering."

Colonel shot by ETA guerillas

VITORIA (Spain) — Four gunmen shot dead. Spanish army colonel.
EAWTUSA’s Tommy Oliphant says the union’s national executive committee will meet next month to decide on whether to hold a strike ballot. Meanwhile, the union will concentrate on company-level negotiations for improvements on Sefasa’s offer. Some progress has already been made. At Siemens, where an agreement was bargained jointly with Mawu, the company has agreed to pay a minimum wage of R3/hour at five plants.

Attempts to contact Seawu failed, but the union is experiencing an internal power struggle, which probably means it is in no position to orchestrate a strike. According to labour consultant Steve Bunce, the possibility that either EAWU or EPBEGWU will strike is remote.

The wild card in the pack is Mawu. This militant union was the one most observers expected to strike. But there is little doubt that State of Emergency, under which large numbers of its officials have been detained, placed serious obstacles in its path. However, Mawu’s Bernie Fansoff says the union decided last weekend to conduct a strike ballot early next month.

In the interim, Mawu has reached agreements with a number of companies aside from Siemens to pay higher wages than those provided for in the agreement. Crown Cork has agreed to pay R3.10/hour at two plants; Barlows Manufacturing will pay R3/hour at two plants; Robert Bosch has settled on R3.40/hour; and Steelmobile has acceded to a demand of R3.50/hour.

Will Mawu strike? Bunce believes the union has lost a great deal of its initial momentum, but does not completely rule out the possibility — especially if the Vaal Triangle where rent evictions could influence workers.

**Gazetting a contract**

The metal industrial council’s main agreement, setting minimum wages and working conditions for the 350,000 workers in the industry for the year ahead, will be gazetted on Friday and come into effect next Monday. All that remains to be seen now is what course of action will be adopted by the five trade unions that have refused to back it.

The main feature of the agreement — in which the Steel and Engineering Industries Federation of SA (Sefifa) is the employer party — is its provision for workers in the lowest job category to be paid a minimum wage of R2.22/hour and for top grade artisans to get a minimum of R5.81/hour.

Two factors appear to have influenced the decision by Manpower Minister, Piet du Plessis, to gazette the agreement. One was the late decision by the SA Boilermakers’ Society to endorse it; the other was the fact that none of the five dissenting unions objected to it being published and extended to cover non-parties to the council.

The five dissenting unions are: the Metal and Allied Workers’ Union (Mawu); the Steel, Engineering and Allied Workers’ Union (Seawu); the Electrical and Allied Workers’ Trade Union of SA (EAWTUSA); the Engineering and Allied Workers’ Union (EAWU); and the Eastern Province and Border Engineering and General Workers’ Union (EPBEGWU).

A few weeks ago, it seemed certain that a strike by at least some of the dissenting unions was in the offing. Now, however, that prospect appears unlikely — especially as the agreement will be enforced from Monday, and strikes during the term of an agreement are prohibited.
Do US firms in SA comply with code?

THIS is the first of a series of articles on how US companies in South Africa conduct their businesses in relation to the Sullivan code of employment and a call on June 8 by the Rev Leon Sullivan for US firms not to comply with apartheid laws.

Sullivan, of Philadelphia in the US, has set a deadline of May 31 next year for the total withdrawal of US firms doing business in SA, if statutory apartheid is not eliminated by then.

Who is Sullivan, the moving force behind the set of principles for US companies in SA?

He has been the pastor of the Zion Baptist Church in Philadelphia since 1950 and is the founder and board chairman of the Opportunities Industrialisation Centres of America - a private-sector program sponsoring training for disadvantaged people.

The 20-year-old program has 140 centres in the US and operates in several African countries.

Sullivan organised and led an effective consumer boycott in Philadelphia in the late 1950s and early 1960s, demanding that industries employ more black people.

In 1971, he was elected to the board of directors of General Motors. He later proposed that General Motors "get out of SA" in protest against apartheid. The motion was defeated.

In 1975, during a trip to Lesotho, he made a brief stop-over in Johannesburg. Several prominent black SA leaders approached him to try to get US companies in SA to work more actively in opposition to apartheid. In 1976, with prominent black SA leaders, he formulated a code of conduct for US companies in SA.

Initially, there were six principles - referred to as the Sullivan Principles or Code. The second phase of the code, called the SA Amplification, was inaugurated in December, 1984.

The principles are:

- Non-segregation of the races in all eating, comfort and work facilities;
- Equal employment practices for all employees;
- Equal pay for employees doing the same work;
- Development of training programs that will prepare non-whites for supervisory, administrative, clerical and technical jobs;
- Increasing the number of blacks and other non-whites in management and supervisory positions, and:
- Improving the quality of employees' lives outside the work environment in such areas as housing, transportation, schooling, recreation and health facilities.

The SA Amplification attacks apartheid's roots and requires US companies to:

- Support the unrestricted rights of black businesses to locate in urban areas;
- Influence other SA companies to follow the equal right principles;
- Support the freedom of black workers to seek employment opportunities wherever they exist, and make possible provisions for adequate housing for employees' families, and;
- Support the ending of all apartheid laws;

The Sullivan signatories welcome comments on how their programs to meet Sullivan's call can be improved.

People with suggestions can get in touch with: D Thema at Deetee Incorporated, 68 Vos Wieligly Street, 5th Floor, Manchester House, Johannesburg. Tel: 23-8717 or 23-8848.
Rent: Council denies allegation

The Vosloorus Town Council has denied that it had suspended 16 of its employees from work for three months without pay for allegedly inciting people not to pay rent.

Mr George Prinsloo, the town clerk, at the weekend said 16 council employees — all black — working in the income section (rent department) were given paid leave last month "because they were intimidated by the people in the township to supply them with the names and addresses of all the people who paid rent." Mr Prinsloo denied that the workers were suspended for three months without pay. He said: "The 16 have now returned to work and we have transferred them to other departments. It is true that they have been replaced by whites but this is temporarily."

He also added that the 16 will be transferred back to their previous posts next month and others will be transferred back on October 1.

Protect

According to our sources the 16 were suspended after being accused of turning away people at the council offices and inciting them not to pay rent.

"This is not true. We decided to give them a one-month paid leave to protect them from the intimidators," Mr Prinsloo said.
CLEANERS ASK GOVT TO RISE WAGES

"MORE than 1,000 cleaners at Dunlop, about 50 at Nanogard, have asked for a rise in the minimum wage for all employees to $7.90 an hour," Mrs. Nettie Ling, the union's general secretary, said yesterday.

The union, which has about 4,000 members, also urged employers to sign a code of practice to ensure better working conditions. Employers were asked to allow employees to work overtime without penalty, to provide proper access to hand sanitizers, and to assign job duties to workers as requested.

The strike started last week after the company failed to meet the union's demands. A spokesman for the company said that negotiations were ongoing.

The union's general secretary, Mrs. Ling, said: "We have been in talks for two years without success. The company has not been willing to meet our demands."
Business gives nod to ‘black’ holidays

By Sheryl Raine

Many employers were becoming more flexible towards demands for a new “black calendar” of public holidays, a labour conference was told yesterday.

Speaking at an Institute for Personnel Management conference on industrial relations in Sandton yesterday, Dr Jon Lewis, managing editor of the SA Labour Bulletin, said research had shown that many employers responded in a more sophisticated manner to demands for June 16 as a paid public holiday than they had to demands for a May Day holiday.

FLEXIBLE RESPONSE

Most companies were inflexible to demands for a May Day holiday with a rigid no work, no pay policy.

Dr Lewis said information gathered by the Labour Monitoring Group about June 16 indicated a more varied and flexible response from employers. About 60 percent of companies approached by their workers for a paid holiday on that day had negotiated about the issue.

Of those who agreed to negotiate, 75 percent reached some form of agreement.

Only 14 percent of those companies had granted a paid June 16 holiday.

The rest agreed to “no work, no pay and no penalty”, arranged for workers to work on extra time, or in cases where factories were working short shifts, arranged that June 16 be an off day.

Dr Lewis said he believed stayaways were a political response by people denied political rights which would remain a fact of South African life until such time as the political dispensation changed.
Vital issue of detainees' wages

The Star recently reported on important negotiations in progress between trade unions and employers on the issue of paying wages to detainees. Unions are demanding full wages for those in detention and for the full period.

The rationale for this demand is that, since detainees have not been convicted of any crime, their detention runs contrary to the rule of law. Consequently, employers who say they believe in the rule of law should not punish detainees and their families by withholding their wages while they are in detention.

This argument was recently accepted by the Cape Town City Council, which agreed to pay detainees' wages in full.

BIZARRE PROPOSALS

Some multinationals, on the other hand, have come up with bizarre counter-proposals. The American-owned General Motors has suggested that a relief fund be established to pay detained workers 50 percent of their normal wage.

The German-owned Volkswagen company is offering to pay detainees 75 percent and is willing to guarantee their jobs for 180 days. Another German-owned company, Hoechst SA, is prepared to guarantee detainees' jobs but is not prepared to pay their wages.

The reason I call these proposals bizarre is because it is difficult to fathom the logic behind them. By agreeing to pay a proportion of detainees' wages or offer job guarantees, these companies seem to be acknowledging that detentions are unjust. But, on the other hand, by not paying the full amount they are in fact punishing detainees and their families.

What makes these proposals even more strange is that the number of employees involved is not great. In the case of Hoechst, it is one and in the case of General Motors five.

One would not have thought that these multinationals would be brought to the brink of collapse were they to pay full wages to six detained employees. For the families of the six employees, however, these wages could mean the difference between eating and not eating.

In Volkswagen's case, too, one wonders why it is justifiable to guarantee a detainee's job for 180 days, but not thereafter. Is Volkswagen perhaps suggesting that the State's case is strengthened the longer it incarcerates someone?

Surely the central issue here is the notion of the indivisibility of justice. Either you believe in the rule of law or you don't. If a company believes in the rule of law then it should stop haggling over a few rand and put its money where its mouth is.

If, on the other hand, it does not believe in the rule of law but considers detention without trial to be justified, then it should state this explicitly, so that the public knows where it stands.

This latter point is particularly important in the case of the companies referred to above because they are of American and German origin. Their respective governments, especially the Americans, never tire of telling us how opposed they are to apartheid and to abuses of the rule of law.

At the same time they argue that sanctions are not the way to bring about change in South Africa. President Reagan has said many times that "it would be truly counter-productive and disastrous for us to remove ourselves and lose all contact with South Africa."

Instead, he has claimed that American firms, following the employment code set up by the Rev Leon Sullivan, have set a standard for South African firms to follow.

Well, on this issue one American firm at least is lagging way behind the Cape Town City Council, Sullivan Code or not.

If foreign firms really want to offer a lead to their South African counterparts, what better issue than this could there be? There are currently about 300 trade unionists in detention in various parts of the country. How many of them are having their full wages paid by their employers? And how many foreign firms are paying detainees any wages at all, let alone full wages?

During negotiations on this issue, Volkswagen apparently argued that it was reluctant to pay detainees their full wages because other employers in the region would not approve, since they feared this would then lead to pressure on them to do the same. But surely that is precisely the point.

SETTING STANDARDS

How can foreign firms possibly set a standard for local firms to follow if they are afraid to antagonise these firms or fail to proclaim boldly any progressive changes they might implement? This line of argument simply makes a mockery of the policy of constructive engagement.

The issue is simple: detention without trial is a travesty of the rule of law. Any company claiming to believe in the rule of law has a duty to continue paying in full any employees who are being subjected to this form of unjust treatment until they have been released. Anything less than this amounts to complicity with the injustices of apartheid.
The two sides met last week at a conciliation board convened by the Department of Manpower. But instead of negotiating they spent their time squabbling over the terms of reference the Minister of Manpower granted to the board.

The chamber's industrial relations adviser, Johann Liebenberg, won't comment on what the disagreement was about. But the FM understands it centred on exactly which workers NUM represents in the dispute. The minister, it seems, appointed the board for all mines where NUM is recognised without making reference to the specific job categories it represents.

NUM is insisting this means it represents all workers on all mines where it has recognition. The chamber, however, believes the dispute should be limited to specific bargaining units. The point is that if a strike occurs it would have a much bigger impact if all workers down tools. (And, because the minister appointed the board late, NUM has already won the right to strike legally.)

The chamber is understood to have asked the NUM if it is willing to apply to the minister to have the board's terms of reference altered. NUM general secretary Cyril Ramaphosa refused; the chamber responded saying it wanted to consult its principals, the mining houses. The parties are due to meet again on September 4.

Meanwhile, the chamber told the parliamentary Standing Committee on Mineral and Energy Affairs last week that it cannot support the Mines and Works Amendment Bill in its present form.

The Bill, a product of the Department of Mineral and Energy Affairs, is at the centre of a debate on the most appropriate way to scrap job reservation on the mines (Current affairs August 22).
The pool for success

Picture: DON PENNEY, Weekend Argus

Zolia Rumble ... bringing business people together.

Jobless making the jobs

By ANNE TAYLOR
Weekend Argus Reporter

Small organisations pooling the skills of the unemployed, re-trained and retired are springing up in Cape Town to help one-man businesses succeed in an ailing economy.

According to Mr Tommy Brand, manpower and training manager of the Cape Chamber of Commerce who recently launched one such organisation called Skills Register, too many individuals have insufficient skills to succeed in business on their own.

The need to provide the woman who can sew and the man who can make furniture with a business infrastructure has led to a growing list of bureaux, units, departments and companies — some Government-funded, others attached to universities, chambers of commerce and banks.

The services have extended to private consultancies.

Two people in Cape Town have set up support organisations. Miss Zolia Rumble started Success Stories, a training and consulting company, and Mr Len Sev- en of Dule Carnegie, set up the Skills Register and Networkers Club.

Cape Town's unemployed are hitting back . . . many are pooling their skills to start their own businesses.

They aim at putting people who can profitably team up in touch and offer them advice and help to set up new businesses.

Zolia ran a Natal hotel for six years before moving to Cape Town and domesticity. She was bored after six months.

Crisis

She volunteered to help the Women's Register. This culminated in the development of a Skills Register.

"It has taken off. We have had nurses, teachers, architects, typists, artists, bookkeepers and bank managers, coming on to our list. Some are retired, some have been retrained and others are working independently," she said.

"My forte is crisis management in business ... helping people who are starting companies or whose companies are dying," she said.

"We are trying to create a situation in which people with skills will work from home on fulltime and parttime assignments. They join the Skills Register, go on courses and meet other people."

"A bookkeeper now has more work than she can cope with. Her other members. A graphic artist is designing clothes for a manufacturer who is supplying boutiques. Another member has found outlets for her puzzles. We found a weaver for a carpet workshop. Then there is rent-a-granny."

"We show people how to research their ideas and find markets. Zolia has also written a book for small manufacturers on how to set up a home business and market their wares."

Ideas bank

"Some people relate to my associates in Success Stories, Janine Con- perman, who has an MBA and others to me because I don't."

"Big business can take time to learn, research, test and do its administration correctly," she said. "The same rules apply to small business."

"Eventually the Skills Register will become a database for permanent part-time workers for business nationally."

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Broke bosses

by MICHAEL CHESTER

HIGH taxation and relentless inflation have pushed South African bosses to the bottom of the ladder in comparisons of executive pay packets in the Western business world, according to a special survey released today.

P-E Corporate Services warned that the findings have added new impetus to threats of a brain drain from executive suites in industry and commerce.

Moreover, the purchasing power of the disposable incomes of SA executives was now shrinking for the fifth year in succession, added Miss June Ashburner, head of the remuneration division, which monitors international pay trends and compiled the new survey.

The average salaries of executives at all levels and in all sizes of companies were now trailing way behind the incomes of their counterparts overseas.

The slide in living standards caused by the failure of pay packets to keep pace with soaring inflation, worsened by heavy tax bills, is also almost certain to be reflected in a nation-wide survey of pay trends among rank-and-file workers which is likely to be released in the next few days.

BUT executives have been among the worst hit, according to Miss Ashburner, because of the additional burdens of sky-high marginal tax rates carried by top income earners — plus the special taxation on perks that started last year.

"Trends are bound to have a significant impact on emigration, especially because of the mobility of many executives and the big temptations of low inflation and low taxation in more and more overseas countries," she said.

"And prospects for 1987 look good throughout the northern hemisphere, with the United States poised to take the lead with still more tax cuts."

She believes the sharpest indication of the downward drift of the quality of living of SA executives is evidence that the proportion of the salaries left over as disposable income for the average marketing director, for instance, after all essentials have been covered, has plunged from 40 percent five years ago to 15 percent at best.

"The days of wine and roses in the executive suite have vanished," she said. "South Africa has now lost the attractions it used to have for migrating businessmen."

IN 1981, the managing director of the average large manufacturing company, as an example, was better off in terms of the purchasing power of his disposable income than his counterparts in all the main western countries apart from the United States.

Even a year ago he was better off than his counterparts in Britain, Belgium or Australia in the cash left over for luxuries and entertainment.

Today, however, his equal number in Britain has more than double his disposable income.

The gap yawns to its widest in comparisons with the US (350 percent more spending power on non-essentials), France (400 percent more) and West Germany, whose counterparts have more than five times the amount of disposal income.

THE average salaries of South African executives at all levels and in all shapes of companies are now trailing way behind the incomes of their counterparts overseas. South African bosses are just plain broke.

"The earnings of South African executives, measured in real terms and allowing for a crippling rate of inflation and worsening taxation, have actually shrunk for four years on the run and look certain to shrink still more in the next 12 months," said Miss Ashburner.

"In dramatic contrast, real earnings in the northern hemisphere, where inflation has been beaten and tax bills are lower, have increased by as much as 20 percent in the past year alone.

"The only consolation for South Africans is that Australians are not much better off, which makes Australia a much less attractive proposition for potential emigrants than either North America or Europe.

"By the yardstick of disposable income, France, with low taxation, and West Germany, where inflation is now below zero, are by far the best prospects — even ahead of the US."

SOUTH Africa was also found to be faring badly in comparisons of the actual purchasing power of salaries, taking into account the cost of items that ranged from fashion clothes and restaurant bills to household appliances and passenger cars.

Among the seven overseas countries in the survey, only the United States showed higher prices — 30 percent higher than in South Africa.

Elsewhere, prices on the measurement of purchasing power were cheaper by eight percent in Britain, nine percent in Australia, 19 percent in France, 25 percent in the Netherlands, 32 percent in Belgium and by as much as 33 percent in West Germany.

Moreover, the gaps look likely to increase. Inflation, running at 16.9 percent in South Africa when the comparisons were made in June, was next worst in Australia, where it was found to be 9.2 percent.

The current inflation rates elsewhere: Britain 2.8 percent, France 2.3 percent, the US 1.5 percent and Belgium 1.4 percent. In West Germany it has been forced into reverse with prices actually falling.
Speaker backs MPs' pay rise

Political News

THE Speaker of Parliament, Mr Johan Greeff, yesterday supported the increased salaries for MPs announced by the State President, Mr P W Botha, saying the new system put greater demands on MPs.

"The new parliamentary dispensation calls for a system of well-considered legislation in terms of which all bills on general affairs are referred to Standing Committees on which all Members of Parliament serve," he said in Cape Town.

The committees met throughout the year — not only while Parliament was in session — which meant MPs had to be prepared throughout the year for meetings in Cape Town or Pretoria.

"Obliged"

There were 17 Standing Committees on ministerial portfolios for general affairs which dealt with all legislation and related matters. Another committee, on provincial government, had to be appointed.

In addition, MPs served on 13 other committees which dealt with matters such as the accounts of government departments.

"MPs are obliged to serve on quite a number of committees, especially MPs of smaller parties and of Houses with fewer members," Mr Greeff said.

"During the past few years, an average of 120 bills a year were introduced in Parliament which gives an indication of the workload of some Standing Committees in particular."

Mr Greeff said this year 240 committees had been held up to the end of June and the Standing Committee on Home Affairs, for example, held 45 meetings to deal with nine bills.

"A member is not expected merely to attend a meeting. It goes without saying that he has to make a thorough study of the matter under consideration and in fact has to specialize. This requires research, liaison with parliamentary study groups, interested parties and government departments, studying representations, in some cases hundreds of them, and, liaising with the private sector."

Fined

Attendance of committees' meetings was compulsory and members were fined R20 a day for not being there. MPs' constituency programmes during the parliamentary recess were subordinate to their committee obligations.

"The new dispensation and system of consensus makes heavy demands on the work input of members and entails greater specialization on the part of MPs," said Mr Greeff.
Not all glass is shatter proof

LABOUR peace in the glass industry giant Pilkingtons may not be shatter proof after all. For the Chemical Workers Industrial Union and Pilkington management don’t come to a wage agreement soon.

Bosses walked out of a two-day meeting with CWIU this week aimed at settling a dispute arising out of the company’s refusal to negotiate a national wage agreement covering the five strategic plants employing 1 800 workers.

Three plants are in the Transvaal and two in Eastern Cape.

CWIU has applied to the Manpower Minister to appoint a conciliation board. Shop stewards will prepare a national strike ballot and start, gearing for strike action in the face of Pilkington’s intransigence.

The bosses are currently celebrating 50 years of Pilkingtons in SA. Workers are asking what they have to celebrate – 50 years of exploitation?
Mawu plans strike ballot

By MONO BADELA

ABOUT 30 000 Mawu workers will hold a strike ballot early next month to decide whether to take industrial action over their demand for higher wages.

A Metal and Allied Workers' Union spokesman told City Press that Mawu's national strike co-ordinating committee met last weekend to consider the planning of a national strike ballot in the metal industry.

He said the ballot would affect about 30 000 of the 50 000 Mawu members.

Many Mawu members had already concluded plant-level wage agreements and would not be involved in the strike ballot, he added.

The ballot will be held in the factories and will start on September 5 and end on September 11.

He said many employers had agreed to increases over and above those negotiated for.

As a result some workers would receive increases of R3.50 per hour.
Back to normal hours

Hundreds of South African nurses are no longer expected to work a compulsory extra two-and-a-half hours per week with effect from September 1.

This was announced yesterday by an executive member of the South African Nursing Association, Mrs F du Preez, who said nurses will now be expected to work normal hours.

She said the practice was introduced in provincial and State hospitals last year. Nurses were not paid for working extra hours and she hoped they will be happy and welcome the "great step," she said.
Pay hike for 90 000 nurses on the cards

CAPE TOWN — About 90 000 nurses and paramedical staff are to benefit from "salary structure adjustments" backdated to September 1, the Minister of National Health and Population Development, Dr Willie van Niekerk, said yesterday.

Much of the increase would be used to establish parity in pay for various population groups, he said.

Special allowances for staff employed at psychiatric hospitals and in intensive care units, as well as additional payments for night duty, would be effective from the same date.

Replying to questions at a press conference here, Dr Van Niekerk said it was impossible to give actual figures or percentages of the increases as these were still being calculated.

However, details of the improvements had been conveyed to the "institutions concerned", which were implementing them as quickly as possible.

Dr Van Niekerk also told representatives of medical aid societies that the government was prepared to look at changes to the legislation affecting medical aid schemes, if these were required.

He said his discussions with the representatives had aimed at establishing the facts about recent subscription increases.

"The main fact being that increases have not been 20 per cent across the board," Dr Van Niekerk said.

Another fact was that when viewed as a percentage of salary, the public's contributions had hardly risen over the period 1971 to 1986. However, a major increase had occurred in black medical aid subscriptions.

The minister had told the medical aid representatives the government viewed the issue as a private sector matter, but naturally had an interest in it. — Sapa.
Unions urged to be realistic on wages

DURBAN — Organised labour must realise that unrealistic wage demands and strike action can lead to increased mechanisation at the expense of job opportunities, the executive director of the National Productivity Institute, Dr Jan Visser, said.

Dr Visser told a productivity seminar that workers must accept that they could not demand more than their actual contribution to production was worth. The only sound basis for higher remuneration without unemployment was higher productivity, yet in South Africa real wages were rising despite a poor productivity performance. This was a sure recipe for a rise in unemployment.

“Steadily rising unit labour cost increases have been putting increasing pressure on South Africa’s international competitiveness, which contributed to the decline in the value of the rand,” he said.

Should the tendency of little correlation between wage rates and productivity performance continue, it would threaten the already shaken rand.

The attitude of labour unions should become less aggressive. In particular, perception of productivity growth should be improved, for many of them had an adverse understanding of the concept of productivity.
Strikes ballot prepared after collapse of Sasol pay talks

...
Deadlock at Sasol

ABOUT 6 000 Chemical Workers' Industrial Union members at two Sasol plants were due to meet last night to discuss management's refusal to grant them wage increases demanded by their union.

Arrangements were to be made for a strike ballot, the CWIU said.

This follows a deadlock reached by Sasol management and the union at a conciliation board meeting on Monday when the company refused to reconsider its final offer of R95-a-month increase.
Bid to end wage row

THE Chemical Workers' Industrial Union at Sasol Two and Three has been given the go-ahead to conduct a strike ballot in a bid to resolve a wage dispute there.

These Sasol workers took the stand on Tuesday night at Secunda, where they also formally rejected management's 25 percent wage offer. Management and the union have deadlocked on workers' demands of 34 percent (bottom grade) and 12 percent (top grade).

Sasol will again be the subject of another wage dispute at a conciliation board meeting today, this time involving about 9 000 workers at the company's mines.

- CWIU members were involved in a one-day work stoppage at Paragon Rubber on Tuesday they were protesting against management's refusal to pay wages to a detained worker.
- The Farm and Allied Workers' Union and Table Top management this week reached a stalemate over the dismissal of 72 workers at the company's Olifantsfontein plant.

The 72 workers were fired last month after participating in a work stoppage in sympathy with a detained colleague.

- About 350 African Miners and Allied Workers' Union members who have been involved in a "sit-in" strike at D and PF in Johannesburg since last Thursday, have resolved to return to work today.
Beaten with their own yardsticks

THE minimum wage controls which European companies must follow in South Africa are indirectly set by themselves.

The European Economic Community's code of conduct requires a minimum wage set by a university research unit called the Bureau for Market Research.

But, says Cape Town economist Dr Martin Nicol, the bureau is funded by the very companies which must follow its guidelines.

The Bureau for Market Research at the University of South Africa (Unisa) is funded by approximately one third of the major corporations in the country, including all foreign firms that have holdings or subsidiaries in South Africa. These companies by their very nature, Nicol said, "must be dedicated to keeping the rate down."

Nicol was responding to a claim in the latest publication produced by the Labour Research Department (LRD), a British trade union and research organisation, that the EEC code has been a complete failure.

He described the EEC code as a "shroud" for foreign companies: "They rationalise their presence in South Africa by saying that they adhere to the code of conduct. Yet the code is simply an advisory tool. It is not enforceable. It is used by the foreign firms to hide their participation in apartheid's profiteering."

Nicol points out that the EEC's minimum wage has decreased since the code was amended in August last year.

Until then the minimum rate was 50 percent above an unspecified poverty line. The current revised rate recommended by the EEC is now based on Unisa's supplemented living level (SLL) for a family of five.

"This is an unsound and arbitrary measure which is ridiculously low. The revised code has actually reduced the minimum rate compared to last year," Nicol said.

In the publication Profiting From Apartheid, the LRD lists 58 British companies with holdings or subsidiaries in South Africa that pay their employees below the EEC rate.

The booklet names another 13 companies, including Thorn EMI, Babcock International and Pritchard Services, that pay their workers less than the Minimum Living Level (MLL) which is the lowest possible sum that an average five member household can live on.

The code of conduct covers less than half the workers employed by British companies. Firms with less than a 50 percent holding or employing fewer than 20 blacks are excluded.

And according to the revised code, major companies like Consolidated Goldfields, Barclays and Pilkingtons are no longer obliged to submit reports on their employment practices to Britain's Department of Trade and Industry. Companies quote the sex and age of their employees, their marital status and the size of their families as justification for paying below the recommended rate.

They list firms that avoid paying the minimum rate by claiming that their employees' families are smaller than the average household measured by the SLL.

Other companies claim in their reports that women are not breadwinners and therefore should be paid less. Several firms say they pay the EEC wage to adult black male employees, and make no mention of their female employees at all.

Because recommended rates are calculated for urban areas, companies with workers in rural areas are free to interpret appropriate wage levels.
Chamber splits again

For the second year running, members of the Chamber of Mines are at loggerheads about the quantum of wage improvements which should be offered in wage negotiations with the National Union of Mineworkers (NUM). But NUM itself faces a tough decision on whether to accept a split offer on behalf of its members on Chamber goldmines and colliers.

According to a NUM spokesman, the chamber informed the union at a conciliation board meeting last Thursday that three of the mining houses — Anglo American, Gencor and JCI — were willing to continue negotiations. Rand Mines’ gold division has also indicated a willingness to continue. Gold Fields of SA and Rand Mines’ colliers are not prepared to move from the chamber’s final offer made in July.

The sixth mining house, which normally participates in chamber negotiations — Anglovaal — is not party to these talks as NUM is not recognised at any of its mines.

The negotiations between the chamber and NUM deadlocked at the stage when the union was demanding a 30% wage increase and the chamber was offering 16%-19%. By mutual consent, the chamber’s offer was implemented as from July 1. But NUM declared an official dispute, and a conciliation board was appointed last month. A disagreement over terms of reference marred the first meeting (Current affairs August 29). This has apparently been resolved. Last Friday’s meeting — where the chamber’s new position was disclosed — was the second at conciliation board level.

The split in the chamber presents NUM with a dilemma. The differential increases, which were implemented by the various mining houses after last year’s wage negotiations caused complications because, while most members benefited, those at Gold Fields, Anglovaal and Gencor lost out. Mindful of these events, its annual conference earlier this year resolved that the union would not again accept a split offer.

Faced with a repetition of the same problem, NUM has indicated that even before it hears details of any new offer from the companies willing to proceed with talks, it will have to consult with its members. The consultations are in progress and the union’s central committee is expected to make a decision this weekend.

The central committee will also consider the union’s next step in the wage dispute at Anglo American’s Ergo complex. The parties deadlocked at a conciliation board recently with the union demanding a 30% wage increase, and the company offering increases of between 16% and 19%. In a strike ballot held last week, 624 of the 698 participants voted in favour of strike action.

Meanwhile, in the midst of these disputes, NUM and JCI’s Consolidated Murchison antimony mine have reached a wage settlement. Increases range from 17% for senior personnel to 25% for workers in lower job categories.

The question that observers will be asking is whether this agreement, signed on Monday, is a pointer to the type of settlement which could be reached in the more important chamber negotiations.

The FM has been edited to comply with the emergency regulations. Information may therefore be distorted, incomplete and misleading.
Pay rises far behind inflation rate

Staff Reporter

THE GAP between salary increases and inflation has widened to an all-time high.
Pay rises for all races country-wide are lagging behind the inflation rate by 5.8 percent, according to a major survey released yesterday.
And according to local employment agencies, Cape Town employees are slightly worse off than the average.
The 1986 General Staff Salary Survey, undertaken by the remuneration division of P-E Corporate Services SA (Pty) Ltd, was based on data provided by more than 1,000 organizations employing about 1,200,000 staff of all races.
It showed that the overall percentage increase in basic salary levels for all races for the period June 30, 1985, to July 1, 1986, was 11.1 percent.
The Consumer Price Index (CPI) over the whole country for the same period was 16.9 percent, reflecting the countrywide 5.8 percent salary lag.
Mrs Cheryl Sharp, a manager of Drake SA, said salaries in the Peninsula area had gone up by ten percent on average in the past year.
And according to a recent six-month salary survey by Kelly Personnel in Cape Town, few salaries have risen anywhere near the inflation level.
The Kelly survey showed “a phenomenon” of the recessionary market that salaries at the top end of the market tended to increase because it was difficult to attract qualified staff from their current positions, while other salaries stagnated.
Miss Jane Ashburner, the division manager of P-E Corporate Services, said the salaries-inflation gap was “the worst in memory”. The picture became even more dismal, she added, when one considered that since the effective date of the survey, the CPI had risen to 16.2 per cent.
This lag in salary increases started in 1983 and had continued at an alarming rate ever since, she said.
Vendor dispute ends

Labour Reporter

THE dispute between the Media Workers' Association of South Africa (Mwasa) and Allied Publishing over the treatment of newspaper vendors ended yesterday when both parties reached agreement on pay increases and working conditions.

According to a Mwasa spokesman, Allied have agreed to give vendors permanent staff status and have increased their basic weekly wage to R60. Allied also agreed to provide protective clothing.

The agreement, which was confirmed by Allied management last night, resolves the dispute which led to a three-week strike by Allied vendors in January.
Gap between pay hikes and inflation hits an all-time high

JOHANNESBURG — The gap between salary increases and inflation has widened to an all-time high with increases for all race groups lagging the inflation rate by 3.8 per cent, according to the results of the 1986 General Staff Salary Survey.

The survey was released yesterday by the remuneration division of P-E Corporate Services SA (Pty) Ltd.

It was undertaken from data provided by over 1 000 organisations employing approximately 1 300 000 staff of all race groups, and showed that the overall percentage increase in basic salary levels for all race groups for the period June 30, 1985 to July 1, 1986 was 11.1 per cent.

The Consumer Price Index (CPI) for the same period was 16.3 per cent, reflecting the 5.8 per cent lag.

"This gap is the worst in memory," said the manager of the division, Miss Jane Ashburner. The picture became even more dismal, she added, when one considered that since the effective date of the survey, the CPI had risen to 18.2 per cent.

The lag in salary increases started in 1983 and had continued at an alarming rate ever since. As inflation had been spiralling, companies had been restricted from granting significant increases by the severe financial restrictions they had been operating under.

Until 1982, the CPI had been used as one of the most important guides when determining salary and wage increases. "Forces of circumstance have now dictated, however, that companies' financial results be the prime measure taken into consideration when determining increases," she said.

The survey showed that whereas last year the lowest movements were recorded for whites, this year coloureds received the lowest salary increases at 10.4 per cent. However, the movement for whites was not far ahead at 11.9 per cent.

Blacks moved from the top position in the salary and wage increase stakes to second place behind Asians. The salary movement for blacks was 11.3 per cent while that for Asians was the highest of all race groups at 11.6 per cent. Last year blacks received 12.3 per cent and Asians 10.7 per cent.

Miss Ashburner said the fact that increases for other races had come closer to those for whites indicated that the socio-political factors that had largely determined wage increases for non-whites in the past had generally been shelved and replaced by the hard economic realities brought about by the recession.

Looking at the cumulative increases against the cumulative inflation rate over the past five years, the survey showed that no-one has kept pace with inflation.

The cumulative CPI for this five-year period was 97 per cent. Blacks came closest to this with a cumulative wage increase of 91 per cent, followed by Asians at 90 per cent, coloureds at 80 per cent and whites on the lowest rung at 75 per cent.

"Salaries have, in fact, not kept pace with inflation for the past 10 years in the case of whites," said Miss Ashburner.

The cumulative percentage pay increase for the past 10 years for whites was 195.3 per cent against a cumulative CPI for the same period of 235.0 per cent. — Sapa
Pay rises at Foschini

THE Commercial Catering and Allied Workers Union of SA has concluded wage negotiations with Foschini.

Foschini workers will now receive an R85 across-the-board increase, while part-time staff will receive two-thirds of this amount.

"A management response to demands that May Day and June 16 be regarded as paid leave will shortly be made known," a Ccawusa statement said yesterday.

- The SA Allied Work-

ers Union (Saawu) and Sun Crush management at Ladysmith this week signed an agreement on wages and other conditions of employment.

In a joint statement yesterday, they agreed on a R92 a week increase for the weekly paid workers.

- Four trade unionists detained under emergency regulations have been released.

They are Mr Doni Khumalo, regional sec-

tary of the Congress of South African Trade Unions, Mr Lolo Dinshego and Mr Japhta Rabothata, both officials of the General Workers Union of SA, Mr Abraham Malatji, Northern Transvaal chairman of the Transport and Allied Workers Union.

They were released yesterday.

They were detained on June 12, the day the state of emergency was introduced.
Rail workers ask for pay rise

ERNEST REILLY

RAILWAY unions will submit demands for immediate and substantial pay rises to Transport Minister Hendrik Schoeman next month.

On October 13, the Artisan Staff Association will meet Schoeman in Pretoria to demand implementation of market-related salaries for the administration's 25,000 artisans.

Later in the month, Schoeman will meet the Federal Council of Sats Trade Unions. The council, according to chairman Jimmy Zurich, will demand across-the-board increases of 15% from September 1.

This would in no way prejudice demands for another round of salary rises from the start of the new financial year next April, said Zurich.

Demands for 25% increases were rejected by Schoeman last October. "We got 18% with the rest of the public sector in April. It is the balance of the original 25% that we are asking for now," Zurich said.

Meanwhile a Post Office staff association, the Postal and Telegraphs Association, has submitted pay claims to the Postmaster-General.

‘Anti-SA bans won’t rock US interests just now’

LINDA ENSO

AMERICAN Chamber of Commerce (Amcham) director Ken Mason says a US ban on new investments in South Africa would have little immediate impact on US companies operating in SA.

Most new investment by US parent companies was required for expansions, Mason said, and in the current economic climate in SA few US companies would be expanding, having already enough spare capacity to almost double production.

Amcham, Mason said, had been actively lobbying the US government not to impose sanctions, but if they were applied, its members would be prepared to "stick it out" in SA.

BHP battle to end

MELBOURNE — The long-running battle for control of Broken Hill Proprietary (BHP), Australia's largest company, appears to have found a resolution after yesterday's announcement that Bell Resources and Elders-DIXL chairmen would be admitted to the board of directors.

Bell Resources chairman Robert
DUNLOP has reached a settlement with 556 Benoni workers who have been on a wage strike since early last month.

The settlement, reached late yesterday, provides for an increase of 60 cents an hour to be paid in three instalments. The minimum wage will be R3.03 an hour by June 1 next year.

Initially, the workers' representatives, the Chemical Workers' Industrial Union (CWIU), had demanded a minimum wage of R3.10 an hour as opposed to the current minimum of R2.43.

The agreement also provides job security for pregnant women who will be guaranteed four months' maternity leave; a long service award payable in cash; and an ex gratia back payment.

Dunlop has agreed to withdraw its plans to retrench 70 workers due to the closure of a department. Instead, the company will now introduce a new shift system in three departments.

- About 140 members of the Black Health and Allied Workers' Union of SA are involved in a work stoppage at SA Druggists' Elandsfontein.

They are protesting against management's plan to introduce a new shift.

The dispute follows weeks of unsuccessful talks between management and the union over the issue. Mediation has also failed to resolve the dispute.

A Bhawusa spokesman said the workers were locked out twice in less than a month during the dispute. Management had refused to talk to the union officials last Friday when the union wanted to present it with new proposals, he said.

Mr G Slabbert, manager at the plant, was not available for comment yesterday.

- The Congress of SA Trade Unions (Cosatu) has given Springs-based Braiteks four days to reinstate 23 workers allegedly dismissed after participating in a stayaway on July 14.

Cosatu said in a statement that while talks on the matter were still on, the company had retrenched 47 other workers.
NUM says it will consider split offer on wage increases

By Mike Siluma

The four-month-old wage talks between the National Union of Mineworkers (NUM) and the Chamber of Mines have reached an 'important turning point', with the union declaring a willingness to consider 'a reasonable' split offer from individual mining houses.

The NUM decision, taken at a weekend meeting of the union's central executive council, would reverse the union's congress resolution earlier this year not to accept a split offer from Chamber of Mines members companies.

More than 320,000 black workers are affected by the talks.

NUM Press Officer Mr Marcel Golding said Anglo American, JCI, Gencor, and Rand Mines, gold division, had indicated a preparedness to negotiate further improvements to what the chamber was offering.

At its congress in February, NUM warned it would not accept different offers. It threatened a 'national strike in the event of a split offer.'

A split offer by the chamber last year led to workers in companies like Goldfields and Gencor receiving lower increases than counterparts employed by, for instance, Anglo American.

"The union reconsidered its position after being granted a mandate by its members. We are prepared to consider reasonable wage and conditions of employment offers from those companies willing to improve their offers," said Mr Golding.

HOLIDAY ALLOWANCE

Meanwhile, at Monday's conciliation board talks NUM moved from its demand for a 30 percent across-the-board rise to 25 percent. It dropped its demand for improvement in holiday allowances but retained a demand on income, security for employees injured in work-related accidents.

The union also wants the chamber to raise the issue of a June 16 holiday with the government commission into public holidays. If such talks fail the chamber should directly negotiate the matter with the union.

In turn, the chamber raised its offer of between 15 and 20 percent by two percent.

The talks have been adjourned until Friday.
THE rand looks set to confound pessimists who have been talking it down since it lost ground from $0.50 in May.

That is the view of world-renowned chartist Brian Marber, in SA for the Gold 100 conference. He says the recent behaviour of the rand points to a $0.46 to $0.47 exchange rate within the next three weeks, and sets the ultimate target for the currency at $0.58.

Marber, who operates from a purely technical analysis, has an enviable track record for predicting currency, precious metals and bonds. He has identified parallels in the rand market with the US dollar shortly before it entered the four-year bull run up until 1985.

The first pointer in his analysis is the rand's momentum index. This shows whether a currency is overbought — and therefore due for correction — or if it is oversold.

Marber says: "Preceding virtually any major change in direction of a currency is the signal that it is extremely overbought.

The rand has also crossed its one-year moving average. When this occurred in January, the rand rallied from $0.42 up to $0.50.

More recently in May, when the currency was headed downwards it plunged to $0.3080 from $0.44, after crossing the one-year average.

Marber says: "If you think chartists don't belong to the real world, would you have believed anyone who said in 1988 that the dollar would rise to DM3.45 when it was only a shade below DM2.00?"

Shift dispute leads to firings

UP TO 50 workers at SA Druggists, distribution centre at Elandsfontein, have been dismissed after a dispute over implementation of night work.

The company's wholesale division GM, Sid Hurwitz, said the dismissals came after more than a year of talks with the Black Health and Allied Workers' Union, during which work...
Dunlop settlement

Members of the Chemical Workers' Industrial Union (CWGU) at BTR Dunlop's Benoni plant returned to their posts this week after a five-and-a-half week wage strike.

The return to work followed a period of tough bargaining. On Monday, the 550 workers finally accepted a settlement which includes a 60c an hour increase which will be introduced in three instalments between now and June.

The agreement will remain in force until the end of 1987. Once the increase is fully implemented, the minimum wage will be R3.03 an hour. At the time the strike began the company was offering a 57c an hour increase.

The settlement also included four months' maternity leave, a small cash long-service award, an ex gratia back payment designed to partially compensate for the period since the expiry of the previous agreement on June 30, and an agreement that a three-shift system will be introduced in place of the present two-shift system. The shift agreement means that the threatened retrenchment of 70 workers because of the closure of the plant's moulded hose section will be averted.

Commenting on the settlement, BTR Dunlop group industrial relations manager, Glen Sutton, said: "For both sides, the five-and-a-half weeks was a long time. We could not recoup overheads and the workers could not recoup lost wages. The agreement was reached through compromise on both sides."

The Benoni strike was the fourth incident of industrial unrest for the company this year. In April, 2,000 workers at four plants — Benoni, Ladysmith, Durban and Mbeni — struck for a week in protest against the dismissal of several colleagues. In June, the Benoni workers stopped work during the wage talks. This was followed by a month-long strike involving members of the Metal and Allied Workers' Union over a wage dispute at the Sydney Road, Durban, plant.

The settlement there was similar to the one reached at Benoni.

In another wage dispute involving the CWGU, the union is due to conduct a strike ballot soon among the 6,000 workers employed at Sasol 2 and 3 at Secunda. Deadlock was reached over Sasol's offer of a R25 a month increase. CWGU is demanding R120. Talks are continuing at conciliation board level regarding wage increases for the 5,500 CWGU members at Secunda Collieries which supplies Sasol.
MINE WAGE NEGOTIATIONS

So near, but so far
There was significant movement on both sides when the National Union of Mine-workers (NUM) and the Chamber of Mines met at a conciliation board on Monday to continue negotiations in their wage dispute.

At the conclusion of the last round of talks on September 4, the NUM was left with the dilemma of deciding whether or not to accept a split offer from chamber members (Current Affairs, September 12). To do so meant reversing a resolution adopted at its conference earlier this year, that the union would only accept a unified offer — a decision motivated by a desire to obtain uniform conditions of employment across the industry for its members.

In the event, pragmatism won. Last weekend, the union’s central committee decided that it would consider improved offers for the gold and coal mines where it is recognised by Anglo American, JCI, Gencor and the gold division of Rand Mines.

Gold Fields of SA (GFSA) and Rand Mines’ collieries have already indicated that they will not move on the increases which were implemented on the mines on July 1 by mutual consent between the union and the chamber: an increase of 20% on minimum wage rates for workers in the lowest job categories, and 15% for the highest categories.

On Monday, the parties still in the negotiations laid new cards on the table. The NUM reduced its demand for a 30% wage increase to 26%. In turn, the four mining houses unveiled their improved offer: 19% to 22% for surface workers on gold mines and 17% to 20% for underground workers; and 18% to 21% and 19% to 22% for underground and surface colliery workers respectively. The improved offer applies to 38 mines.

Several other issues were also discussed in the course of which the NUM dropped its demand for its members to be paid a leave allowance of 100% of their wages. The union also signalled that it would be prepared to accept that workers’ contributions to the mining industry’s death benefit scheme should be increased from 3.6c to 45c/R100 of their wages, providing that there is a wage settlement and that the union is represented on the scheme’s administrative board. On the demand that workers who are transferred from one job to another due to disability or illness should be guaranteed the same income, the union indicated that it is devising a formula for how this should operate.

The two sides did not see eye-to-eye on the NUM’s demand that June 16 should be recognised as a paid holiday. This matter did not feature in the union’s original list of demands. During the course of the negotiations, however, the NUM gave notice that it wanted the day to be regarded in the same light as the chamber’s offer about a paid holiday on May Day. That boiled down to agreement that the chamber would ask government to appoint a commission of inquiry to investigate the prospect of making May 1 a public holiday. If government refuses to appoint a commission, or if recommendations are not forthcoming by February next year, the chamber has undertaken to negotiate the issue with the NUM.

The talks took place against a background of renewed wildcat strike action at GFSA’s Zinco mine and Anglo’s Free State Geduld mine. By Tuesday, however, it appeared that both strikes had been settled.

Monday’s proceedings narrowed the gap between the two sides, but the employers’ offer still falls short of the NUM’s demands. It remains to be seen whether the next meeting, scheduled for Friday, will reduce the negotiating gap.
ALGEMENE KENNISGEWINGS

KENNISGEWING 648 VAN 1986

Ingevolge artikel 34 (2) van die Bouverenigingswet, 1965 (Wet 24 van 1965), word onderstaande saamgestelde opgawe vir algemene inligting gepubliseer:

SAMEVATTING VAN MAANDELIJKE OPGAWES DEUR PERMANENTE BOUVERENIGINGS (MET UITSONDERING VAN SUIDWES-AFRIKA BOUVERENIGING) VIR DIE MAAND GEGEENIGD 31 JULIE 1986

SUMMARY OF MONTHLY RETURNS BY PERMANENT BUILDING SOCIETIES (EXCLUDING SOUTH WEST AFRICAN BUILDING SOCIETY) FOR THE MONTH ENDED 31 JULY 1986

<table>
<thead>
<tr>
<th>Getal vereenigings/Number of societies</th>
<th>Bedrag Amount</th>
<th>Bedrag Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>10</td>
<td>R'000</td>
<td>R'000</td>
</tr>
</tbody>
</table>

Aandeelkapitaal/Share capital:
- Ongepaald/unlimited
- Vastgestemde/Fixed period

Total/Total:
- 5 090 621
- 3 134 184

Algemene reserve/General reserve:
- 809 946

Ander reserves/Other reserves:
- 4 565

Total/Total:
- 8 224 805

Deposito's/Deposits:
- Verhandelbare Depositcertifikate/Negotiable Certificates of Deposit
- Transmissie/Transmission
- Spannings/Loanings
- Vaste/Fixed

Total/Total:
- 1 349 124
- 605 824
- 4 555 933
- 7 892 318

Opgelope rente/Accrued interest:
- Kollaterale kontante/Deposit interest
- Oppelof rente/Accrued interest

Total/Total:
- 14 803 199
- 256 688
- 161 201
- 4 984

Lenings en oortrekings/Loans and overdrafts:
- 4 148 086

Voorskytte teen verband/Mortgage advances:
- Alle voorskytte/All advances

Toegestaan maar nie uitbetaal nie/Granted but not paid out

Aantal rekenings/Total accounts:
- 649 651

Likwiede bates/Liquid assets:
- Statutaire minimum bedrag/Statutory minimum amount

Werklik gehou/Actually held:
- 1 683 454

Kontant en deposito's/Cash and deposits:
- 2 043 771

Lenings aan diskontothuis/Loans to discount houses:
- 628 772

Onbeswaarde effekte/Unsecured securities:
- 582 490

Oppelof rente/Accrued interest:
- 794 353
- 38 156

(19 September 1986)

KENNISGEWING 652 VAN 1986

LOONWET, 1957

LOONRAADONDERSOEK.—HERSIEIING VAN LOON-VASTSTELLING 439, LEKKERGOEDNYWERHEID, SEKERE GEBIEDE

Die Loonraad het, kragtens artikel 15 (3) (b) van die Loonwet, 1957, besluit om persone wat belang het by bogoomele onderhede waarvan besonderhede in Staatskantoor 10385 (by Kennisgewing 1714) van 15 Augustus 1986 gepubliseer is, toe te laat om mondelinge vertoë tot die Raad te rig. Vir dié doel sal die Raad vergaderings hou op die plekke, datums en tye hieronder aangedui:

(a) Port Elizabeth.—In die Raadkamer, Kamer 184, Eben Döngesgebou, Hancockstraat, om 11h00 op 7 Oktober 1986;
(b) Durban.—In die Raadkamer, Kamer 317, Masoniclandingstaatskantore, om 14h00 op 16 Oktober 1986; en
(c) Johannesburg.—In die Raadkamer, Kamer 1401, Conlynggebou, Presidentstraat 156, om 15h30 op 19 November 1986.

J. P. OOSTHUIZEN,
Sekretaris: Loonraad.
(19 September 1986)

NOTICE 652 OF 1986

DEPARTMENT OF MANPOWER

WAGE ACT, 1957

WAGE BOARD INVESTIGATION.—REVISION OF WAGE DETERMINATION 439, SWEET MANUFACTURING INDUSTRY, CERTAIN AREAS

The Wage Board has decided, in terms of section 15 (3) (b) of the Wage Act, 1957, to allow persons who have an interest in the above-mentioned investigation, particulars of which were published in Government Gazette 10285 (under Notice 1714) of 15 August 1986 to submit oral representations to the Board. For the purpose of hearing representations, the Board will hold meetings at the places, dates and times indicated below:

(a) Port Elizabeth.—In the Boardroom, Room 184, Eben Dönges Building, Hancock Street, at 11h00 on 7 October 1986;
(b) Durban.—In the Boardroom, Room 317, Masonic Grove Government Offices, at 14h00 on 16 October 1986; and
(c) Johannesburg.—In the Boardroom, Room 1401, Conlyng Building, 156 President Street, at 15h30 on 19 November 1986.

J. P. OOSTHUIZEN,
Secretary: Wage Board.
(19 September 1986)
Strike planned as talks fail

JOHANNESBURG — The National Union of Mineworkers (NUM) is to conduct a strike ballot amongst its members after deadlock was reached yesterday during wage negotiations with the Chamber of Mines.

The NUM said it had rejected the chamber's offer of a one per cent increase for underground gold miners. There was no improvement for other gold or coal miners, it said in a statement.

The chamber also increased its accident leave from 46 days to 56 accumulative over a two-year period — which the union rejected.

The union is demanding a 26 per cent across-the-board increase, income security and a paid holiday on June 16.

The NUM said it had indicated its willingness to have mediation or arbitration but the chamber had rejected this and had remained "intransigent to the reasonable demands of the union."

Over the past year, the mining companies had made unparalleled profits, the union said. — Sapa
Strike ballot for miners as wage talks deadlock

By Sheryl Raine

The National Union of Mineworkers (NUM) will hold a strike ballot among at least 150,000 black mineworkers after pay talks with the Chamber of Mines remained deadlocked yesterday.

The NUM said it was willing to go to mediation or arbitration but the chamber had rejected both dispute-settling mechanisms.

"Over the past year with a high gold price, the mining companies have made unparalleled profits. They clearly want to ensure that they remain the pace-setters in paying poverty wages in the country," a NUM spokesman said.

NUM is demanding a 26 percent across-the-board increase, income security and June 16 as a paid public holiday.

UNDERGROUND WORKERS

Yesterday the chamber improved the wage offer made at the last conciliation board meeting by one percent for underground employees on gold mines. No new offer was made for surface workers on gold mines or workers on coal mines, the spokesman said.

The chamber rejected the union's demands for June 16 but offered to increase the number of days paid leave for absence due to mine accidents from 42 days to 50 days a year.

The chamber's final wage offer ranged from 22 percent for employees in job category 1 to 18 percent for employees in job category 8 employed in recognised bargaining units on 37 of the 47 gold mines and collieries involved in the dispute.

NUM rejected the chamber's offer to increase accident leave and is demanding that employees who become incapacitated continue to be paid at the rate of pay for the jobs they were doing for a period of at least six months.
New union legislation planned for next year

New legislation to define an "unfair labour practice" more clearly was being planned for next year, the Minister of Manpower, Mr. Pietie du Plessis, said in Pretoria at the weekend. He told the Transvaal National Party congress that draft legislation, based on investigations and the rulings of the industrial courts, would be published for comment within a month.

The Minister was reacting to two resolutions calling for a fuller definition of an unfair labour practice and to define the responsibilities and accountability of a union for actions of its members.

Refused intimidation by certain unions he said that it appeared that union rights were being extended endlessly.

Black trade unions have come into being as recently as 1979 and the concept of an unfair labour practice was a new one.

"The concepts of unfair labour practice and unfair dismissal have been used by the trade unions but they are meant for employers as well," he said.

"It is only recently that employers have started to take actions against the unions for unfair practices."

As far as holding unions accountable for actions of members, the applicable criteria was the established connection between individual and union. "If the individual and his actions cannot be connected to the union, then action will have to be taken against the individual alone," the Minister said. — Sapa.

Police to get baby Casspir

Political Correspondent

The police are developing a small new armoured vehicle similar to the Casspir to protect personnel from increasing attacks by small-arms fire, the Minister of Law and Order, Mr. Louis de Grange, told the Transvaal National Party congress at the weekend.

He said the police had good access to overseas police forces and there was an exchange of ideas.

The force was now developing a small new vehicle based on the design of the Casspir "to protect our people from being fired upon."

He said it was not easy to suppress intimidation, especially as the most effective intimidation was a box of matches.

"I don't want to give an assurance that we have everything absolutely under control, but, in general, I think we are on top of intimidation."
THE annual wage negotiations between the National Union of Mineworkers (NUM) and the Chamber of Mines have reached a deadlock.

This comes after a marginal improvement by the chamber over its previous offer at a meeting on Friday. At the meeting, the chamber rejected a NUM proposal that the dispute be referred to mediation or arbitration.

NUM spokesman Marcel Golding said the union’s executive would meet to consider the next step. Possible action could be a strike ballot.

The negotiations affect NUM members on 29 gold mines and 18 collieries. The chamber raised its offer for underground goldminers by 1%. The offer for those workers now ranges from 18% to 21%. The remainder of the wage proposal still stands at the levels tabled at a meeting last Monday: 19%-22% for surface workers on gold mines, and 18%-21% and 19%-23% for underground and surface colliery workers respectively.

At Friday’s meeting, the NUM stuck to its 26% across-the-board demand which had dropped from 30% last Monday.

Two other matters remain in dispute. The first is the question of June 16 being considered a paid holiday. The second relates to income security for miners injured in accidents. The chamber has offered to extend accident leave, but the NUM considers this to be inadequate.

The chamber expressed regret "that the NUM has rejected this offer which the chamber regards as a significant concession towards obtaining a peaceful settlement to the dispute."
Chamber rejects Cosatu request

THE Chamber of Mines yesterday rejected a Congress of South African Trade Unions (Cosatu) request in the wake of the Kinross mine disaster for a meeting to discuss safety conditions in the industry.

The decision to propose a meeting was taken at a Cosatu central executive committee (CEC) meeting at the weekend.

Cosatu had planned to back up calls made by the National Union of Mine Workers (NUM) for a commission of inquiry into safety standards, increased worker involvement in safety issues and a day of mourning on October 1 in memory of the Kinross victims.

The chamber said it “will deal directly with the NUM regarding a commemoration for the Kinross victims, and is therefore not prepared to meet Cosatu”.

The chamber is still to formulate a response to the call for a day of mourning on October 1.

And in Evander yesterday thousands of black miners at the Kinross mine held a short service and meeting after refusing to take part in a company-organised memorial service for the 177 miners who died last week.

At the start of the service, about 400 miners circled the area chanting and ululating.

When the Rev J Nell started reading the lesson, all the miners in stands facing the makeshift pulpit left and joined the chanting crowd.

About 2 600 miners stood off to one side ululating and chanting that they would not “pray with whites” as they had never prayed with whites before.

During the commotion, the service went on for the benefit of a handful of mostly white dignitaries.

The miners then converged on two refreshment tents and ransacked them, despite entreaties by NUM officials.

The mine’s general manager, Kobus Olivier, would not comment on the disruption at the service.

After the organised service, a few minor incidents of stone-throwing occurred and the miners, now joined by about 1 500 other workers, then regrouped at the memorial site.

The group was addressed by NUM officials and, after a short tribute to those who died in the country’s worst gold mine accident, were told that a union-organised memorial service would take place in Secunda tomorrow.

The miners were told to ask management how the dead were going to be buried, and what transport arrangements had been made for the funerals.

They were also told all those who were involved in last week’s fire should not think they were safe from danger and should report for medical examinations.

Before the meeting ended, NUM officials told the men to put what sticks they were carrying down and not to interfere with any mine property as “the world is watching”.

☐ The United Democratic Front (UDF) yesterday pledged to support the NUM in whatever call is made to mourn the Kinross victims.
For the third successive year, the annual wage negotiations between the National Union of Mineworkers (NUM) and the Chamber of Mines have reached deadlock. The NUM has announced its intention to hold strike ballots among its members within two weeks. A more notable feature of the new line-up in the chamber between “hawks” and “doves” is the fact that Gencor has joined the latter camp. Earlier this year, it will be recalled, the NUM declared Gencor to be an “enemy company” because of the mass dismissals carried out during the September 1985 wage strike and the Impala Platinum strike in January this year.

There are a number of factors which could explain Gencor’s change.

1. The major reshuffle in Gencor’s top management structures has, it seems, spawned a more liberal attitude towards industrial relations issues in general, and the NUM in particular.
2. Last year it lost a series of actions in the Industrial Court and had to reinstate, with substantial backpay, the 1,000 odd workers dismissed in September. And the Impala Platinum dismissals cost the company R40m.

The NUM has substantially increased its membership at Gencor mines in the past year. Similarly, the decision by Gold Fields (and, informally, Anglovaal) to take a firm stand is a clear reflection of the NUM’s organisational weakness within those companies.

The chamber and the union are at loggerheads over precisely whom the union represents in these negotiations. The NUM has argued that it represents workers on all mines where it is represented, and that secondary strikes at mines where it is not are still legitimate and lawful.

The chamber believes the dispute should be confined to those bargaining units (of which there are several on each mine) where the union has majority membership and is hence recognised.

The deadlock was reached at last Friday’s conciliation board meeting. The NUM is demanding 26% increases. The chamber is offering 15%-22%, with a small differential between surface and underground miners. The negotiations affect 30 gold mines and 15 coal mines agreed to higher increases than the other three houses. Their withdrawal leaves Anglo American, JCI, Gencor and Rand Mines gold division still at the negotiating table. Rand Mines refuses to explain why its gold and coal divisions have taken differing stands.

For the second successive year there has also been a split in chamber ranks. Gold Fields and Rand Mines pulled out of the talks some weeks ago and implemented the 15%-20% offer then on the table. Anglovaal is not part of the talks because the NUM is not recognised at any of its mines, but it is believed to be in agreement with this position.
British backing in SA ‘wage struggle’

Labour Reporter

BRITISH workers, Labour MPs and a wide range of anti-apartheid movements have pledged to support South African workers “in their struggle for a living wage”, according to the general secretary of the Electrical and Allied Workers’ Trade Union (EAWTU), Mr Brian Williams.

Mr Williams has returned to Cape Town after 10 days in Britain where his campaign for solidarity between the labour movements in the two countries received widespread coverage.

He went to Britain earlier this month after EAWTU had levelled accusations of “union-bashing” at a Cape Town factory owned by the British Plessey group.

The EAWTU has secured increases of between 45 and 60 percent to the minimum wage at three Plessey-owned factories in Cape Town — Laingsdale Engineering, Renak and Plessey South Africa Ltd.

The wages negotiated by the union will benefit all workers, including non-union members.

The EAWTU yesterday sharply criticized other unions with minority membership at the three plants for claiming that they had been instrumental in securing the increases.
**Soldati calls for probe into other firms**

**Dispatch Reporter**

Umtata — The director of the Industries section of the department of Commerce, Industry and Tourism, Mr Gongxani Soldati, yesterday asked the judicial commission of inquiry into affairs and conduct of his department to also investigate the whereabouts of R118,5 million or R117,8 million.

Mr Soldati was giving evidence for the sixth day at the commission of inquiry which is chaired by the country's Chief Justice, Mr Justice Van Reenen.

Mr Soldati said a lot had been heard about the R12 million which had been an unauthorised incentives paid to Elwaa sawmills and the total R2,2 million which had been paid to Elwaa sawmills.

The commission of inquiry is investigating the possible misuse of Transkei state funds totalling R120 million.

After giving evidence, Mr Soldati told the commission he would like to address it.

"From your brief, Mr Chairman, I hope that a balance will be struck between positive and negative actions and omissions by facing and acting upon the fact that disbursements for incentives were not only for Elwaa sawmills deposits or branches.

"They were in respect of more than 70 firms. As stated yesterday I can make no indication which the commission should be investigated but only make a clarion call for applying the same criteria to other firms, by checking whether the people on the wage schedules were still or ever there."

"This is in the interests of uniformity and fairness. Much has been heard about the voters or R2,2 million. The question is what about the R118,5 or R117,8 million," Mr Soldati said.

He said a member of the commission was a 'legal team'. Professor Roos, had stated that the officials who approved payment had done so because they trusted him or because they lacked sufficient knowledge of the transactions.

"Mr Chairman, there is a distinction between knowing the transaction according to the payment and knowing the importance and the effect of approving the expenditure. This distinction must be upheld in assessing responsibility," he said.

Mr Soldati attacked parts of a report by an auditor from the auditor-general's office, Mr Elliot Moleoana.

He said parts of the Moleoana report which he (Mr Soldati) had seen were "fraught with errors in the understanding or identification of certification actions in all vouchers."

"In giving effect to the provisions of the treasury instructions with regard to certification, Mr Moleoana makes no distinction between those in voices and vouchers."

"On the subject of responsibility, Mr Chairman, an idea of joint and several responsibility was expressed here. Up to now I do not know whether this idea is based on interpretation of the relevant statutes or a personal opinion."

"There is a precedent in Transkei for responsibility and accountability attaching to senior officials in respect of a transaction he neither approved nor saw," he said.

The commission adjourned until Monday.

**Soviets to probe Mars**

**Dispatch Reporter**

Moscow — The Soviet Union plans to launch two space probes to investigate the planet Mars in 1988, a Soviet newspaper reported.

It said experts from France, West Germany, Austria, Sweden and the European Space Agency would work with the Soviet special V. — Sapa-RNS

**EL company introduces double shift**

**Dispatch Reporter**

East London — The Tok Corporation has introduced double shifts in some sections following a major recovery in the markets for kitchen appliances and television sets.

This was confirmed yesterday by the marketing director of the corporation, Mr Richard Ferrer, who said the company expected a shortage of stock over the Christmas period because of the demand.

The general manager of the refrigeration section at the East London plant, Mr Dave Smith, said that, in addition to the double shift, an extra 70 people had been employed.

Overtime is also being worked in the television set division after Tok won the contract, in conjunction with Barlows, for M-Net decoders. The former range of video recorders and audio-equipment have also been launched and the products will be in the shops for Christmas.

Mr Smith said the boost in his section had been sparked by the introduction of South Africa's first locally manufactured "side-by-side" refrigerators which had proved popular.

Mr Ferrer said a surprising recovery in the markets for major kitchen appliances and television sets had taken place in the middle of the year, with August sales 100 per cent up on the monthly average.

Figures from the Radio and Television Manufacturers' Association show that Tok captured 51 per cent of the market for television sets — both colour and black-and-white — in August.

Tok also had more than 70 per cent of the market for stoves and ovens, more than 40 per cent for automatic washing machines and 30 per cent for chest freezers.

**Information for Transkei voters**

**Dispatch Reporter**

Umtata — Transkeians wishing to vote must be in possession of their Transkei identity document or old reference book, the electoral officer in the Department of Interior, Mr V. B. Mgwigwi, said yesterday.

Ten polling stations have been set up in Umtata and in other parts of the country voters will be able to cast their ballots at magistrate's offices, schools and at tri-banal authority offices.

Transkeians living in South Africa can vote at any magistrate's office during normal business hours.

Polling station hours in Transkei are from 7 am to 6 pm, and magistrate's offices will remain open until 9 pm.

Mr Mgwigwi said that on arriving at a polling station, voters must produce their identity documents, which would be checked against the voters' roll.

If the voter's name was on the roll, the number would be deleted, and the voter would be given a ballot paper which contained a list of the candidates for that division.

It is specified on the ballot how many candidates the voter should select, and an X should be placed in the square opposite the name of the candidate chosen.

Literate voters could vote in a sealed place.

Assistance would be available for illiterate voters.

Mr Mgwigwi said the presiding officer at the polling station would mark the ballot in the presence of the voter and two official witnesses.
Thrust and parry

The wage dispute between the National Union of Mineworkers (NUM) and the Chamber of Mines has intensified. The NUM says it is to conduct a strike ballot among its members over the next fortnight, but there is a possibility that a strike can be averted.

The NUM's announcement came after a week which saw the union and the chamber meeting twice at conciliation board level. At the first meeting, the NUM moderated its demand for a 30% wage increase to 26%. In response, the four mining houses still participating in the negotiations — Anglo American, JCI, Gencor and the gold division of Rand Mines — improved their offer. They offered wage increases of between 19%-22% for gold mine and colliery surface workers, 17%-20% for underground gold miners, and 18%-21% for underground colliery workers.

When the parties met again last Friday, the four houses raised their offer for underground gold workers by 1% point. The union's demand for a paid holiday on June 16 was rejected, as well as its demand that workers who are transferred to different jobs due to disability or illness should be guaranteed the same income. The chamber did, however, offer to increase the number of days allocated for paid leave due to mine accidents from 42 to 56 a year. The NUM, however, found the offers unacceptable, hence the decision to try to force the employers' hand by taking a strike ballot.

Despite the deadlock, negotiations are continuing. Chamber industrial relations adviser, Johann Liebenberg, tells the FM that the two sides are busy arranging a date to meet again. That meeting will consider whether or not the dispute should be taken to mediation. If this materialises, there is still a chance that the dispute could be settled — with some, if not all, the mining houses concerned.

In the midst of these developments, the chamber last week launched a stinging attack on the union. This came in response to recent pro-sanctions speeches abroad by NUM general secretary, Cyril Ramaphosa, and to a Thames Television programme shown in the UK last week in which NUM president, James Mlotatsi, called for an international boycott of South African gold.

On the same day the programme was televised, a Johannesburg newspaper reported Mlotatsi as saying during the programme that black miners have a “secret plan” to disrupt the gold mines. Thames says the report was based on an off-the-record briefing given to journalists at a preview of the programme by its producer, Julian Manyon, who is reportedly upset that the newspaper broke confidentiality, and by its claim that Mlotatsi said there was a “secret plan.” According to a transcript of the programme, Mlotatsi said if the international community will not impose sanctions, “we have got another remedy. But I won’t tell you — it is too early at the present moment.”

Calling on the NUM to clarify its pro-sanctions stand, the chamber says it was “not aware” that the union canvassed its members on the subject, and that the NUM will have to “accept responsibility” for the consequences that would flow from sanctions. It says the Mlotatsi interview leaves “little doubt that NUM’s leadership is less concerned with industrial relations issues on the mines and the workers’ interests, than with mobilising the union organisation for political confrontation with the government.”

The union’s reaction to the attack has been to deny that Mlotatsi spoke of a “secret plan” to disrupt the gold mines, and to accuse Manyon of “sensationalism.” The union’s press officer Marcel Golding says: “There is no secret plan. NUM is a public organisation which operates on mandates from its members and conducts its activities openly.”

On sanctions, Golding says the NUM has a “responsibility to defend the interests of its members on all levels, the economic as well as the political.” For this reason, it has consistently called for international economic pressure. And responding to the chamber’s statement that the union would have to take responsibility for the effects of unemployment should sanctions be applied, Golding says the removal of apartheid will be the solution to the problem.
Sive warns on pay rise expectations

GERALD REILLY

Finance Minister Barend du Plessis will have to add at least R600m to his 1987-88 Budget if 383,000 central government workers' pay-rise expectations are to be met, says PFP public sector spokesman Reuben Sive.

The management committee of the Public Servants' Association (PSA) meets in Pretoria this week, prior to discussions with the Commission for Administration, on salary increases in the new financial year.

Central government's annual salary bill is currently in excess of R6bn.

Senior public servants have said a 15% salary rise will not be unreasonable, taking into account that general salary levels have risen by only 10% over the past two years.

Although the PSA speaks only for central government, department workers, whatever deal is negotiated will apply to police, prisons and defence force personnel. And, if precedent is followed, the 230,000 Sats and 95,000 post office workers will get the same treatment.

Whatever the extent of the salary rises granted to post office and Sats workers, they can only be provided for from higher tariffs, Sive says.
Pay increases of 12.6% predicted for coming year

JOHANNESBURG — The average rise in pay packets over the next 12 months will be about 12.6%, the heftiest rise in five years for many workers, according to a business survey released today.

There will be wide variations depending on the business sector and race group, and the bulk of wage and salary increases may still lag behind inflation, meaning a sustained squeeze on living standards.

P-E Corporate Services also warned that pay rises would depend on the economic revival.

The average pay increase forecast of 12.6% compared with 11.1% between mid-1985 and mid-1986.

Employers predict that the average pay rises for white workers, which have trailed behind the surge in the consumer price index for five years on the trot, may be no better than 11.2%.

The average increases for black workers, which soared to nearly 25% in the 1981/82 boom and steadily shrank to 11.3% over the past 12 months should swing back upwards to 12.9%.

"Analysts may at first sense a closing of the wage gap, but in fact the gap is widening. A 10% increase on R2 000 is R200. A 10% increase on R500 is R50," said the survey which indicates average increases of 12.1% for coloured workers and 11.7% for Asian employees.
MULTI-NATIONAL companies have - unlike some locally based ones - tended to stop short of dismissing workers detained in terms of the emergency regulations. But they have shown no greater willingness than their local counterparts to pay detainees their full wages.

That is the conclusion of a report to be published in the forthcoming edition of the SA Labour Bulletin. The report is based on nationwide interviews with trade unions and with known employers of detained workers. It reaches similar conclusions to those in an earlier survey conducted by the labour monitoring group of the University of Port Elizabeth.

The motor industry in the Eastern Cape is a case in point. Seventeen members of the National Automobile & Allied Workers' Union (Naawu) - employed by Willards Batteries, General Motors, Volkswagen, Samcor and Firestone - have been detained since the emergency began.

But only Willards, the one locally based firm among them, agreed from the start to pay their detained employees in full. General Motors conditionally conceded this only after protracted and highly publicised negotiations with Naawu. The rest are paying detainees from 50%-75% of their wages.

In the food industry, only the Premier Group and its subsidiaries are paying detainees in full, unconditionally. This policy has been applied, for example, to 31 detainees employed by Jabula Foods.

British-based Cadbury's, in contrast, has said it will pay 50% of its four detainees' wages for four months, and hold their jobs open for 180 days, except where people are charged and convicted. And, according to the Food & Allied Workers' Union, most other food companies are not paying detainees at all.

Detained construction industry workers are also not having it easy. The report says: "While it is not altogether surprising that a small, locally owned company should display a slightly less than tolerant attitude...it is somewhat more so to see similar behaviour from a company with strong German connections, especially in the current international climate."

It is referring here to former employees of German-linked Concor-Hochtief, a joint venture formed to undertake construction of a tunnel through the Du Toits Kloof Pass.

According to the SA Allied Workers' Union (Saawu), 25 of its members there have been dismissed after being detained. Sixteen have been released, but face charges under the emergency regulations. Another nine, still in detention, have also been dismissed, says Saawu.

According to the report, Anglo American has adopted the most enlightened attitude towards detained employees. In addition to saying employees "will not have their employment prejudiced in any way by arbitrary detention", Anglo has also undertaken "to use all endeavours to seek an employee's release".

Although none of its mining employees have been detained, Gencor has agreed to guarantee jobs and pay detained workers. However, companies in Gencor's industrial division do not appear to be adopting the same approach.

And, according to the National Union of Mineworkers, Gold Fields has agreed to guarantee the job of, but not pay, its one detained employee.
Salaries to rise by 12.6% on average

JOHANNESBURG—The average rise of pay packets will increase over the next 12 months by about 12.6%, the biggest rise in five years for many workers, according to a business survey released yesterday.

There will be wide variations depending on the business sector and race group and the bulk of wage and salary increases may still lag behind the climb in inflation, meaning a sustained squeeze on living standards.

P-E Corporate Services, which invited predictions from more than 1 000 companies with combined labour forces of about 1 200 000, also cautioned that the precise level of increases may hinge on the fulfillment of promises of a modest economic revival.

Trailing

The average pay increases of 12.6% forecast in wage reviews over the next 12 months — many of them timed for the year end — compared with 11.1% between mid-1985 and mid-1986.

However, Miss Jane Ashburner, head of the P-E remuneration division, found that employers predict that the average pay rises for white workers, which have trailed behind the surge in the consumer price index for five years on the trot, may be no better than 11.2%.

The average increase for black workers, which soared to nearly 20% in the 1981/82 boom and steadily shrunk to 11.3% over the past 12 months should swing back upwards to 13.9%.

"Analysts may at first sense a closing of the wage gap," cautions Miss Ashburner, "but in fact the gap is widening."

The survey indicates average increases of 12.1% for coloured workers and 11.7% for Indian employees. — (Sapa)
Pay hikes will trail inflation

Squeeze on living standards to stay

JOHANNESBURG
The average rise of pay packets will increase over the next 12 months by about 12.8 per cent, the highest rise in five years for many workers, according to a business survey released yesterday.

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However, the head of the P-E remuneration division, Miss Jane Ashburner, found that employers predict the average pay rises for white workers, which have trailed behind the surge in the consumer price index for five years on the trot, may be no better than 11.2 per cent.

The average increases for black workers, which soared to nearly 25 per cent in the 1981/82 boom and steadily shrunk to 11.3 per cent over the past 12 months, should swing back upwards to 13.0 per cent.

"Analyses may at first sense a closing of the wage gap," cautions Miss Ashburner. "But in fact the gap is widening. A 10 per cent increase on R2000 is R220. A 10 per cent increase on R500 is R50."

The survey indicates average increases of 12.1 per cent for coloured workers and 11.7 per cent for Asian employees.

Taking all race groups and job categories into account, most of the rises will be in the 10-15 per cent bracket — 44 per cent of them between 10 and 12.5 per cent and 31 per cent of them between 12.5 and 15 per cent. — Sapa
The Forum
letters to the Editor

Most employers exploit servants

SIR — The letters from mesdames Grayson (September 10) and Chapman (September 19) are both perfectly true descriptions of opposite sides of a coin. Unhappily, in my experience, the sides are not equal. There are, I think, more of the type of domestic employer described by Mrs Grayson than those Mrs Chapman knows.

Unfortunately, when jobs (even bad ones) are so difficult to come by, I am unable to reveal the source of my information for fear of someone losing what job they have. However, I ask Mrs Chapman to accept my bona fides on trust.

Of the many domestic workers with whom I am in contact and the conditions of employment laid down by prospective employers who have asked me to find domestic help for them, I am inclined to think that the Grayson picture is most often true.

Dine late

One would-be employer told me that she (there are four in the household) could not afford to pay more than R75 a month for a cook-general-laundress. Another told me that 'the girl' could have from 6 p.m until 8 p.m free every evening as they dined late and did not mind her preparing their meal in advance.

She was prepared to pay 'well' — R89 a month.

One black woman who has been in the same employment for over a quarter of a century has Thursday and Sunday afternoons off after washing up the lunch/dinner dishes. Her salary is appalling and she is now worried about her old age as she has no family and her employers cannot afford to pay her a pension — if that is, they have ever thought of doing so.

I have always prided myself on the fact that my own domestic staff has near-perfect working conditions.

I have in the past three months met 10 who have better conditions ... and 10 times that number who are exploited.

When I have tried to intervene for a domestic worker or talked to people about domestic wages in general I have almost always had the 'I would like to pay my girl more, but I just cannot afford it!' answer. Fine ... then you just cannot afford a full-time servant.

Pay her half of what she is worth, and then let her find another job for three days of the week while you engage her for the other half of the week.

The vast majority of the domestics I know of, whose employers I know, do not even have hot water for bathing/showering.

FAIR PLAY
Minimum wages could reduce safety measures'

Mercury Reporter

MINIMUM wage regulations in the security industry would lead to a deterioration in security measures in public places, the vice-chairman of the South African National Security Employers' Association, Mr Jeremy Thorpe, warned yesterday.

"We cannot believe that the legislature intended to give the go-ahead for increases ranging between 60% and 80%," he said.

Mr Thorpe said the security industry was experiencing difficulties in interpreting the legislation, passed in June, which set down minimum wages for industry workers.

"The situation is being exploited by union officials. We have contacted the Minister of Manpower asking that some provisions be reconsidered and struck out of the legislation. We are currently waiting for a response," said Mr Thorpe.

He said the consequences of the legislation were "quite phenomenal."

Santea informed the Wage Board at the hearing stage that the industry would not be able to sustain increases above 30%, but those representations seem to have gone unnoticed."

He said commerce and industry would have to reconsider its position regarding security.

"Many firms will not be able to absorb the cost increases and the public could consequently be at risk," warned Mr Thorpe.
Group to help Clover workers

By SELLO SERIPE

A SUPPORT committee to press for the reinstatement of 166 workers - dismissed by the Pietermaritzburg branch of Clover Dairies - has been formed in Durban.

The Congress of SA Trade Unions announced that its affiliates, students and community bodies who formed the committee this week "pledged their full support for the workers and their union - the Food and Allied Workers' Union - in their struggle for the reinstatement of its members."

The 166 workers were dismissed in July when they held a work stoppage in protest of the dismissal of a senior Fawu member. Management said the worker was fired for disciplinary reasons.

At the meeting to launch the committee, members expressed concern and pledged that the company's use of the state of emergency to suppress grievances will not deter the struggle for the reinstatement of the dismissed workers.

"More suppressive action from the bosses and government will make us more determined. The committee will ensure that all bodies which support the workers' struggle for justice throw their weight behind it," said the statement.

A fundraising campaign for the dismissed workers has been started and individuals will be asked to write to the company to register their protest as consumers and concerned citizens.

"With this kind of support the community is putting into practice Cosatu's slogan: An injury to one is an injury to all."
Transvaal lags behind in industrial pay rises

THE Transvaal is losing ground in the industrial wages race.

Latest government figures show the average national hourly wage rate in manufacturing rose 10% between the first quarter of 1985 and the first quarter of this year — from R2.36 to R2.60.

The Transvaal, with 9%, was the only province to lag behind this increase. Average pay rise in the Cape was 10% and in Natal 12%.

The Free State, with wage increases off the lowest base of any province, saw its average soar 18%, double the increase of its northern neighbour.

The Transvaal also shows the lowest real increase in the last six years. On a 1980 base of 100, wages in the province at the end of March were equivalent to 180 in the Cape, 224 in Natal and 250 in the Free State.

Transvaal industry remains the biggest payer, however. At the end of March, the average hourly rate in the Transvaal was R2.77, in Natal R2.48, the Cape R2.44, and the Free State R1.80.

Biggest national increase over the year came in the chemical industry, where the average hourly rate rose 14% from R2.59 to R3.06.

Highest-earning sector of all is in paper, printing and publishing. The average hourly rate in these industries at the end of the first quarter was R4.17, after a 2% increase during the year.
Union members gain in wage negotiations

By Sheryl Raine

Trade unions have bolstered their members' pay packets by an average 15 percent so far this year and some unions have won increases as high as 26 percent, says a new survey of wage negotiations by a labour relations consultancy.

Andrew Levy and Associates this week released their pilot survey of wage settlements gained through collective bargaining with unions.

Among other things, the results of the survey indicate that, where unions negotiate wages, wage rates tend to differ considerably from predicted market rates or rates tagged to specific job categories. More companies are negotiating wages with unions, with at least 60 already involved in the collective bargaining process.

Research by other organisations showed that the average black wage rate rose by 11.3 percent in the period 1985/96. The Levy survey, which concentrated on 88 bargaining units in 60 unionised companies across a broad spectrum of industries, showed that, in all cases, unions made a considerable difference to wage settlements which were generally higher than 11.3 percent. But unions were unable to compensate their members fully for the inflation rate.

The Levy survey found that the Commercial, Catering and Allied Workers Union of SA (Cawusa) achieved the highest average wage increase in the first half of 1996 (19.85 percent) followed by the Chemical Workers Industrial Union (19.5 percent) and the Food and Allied Workers Union (17 percent).

WIDE DISCREPANCIES

The survey also gives a breakdown of settlements by region and industry and compares union wage claims with final settlements.

"One of the most notable features of bargaining with the new unions has been the extremity of their opening position," says Mr Levy.

"Wage claims of up to 100 percent have not been unknown and there is usually a wide discrepancy between claims and settlements."

"This year, for example, Cawusa's average claim was 68 percent compared with an average settlement of 10 percent. Fawu's average claim was 78 percent compared with an average settlement of 17 percent. The reason for these discrepancies is probably linked to member mandates to union negotiators."

"In the most extreme case we found the union settled for nearly one seventh of its initial claim while, in most cases, the factor was in the region of one third to one quarter."

The negotiation process itself also came under the spotlight.

"Despite the recession, increasing pressure is still being exerted on management. The recession has neither moderated wage demands nor resulted in lower levels of wage settlement."

The average wage negotiation this year lasted about 70 days and involved at least six meetings between the parties. Disputes were declared in 32 percent of all wage claims submitted.

There did not appear to be any significant level of difference in wage settlement levels where disputes were declared.

In about a third of all negotiations an industrial action occurred. Closer analysis showed that the strike was no longer the mostfavoured form of industrial action. Overtime bans were most often used to put pressure on management.

"Overtime bans have become a cost-effective means of putting maximum pressure on management while maintaining a livable level of worker earnings," said Mr Levy.

INDUSTRIAL ACTION

Certain unions were found to be more likely to use industrial action than others. During 1996 the Chemical Workers Industrial Union, the National Union of Textile Workers and Fawu were the most likely to use industrial action.

But, in terms of overall strike propensity during the period 1979 to March 1996, the Metal and Allied Workers Union, Cawusa and the SA Allied Workers Union were most likely to strike.

Some interesting statistics emerged concerning Sullivan Code, European Community (EC) and local companies.

"The question is often asked whether there are significant differences in terms of industrial relations practice among wholly-owned South African companies and those with foreign ownership or interests which make them subject to codes of practice," said Mr Levy.

"In our sample there were 11 EC and eight Sullivan companies. It was found that, percentage-wise, there was little difference in wage increases. Average increases in 1996 showed an overall rise of 18 percent, a Sullivan rise of 17.5 percent and EC rise of 14 percent.

"But, when it comes to average minimum wages before and after negotiations, the rates paid by the Sullivan and EC companies are higher."
Bid to break deadlock in miners' pay dispute

By Mike Sibambo

The wage dispute between the National Union of Mineworkers (NUM) and the Chamber of Mines — affecting more than 320,000 black mineworkers — could go to mediation.

The chamber said yesterday it was willing to have the matter re-opened at mediation level.

The NUM declared a dispute more than a week ago and said it would shortly hold a strike ballot. It accused the chamber of rejecting settlement through either mediation or arbitration.

But yesterday the chamber said it was waiting to hear the NUM position on mediation.

Talks became deadlocked when the chamber rejected a union demand for a 25 percent across-the-board increase. It offered raises of between 18 and 22 percent.

About 100 afternoon shift workers at Witbank’s Kriel Colliery stopped work on Monday over shift bonuses.

The NUM said the men were back at work and negotiations were under way.

Its spokesman also claimed police seized union files on Monday from officials.

An Amcoal spokesman said mine operations were normal yesterday.
Bus operators angry at rates cut

Transport Reporter

The South African Bus Operators' Association has met Transvaal Education Department (TED) officials in an attempt to resolve a dispute over school bus contractors' rates.

The province's estimated 280 contractors who operate more than 900 transport schemes for pupils are angry about a TED decision to reduce rates retrospectively from April 1 by an average of 5.2 percent.

They say many contractors could be forced out of business. A TED spokesman told The Star the rate was reduced because of falling interest rates and the price of fuel.

Contractors, however, say reductions in these areas were offset by increases in the cost of insurance, licensing, tyres, spares and new vehicles.

This was disputed by the TED spokesman.

CONSIDERATION

He added: "These increases and other factors were taken into consideration when the package was calculated.

"It should, however, be noted that the total weight of those components is far less than the weight of interest and fuel in determining rates."

Executive director of the bus operators' association, Dr Gerrie Prinsloo, this week made representations to the provincial education authorities on behalf of its affiliate, the Transvaal School Bus Contractors' Association.

He said: "We had in-depth discussions with the TED and stated that contractors were unhappy with the reduction."

"The TED agreed to make available the information on which their calculations were based."

"We will analyse these figures as soon as we receive them, hopefully some time next week."
Multinationals halt detainee pay

SEVERAL multinational companies—subsidiaries to the European Economic Community's code of conduct or the Sullivan Code—have halted all or part of the wages of workers detained in terms of the State of Emergency.

Two surveys of companies—one by the Port Elizabeth Labour Monitoring Group, the other a random national survey—have shown that foreign companies are no more willing to pay detained workers than are local ones, although the former have more scruples about firing detained workers.

More crucial in the equation appears to be the strength of union organisation. Little in the way of job security or pay for detained workers has been won without pressure, whether the companies are multinationals like General Motors or locally owned subsidiaries like Sappi, which agreed to pay detainees only after the Paper Wood and Allied Workers' Unions declared a dispute.

Several South African companies have adopted a policy of "no work, no pay". A familiar response to stayaways, it must sound more cynical to the families of detained trade union members. One union official said he had been told by a company that the management regarded three detained workers as "absent without leave". It "is not an uncommon attitude.

While there is nothing in the codes of conduct for dealing with detention without trial, the Rev Leon Sullivan, the author of the Sullivan Code, last year called on US companies to fight apartheid laws "outside and inside the country". According to surveys by the SA Labour Bulletin and the Johannesburg LMG, only two American companies—Mobil Oil and 3M—and two from the outset to pay detained workers in full.

General Motors, which earlier this year said it would support employees who broke beach apartheid laws, was probably responding to Sullivan's call. But the company was one of the first to be targeted by the National Automobile and Allied Workers Union for failing to pay its three detained workers. The company agreed to pay the full wages—50 percent to families and 50 percent to workers' release—GM was not out of step with its foreign counterparts in the motor industry. Both Sandoz (40 percent owned by Ford) and Volkswagen have agreed to pay 60 percent and 75 percent to detained workers respectively—a position which Naawu has said is unacceptable. Willards Batteries, a local company, on the other hand, paid two workers in full while they were in detention, according to the union.

In the food industry, the Food and Allied Workers Union said the only companies paying detained workers in full were Premier subsidiaries. Others, including the British-owned Cadbury's, were paying either a proportion or not at all. Cadbury's is paying detained workers "sick pay"—about 30 percent of the wages—but local shop stewards are pushing for full pay "because the families are suffering".

Major retailers have guaranteed workers' jobs but are not paying wages in most instances. According to the Johannesburg LMG, Checkers is making monthly donations of food parcels to the families of 81 detained workers in Rustenburg. The Woolworth group said it would "assist" detained workers, depending on "circumstances".

Nels Dairy, a locally-owned retailer in Johannesburg, fired 750 workers after their release from two weeks' detention, according to the Commercial Catering and Allied Workers Union. A company spokesman said the workers had been re-employed on a temporary basis, but there is no certainty about their job security, let alone pay. Such attitudes are not the sole preserve of local companies. Sixteen workers at Concor-Hochlieb—a partnership with strong German links, formed to construct a tunnel through Toits Kloof from Paarl to Worcester—were dismissed after being released from detention. The SA Allied Workers' Union (Sawwu), to which the workers belong, has threatened the company with a section 43 application to reinstate the workers, five of whom are facing charges under Emergency regulations.

In the chemical industry, Roche, a Swiss multinational, has refused to pay Andrew Morfitt, a SA-Chemical Workers Union steward, for the period he spent in detention. But Plasson Paints and Pitkinatings—Shatterprufe Glass—both local companies—have paid detainees for four weeks, according to Tembinkosi Mkalipi, president of the Chemical Workers Union. A Roche spokesman said company policy on the issue was clear: "We maintain a policy of no work, no pay, no penalty."

Of all firms, Anglo American has adopted the most enlightened policy, saying detention would not prejudice a worker's employment "in any way unless the state demonstrates'good reasons for holding a worker in an ordinary court of law"

This is a summarised version of a report due to be published in the forthcoming edition of the SA Labour Bulletin.
The study, conducted by the University of Sheffield, found that most drivers get starvation pay. The study, which surveyed drivers, found that the average pay for drivers is significantly below the minimum wage. The study also found that drivers work long hours and have little flexibility in their work schedules. The findings have been criticized by industry representatives, who argue that the study's methodology is flawed and that the minimum wage is already too low.
Public servants start pay fight

THE public sector's battle for salary increases to match inflation has started in earnest.

The Federation of Sats Trade Unions met Transport Minister Hendrik Schoeman in Pretoria yesterday to demand an immediate 15% salary adjustment — the balance of the demand for 29% increases rejected by Schoeman last October.

The Posts and Telegraphs Association has asked for a meeting with Posts and Telecommunications Minister L.A.P. A Munnik on the extent of increases. And the Public Servants' Association will have discussions with the Commission for Administration later this month.

After this a meeting with Administration and Economic Advisory Services Minister Elz Louw is likely.

Across-the-board increases are certain from the start of the new financial year in April, but Pretoria sources doubt they will exceed 10%.

Even a 10% pay hike would mean increased Sats tariffs — in spite of the fact that Sats is expected to show a modest surplus at the close of the financial year — as well as higher Post Office charges.

The Posts and Telegraphs Association has already submitted a demand to Munnik for "increases in line with the inflation rate".

PFP spokesman on the public sector Reuben Slive estimates that the pay bill for central government workers, including police, prisons and SANDF personnel, will soar above R1bn for the current financial year.

The Post Office will pay out more than R1,1bn this financial year to its 95,000 workers, and Sats about R2,8bn to 250,000 staff members.
Public servants' salary campaign gaining momentum

PRETORIA — The annual campaign by public servants' associations for pay increases for their members is gaining momentum.

Organisations are expected to demand rises at least equal to the inflation rate while Government will hedge with offers of around 10%, observers say.

The annual inflation rate stood at 18.3% last month. (See)

Observers said in Pretoria yesterday that strategy precluded Government from taking an open stand on the demands.

The Progressive Federal Party's public sector spokesman, Major Reuben Sive, was yesterday quoted as saying that the public sector salary bill would exceed R5 billion this financial year. — Sapa
Glass Workers

get 55c/hr rise

Labour Reporter

THE Chemical Workers' Industrial Union (CWIU) has negotiated a 55c cent an hour increase to the minimum wage of workers at five Pilkington Glass factories around the country, a union statement says.

Workers returned yesterday after management increased minimum wage to R3,59 an hour.
Inflation outstrips pay rises by 5.8%

THE gap between salary increases and inflation is yawning wider with workers of all race groups — for the first time ever — trailing the inflation rate by 5.8%.

"This gap is the worst in memory," said Jane Ashburner, manager of the remuneration division of P-E Corporate Services.

The shock results emerged yesterday when P-E released its results of the 1986 general staff salary survey.

The picture becomes even more dismal considering that since the end of the survey in August, the Consumer Price Index (CPI) has risen to 18.3%.

The survey, undertaken from data provided from more than 1000 organisations employing approximately 1.2-million staff of all race groups, showed that the overall percentage increase in basic salary levels for the period June 30, 1985, to July 1, 1986, was 11.1%.

The CPI for the same period was 16.9%, reflecting the 5.8% lag.

The cumulative CPI for this five-year period is 97% (see graph). Blacks came closest to this with a cumulative wage increase of 91%. They were followed by Asians at 90%, coloureds at 80% and whites on the lowest rung at 73%.

The cumulative percentage pay increase for the past 10 years for whites is 199% against a cumulative CPI for the same period of 259%.

WHERE WE STAND

- CPI: 97%
- Blacks: 91%
- Asians: 90%
- Coloureds: 80%
- Whites: 73%
- Cumulative CPI
- Salary & Wage Increases

$100m loan helps Escom projections

THE recently negotiated $100m, four-year loan to Escom from the Public Investment Commissioners (PIC) is believed to have helped the utility cut its funding projections for 1987 by R1bn to R1.4bn.

A spokesman for Escom said the reduction also followed the deferral of several capital projects.

The PIC released the $100m to Escom after successful negotiations between Escom and SA’s foreign creditor banks. Maturing foreign loans caught inside the standstill net are paid into the PIC account if offshore bankers choose not to roll the loans with local borrowers.

Escom recently disclosed that it had managed to obtain a loan from the PIC, but this appears to be the first time the utility has brought these funds on to its books.

Besides the PIC loan, Escom has obtained R375m in foreign capital this year in short-term European trade finance from export credit agencies. And, the public corporation has continued to apply a policy of requiring foreign suppliers of specialist capital equipment to put up the finance for projects involving their equipment.
Sats unions in pay talks with govt

GOVERNMENT's attitude to pay demands from public sector staff associations should be clarified today after a meeting between the Federal Council of Sats Trade Unions and Transport Minister Hendrik Schoeman.

The council, led by chairman Jimmy Zurich, will ask for an immediate 15% pay hike.

Pretoria sources said it was virtually certain their demands will be rejected.

Schoeman is expected to indicate to the council the kind of increases it can expect from the start of the new financial year in April.

This would apply to all public sector workers.

For the past decade, in spite of strong protests from railway unions all public sector organisations — Sats, Post Office, central government and provincial administrations — got the same increases.

Last April it amounted to 10%.

This is why the Federal Council has demanded a new system of salary negotiation which will give railway unions the right to negotiate directly with Schoeman.

The investigation committee under labour authority Nic Wiehahn is now putting together its recommendations.

Among leading railway trade unionists there is a growing demand for the right to the same conciliation procedures available to all other trade unions, including the right to strike.

Legislation prohibits public sector workers from strike action on grounds they are providing essential basic services.
UNFAIR LABOUR PRACTICES ALLEGED

MEMBERS of the Transport and Allied Workers' Union (TAWU) employed by Bophuthatswana Transport Investments (BTI) have accused the company of using "unfair labour practices".

This came out at a meeting held in Pretoria on Sunday to discuss the recent dismissal of drivers by a number of companies falling under BTI. The meeting followed allegations that workers were being victimised for being members of a trade union.

Mr Meshack Getyes, TAWU's organiser for the Pretoria region, said workers agreed that the immediate intervention of Mr S Makodi, the homeland's Minister of Transport be sought. He said a letter informing the minister of the problem affecting workers at BTI will be sent today.

In the letter, Mr Getyes said workers want to make senior transport department officials aware of the company's "unfair labour practices".

He said workers were unhappy about their colleagues' dismissals and also complained of not being compensated for injuries sustained while on duty.

He added that the trade union had briefed lawyers on behalf of workers who were recently dismissed by the company.
Schoeman rejects SATS pay rise

Mercury Correspondent

PRETORIA—The federal council of the South African Transport Services staff association came away empty-handed after a meeting here yesterday with Transport Minister Hendrik Schoeman.

He rejected the demand for an immediate 15% pay increase — the balance of a 25% demand made last October — although he conceded that the council had 'a very strong' case for increases on the grounds of the cost-of-living spiral.

In a statement after the meeting Mr Schoeman acknowledged that the SATS workers' salaries had not kept pace, but said the financial position of the SATS did not allow for salary increases 'at this stage'.

He indicated that salary discussions would be continued.

Observers said it was clear from the start that Mr Schoeman had no power to grant interim increases to SATS workers.

Increases for public sector workers, including the SATS workers, will be announced only next year after a Cabinet decision, effective from March of the new financial year in April.

Representatives of the Government favoured substantial increases in the new financial year will be made within the next few weeks by the Public Servants' Association and the Post Office Staff Association.

What is still ranking with public sector workers is the increases granted the State President, Cabinet ministers and other politicians earlier this year — as much as 35% — and the fact that they will have to battle for increases which are certain to be well below the inflation rate.
Sats staff lose bid for pay increase

Dispatch Correspondent

PRETORIA — The federal council of the South African Transport Services Staff Association came away empty handed and frustrated after a meeting here yesterday with the Minister of Transport, Mr Hendrik Schoeman.

Mr Schoeman rejected a demand for an immediate 15 per cent increase — the balance of a 25 per cent demand made last October. However, he conceded the council had "a very strong" case for increases on grounds of the cost of living spiral.

In a statement after the meeting, Mr Schoeman acknowledged Sats workers' salaries had not kept pace with the cost of living, but the financial position of Sats did not allow for salary increases "at this stage". He indicated salary discussions would be continued.

Observers said it was clear from the start Mr Schoeman had no power to grant interim increases to Sats workers.

Increases for public sector workers, including those at Sats, will only be announced next year after a Cabinet decision effective from the start of the new financial year in April.

Representations to the government for substantial increases in the new financial year will be made within the next few weeks by the Public Servants Association and Post Office Staff Association.

What is still unknown is whether public sector workers will get the huge increases granted the State President, cabinet ministers and other politicians earlier this year — as much as 35 per cent — and the fact they will have to battle for increases which are certain to be well below the inflation rate.

Before yesterday's meeting, the chairman of the Federation of Sats Trade Unions, Mr Jimmy Zurich, said: "Railwaymen are battling to make ends meet. The cost of living and the inflation rate (have) rocketed, overtime and bonus payments have been cut to the bone and there is a possibility of more redundancies. They are dissatisfied and restless."
No pay rises for SATS

PRETORIA.—The Federal Council of South African Transport Services (SATS) Staff Association came away empty handed and frustrated after a meeting here yesterday with Transport Minister Hendrik Schoeman.

Schoeman rejected the demand for an immediate 15% pay increase — the balance of a 25% demand made last October — although he conceded council had "a very strong" case for increases, given current inflation levels.

In a statement after the meeting, Schoeman acknowledged SATS workers' salaries had not kept pace with the cost of living, but that the financial position of SATS did not allow for salary increases "at this stage".

Observers said it was clear from the start that Schoeman had no power to grant interim increases to SATS workers.

Increases for public sector workers including SATS workers are expected next year after a Cabinet decision effective from the start of the new financial year in April.

Representations to government for substantial increases in the new financial year will be made within the next few weeks by the Public Servants Association and Post Office Staff Association.

What is still ranking with public sector workers is the huge increases granted the State President, Cabinet Ministers and other politicians earlier this year — as much as 35% — and the fact that they will have to battle for increases which are certain to be well below the inflation rate.
Union acts over dismissal of 60

Meeting
Big nod for separation package for Escom staff

ESCOM, trade unions and staff representatives have agreed on a separation package comprising "substantial" pay and other benefits for redundant staff at the giant utility.

An Escom statement said the retrenchments, which would not take place before February 1, 1987, were part of Escom's nationwide rationalisation programme arising from the economic slump and less demand for power in recent years.

The staff affected will receive the equivalent of at least seven months' salary or, where applicable, early retirement without loss of pension benefits, said the statement.

"Once identified, redundant staff will be given at least two months notice. The separation package provides for employees over the age of 50 and with more than 10 years' service to take early retirement.

They will not be penalised when pension benefits are calculated and service gratuities will not be reduced," he said.

He said in addition, annual bonuses would be calculated on a pro rata basis and all leave would be fully paid out. Medical aid benefits would still apply to all pensioners.

All other redundant employees will receive the equivalent of 6% of their gross annual salary or wage, multiplied by the number of years' service.

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Wage raise rebuff angers railworkers

Post Correspondent
Johannesburg — Railway workers are angry and unhappy over the rebuff on wage demands by the Minister of Transport Affairs, Mr Hendrik Schoeman.

One report said the refusal of Mr Schoeman to entertain representations at this stage for a further 15% pay increase for the 107 000 railwaymen, was having repercussions.

The various associations representing the railwaymen have in recent months been outspoken on the subject of wage demands, expressing dissatisfaction with the 10% of the 25% demanded by them.

Meanwhile, Government public servants are pressing ahead with their own pay negotiations.

Dr Colin Cameron, president of the Public Servants Association, said the SA Transport Services was an entirely separate and autonomous organisation.

"Whatever they discuss does not concern us. We are continuing with our own negotiations with the government and will comment when the time is ripe," he said.

It is believed, public service pay demands are on a par with those of railwaymen.
Wage dispute

ABOUT 500 Commercial, Catering and Allied Workers' Union of SA members went on strike over wages at four Garlicks stores yesterday.

The strike follows the delay by the Minister of Manpower to appoint a conciliation board to resolve a wage dispute between the union and Garlicks management.

"Cawusa members demand an across-the-board pay increase of R180, against the management's R55-a-month offer.

The group's outlets in Rosebank, Carlton Centre, Pretoria and Port Elizabeth, are affected by the strike, a Cawusa spokesman said.

Cawusa official Mr Vivian Masina said the union applied for the conciliation board on September 15.

He said union members were demanding a minimum wage of R400 a month. Management's offer would have increased the minimum wage to R300.

Garlicks regional manager Mr Charles Dagnall confirmed the dispute. He, however, said only three stores were affected by strike.

He said he was not aware that Cawusa members in Port Elizabeth had joined the strike.

The Textile Workers Industrial Union holds a general meeting in Johannesburg tomorrow to discuss — among other things — wage negotiations in the textile industry.

Other points on the agenda will be a report-back on the industry's industrial council meeting held in Durban recently and the plight of workers at the liquidated Leisurcor.

The meeting will be held at the union's offices at Vulcan House, 88 Anderson Street.
CLOSER, BUT STILL APART

There was some movement when the Chamber of Mines and the National Union of Mineworkers (NUM) met in the presence of a mediator last Thursday to try to thrash out their wage dispute. But, although this has raised hopes that accommodation could be "reached when they meet again on Thursday, settlement is by no means assured.

The main feature of last week's proceedings was the chamber's decision to raise its wage offer for the highest job categories by one percentage point. On behalf of the four mining houses still involved in the negotiations — Anglo American, JCI, Gencor and the gold division of Rand Mines — it is now offering increases ranging from 19% to 23% for the highest and lowest job categories respectively. NUM, it is understood, has indicated a willingness to reduce its demand for a 26% wage increase, but by what amount is not known.

According to chamber industrial relations adviser Johann Liebenberg, the union's demand for a paid holiday on June 16 has been placed on the back burner and the other outstanding issue is the question of security of income for workers who are transferred from one job to another due to disability or illness.

NUM is demanding that these workers be guaranteed the same rate as for their old job for a period of six months, irrespective of the reason for their incapacitation, and that this amount should thereafter be scaled down to the rate for the new job over a period to be negotiated. The chamber, on the other hand, is offering to increase the amount of paid accident leave from 42 to 56 days a year and to allow it to accumulate to 112 days over a two-year period. Says Liebenberg: "We have indicated we won't move any further than that. This may still cause a breakdown in the mediation."

It remains to be seen whether the mediator, Julian Riekert, director of the Independent Mediation Services of SA (IMSSA), will be able to bring the two sides together.

Chamber's Liebenberg ... warning that mediation could fail

FINANCIAL MAIL OCTOBER 17 1986

elcentre corporation limited
(Incorporated in the Republic of South Africa)
Registration No. 1981/166918
("Elcentre")

INTERIM REPORT
FOR THE SIX MONTHS ENDED 31 AUGUST 1986

GROUP HIGHLIGHTS
• Earnings up by 44%
• First interim dividend declared
• Improved operating return on assets

RESULTS

Unaudited
Sales 32 640 (31 886)
Operating Income 3 116 (2 702)
Finance costs 725 (723)
Income before taxation and extraordinary items 2 391 (1 389)
Taxation 522 (207)
Net income before extraordinary items 1 869 (1 182)
Attributable to outside shareholders 314 (241)
Attributable to shareholders 1 555 1 941
Extraordinary items 81 161
Net income 1 474 880
Dividends: Interim - Final
564
800
Final earnings 564 807

Weighted average number of
shares in issue (000s)
22 000 22 000 22 000
Earnings per share (cents)
6.9 6.8 10.9
Dividends per share
Interim (cents) 4.0
Final (cents)
Operating income to sales (%)
8.4 7.3 3.35
Return on average operating
 assets (% p.a.) 41.2 34.1 37.4
Current ratio (1) 1.25 1.21 1.27
Liabilities ratio (1) 1.65 2.34 1.75
Gearing (1) 0.59 0.97 0.73

NOTICE OF DECLARATION OF INTERIM DIVIDEND

Notice is hereby given that an interim dividend of 4.0 cents per share has been declared payable on or about 17 November 1986 to shareholders registered at the close of business on 7 November 1986. The share transfer register of members will not be closed for the purpose of the payment of the above dividend.

Non-resident shareholders' tax at the rate of 15% will be deducted where applicable.

By Order of the Board
ELCENTRE HOLDINGS (PTY) LTD
(Secretary)
14 October 1986
Registered Office
Elcentre House
19 Stellenbosch Road
Bellville
Transvaal
9180

Transfer Secretaries
Hill Samuel Registrars (SA) (Pty) Ltd
6th Floor
Docomation
PO Box 4403
Johannesburg
2000

Branches: R.L. Mowczarski (Chairman and Managing Director), N.P. Mowczarski, J.C. Mowczarski,
P.C. Aginly, Z. Mowczarski, R.L. Levin
Talks fail to end mine pay dispute

JOHANNESBURG—Mediation yesterday failed to resolve the wage dispute between the National Union of Mineworkers (NUM) and the Chamber of Mines, bringing the possibility of a "strike on 47 gold and coal mines a step nearer."

The Chamber of Mines' industrial relations adviser, Mr Johann Liebenberg, yesterday confirmed that mediation had failed. He said a detailed statement would be released later.

Earlier, first attempts at mediation resulted in the narrowing of the gap between the parties.

Last week the chamber increased its offer by one per cent, bringing the range of proposed wage increases to between 19 and 23 per cent.

The NUM's last known demand was for a 28 per cent across-the-board increase.

Two other issues remained in dispute, namely that June 19 be a paid company holiday, and better injury benefits.

The union was not available for comment.

Sapa
NUM rejects talks, set for strike ballot

JOHANNESBURG — The National Union of Mines (NUM) has turned down a request by the Chamber of Mines to resume wage negotiations early next week and confirmed their decision to go ahead with a strike ballot on Monday.

The NUM said last night that mediation had deadlocked on Thursday as the chamber made no new offers and we will begin balloting our members at all mines affiliated to the Chamber of Mines.”

According to the NUM, the union is pressing for a 26 per cent wage hike and income security for workers who are transferred to lower scale jobs because of injury.

The chamber had declined to increase its offer of 19 to 23 per cent increases and rejected the second demand, the union said.

On Thursday the chamber said: “On the question of wages, both the chamber and the NUM indicated that they remained negotiable but both parties were inflexible on the income security issue.

“The chamber had already offered to increase paid mine accident leave from 42 to 58 days per annum, cumulative to 112 days, and was not prepared to improve this offer further.

“The union, on the other hand, was not prepared to negotiate further on wages if the chamber’s proposal did not include an improvement on the income security offer already made.”

— Supa
Heunis hits Sullivan set to "move goalposts" for American companies in SA

By DAVID JACKSON
UNITED STATES companies operating in South Africa will not abandon their commitment to social change programmes — despite indications that the Rev Leon Sullivan may be preparing to pull the rug from beneath his monitoring "code of principles".

With the deadline looming for Mr Sullivan's May 31, 1987, ultimatum for the "abolition of apartheid", several US companies are unhappy about a deterioration in their latest ratings — particularly in the new category of social justice.

Bitterness

And there were suspicions this weekend that Mr Sullivan was hardening up the code's criteria — "moving the goalposts", as one executive put it — in advance of a possible disengagement from South Africa.

But major companies among the 144 signatories to the code are already pouring millions of rand into social upliftment programmes for blacks.

And indications yesterday were that the programmes would continue — with or without Mr Sullivan.

The unhappiness with the new ratings — with at least half the firms involved currently appealing against their evaluation — came as a team of top US business executives, including Mr Dan Purnell, representing Mr Sullivan's US office, checked into a five-star Johannesburg hotel.

Johannesburg hotel.

Mr Purnell yesterday described the visit as "nothing unusual ... we're here to evaluate programmes and to see its administrative detail."

Impossible

Some company executives complained that they have no way of knowing the criteria on which their companies are being judged.

The ratings in turn can directly influence disinvestment actions by states, local authorities and institutions in the US.

Mobil's Pat O'Malley said from Cape Town: "There has been a dedicated group in all companies working in areas of social change, and if this were to happen (a pull-out) it wouldn't affect Mobil's position at all.

"We would continue to act in this area as diligently as we are able."
Miners' talks go on

JOHANNESBURG—South Africa's black mineworkers' leaders said yesterday they had agreed to resume stalled wage negotiations with employers but pressed ahead with plans for a strike ballot.

The general secretary of the National Union of Mineworkers, Mr. Cyril Ramaphosa, told reporters he had accepted an invitation from mine owners for a meeting today in a fresh bid to secure a wage accord and avert a strike.

But he said the ballot would start in some of the gold and coal mines, where the large union, with about 200,000 members, is recognized.

Union sources said the renewed talks, initially rejected by the NUM, could still bridge a gap between increases of up to 26 per cent demanded by workers and 23 per cent on offer.

The price of gold rose sharply last month, partly on fears of disruptions in supplies from South Africa. — Sapa-RNS
Miners resume wage talks

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The price of gold rose sharply last month, partly on fears of disruptions in supplies from South Africa, the world’s largest producer of the metal.

A strike called by NUM last year over a similar dispute collapsed after two days amid union charges of intimidation.

— Sapa-Reuters
NUM to resume wage talks

SOWETAN Reporter

SOUTH Africa's black mineworkers' leaders said yesterday they had agreed to resume stalled wage negotiations with employers but pressed ahead with plans for a strike ballot.

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The price of gold rose sharply last month, partly on fears of disruptions in supplies from South Africa, the world's largest producer of the metal.

A strike called by NUM last year over a similar dispute collapsed after two days amid union charges that employers had intimidated miners through dismissals and eviction from hostels. — Sapa-Reuters
LATEST government-spending figures show that its salary and wage bill has increased by 27%, despite President F W Botha's promise to cut the civil service bureaucracy.

Between April and June this year, government paid out R1.366bn in salaries and wages, a 27% increase on the April-June quarter the year before.

Central Statistical Services figures show earnings of central government workers rose sharply in the first quarter of the financial year.

And it was not only because of the 10% increase granted to all public-sector workers from April.

Another factor in the jump in the salary and wage bill was the 4.65% increase in central government staff to almost 400,000, compared with the figure at the end of June last year.

Workers' average earnings rose by 21.5% to R1.193 a month.

In the current year's Budget, personnel expenditure for the year was estimated at R4.613bn, up by 22% on the previous year.

A breakdown shows the 153,650 white workers earned R762.2m, a 27.7% rise.
Wages hike

A WAGE agreement was concluded this week by the Chemical Workers' Industrial Union and Ciba-Geigy, the Swiss pharmaceutical manufacturing company.

A statement issued by the union said the 200 CWIU workers are to receive an increase of R153 a month (87 cents an hour) from January 1, 1987. This brings the minimum wage to R4.10 an hour. The R153 a month represents a 27 percent increase on the minimum wage.

"The CWIU is in the process of several wage negotiations and the topping of a R4 an hour minimum wage at Ciba-

Geigy represents the beginning of a concerted attempt by the union to achieve minimum wages of R4 per hour plus in 1987," said the statement.

A Ciba-Geigy spokesman said the minimum wage increase of 27 percent only applied to nine of the CWIU members. He added that an average increase in wages for the remaining 191 members was 20 percent.

He, however, confirmed that workers would receive R153 a month (87 cents an hour) from the beginning of next year.

— Sapa
Sullivan Code may be loser in buyouts

By Chris Moerdijk

Buyouts by local management of American subsidiaries in South Africa are snowballing amid fears by other United States companies that new management will dump social responsibility and Sullivan Code practices.

At a meeting this week of the Sullivan Signatories' Association, members were reported to have discussed a slip in Sullivan Code rating by American subsidiaries in South Africa.

Present was a key evaluator of performance in terms of the code, Mr Reid Weedon, senior vice president of the American management consultancy, Arthur D Little.

The president of the American Chamber of Commerce in South Africa, Mr Frank Lubke, said the chamber was aware of the "buyout" trend.

"A lot of companies that feel their United States domestic business is threatened will take the route of management buyouts. It seems to make common sense and will eliminate the "basic-factor" of doing business with South Africa." American corporations were under pressure but would take the least painful route with regard to disinvestment.

"We even have instances of American companies denying that they are American on the basis that they report directly to European-based offices."

Mr Lubke said that the American Chamber hoped former United States companies under local management would not "turn back" on employment and social responsibility policies.

"I would like to think the integrity of new management would be such that they would continue. But I am not suggesting they continue to the same extent as the Sullivan Code, particularly from the point of view of outside involvement.

"Paying 15 percent of a payroll on social services might prove to be impossible in this economic climate," he said.

Spokesmen for other American companies have expressed fears that local management of former US subsidiaries would not be under the same kind of pressure to apply the Sullivan Code and would "dump" major portions of these policies.

"It is unrealistic to believe that this will continue at the same level, if only from a purely economic point of view.

"Not only will companies reassess what they might believe to be 'overkill', but where they might previously have been stopped from selling products to the SAP and SAP, for example, it will be seen to make business sense to resume selling to these lucrative markets."
NUM, chamber to sign today

Minning wage dispute is finally over

THE National Union of Mineworkers (NUM) and the Chamber of Mines — acting on behalf of Anglo American, Gencor, JCI and Rand Mines' gold division — are likely to sign an agreement today which will signal the settlement of the 1986 wage dispute.

NUM leadership yesterday recommended acceptance of the latest chamber offer to thousands of members who gathered at 47 goldmines and collieries around the country. Initial indications were that most workers had signalled acceptance of the offer.

At two meetings this week, the chamber offered a vastly improved package on income security for incapacitated workers, and three of the groups upped their wage offer by half a percentage point, meaning total 1986 increases ranging from 19.5%-23.5%. The Rand Mines' gold division offer remains at 19%-23%

But the NUM said it would proceed with strike ballots at mines administered by Gold Fields of SA and Rand Mines' collieries — the two groups which declined to continue negotiations when the chamber's wage offer reached 15%-20% several weeks ago. Those increases were implemented on all chamber mines on July 1.

The annual wage talks began more than five months ago, and have been through all the official dispute procedures — including a strike ballot which began on Monday — as well as voluntary mediation.

The key breakthrough came at this week's two post-mediation meetings. The chamber, which initially offered an annual 56 days guaranteed income to incapacitated workers, drastically revised its position. The current offer includes six months' income security for workers who are injured in accidents or who are affected by work-related diseases such as silicosis and tuberculosis.

The income security issue had become the major hurdle in the way of a settlement. The Kinross mine disaster had made industrial safety an even more

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Mining wage dispute over

Important item on the NUM's agenda and it held out for major improvements on the issue.

While the actual wage offer applies to workers at only three of the big six mining houses and a division of another, it also covers more than 20% of NUM membership at chamber-affiliated mines.

Hence, any possible strike action directed against Gold Fields or Rand Mines' collieries will be extremely limited. Gold Fields says the NUM is recognised at four mines — Deelkraal, Libanon, West Driefontein and New Clydesdale.
2. CLAUSE 4.—PROVIDENT FUND

(1) In subclause (9) (b), substitute "80 per cent." for "65 per cent.".

(2) Insert the following new subclause (9) (c):

"(c) Every member referred to in subclause (7) (a) who has had 25 years' continuous service in the Industry shall, in addition to the bonus referred to in paragraph (a), be entitled to a bonus equal to 20 per cent of the benefits payable in terms of subclause (7) (a) or (a) bis, whichever is applicable: Provided that the Management Committee may, in its discretion, and on the recommendation of an actuary, vary or cancel such bonus."

(3) In subclause (9) (f), read the existing paragraphs (c), (d), (e), (f) and (g) to read (d), (e), (f), (g) and (h)

Signed at Port Elizabeth, on behalf of the parties, this 7th day of July 1986.

D. J. F. LINDE,  
Member of the Council.

O. J. FOURIE,  
Member of the Council.

L. M. VAN LOGGERENBERG,  
General Secretary of the Council.

No. R. 2232  
24 October 1986

LABOUR RELATIONS ACT, 1956

IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY.—AMENDMENT OF SICK PAY FUND AGREEMENT

I, Pieter Theunis Christiaan du Plessis, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 November 1990, upon the employers' organisations and the trade unions which entered into the Amending Agreement and upon the employers and the employees who are members of the said organisations or unions; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, except those contained in clauses 1 (1) (b), 2 and 5, shall be binding, with effect from the second Monday after the date of publication on this notice and for the period ending 30 November 1990, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

P. T. C. DU PLESSIS,  
Minister of Manpower.

SCHEDULE

NATIONAL INDUSTRIAL COUNCIL, FOR THE IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY

SICK PAY FUND AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Automotive Parts Production Engineers' Association  
Border Engineering Industries Association  
Cape Engineers' and Founders' Association  
Constructural Engineering Association  
Domestic Appliance Manufacturers' Association of South Africa  
Edge Hand and Small Tool Manufacturers' Association  
Electrical Engineering and Allied Industries Association  
Electronics and Telecommunications Industries Association

2. KLOUSele 4.—VOORSORGFONDS

(1) In subklausule (9) (b), verwag "65 per cent." deur "80 per cent.".

(2) Voeg die volgende nuwe subklausule (9) (c) in:

"(c) Elke lid in subklausule (7) (a) bedel wat 25 jaar ononderbroken diens in die Neyerheid gedien het, is benewens die bonus in paragraaf (a) bedel, gereig op 'n bonus gelyk aan 20 persent van die bystand betaalbaar ooreenkomstig subklausule (7) (a) of (a) bis, wanneer een ook al van toepassing is. Met diens verstaan dat die Bestuurskomitee na goedtref en op aanbeveling van 'n aktuaris so 'n bonus kan verander of kannieke."

(3) In subklausule (9) (f), lees die bestaande paragraaf (c), (d), (e), (f) en (g) om te het (d), (e), (f) en (g).

Namens die partye op hede die 7de dag van Julie 1986 te Port Elizabeth onderteken.

D. J. F. LINDE,  
Lid van die Raad.

O. J. FOURIE,  
Lid van die Raad.

L. M. VAN LOGGERENBERG,  
Hoofsekretaris van die Raad.

No. R. 2232  
24 Oktober 1986

WET OP ARBEIDSVERHOUINGE, 1956

YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYERHIED.—WYSIGING VAN SIEKTEBYESTONDSFONDOOREENKOMS

EK, Pieter Theunis Christiaan du Plessis, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsververhoudinge, 1956, dat die bepaling van die Ooreenkom (hierna die Wysigingsooreenkom genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Neyerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 November 1990 eindig, bindend is vir die werkgewersorganisasies en de vakverenigings wat die Wysigingsooreenkom aangegaan het en vir die werkgewers en werknemers wat de lede van genoemde organisasie of verenigings is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepaling van die Wysigingsooreenkom, uitgesonderd die nuwe in klausule 1 (1) (b), 2 en 3 met ingang van die tweede Maandag na die datum van publikasie van dieselfde kennisgewing en vir die tydperk wat op 30 November 1990 eindig, bindend is vir alle ander werkgewers en werknemers as die genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in die genoemde Onderneming, Neyerheid, Bedryf of Beroep in die gebiede in klausule 1 van die Wysigingsooreenkom gepeiseerce.

P. T. C. DU PLESSIS,  
Minister van Mannekrag.

BLYLAE

NASIONALE NYERHIEDSRAAD VIR DIE YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYERHIED

SIEKTEBYESTONDSFONDOOREENKOMS

coreenkomstig die Wet op Arbeidsververhoudinge, 1956, gesluit deur en aangegaan tussen die

Automotive Parts Production Engineers' Association  
Border Engineering Industries Association  
Cape Engineers' and Founders' Association  
Constructural Engineering Association  
Domestic Appliance Manufacturers' Association of South Africa  
Edge Hand and Small Tool Manufacturers' Association  
Electrical Engineering and Allied Industries Association  
Electronics and Telecommunications Industries Association

BYLAE

NASIONALE NYERHIEDSRAAD VIR DIE YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYERHIED

SIEKTEBYESTONDSFONDOOREENKOMS

coreenkomstig die Wet op Arbeidsververhoudinge, 1956, gesluit deur en aangegaan tussen die

Automotive Parts Production Engineers' Association  
Border Engineering Industries Association  
Cape Engineers' and Founders' Association  
Constructural Engineering Association  
Domestic Appliance Manufacturers' Association of South Africa  
Edge Hand and Small Tool Manufacturers' Association  
Electrical Engineering and Allied Industries Association  
Electronics and Telecommunications Industries Association
Engineers' and Founders' Association (Transvaal, Orange Free State and Southern Cape)
Fire Protection Industries Association of South Africa
Forging Association of Southern Africa
Gate and Fence Manufacturers' Association of the Transvaal
Heavy Engineering Manufacturers' Association
Iron and Steel Producers' Association of South Africa
Lift Engineering Association of South Africa
Light Engineering Industries Association of South Africa
Materials Handling Association
Natal Engineering Industries Association
Non-Ferrous Metal Industries Association of South Africa
Plastics Manufacturers' Association of South Africa
Plumbers and Engineers Brassware Manufacturers' Association
Port Elizabeth Engineers' Association
Precision Manufacturing Engineers' Association
Pressure Vessel Manufacturers' Association of South Africa
Radio, Appliance and Television Association of South Africa
Sheetmetal Industries Association of South Africa
S.A. Agricultural and Irrigation Machinery Manufacturers' Association
S.A. Association of Shipbuilders and Repairers
S.A. Electro-Plating Industries Association
S.A. Fasteners Manufacturers' Association
S.A. Foundry Association
S.A. Industrial Refrigeration and Air Conditioning Contractors' Association
S.A. Machine Tool Manufacturers' Association
S.A. Radio and Television Manufacturers' Association
S.A. Reinforced Concrete Engineers' Association
S.A. Tube Makers' Association
S.A. Wire and Wire Rope Manufacturers' Association

(hierin referer als de “werkgevers” of die “werkgewersorganisasies” genoem, aan die een kant, en die
Amalgamated Engineering Union of South Africa
Amalgamated Society of Woodworkers of South Africa
Electrical and Allied Workers' Trade Union of South Africa
Engineering Industrial Workers' Union of South Africa
Iron Moulders' Society of South Africa
Mineworkers' Union
Radio, Television, Electronics and Allied Workers' Union
S.A. Bollermakers', Iron and Steel Workers', Shipbuilders' and Welders' Society
S.A. Electrical Engineers' Association
S.A. Engineers' and Operators' Association
S.A. Yster-, Staal- en Vervaste Nwyhede-Union

(hierin referer als de “werknemers” of die “vakverenigings” genoem, aan die ander kant,
wat die partie is by die Nasionale Nwyheidsraad vir die Yster-, Staal-, Ingenieurs- en Metalurgiese Nwyhere, om die Ooreenkoms gepubliseer deur Goewerneerstingsweging R. 998 van 23 Mei 1986 (hierin die “Herbekragtingsooreenkoms” genoem, te wysig.

DEEL 1
1. TOEPASSINGSBESTER VAN OOREENKOMMS

(1) Hierdie Ooreenkoms moet nagekom word in die Yster-, Staal-, Ingenieurs- en Metalurgiese Nwyhere.

(a) oral in die Republiek van Suid-Afrika, uitgenodig deur die hawe en nederzetting van Walvisbaai;

(b) deur alle werkgevers en werknemers wat onderkendig lede van die werkgewersorganisasies en die vakverenigings is.

(2) Hierdie Ooreenkoms is nie op die volgende persone van toepassing nie:

(a) Werknemers in dié werkgewers in subklousule (1) bedoel, hoewel hulle ingevolge die geregelde bestek van 'n vakvereniging of 'n partie by die Ooreenkoms is in aanmerking kom vir lidmaatskap van 'n vakvereniging, nie lede van so 'n vakvereniging nie; en

(b) werknemers, uitgenodig deur dié werkgewers in subklousule (1) bedoel.

2. SPECIALE BEPAALINGS

Vervang klousule 3 van die Herbekragtingsooreenkoms deur die volgende:

3. GENERAL PROVISIONS
Substitute the following for section 4 of the Re-enacting Agreement:
"The provisions contained in sections 3 (as amended by section 5 of the
Re-enacting Agreement), 4 to 8, 10 to 15 (as amended by section 4 here-
under) and 16 of Part I and Part III of the Former Agreement (as amended
by section 6 hereunder), shall apply to employers and employees."

4. SECTION 15.—GENERAL PROVISIONS RELATING TO CONTRIBUTIONS AND BENEFITS
In subsection (4) (f) substitute the words "twentysix weeks" for the words "thirteen weeks" wherever they occur.

5. PART II OF THE FORMER AGREEMENT
SCHEME A
(A) SECTION 1.—MEMBERSHIP
Substitute the following for section 1—
"(1) Membership of Scheme A shall be compulsory for and be limited to—
(a) all employers employed on any of the classes of work sched-
duled in the Main Agreement at an hourly wage of not less than
the rate prescribed from time to time for Rate DDD class of
work;
(b) apprentices, irrespective of their wage rate; and
(c) all employers employed in operative processes in receipt of a
wage equivalent to not less than the hourly rate prescribed
from time to time in the Main Agreement for Rate D class of
work whether paid weekly or monthly, excluding any payment
for overtime, who are members of the trade unions.
(2) Notwithstanding (1) above, an employer may, in respect of his
employees employed in the industries whose wages are not speci-
fixed in the Industrial Council Agreements but who are receiving
remuneration at a rate equivalent to not less than the hourly rate
prescribed from time to time in the Main Agreement for Rate D
class of work whether paid weekly or monthly, excluding any
payment for overtime, by mutual agreement make application to
the Fund to accept contributions from himself and those employees
(or any of them) in accordance with the provisions of section 2
of this Part. Upon receipt of such application, the Management
Committee may agree to receive contributions from that employer
and the provisions of the Agreement shall thereupon mutatis
mutandis apply to the employer and the employees concerned and be
observed and them as though applied by section 1 of Part I.".

(B) SECTION 2.—CONTRIBUTIONS
In subsection (1) substitute the following for the existing table:

<table>
<thead>
<tr>
<th>Wage group per week</th>
<th>Amount per week</th>
</tr>
</thead>
<tbody>
<tr>
<td>Over R287</td>
<td>30</td>
</tr>
<tr>
<td>Over R262 and up to R287</td>
<td>26</td>
</tr>
<tr>
<td>Over R238 and up to R262</td>
<td>24</td>
</tr>
<tr>
<td>Over R182 and up to R238</td>
<td>22</td>
</tr>
<tr>
<td>Over R153 and up to R182</td>
<td>19</td>
</tr>
<tr>
<td>R153 and under</td>
<td>14&quot;.</td>
</tr>
</tbody>
</table>

(C) SECTION 3.—SICK PAY BENEFITS
In subsection (1) substitute the following for the existing table:

<table>
<thead>
<tr>
<th>Actual wage group per week</th>
<th>Sick pay benefits 1st to 30th week</th>
</tr>
</thead>
<tbody>
<tr>
<td>Over R287</td>
<td>112</td>
</tr>
<tr>
<td>Over R262 and up to R287</td>
<td>100</td>
</tr>
<tr>
<td>Over R238 and up to R262</td>
<td>80</td>
</tr>
<tr>
<td>Over R182 and up to R238</td>
<td>69</td>
</tr>
<tr>
<td>Over R153 and up to R182</td>
<td>57</td>
</tr>
<tr>
<td>R153 and under</td>
<td>49&quot;.</td>
</tr>
</tbody>
</table>

6. PART III OF THE FORMER AGREEMENT
SCHEME B
(A) SECTION 2.—CONTRIBUTIONS
In subsection (1) substitute the following for the existing table:

<table>
<thead>
<tr>
<th>Wage group per week</th>
<th>Amount per week</th>
</tr>
</thead>
<tbody>
<tr>
<td>Over R287</td>
<td>30</td>
</tr>
<tr>
<td>Over R262 and up to R287</td>
<td>26</td>
</tr>
<tr>
<td>Over R238 and up to R262</td>
<td>24</td>
</tr>
<tr>
<td>Over R182 and up to R238</td>
<td>22</td>
</tr>
<tr>
<td>Over R153 and up to R182</td>
<td>19</td>
</tr>
<tr>
<td>Over R133 and up to R153</td>
<td>14</td>
</tr>
<tr>
<td>Over R114 and up to R133</td>
<td>12</td>
</tr>
<tr>
<td>R114 and under</td>
<td>10&quot;.</td>
</tr>
</tbody>
</table>

3. ALGEMENE BEPALINGS
Vervang klusule 4 van de Herbelastingsvoorregelomkes deur die vol-
gende:
"Die bepalings vervat in klusules 3 tot 8, 10 tot 15 (soos gewysig
by klusule hieronder) en 16 van Deel I en Deel III van die Vorige Ooreek-
oms (soos gewysig by klusule 6 hieronder), is van toepassing op werk-
gewer en werknemers.".

4. KLOUSULE 15.—ALGEMENE BEPALINGS BETREFFENDE BYDRAES EN BYSTAND
In subklusule (4) (f) vervang die uitdrukking "13 weke" deur die uitdrukking "26 weke" waar dit oral voorkom.

5. DEEL II VAN DIE VORIGE OOREKOMKS
SKEMA A
(A) KLOUSULE 1.—LIDMAATSKAP
Vervang klusule 1 deur die volgende—
"(1) Lidmaatskap van Skema A is verplicht vir en beperk tot—
(a) alle werknemers in diens in enige van die klasse werk in die
Hoofooreenkomms gety het teen 'n uurloon van nie minder as die
loon soos van tyd tot tyd in die Hoofoorstelomkomms vir Loon
DDD klas werk voorgestel; en
(b) vakleidinge, ongeag hul loondae; en
c) alle werknemers in diens in werkprosesse wat 'n loon ontvang
ekvivalent tot nie minder as die uurloon soos van tyd tot tyd in
die Hoofoorstelomkomms vir Loon D klas werk voorgestel,
ongeach werklik of maandelikse beëindiging, ongeag bekendiging
door oorwyd skryw.
(2) Ondanks (1) hierbo, 'n werkgewer kan, ten opsigte van sy werk-
nemers wat in die Nywerheidse werkzaam is en wêreldjie nie in die
Nywerhedeassorieoorstemkomme wegslet is nie, dog wat 'n loon
te ontvang teen 'n loon ekvivalent tot nie minder as die uurloon soos
van tyd tot tyd in die Hoofoorstelomkomms vir Loon D klas werk voor-
gestel, ongeag werklik of maandelikse beëindiging, ongeag bekendiging
door oorwyd skryw, by die Fonds aan eis om bydrades van hom en van sodanige werknemers of (enige van hulle)
oorzakeoorstemkom skus. Van hierdie Deel aan te neem, mits daar
onderling in dier vroege ooreenkom is. By ontvangs van sodanige
aanseig kan die Bestuurskomitee in stem om bydrades van sodanige
werkgever te ontvang, en die Ooreenkomms is danoor mutatis mutandis
op die betrokke werkgever en werknemers van toepassing en
moet deur hulle nagekoms word asof dit by klusule 1 van Deel I
op hulle van toepassing gemaak is."

(B) KLOUSULE 2.—BYDRAES
In subklusule (1) vervang die bestaande tabel deur die volgende:

<table>
<thead>
<tr>
<th>Loongroep per week</th>
<th>Bedrag per week</th>
</tr>
</thead>
<tbody>
<tr>
<td>Oor R287</td>
<td>50</td>
</tr>
<tr>
<td>Oor R262 tot en met R287</td>
<td>26</td>
</tr>
<tr>
<td>Oor R208 tot en met R262</td>
<td>24</td>
</tr>
<tr>
<td>Oor R182 tot en met R208</td>
<td>22</td>
</tr>
<tr>
<td>Oor R153 tot en met R182</td>
<td>19</td>
</tr>
<tr>
<td>R153 en minder</td>
<td>14&quot;.</td>
</tr>
</tbody>
</table>

(C) KLOUSULE 3.—BETALING VAN SIEKTEBYSTAND
In subklusule (1) vervang die bestaande tabel deur die volgende:

<table>
<thead>
<tr>
<th>Werklike loongroep per week</th>
<th>Slektebystand 1ste tot 30ste week</th>
</tr>
</thead>
<tbody>
<tr>
<td>Oor R287</td>
<td>112</td>
</tr>
<tr>
<td>Oor R262 tot en met R287</td>
<td>100</td>
</tr>
<tr>
<td>Oor R208 tot en met R262</td>
<td>80</td>
</tr>
<tr>
<td>Oor R182 tot en met R208</td>
<td>69</td>
</tr>
<tr>
<td>Oor R153 tot en met R182</td>
<td>57</td>
</tr>
<tr>
<td>R153 en minder</td>
<td>49&quot;.</td>
</tr>
</tbody>
</table>

6. DEEL III VAN DIE VORIGE OOREKOMKS
SKEMA B
(A) KLOUSULE 2.—BYDRAES
In subklusule (1) vervang die bestaande tabel deur die volgende:

<table>
<thead>
<tr>
<th>Loongroep per week</th>
<th>Bedrag per week</th>
</tr>
</thead>
<tbody>
<tr>
<td>Oor R287</td>
<td>30</td>
</tr>
<tr>
<td>Oor R262 tot en met R287</td>
<td>26</td>
</tr>
<tr>
<td>Oor R208 tot en met R262</td>
<td>24</td>
</tr>
<tr>
<td>Oor R182 tot en met R208</td>
<td>22</td>
</tr>
<tr>
<td>Oor R153 tot en met R182</td>
<td>19</td>
</tr>
<tr>
<td>Oor R133 tot en met R153</td>
<td>14</td>
</tr>
<tr>
<td>Oor R114 tot en met R133</td>
<td>12</td>
</tr>
<tr>
<td>R114 en minder</td>
<td>10&quot;.</td>
</tr>
</tbody>
</table>
(B) SECTION 3.—SICK PAY BENEFITS
In subsection (1) substitute the following for the existing table:

<table>
<thead>
<tr>
<th>&quot;Actual wage group per week</th>
<th>Sick pay benefits 1st to 30th week Per week</th>
</tr>
</thead>
<tbody>
<tr>
<td>Over R287</td>
<td>112</td>
</tr>
<tr>
<td>Over R287 to up to R287</td>
<td>100</td>
</tr>
<tr>
<td>Over R287 to up to R262</td>
<td>80</td>
</tr>
<tr>
<td>Over R182 and up to R208</td>
<td>69</td>
</tr>
<tr>
<td>Over R182 to up to R182</td>
<td>57</td>
</tr>
<tr>
<td>Over R133 and up to R153</td>
<td>49</td>
</tr>
<tr>
<td>Over R14 and up to R133</td>
<td>42</td>
</tr>
<tr>
<td>R14 and under</td>
<td>35**</td>
</tr>
</tbody>
</table>

(C) SECTION 4.—FUNERAL BENEFIT
Substitute the following for the existing table:

<table>
<thead>
<tr>
<th>&quot;Actual wage group per week</th>
<th>Funeral benefit</th>
</tr>
</thead>
<tbody>
<tr>
<td>Over R124</td>
<td>R</td>
</tr>
<tr>
<td>R124 and under</td>
<td>270**</td>
</tr>
</tbody>
</table>

Signed at Johannesburg for and on behalf of the parties this 14th day of July 1986.

G. J. M. PRINSLOO,
Chairman.
B. NICHOLSON,
Vice-Chairman.
A. O. DE JAGER,
General Secretary.

No. R. 2233 24 October 1986

LABOUR RELATIONS ACT, 1956

IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY.—AMENDMENT OF METAL INDUSTRIES MEDICAL AID FUND AGREEMENT

I, Pieter Theunis Christiaan du Plessis, Minister of Manpower, hereby, in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which related to the undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 1990, upon the employers' organisations and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or unions.

P. T. C. DU PLESSIS,
Minister of Manpower.

SCHEDULE

METAL INDUSTRIES MEDICAL AID FUND AGREEMENT
in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Automotive Parts Production Engineers' Association
Border Engineering Industries Association
Cape Engineers' and Founders' Association
Constructional Engineering Association
Domestic Appliance Manufacturers' Association of South Africa
Edge Hand and Small Tool Manufacturers' Association
Electrical Engineering and Allied Industries Association
Electronics and Telecommunications Industries Association
Engineers' and Founders' Associations (Transvaal, Orange Free State and Northern Cape)
Fire Protection Industries Association of South Africa.
Forging Association of Southern Africa
Gate and Fence Manufacturers' Association of Transvaal
Heavy Engineering Manufacturers Association
Iron and Steel Producers' Association of South Africa

(B) KLOUSULE 3.—BETALING VAN SIEKTEBYSTAND
In subklousule (1) vervang die bestaande tabel deur die volgende:

<table>
<thead>
<tr>
<th>Werklike laag in per week</th>
<th>Stiektebystand 1ste tot 30ste week Per week</th>
</tr>
</thead>
<tbody>
<tr>
<td>Oor R287</td>
<td>112</td>
</tr>
<tr>
<td>Oor R287 tot en met R287</td>
<td>100</td>
</tr>
<tr>
<td>Oor R287 tot en met R262</td>
<td>80</td>
</tr>
<tr>
<td>Oor R182 tot en met R208</td>
<td>69</td>
</tr>
<tr>
<td>Oor R182 tot en met R182</td>
<td>57</td>
</tr>
<tr>
<td>Oor R133 tot en met R153</td>
<td>49</td>
</tr>
<tr>
<td>Oor R144 en minder</td>
<td>35**</td>
</tr>
</tbody>
</table>

(C) KLOUSULE 4.—BEGRAFINSBYSTAND
Vervang die bestaande tabel deur die volgende:

<table>
<thead>
<tr>
<th>Werklike laag in per week</th>
<th>Begrafiingbystand R</th>
</tr>
</thead>
<tbody>
<tr>
<td>Oor R124</td>
<td>420</td>
</tr>
<tr>
<td>R124 en minder</td>
<td>270**</td>
</tr>
</tbody>
</table>

Namens die partie op hede die 14de dag van Julie 1986 te Johannesburg onwennet.

C. J. M. PRINSLOO,
Voorstnier.
B. NICHOLSON,
Ondervoorstnier.
A. O. DE JAGER,
Hoofsekretaris.

No. R. 2233 24 October 1986

WET OP ARBEIDSEVERHOUINGE, 1956

YSTER--, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHED.—SYSIGING VAN MEDIELSE HULFONDSOOREENKOMS VIR DIE MATAALNYWERHEDIE

Ek, Pieter Theunis Christiaan du Plessis, Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (1) (a) van die Wep op Arbeidseverhoudinge, 1956, dat die bepaling van die Ooreenkoms (hierna die Wysigingsooreenkomens genoem) wat in die Bylee hiervan verskyn en betrekking het op die Onderwiering, Nywerheid, Bedryf of Beroep in die opsikte van hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1990 eindig, bindend is vir die werkgewersorganisaties en die vakverenigings wat die Wysigingsooreenkomens aangegaan het en vir die werkgewers en werknerpers wat lede van genoemde organisasies of verenigings is.

P. T. C. DU PLESSIS,
Minister van Mannekrag.

BYLAE

MEDIELSE HULFONDSOOREENKOMS VIR DIE MATAALNYWERHEDIE

ooreenkomstig die Wet op Arbeidseverhoudinge, 1956, gesluit deur en aangegaan tussen die

Automotive Parts Production Engineers' Association
Border Engineering Industries Association
Cape Engineers' and Founders' Association
Constructional Engineering Association
Domestic Appliance Manufacturers' Association of South Africa
Edge Hand and Small Tool Manufacturers' Association
Electrical Engineering and Allied Industries Association
Electronics and Telecommunications Industries Association
Engineers' and Founders' Associations (Transvaal, Orange Free State and Northern Cape)
Fire Protection Industries Association of South Africa.
Forging Association of Southern Africa
Gate and Fence Manufacturers' Association of Transvaal
Heavy Engineering Manufacturers Association
Iron and Steel Producers' Association of South Africa

(continued)
Lift Engineering Association of South Africa
Light Engineering Industries Association of South Africa
Materials Handling Association
Natal Engineering Industries Association
Non-Ferrous Metal Industries Association of South Africa
Plastics Manufacturers’ Association of South Africa
Plumbers and Engineers Braswiese Manufacturers’ Association
Port Elizabeth Engineers’ Association
Precision Manufacturing Engineers’ Association
Pressure Vessel Manufacturers’ Association of South Africa
Radio, Appliance and Television Association of South Africa
Sheetmetal Industries Association of South Africa
S.A. Agricultural and Irrigation Machinery Manufacturers’ Association
S.A. Association of Shipbuilders and Repairers
S.A. Electro-Plating Industries Association
S.A. Fasteners Manufacturers’ Association
S.A. Foundry Association
S.A. Industrial Refrigeration and Air Conditioning Contractors’ Association
S.A. Radio and Televison Manufacturers’ Association
S.A. Reinforced Concrete Engineers’ Association
S.A. Tube Makers’ Association
S.A. Wire and Wire Rope Manufacturers’ Association
S.A. Wrought Non-Ferrous Metal Manufacturers’ Association
(hereinafter referred to as the “employed” or the “employers’ organisations”), of the one part, and the
Amalgamated Engineering Union of South Africa
Amalgamated Society of Woodworkers of South Africa
电气 and Allied Trades Union of South Africa
Engineering Industrial Workers’ Union of South Africa
Iron Moulder’s Society of South Africa
Mineworkers’ Union
Radio, Television, Electronics and Allied Workers’ Union
S.A. Bollermakers’, Iron and Steel Workers’, Shipbuilders’ and
Seamanship’s Society
S.A. Electrical Workers’ Association
S.A. Engine Drivers’, Firemen’s and Operators’ Association
S.A. Yster-, Staal- en Vervante Nuywerheide-Unie
(hereinafter referred to as the “employees” or the “trade unions”), of the other part,
being the parties to the National Industrial Council for the Iron, Steel, Engineering and Metalurgical Industry,

1. SCOPE OF APPLICATION OF AGREEMENT

(1) Except as otherwise provided in this section, the terms of this Agreement shall apply to and be observed throughout the Republic of South Africa, excluding the port and settlement of Walvis Bay, by all employers and employees in the iron, steel, engineering and metalurgical industries who are members of the employers’ organisations and the trade unions respectively.

(2) The term of this Agreement shall not apply to employers and their employees who are participating with the employer in any scheme providing medical benefits in existence as at 18 July 1986, to which the employee concerned contributes part of the contributions for each employee who is a member of the scheme and otherwise covered by this Agreement, while such scheme continues to operate and the said employer and employee continue to participate in the scheme and the employer continues to pay part of the contributions for each such employee.

(3) Notwithstanding the provisions of subsection (2), the terms of this Agreement shall apply to employers and employees in respect of any employee who is not covered by, or ceases to be covered by, a fund referred to in that subsection.

2. SECTION 9—CONTRIBUTIONS

In subsection (2), substitute the following for the existing table:

<table>
<thead>
<tr>
<th>Wage group</th>
<th>Weekly wage</th>
<th>Member only</th>
<th>Member plus 1 or 2 more dependents</th>
<th>Member plus 3 or more dependants</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Up to R179</td>
<td>R</td>
<td>R</td>
<td>R</td>
</tr>
<tr>
<td>2</td>
<td>Over R179 and up to R255</td>
<td>8.70</td>
<td>11.65</td>
<td>12.90</td>
</tr>
<tr>
<td>3</td>
<td>Over R255</td>
<td>9.55</td>
<td>12.75</td>
<td>14.00**</td>
</tr>
</tbody>
</table>

Lift Engineering Association of South Africa
Light Engineering Industries Association of South Africa
Materials Handling Association
Natal Engineering Industries Association
Non-Ferrous Metal Industries Association of South Africa
Plastics Manufacturers’ Association of South Africa
Plumbers and Engineers Braswiese Manufacturers’ Association
Port Elizabeth Engineers’ Association
Precision Manufacturing Engineers’ Association
Pressure Vessel Manufacturers’ Association of South Africa
Radio, Appliance and Television Association of South Africa
Sheetmetal Industries Association of South Africa
S.A. Agricultural and Irrigation Machinery Manufacturers’ Association
S.A. Association of Shipbuilders and Repairers
S.A. Electro-Plating Industries Association
S.A. Fasteners Manufacturers’ Association
S.A. Foundry Association
S.A. Industrial Refrigeration and Air Conditioning Contractors’ Association
S.A. Radio and Television Manufacturers’ Association
S.A. Reinforced Concrete Engineers’ Association
S.A. Tube Makers’ Association
S.A. Wire and Wire Rope Manufacturers’ Association
S.A. Wrought Non-Ferrous Metal Manufacturers’ Association
(hereinafter referred to as the “employees” or the “employment organisations”), of the one part, and the
Amalgamated Engineering Union of South Africa
Amalgamated Society of Woodworkers of South Africa
Electrical and Allied Trades Union of South Africa
Engineering Industrial Workers’ Union of South Africa
Iron Moulder’s Society of South Africa
Mywerkersente
Radio, Television, Electronics and Allied Workers’ Union
S.A. Bollermakers’, Iron and Steel Workers’, Shipbuilders’ and
Seamanship’s Society
S.A. Electrical Workers’ Association
S.A. Engine Drivers’, Firemen’s and Operators’ Association
S.A. Yster-, Staal- en Vervante Nuywerheide-Unie
(hereinafter referred to as the “employees” or the “trade unions”), of the other part,
being the parties to the National Industrial Council for the Iron, Steel, Engineering and Metalurgical Industry,

1. TOEPASSINGSBESTEEK VAN OOREENKOMS

(1) Behoudens onderstaande bepaling in hierdie klausule, is hierdie Ooreenkomens van toepassing en moet dieselfde in die Republiek van Suid-Afrika, uitgekeer as die hawe en nerderssting van Walfisbai, nagekom word deur alle werkgewer en werknemers in die Yster-, Staal-, Ingenieurs- en Metalurgiese Nuywerheide-Unie, om die Mediese Hulpfondsoorloons en die Metaalnuywerheide, gepubliseer deur Goewerneerskennisreg R. 2829 van 27 Desember 1985, sou gewy het deur Goewerneersekerkligging R. 714 van 18 April 1986, wylig te word.

2. KLOUSULE 9—BYDRAES

In klausule (2), vervang die bestaande tabel deur die volgende:

<table>
<thead>
<tr>
<th>Weekloon</th>
<th>Stelselid</th>
<th>Lid plus 1 of meer asbloulik</th>
<th>Lid plus 3 of meer asbloulik</th>
</tr>
</thead>
<tbody>
<tr>
<td>L1 of 2</td>
<td>R</td>
<td>R</td>
<td>R</td>
</tr>
<tr>
<td>L3 +</td>
<td>R</td>
<td>R</td>
<td>R</td>
</tr>
<tr>
<td>1 +</td>
<td>7,45</td>
<td>10,25</td>
<td>11,50</td>
</tr>
<tr>
<td>2 +</td>
<td>8,70</td>
<td>11,65</td>
<td>12,90</td>
</tr>
<tr>
<td>3 +</td>
<td>9,55</td>
<td>12,75</td>
<td>14,00&quot;</td>
</tr>
</tbody>
</table>
LABOUR RELATIONS ACT, 1956

IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY.—AMENDMENT OF ENGINEERING AND ALLIED INDUSTRIES EMPLOYEES MEDICAL AID FUND AGREEMENT

I, Pieter Theunis Christiaan du Plessis, Minister of Manpower hereby, in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 16 February 1990, upon the employers’ organisations and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or unions.

P. T. C. DU PLESSIS,
Minister of Manpower.

SCHEDULE

NATIONAL INDUSTRIAL COUNCIL FOR THE IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY

ENGINEERING AND ALLIED INDUSTRIES EMPLOYEES’ MEDICAL AID FUND AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Association of Electric Cable Manufacturers of South Africa
Automotive Parts Production Engineers’ Association
Border Engineering Industries Association
Cape Engineers’ and Founders’ Association
Constructional Engineering Association
Domestic Appliance Manufacturers’ Association of South Africa
Edge Hand and Small Tool Manufacturers’ Association
Electrical Engineering and Allied Industries Association
Electronics* and Telecommunications Industries Association
Engineers’ and Founders’ Association (Transvaal, Orange Free State and Northern Cape)
Fire Protection Industries Association of South Africa
Forging Association of Southern Africa
Gate and Fence Manufacturers’ Association of the Transvaal
Heavy Engineering Manufacturers’ Association
Iron and Steel Producers’ Association of South Africa
Lift Engineering Association of South Africa
Light Engineering Industries Association of South Africa
Materials Handling Association
Natal Engineering Industries Association
Non-Ferrous Metal Industries Association of South Africa
Plastics Manufacturers’ Association of South Africa
Port Elizabeth Engineers’ Association
Precision Manufacturing Engineers’ Association
Pressure Vessel Manufacturers Association of South Africa
Radio, Appliance and Television Association of South Africa
Sheetmetal Industries Association of South Africa

Namens die party op hede die 21ste dag van Julie 1986 te Johannesburg onderteken.

C. J. M. PRINSLOO,
Voorsitter.
B. NICHOLSON,
Ondervoorsitter.
A. O. DE JAGER,
Hoofsekretaar.

BYLAE

NASIONALE NYWERHEIDSRAAD VIR DIE YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID

MEDIJSE HULPFONDOORENKOMS VIR WERKNEEMERS IN DIE INGENIEURS- EN AANVERWANTE NYWERHEID

oooreenkomstig die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan tussen die

Association of Electrical Cable Manufacturers of South Africa
Automotive Parts Production Engineers’ Association
Border Engineering Industries’ Association
Cape Engineers’ and Founders’ Association
Constructional Engineering Association
Domestic Appliances Manufacturers’ Association of South Africa
Edge Hand and Small Tool Manufacturers’ Association
Electrical Engineering and Allied Industries Association
Electronics and Telecommunications Industries Association
Engineers’ and Founders’ Association (Transvaal, Orange Free State and Northern Cape)
Fire Protection Industries Association of South Africa
Forging Association of Southern Africa
Gate and Fence Manufacturers’ Association of the Transvaal
Heavy Engineering Manufacturers’ Association
Iron and Steel Producers’ Association of South Africa
Lift Engineering Association of South Africa
Light Engineering Industries Association of South Africa
Materials Handling Association
Natal Engineering Industries Association
Non-Ferrous Metal Industries Association of South Africa
Plastics Manufacturers’ Association of South Africa
Port Elizabeth Engineers’ Association
Precision Manufacturing Engineers’ Association
Pressure Vessel Manufacturers’ Association of South Africa
Radio, Appliance and Television Association of South Africa
Sheetmetal Industries Association of South Africa
1. SCOPE OF APPLICATION OF AGREEMENT

(1) Except as otherwise provided in this section, the terms of this Agreement shall apply to and be observed throughout the Republic of South Africa, excluding the part and settlement of Walvis Bay, by all employers and employees in the Iron, Steel, Engineering and Metallurgical Industries who are members of the employers' organisations and the trade unions, respectively.

(2) The terms of this Agreement shall not apply to—

(a) employers whilst they are participating in the Metal Industries Medical Aid Fund in force for the time being;

(b) an employer and his employee who were participants with the employer in any scheme providing medical benefits which was in existence prior to 7 February 1975 and in which the employer of those employees was on the said date a participant and to which the employer concerned contributed not less than 50c per week for each employee who was a member of the scheme and otherwise covered by this Agreement, while such scheme continues to operate and the said employer and his employee continue as participants in the scheme and the employer continues to pay a contribution of not less than 50c for each such employee per week.

(3) Notwithstanding the provisions of subsection (2), the terms of this Agreement shall apply to employers and employees in respect of any employee who is not covered by, or ceases to be covered by, a fund or scheme referred to in that subsection.

2. GENERAL PROVISIONS

Substitute the following for clause 3 of the Re-enacting Agreement:


3. SECTION 3—DEFINITIONS

In the definition of "employee" substitute the figure "R2.85" for the figure "R2.48".

4. SECTION 6—MEMBERSHIP

In subsection (1), in the definition of "unscheduled employee", substitute the figures "R2.85", "R128.25" and "R555.75" for the figures "R2.48", "R111.50" and "R483.60" respectively.

Signed at Johannesburg, for and on behalf of the parties, this 14th day of July 1986.

C. J. M. PRINSLOO,
Chairman.

B. NICHLSON,
Vice-Chairman.

A. O. DE JAGER,
General Secretary.
Drivers' wages: BPSA speaks out

BP Southern Africa (BPSA) yesterday said that while many truck drivers were still badly paid, "large numbers" received pay and worked under conditions of the highest standards.

The company, which employs 240 bulk-vehicle drivers, was responding to a recent Cape Times article which quoted a report saying minimum wages for most truck drivers were below starvation level.

Mr Ian Sims, BPSA chairman, said in the statement: "While I have no doubt that many truck drivers are paid below the Supplemented Living Level (SLL), there are a large number of others whose pay and work conditions meet the highest standards and this equally needs to be highlighted."

BPSA drivers' average remuneration was R968.47 a month, including the proportionate value of a 13th cheque bonus. The minimum wage for truck drivers was R758.31.

He said this was significantly more than the R560.39 a month SLL calculated by Unisa for Pretoria, which was the highest SLL for any centre where BPSA operated. The Cape Town SLL is R419.25.

BPSA's minimum remuneration for all workers was R620.33 a month, Mr Sims said.
Miners decide on offers

JOHANNESBURG — The National Union of Mineworkers was yesterday awaiting a decision from its members on the latest offer by the Chamber of Mines on annual wage increases.

The NUM's press officer, Mr Marcel Golding, said it would inform the chamber of the decision today or Monday.

Last week the chamber offered an improved package on income security for incapacitated miners, according to NUM. Income security became a big hurdle in the light of the Kinross disaster on October 16. Increases range now from 19.5 to 23.5 per cent.

Results were expected today or Sunday from strike ballots at mines administered by Rand Mines collieries and Goldfields, who have declined to participate in the latest offer.

— Sapa
Is Sullivan Code on its way out?

By Chris Mordy

Cracks are starting to appear in the foundations of the Sullivan Code as United States corporations scramble to transfer control of their South African subsidiaries to local investors and management.

And the first thing South African management does, according to Mr Benjamin Brown, the senior US commercial officer here, is to resign from the Sullivan Signatories' Association.

The code was drafted more than a decade ago by the black Baptist minister and board member of General Motors in Detroit, the Rev Leon Sullivan.

In short, it consists of a set of principles which US companies must adhere to to justify their continued existence in South Africa.

The code has allowed these companies to become directly involved in the process of bringing about change. It has also had the effect of defusing pressure on these corporations from within the United States.

Now, local managers and their former parent companies are freed from the pressure to call the “hastle factor” with no apparent reason to continue adhering to the Sullivan Code, social responsibility programmes or the fair trade practices laid down by the State Department.

So far only about 15 percent of US corporations operating in South Africa have opted for the “management buyout” route, but with the decisions of such giants as IBM and General Motors to leap aboard the bandwagon, this trend is almost certain to escalate.

And as the rush to “withdraw” increases, those cracks in the foundations of the Sullivan Code could widen to bring it crashing into obscurity.

From South Africa's point of view this seems, on surface, to be "good riddance." Struggling companies could be relieved of the variety of financial burdens these practices instilled upon and be allowed to get on with the business of business.

But the collapse of the Sullivan Code could also have disastrous consequences.

For a start, Mr Sullivan has said he did not intend continuing his association with the Code unless apartheid was abolished by May next year.

It is unlikely that the international community's perception of the abolition of apartheid will happen in the next seven months, so one can assume the Mr Sullivan will indeed retire.

But what is ominous is that he has also said that if he cannot be convinced that the Sullivan Code is working to effect political change, he would be left with no option but to push for total disinvestment.

Mr Sullivan has already shown that he has considerable clout in US boardrooms and should he decide to go on the total disinvestment warpath, few of the 85 per cent of US companies still "braving it out" in South Africa would be able to withstand the pressure.

Many of these companies see the Sullivan Code as a "lifeline" in the troubled waters of a powerful disinvestment campaign. Without this they might well sink in the wake of a tidal wave the disinvestment lobby would create.
Rating appeals delay final Sullivan report

This year’s report on signatories to the Sullivan Principles, originally due out by the end of this month, has been delayed by the large number of signatory companies and by an unusually high number of ratings appeals.

A spokesman for Arthur D Little, the Boston-based consulting firm that compiles the annual report for the Rev Leon Sullivan, Sullivan’s International Council for Equality of Opportunity Principles, confirmed that the final report would not be released publicly until next month.

The preliminary ratings, assigned for performance in various social responsibility areas, have sparked unprecedented anger and confusion among US subsidiaries in SA who feel the standards rating their activities have been unfairly stiffened. Companies have received preliminary ratings in the last few weeks.

One executive familiar with the ratings process said just 15 companies were given a top rating in this year’s survey — down from 32 last year. Several major companies, placed in the top flight for “making good progress” last year, had been dropped to the second “making progress” tier in the most recent report.

The ratings are still being revised, pending appeals by companies who feel they have been rated unfairly.

A negative report could encourage new pressure for US corporations to disinvest from SA activities. Anti-apartheid lobbying groups tend to equate a positive rating with responsible corporate behaviour justifying a company’s continued presence in SA, and the signatory companies are usually eager to avoid such pressure.

Executives in SA say the reaction to the ratings has been far stronger than those in past years because, as one said, “most companies have put in a great deal more time and effort than ever before, and spent more money.”
35 000 miners strike on Reef

JOHANNESBURG — At least 35 000 workers employed on three Gold Fields mines went on a wage strike last night and today, according to the National Union of Mineworkers (Num).

There have also been reports of riots, arrests and mine security police action at seven Gold Fields mines on the West Rand.

The strike follows five months of wage talks, an official dispute and the failure of dispute-settling machinery to resolve differences between the union and the company.

Num’s Press officer, Mr Marcel Golding, said the strike centred on Gold Fields’ refusal to increase their wage offer during negotiations last week.

During talks with the union last week, the Chamber of Mines proposed increases of 19.5 to 23.5% as well as improved income security for workers transferred to lower grade jobs due to injury at work.

The union still has to officially accept this final offer. — Sapa
Many truck drivers are paid well, claims BPSA

CAPE TOWN — While many truck drivers were badly paid, "large numbers" received pay and worked under conditions of the highest standards, according to BP Southern Africa.

The company, which employs 240 bulk-vehicle drivers, was responding to a Cape Town newspaper article which quoted a report saying minimum wages for most truck drivers were below starvation levels.

BPSA's chairman, Mr Ian Sims, said in the statement: "While I have no doubt that many truck drivers are paid below the Supplemented Living Level (SLL), there are a large number of others whose pay and work conditions meet the highest standards and this equally needs to be highlighted."

BPSA drivers' average remuneration was R985.47 a month, including the proportionate value of a 13th cheque bonus. The minimum wage for truck drivers was R758.31.

He said this was significantly more than the R509.36 a month SLL calculated by Unisa for Pretoria, which was the highest SLL for any centre where BPSA operated. The Cape Town SLL is R419.25.

BPSA's minimum remuneration for all workers was R520.33 a month, Mr Sims said. — Sapa
GOLD Fields (GFSA) was last night considering a call by the National Union of Mineworkers (NUM) for a top-level meeting to discuss ways of resolving the wage dispute which has precipitated a strike involving at least 25,000 black miners.

More than 80% of the black workforce at Gold Fields' Kloof, Doornfontein and Deelkraal mines went on strike on Sunday night and yesterday over the refusal to match the 19.5% to 23.5% wage increases offered by other mining houses last week.

Formal agreement with Anglo American, JCI, Gencor and Rand Mines' gold division was reached last night.

Gold Fields, with Rand Mines collieries, withdrew from the negotiations when the employer offer reached the 15% to 20% level in July.

However, the company says it implemented a wage adjustment in August, designed to eliminate certain anomalies in its wage curve.

These increases, Gold Fields claims, mean that its wages are "on aggregate in much the same ballpark as those of other mining groups".

It says the strike is illegal because the union has not conducted strike ballots.
NUM in urgent talks

THE National Union of Mineworkers and Gold Fields of SA management were locked in urgent talks late yesterday in a bid to resolve the wage dispute which has resulted in the strike by about 35,000 black miners at the company's three mines.

The miners continued their wage strike yesterday at Kloof, Deelkraal and Doornfontein, a Gold Fields spokesman said. The strike began on Sunday night.

Num representatives and management were locked in talks all day yesterday. The wage negotiations centre on Num demand for increases of up to 23.5 percent.

According to Num, Gold Fields and Rand Mines have declined to increase the 20 percent wage hike implemented on their gold mines in July this year.

On Monday the Num and the Chamber of Mines reached a settlement on the revised wage offer which included increases of up to 23.5 percent. Gold Fields and Rand Mines stayed out of the agreement.

Meanwhile on Labour Day, Num has also agreed to support the chamber's proposal that the Government appoint a commission of inquiry into the issue of public holidays, Sapa reports.
Warehouse workers picket for wage rise

Labour Reporter

EMPLOYEES at the CNA warehouse in Durban staged a picket demonstration on the premises in Jaco Place at lunch time yesterday in support of their demand for a 'living wage'.

Mr Important Mbizoe, branch organiser of the Commercial, Catering and Allied Workers' Union of South Africa, said yesterday that the workers were demanding a pay rise of R105 a month across the board.

Originally they requested a rise of R300 a month but decided to compromise by reducing it by nearly half. He said the company offered R85 a month which the workers rejected outright and described as 'sheer peanuts'.

Workers have vowed to stand by their demand of R105. They also requested that the minimum wages be increased to R500 a month. CNA workers throughout the country are holding strike ballots.

Failed

'If the majority decide on strike action in support of their demands there is a possibility that they could go on strike in a matter of days,' he added.

A CNA spokesman said the union and shop stewards from CNA Limited had rejected a final wage increase offer by the company of R85 a month across-the-board.

The spokesman said that the union had stated that a Conciliation Board established at the union's request to help solve the dispute had failed, although CNA disagreed and were willing to negotiate further.

The union was now conducting a ballot among its members about taking industrial action.

The CNA spokesman said the company had reminded employees considering industrial action that they would not be paid for the days on which they failed to report for work.
About 1,000 workers nationwide are considering whether or not to strike after the collapse of wage talks this week.

The Amalgamated Catering and Allied Workers Union (Union) rejected a final wage offer by CNA of an R165 a month across-the-board increase, the company said yesterday.

The company said it was sticking to demands for an R105 a month increase.

Negotiations between the parties began in mid-May. At that time, the union demanded a R200-a-month across-the-board increase to become effective on August 1. The union also demanded that May 1 and June 16 be paid public holidays.

CNA says the union declared a dispute in July, refused to take part in mediation, and applied for the conciliation board which was granted at the end of September and met without success on October 8.
The FM has been edited to comply with the emergency regulations. Information may therefore be distorted, incomplete and misleading.

and final settlement" between the two parties on the 1986 review of wages and other conditions of employment, thus averting an industry-wide strike. The agreement holds for the union's members on chamber-affiliated mines where it is recognised.

NUM remains in dispute with Goldfields and Rand Mines collieries. As the FM went to press, however, Goldfields and the union were trying to resolve their differences, which resulted in a strike by about 25 000 workers who downed tools on Sunday night.

It took several rounds of hard bargaining to reach agreement. The strikes at Goldfields' Kloof, Doornfontein and Deelkraal mines followed the company's non-acceptance of an increased wage offer made by other chamber members last week. NUM press officer Marcel Golding reckoned that the Goldfields strike was unlikely to affect the overall agreement.

Apart from Goldfields, Rand Mines collieries and Anglovaal — where NUM is barely represented — chamber members have agreed to wage increases ranging from 19.5% to 23.5%.

The latest offer, as well as a guarantee of income security, was made as NUM prepared to hold industry-wide strike ballots after talks deadlocked at mediation level last week. The offer was acceptable to NUM members canvassed at the weekend, and union officials signed an agreement precluding wage-related strikes on all mines owned by Anglo, Gencor, JCI and Rand Mines gold division until at least next year.

The conclusion of this year's six-month-long wage negotiations will probably produce a sigh of relief among chamber members, who spent the better part of this year anticipating some sort of strike action. And, says Golding, the agreement represents important union gains: "The issue of income security, or injury pay, was one for which we have campaigned for four years, and is a significant concession."

He adds that "we succeeded in reaching agreement on reduction of working hours, as well as on job security, which guarantees renewal of contracts at the same rate of pay." The union also succeeded in winning for its lowest-paid members an increase some 3.5% higher than that implemented by the chamber on July 1.

The union has also demanded that May 1 be a paid holiday; it agreed to support the chamber's proposal that government appoint a commission of inquiry into public holidays.

The agreement also provides for an increase in leave following mine accidents (from 42 to 56 days a year), and six months' pay at the old rate for injured or disabled workers. NUM agreed to the chamber proposal that employee contributions to the illness insurance scheme be increased from 38c to 45c per R100 of earnings.

The latest strikes at Goldfields show two things, Golding says; first, Goldfields did not take heed of the lesson Gencor received last year when it failed to go along with increases offered by other chamber members; and second, that NUM's members are "highly organised."

The union nonetheless attempted a conciliatory move by requesting a meeting with the Goldfields mines concerned, says Golding.

In the course of the negotiations, NUM established itself as an important force to be reckoned with, and generally exercised a control that can only be welcomed in the interests of better industrial relations.

Its membership increased rapidly this year, with paid-up membership rising from 120 000 in March to 180 000 by September. Total signed-up membership stands around 300 000, says Golding.

Several emotive issues this year could have provoked large-scale industrial action by NUM (detentions under the emergency and the Kinross disaster being the most notable), and it is to the credit of all parties that the wage talks have been seen through to the end.
Inquiry next week on sacking of strikers

The parliament of the European Community (EC) and a Maritzburg industrial court next week both start investigations into the dismissal of almost 1,000 workers from the BTR-Sarmcol rubber industry.

BTR-Sarmcol is a British multinational and the EC inquiry will be aimed at determining whether the company breached the EC code of conduct when it fired the striking workers.

The industrial court hearing in Maritzburg was launched by the Metal and Allied Workers' Union (Mawu).

Mawu will ask the court to reinstate the workers and to require BTR-Sarmcol to recognise the union as the collective bargaining representative of workers at its Howick plant.

The workers went on strike on May 1 last year after a conciliation board failed to solve the dispute over the company's refusal to recognise Mawu.

Mawu claims that the strike action was legal and entirely orderly.

The workers have been unemployed ever since.
Strike's wider implication for NUM

MORE important than the eventual outcome of the wage negotiations after the National Union of Mineworkers (NUM) strike by about 25,000 workers at three Gold Fields mines is the longer term consequence on union membership in the group.

The real issue is the effect of the dispute on employees in the company, where apart from the small Anglovaal group, the union is most poorly represented.

The extent of the strike probably surprised management. The union has, according to the company, only about 400 members in recognised bargaining units, but was able to mobilise more than six times that number.

The strike was in many ways a repeat of the action taken against Gencor last year. In that case, the union took on a company where it was poorly organised and which had withdrawn from the annual wage negotiations at the Chamber of Mines at an early stage. Gencor chose to dismiss the strikers on the second day of the strike.

Then followed the vital Marievale Industrial Court case where the company was ordered to reinstate the dismissed union members and, subsequently, further wage negotiations. The union was recognised at only one Gencor gold mine this time last year. By July 1986, largely as a result of its legal victories, it was recognised at eight.
The strike's over. The issues unresolved.
Shock findings on wages

Most workers in service stations

Over Correspondence

BUSINESS DAY, Wednesday, November 12, 1996
Flare-up at Sullivan’s ‘new’ Code

The Sullivan Code of fair employment practices — for years the cornerstone guide for multinationals doing business in South Africa — is a short step from collapsing.

Some signatories believe they are being deliberately downgraded so the Rev Leon Sullivan, author of the code, can have an excuse for dumping the whole exercise.

And this week it became known that Mr Sullivan had ordered companies unhappy about their downgrading in terms of the code to shut up or face even worse ratings.

The simmering tension within the signatories bubbled to the surface in a secret meeting last week.

The “secret” order — an official policy directive from the Sullivan US office — was relayed to representatives of American firms at the lively closed-door meeting in Johannesburg.

Some of the delegates vented their frustration at the low ratings their companies have been given.

The confidential meeting was addressed by Mr Reid Weedon, senior vice-presiden
t in the US of Arthur D Little, the industrial/management consultancy, co-ordinating the Sullivan report.

According to delegates, Mr Weedon threatened to leave the meeting after a disparaging remark from the floor.

He was relieved of his duties as Director of the Sullivan code last December — the final draft is due to be made public in December — follows the publicly-stated dissatisfaction with the ratings procedure by some multinational executives, who have accused him of “moving the goalposts.”

The companies complain they have no way of knowing the criteria in terms of which they are being judged, and at least half are appealing against their ratings.

Principles

The code contains a set of principles to which US companies, already under pressure to pull out, must adhere if they even hope to justify their operations in SA.

Confirming the “don’t talk” directive, Mr Roger Crawford, vice-president of the Signatories Association, told a meeting in South Africa: “The instruction came from Dr Sullivan himself.

"Those firms that go public on their ratings before the outcome of their appeals is made known may well re-visit their original rating, according to the policy statement, I understand, it was clearly indicated by Mr Weedon at the meeting that this was a new policy.

"To my judgment it is stupid for some of these enormous organisations to attack a system in the middle of the appeal process.

‘Ridiculous’

One locally-based, American company executive said: “It’s ridiculous — like writing an exam when you don’t know what the curriculum is, you don’t know what the answers are, don’t know how many points there are for a pass mark and you don’t know what you have to do to pass.”

President of the Signatories Association, Mr Roly Clark, who chaired the meeting, said: “There is a little bit more unhappiness this year, one of the reasons being that we have a significantly different report.”

The president of the American chamber of commerce in South Africa, Mr Frank Lubke, said: “I have always been critical of the ratings system. I believe that, if you want to be involved in charity work you don’t necessarily have to justify it.”
Goliath gets job back

A GOODYEAR employee found to have been unfairly dismissed by the company eight months ago, is to be reinstated.

Mr Koos Goliath, a shop steward of the National Automobile and Allied Workers' Union (Naawu), is to be given his job back at Goodyear's Tyre huffe factory after an arbitrator found his dismissal "not fair and reasonable".

Mr Goliath was dismissed by the company in February this year.

for allegedly "continuing to breach company discipline".

- The African Railways and Harbours Workers Union (Arhawa) is to seek a recognition agreement with the SA Transport Services.
- The Media Workers Association of SA (Mwasa) has declared a dispute with the Afrikaans group. Perskor, following a deadlock between the two parties during negotiations.

Perskor's general manager, Mr J F van Heerden, confirmed that the union had reached a deadlock with the company, but he declined to comment further because the matter is sub judice.

Court halts wages talks

THE Industrial Court has ordered Mondi and the Paper, Wood and Allied Workers' Union (PWAU) to halt negotiations over the wages and working conditions of certain workers at Mondi's plant at Merebank, Natal.

This is believed to be the first case of its kind.

The applicant is the SA Boilermakers' Society, which is contesting a decision to allow it only observer rights at the negotiations.

The vast majority of unskilled and semi-skilled workers at the plant are members of PWAU, while a minority belong to the Boilermakers. The Boilermakers contend that they are, nevertheless, entitled to full representation at the talks.

The order was granted after a latenight ex parte application last Friday, and the return date is November 7. A labour lawyer describes the case as substantively and procedurally significant.

Firstly, it may decide on the principle of majority unionism, which has become an issue with mass, black, industrial unions coming into conflict with the older, established, craft-based unions.

Secondly, the ex parte nature of the case — whereby an order is made without the respondents having been called to testify — is seen as unusual.
Race wage gap 'shrinking'

JOHANNESBURG. — The black-white wage gap is still large but declining at a growing rate. Although this is in line with national policy, it could have a detrimental impact on black interests if “certain conditions are ignored…” This caveat emerges in the latest “Financial Perspective” of the Department of Finance, just released.

The report notes that average wages for all groups rose by about 12 percent annually during the late 1970s and by about 18 percent thereafter.

“If the average annual wages of the population groups are expressed as a percentage of the average annual wage of the whites (which have the highest average wage), the income differential in terms of this comparative base is still large but declining.”

“When comparing wages and incomes it must be remembered that the quality of labour is not homogeneous. Having moved from the traditional subsistence economy into a modern industrial economy at a fairly recent stage, blacks generally have not yet attained the levels of training and experience that would qualify them to fill managerial and other highly skilled posts.

They predominate in the semi-skilled and unskilled categories of work and this position is reflected in the unequal levels of average wages shown (in the tables in the report).”

The SA Government aimed to reduce the income differential between race groups, but black labour income rises were related to “certain marginal conditions” which, if ignored, would “actually have a detrimental effect on the interests of blacks”. — Sap"
86 store workers dismissed — claim

Dispatch Reporter

EAST LONDON — A total of 86 workers, members of the Commercial Catering Workers' Union of South Africa, were allegedly dismissed from the Checkers store in Mdantsane yesterday following a dispute with the management of the supermarket over a change in shifts.

The manager of the store, Mr K. Dixon, refused to comment on the dispute.

The workers said yesterday they had been given two days' notice to start a new shift from noon to 9 pm.

A spokesman for the workers, Mr Sipho Macapha, said the notice for the new shift only came on Friday and the workers were told they would start the shift on Sunday. He said the workers asked Mr Dixon if he was aware of the fact that it was a month-end.

Mr Macapha said Mr Dixon told them the regional manager had decided on the change and the reason was that the shop was not up to standard.

Mr Macapha said the workers decided they would not change from their normal shift, which was from 10 am to 7 pm.

On Friday, all shelf packers were called into the manager's office one by one and were given final notices which they had to sign.

The workers refused to sign the notices, Mr Macapha said.

He said on Saturday the workers staged a sit-in strike and called on Mr Dixon to talk to them, but this was refused.

Another worker, Mrs Nomfuneko Ndabanai, said police were called at about 10 am yesterday morning and the striking workers were given 15 minutes to go back to work or disperse.

Workers refused and were "chased" out of the shop, she said.
Workers were allowed to stay
management, the workers were allowed to stay
nothing. There is no evidence to prove the charges.
A hearing was ordered by the
of the American Arbitration
agreement for the resolution of

CNA WORKERS STRIKE

BY LENE REW

Page 3

SOWELLAN, Wednesday, November 5, 1986

MORE THAN 90 CNA WORKERS ARE OUT ON A WAGE

BATTLE LINKS
Grooms demand wage increase

Labour Reporter

GROOMS at the Milnerton racing stables, who earn a minimum wage of R50.50 a week, are demanding a 200 percent pay increase in what is believed to be their first-ever wage negotiations with the trainers who employ them.

According to sources within the racing industry, the more than 200 grooms are considering taking industrial action unless the employer body, the Owners and Trainers Association (OTA), agrees to grant them substantial increases.

The grooms, who are not represented by a trade union, decided to ask for the wage increase at a mass meeting on Friday.

They are also demanding a pension fund and improvements to their accommodation.

The minimum wage, which is laid down for unskilled workers by the Department of Manpower, has not been adjusted for more than two years, although the OTA granted its existing employees an increase in November last year.

A member of the association, who did not want to be identified, said that although the Department had not increased the minimum wage this year, the OTA would “almost certainly” grant its employees an increase.

“But it is unlikely to be anywhere near 200 percent.”
Hard year ahead for bosses

By Sheryl Bain

Wage bargaining next year is likely to be the toughest yet experienced by management, leading industrial relations consultant Mr Andrew Levy says.

Speaking at a conference in Johannesburg yesterday, Mr Levy said workers were looking to their unions to make good the ravages which inflation had inflicted on their earnings.

He predicted that:

- Pressure would be exerted on employers by unions seeking national wage rates and enterprise-level bargaining. He believed the Congress of SA Trade Unions had set a minimum wage objective of about R3.50 an hour.

- There would be increased industrial action related to wage talks, which would take the form of go-slow or overtime bans.

- May Day would be a public holiday, but demands that June 16 be declared a holiday were not as well-supported.

He believed demands for improved leave would be an important item on the bargaining agenda next year but that requests for a reduced working week would not be supported as strongly by unions.

- See Page 9.
567 are fired at GM plants

By KIN BENTLEY

GENERAL MOTORS today confirmed that it has sacked a total of 567 striking workers from its two Port Elizabeth plants.

The men were sitting in at the plants when ordered to leave by police on Wednesday night after refusing to heed an ultimatum to quit the plant or be fired.

The matter was central to a heated meeting of workers held in Schauderville today.

Called by the National Automobile and Allied Workers Union, which has been responsible for the nine-day plant shutdown, the meeting discussed the calling in of police to the shop floor on Wednesday night.

The motor giant reported that limited production resumed at 7am today after some workers reported for duty.

A statement GM said 564 employees were dismissed from the Kempston Road plant and 33 employees from Aloeas.

"After repeated efforts to get striking workers to leave GM’s premises in PE, Mr Bob White, GM’s managing director, issued an instruction that workers participating in the strike must vacate the premises by 3.45am on Wednesday," the statement read.

"At approximately 3.50am Mr B A Oberholster, the company’s plant protection manager, was directed to repeat the instruction to the employees concerned. This was done by addressing them in the cafeteria where they were assembled."

Those instructions were again ignored.

At approximately 10.15pm Mr Oberholster resumed the instruction and told the employees that if they continued to ignore his instructions they would be dismissed.

The employees were given a further 15 minutes to enable them to comply, GM said.

This they failed to do and Mr Oberholster, acting on the instructions of the managing director, notified the employees that they were dismissed.

Employees at the company’s Aloeas complex were handled in a similar manner by the plant protection officer at Aloeas and at all times on the instructions of Mr White.

Line clean-up operations are under way, but some of the men indicated they wanted to attend the mass meeting of strikers in Schauderville. They had been allowed to go.

Normal production is scheduled for Monday.

Mr Les Kettledas, regional secretary of the National Automobile and Allied Workers’ Union, accused GM management of "misrepresenting" him by saying in a statement yesterday that workers intended to resume work as from the early shift today.

"I said there was a possibility of the people returning to work."

A section of the crowd of workers, many with clenched fists raised in the air.

Pictures by Je...
Govt pay rises "outstrip" CPI

PUBLIC servants have enjoyed pay increases higher than the inflation rate over the past 10 years, an Assocom survey indicates.

The survey, taken among all races, says the average monthly earnings of central government employees increased to R1138 in 1986 from R365 in 1976. This gives an average annual earnings increase of 15.4% compared with an average rise of 13.7% in the consumer price index (CPI) over the same period.

Over the last five years the differential is even greater, with earnings increasing 18% a year against a rise of 14.5% a year in the CPI.

The number of people employed by central government has increased to 307,227 this year from 268,492 in 1976.

Although international markets displayed relative calmness, gold made further advances yesterday.

It closed at $410.78 in London after a morning fixing of $408.28 yesterday. The New York market pushed the price up to $411.9 in early trading after an opening of $410.5.
Firings add to woes of hard-hit Putco

PUTCO, already hard-hit by a boycott of its bus services in Soweto, was dealt another blow yesterday when its Durban South transport services were disrupted, cutting shifts by about 40% after the dismissal of 145 drivers.

Company spokesman Pat Rogers said the firings were a disciplinary action against most of the 320 Durban South drivers for driving without collecting fares on October 24. Rogers said they appeared unwilling to give reasons for not collecting fares. The bus services affected were Umlazi, KwaMakhutha and Umbumbulu.

An examination of waybills indicated that about 290 drivers were involved. A total of 145 had already been found guilty and discharged but had the right to appeal.

"Action is continuing against the others and may be taken in absentia on evidence available if any driver fails to appear," said Rogers.

Meanwhile, the Soweto boycott of the company's buses continued yesterday.

Putco has said it is considering Azapo's demands, including a freeze on the 17.5% fare hikes. The company also said, however, that unless government increased transport subsidies it could not afford to freeze or cut bus fares.

"We are running up operating losses each month," said Putco assistant MD Vic Coetzee.

The company is still battling to overcome a deficit situation, reporting R6m losses this year and last. R1m damage alone cost Putco R20m in the last financial year.

Competition, Coetzee said, was stiff. On average there was little difference between cash bus fares and black taxi fares — and taxis offered the convenience of taking people direct to their homes.

However, government-subsidised season tickets for buses were sold at discounts and offered regular commuters huge savings in comparison with taxi fares, especially over long distances (subsidised up to 80%).

Of the 17.5% fare increase introduced on November 1, Coetzee said: "If you don't put up fares, you go out of business. We are sympathetic but cannot do much unless government pays higher subsidies."

Yesterday, scores of commuters, were seen scrambling for taxis in Soweto and others waited in long queues at taxi ranks. Some people were even said to have sought alternative accommodation in town.

Thousands of taxi and private car passengers were delayed in road-blocks manned by security forces in Soweto.
Management to face 'toughest year' of wage bargaining in '87

The Argus Correspondent

JOHANNESBURG. - Wage bargaining next year is likely to be the toughest yet, says an industrial relations consultant, Mr Andrew Levy.

Speaking about the outlook for wage bargaining next year at a conference in Johannesburg, Mr Levy said workers were looking to their unions to make good the ravages inflation had inflicted on their earnings.

He predicted that:

- Pressure would be exerted on employers by unions seeking national wage rates and enterprise-level bargaining. He believed the Congress of South African Trade Unions had set a minimum wage objective of about R3.50 an hour.
- There would be increased industrial action related to wage talks, which would take the form of go-slow or overtime bans rather than full work stoppages. This year 50 per cent of strikes were sparked by wage disputes.

Industrial action occurred in 40 per cent of wage talks this year, an increase of between six and eight per cent.

"With any wage claim there is now a bigger chance that industrial action of some sort will follow," he said.

- May Day would be a public holiday and most employers would be presented with a fait accompli in this regard. He believed demands that June 16 he declared a holiday were not as well-supported as May Day demands.
Sats' workers promised raise

GERALD REILLY

RETRING Transport Minister Hendrik Schoeman has promised SA Transport Services (Sats) workers their loyalty will be rewarded with a pay hike.

However, he committed to say when and how much. This, with all other public sector workers' increases, would be settled at Cabinet level shortly before the Budget next March, he said.

Schoeman said he was happy that in his last days as the head of Sats he was able to assure his workers about a pay rise.

Other public sector staff associations said they had never doubted they would get increases from April 1 next year, but it was good to hear from Schoeman that their expectations would be realised.

However, it was the "how much" issue that was troubling state and parastatal workers, they said.

GROSS agricultural income for the 1966-7 season could soar above R10bn, agricultural authorities say.

SA Agricultural Union economist Koos de Toit told Business Day the industry was set for what could be a record season after soaking rains over large parts of the country's farming areas.

Official estimates place last year's gross income from farming at R9.9bn and net income at R1.3bn.

The huge gap between gross and net income was accounted for by interest payments farmers had to make to service their vast debt of close to R11.5bn, and the still-rising prices of farming inputs.

It is estimated maize farmers will spend close to R1.5bn on planting and growing their crop — and if favourable conditions continue, 12m/t will be harvested from about 4-million hectares.

It would be a mixed blessing. A crop of this size would mean a 6-million to 7-million ton surplus, creating an export problem.

With maize prices on world markets at rock bottom because of a surplus, heavy losses would be unavoidable. These would have to be carried by farmers.

National Maize Producers Organisation economist Kit le Clus said an above-average farming year would stop the economic rot in many Platteland towns.

Because of repeated droughts many Platteland businesses had closed because of lack of farming buying power.

Meat Board assistant GM F R Tomlinson said with good rains in the ranching areas farmers would hold back stock to fatten them, and to build up drought-depleted breeding herds.

The result would be shrinking supplies, and consequent higher prices.

### AIRLINE MOVEMENTS

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Wage-bargaining set to hot up in ’87

WAGE increases determined through collective bargaining in the past two years have outstripped those set unilaterally by employers.

But they are, nevertheless, dismal when compared with consumer price index increases, and employers can, thus, expect 1987 to be the toughest year yet for wage-bargaining.

This was the message delivered by Andrew Levy at a conference hosted by his industrial relations consultancy last week.

While average wage increases for 1986 and 1985 were 13.3% and 11.3% respectively, average settlements obtained by unions were 13.6% and 15.47%, according to a survey he conducted recently.

Nevertheless, he says, workers will be looking to their organisations next year to make good the ravages of what they regard as mismanagement of the economy. At the same time, employers have failed to prepare themselves adequately for the revolution in collective bargaining this decade.

While actual wages will remain the priority, and will continue as the most regular trigger of strike action, unions are also beginning to give greater priority to other issues.

One which should not be underestimated, he says, is the Congress of South African Trade Unions’ (Cosatu) drive towards enterprise-level, as opposed to plant-level, bargaining — a prediction borne out by last week’s strike at Sappi’s Springs and Port Elizabeth plants.

Cosatu is aiming at even broader targets, as evidenced by the establishment of shop stewards councils within groups such as Barlow Rand and Premier.

Demands for more leave and fewer hours of work will continue to be part of union demands. Demands regarding ordinary annual leave, working hours, and premium rates for shift and overtime work will probably not be pursued with such vigour, leaving previous trends undisturbed.

But there will be intense pressure over holidays with ideological significance — particularly May Day and June 16 — and the extension of already established practices such as maternity leave and time off for union duties.

Man-days lost through strike action related to wage claims will continue to rise. Tactics such as overtime bans and working to rule are spreading. So are the newer phenomena of national company strikes and sympathy strikes.

Levy also predicts, perhaps a little prematurely, that the dissolution of the Trade Union Council of SA will result in a reduction in the number of unions, such as those in the textile, transport, furniture and leather industries, looking for new homes where “a fair more robust view of wage-bargaining” pertains.

Employers, meanwhile, have rarely used these negotiations to demand changes of their own. In only a quarter of the settlements surveyed did employers make any counter-demands, and in only 18.8% of cases were they met.

And none came anywhere close to productivity bargaining which, in Levy’s view, is an area employers must begin to address soon.

He concludes: “The ability to sustain wage increases at all, let alone at the level demanded by trade unions, will be determined by the level of mutual co-operation achieved. Currently there is no evidence of such cooperation. There can be few still so naive as to doubt the conflict between labour and capital, or to believe that such co-operation would be freely given or easily forthcoming, particularly in our divided society.

“Nevertheless... much as the parties may deplore one another, and yearn for the freedom from their respectively perceived millstones, this cannot be. The ideology is simplistic, the reality is not.”
Farmer says he's feeding unpaid workers

By Adele Baleta

More than 60 migrant workers have been left without food or pay for the past six weeks by their employer at a Kroonstad construction site, claims a Free State farmer who says he is now supporting them.

The migrant workers are living in a compound on the farm "Mizpah" owned by Mr Lucas van der Merwe, who rented out a caravan site and the compound to the construction company.

Their employer, Mr James Potgieter, the owner of J J Construction, was contracted by the Post Office to lay down 200 km of piping for a new telephone cable system from Bloemfontein to Parys.

Mr Potgieter said he contacted Mr van der Merwe yesterday and he agreed to feed the workers until they were paid.

Mr van der Merwe said: "I have had to feed the men on mealie meal for the past two weeks so I may as well carry on. I can't leave them to starve. You can't live on maize alone and so in exchange for some shovell work around the farm, I am supplying the men with three solid meals a day".

Mr van der Merwe's stepson, Mr Casper Labuschagne said: "We have a major catastrophe on our hands. The workers, who were given UIF cards on Saturday, are enraged and have threatened to burn cars, caravans and the J J construction office on the farm if they are not paid."

Mr Potgieter denied that he had abandoned his employees: "I have had a cash flow problem and attempts to get a loan from the bank failed. "I was told to liquidate my assets but I refuse to do this. I have property which I will not give up. I am penniless and if I give up everything I will walk out with nothing except the pants I've got on," he said. "I have never not paid my men, and I will not leave them unpaid," he said.

Mr van der Merwe said he would continue to help the workers as long as the matter was settled soon.
Representatives of Sats trade unions came away from a meeting with retiring Transport Minister Hendrik Schoeman yesterday confident of "reasonable" pay increases from the start of the new financial year.

However, the extent of the rises will be decided on by Cabinet at the same time as increases for other public sector workers.

Schoeman said after yesterday's meeting that Sats management and the trade unions were engaged in negotiations on the rationalisation of salaries, including the consolidation of allowances and working hours.

He added that the issue of shorter working hours was also discussed, as were "salary increase procedures".

It is understood that labour academic Nic Wiehahn submitted a report to Schoeman yesterday on new negotiating machinery for Sats workers.

The recommendations are believed to include salary negotiating machinery which would be similar to Industrial Council procedures.

Railway workers have for years been dissatisfied with the current system, in which all public sector workers get the same increase, and which excludes effective direct negotiations.

They want the right to bargain directly with the Transport Minister, and to have recourse to other procedures should they be dissatisfied with his decision.

It is expected that the Wiehahn committee recommendations will go some way towards eliminating this grievance.

P W 'less effective'

Business Day Reporter

WHITE voters think President P W Botha is less effective than he used to be, the latest Research Surveys Omnichannel Poll says.

In a poll of 1 500 men and women in all major urban centres, 60% approved of his performance — down from 67% in a similar sample in August.

The lower figure represented the first fall since these polls were started in 1984. Approval of his leadership had been steadily increasing and even leapt 20% from August 1996.

The decline in approval was about the same for both official language groups but was most marked among those aged between 16 and 24 (down 23%).

Only 45% of single women said Botha was doing a good job.

Although he still has the respect of people aged 50 and older, their approval of his leadership has fallen from 78% to 66%.
NUM rejects latest Gold Fields' offer

THE National Union of Mineworkers (NUM) yesterday rejected an offer made by the Chamber of Mines on behalf of workers in recognised bargaining units on some mines in the Gold Fields group — leaving the way open for a possible second round of strikes against the group.

The talks follow a wage strike by about 26,000 miners two weeks ago. Gold Fields has offered the NUM the same deal on income security for incapacitated workers agreed with other chamber mines recently. But it declined to offer improvements on actual wages. The chamber said: "The wage levels at the mines which remained in dispute with the NUM compared favourably with and, in some cases, exceeded the wage levels on mines which had settled with the union on October 27, 1986."

Although Gold Fields withdrew from the chamber negotiations in June, it implemented a wage adjustment in August. However, the NUM has begun official proceedings to have the "unilateral increase" declared an unfair labour practice on the grounds that it was intended to subvert the union's position and it was disadvantageous to workers in the lower job categories.
Pay talks: Sats men confident

GERALD REILLY

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It is expected that the Wielahn committee recommendations will go some way towards eliminating this grievance.
COUNCILS DISCUSS HELD POLICEMEN

THE East Rand Urban Councils Association (ERUCA) met in Vosloorus yesterday to discuss the fate of the 115 council police arrested in Katlehong on October 30.

The policemen were arrested on a protest march for increased salaries. Many of them, recruits from the homelands, claimed they were earning about R200 a month. They were demanding a 100% increase.

A spokesman for the police said they were being held under emergency regulations.

Katlehong residents claimed the policemen had stoned vehicles and set up barricades of burning tyres.

An ERUCA spokesman confirmed yesterday that among other issues the organisation would discuss the policemen's demands and detention.

A statement was expected today.
NUM plans taking strike ballots

THE National Union of Mineworkers (NUM) plans to begin conducting strike ballots at seven Gold Fields mines and Rand Mines' Douglas colliery complex this week, as soon as the companies agree to a request for balloting facilities.

The move follows the union's rejection of a Chamber of Mines offer on its members' behalf yesterday. A Rand Mines spokesman says the request has already been granted, while Gold Fields was considering its response yesterday.

The two groups have offered to implement an agreement on income security for incapacitated workers already agreed with other chamber mines, but have refused to revise their wage rates.

Gold Fields says that, following an adjustment in August, its rates are similar to those on other mines. The NUM contests this. Rand Mines says it implemented lower percentage increases because its basic wages are already the highest in the industry for 95% of its workers.

An NUM spokesman yesterday predicted workers would choose to strike.
Workers stream into GM plant to beat deadline

PORT ELIZABETH -- The 21-day old strike at General Motors appeared to be collapsing today as strikers streamed back to work in the face of a "work or be fired" ultimatum from the company.

GM's director of personnel and public affairs, Mr. George Stegmann, said that while it was not possible to give an accurate tally of the numbers of returning workers, he confirmed that "large numbers have returned and others are continuing to stream in".

He said a 9 am deadline had been set for workers wishing to return. Anyone who did not return by 9 am would be considered as dismissed.

It was expected that normal production would resume some time today, he added.

After police action yesterday, when picketing strikers were dispersed by police using batons and dogs, and 16 strikers were arrested, only a small group of strikers monitored the factory gates today.

Returning workers who had previously surrendered their General Motors ID badges had their names checked by General Motors security personnel at the gates and after their badges were returned to them they were allowed to enter the plant.

There was also a growing group of more than 100 work-seekers queuing outside one of the gates.

Police maintained a close watch and there were no incidents of intimidation such as occurred yesterday when workers wanting to enter the plant were manhandled and threatened.

Union sources were not available for comment this morning but it was believed they have called a meeting of strikers later this afternoon to discuss developments.
Police remove 300 workers from hospital

Police removed about 300 dismissed workers from the J.G. Strijdom Hospital in Johannesburg last night after the granting of a Supreme Court order barring them from hospital premises.

The urgent application for the order was brought by the Administrator of the Transvaal, Mr. William Cruywagen.

The workers stopped work Monday over grievances about pay and working conditions. The deadline to resume was yesterday morning.

A spokesman for the Bureau for Information said the workers had been evicted by police after failing to heed the interdict. As far as he knew, there had been no arrests.

Yesterday, the Director of Hospital Services, Dr. van Wyk, said the workers had dismissed themselves by failing to heed the deadline to return to work.

Star reporters were asked to leave the premises.

As the wage strike by 200 Rietfontein Hospital workers continued for the second day yesterday, the General and Allied Workers' Union (GAWU) called on hospital authorities to negotiate with it.

The union rejected the authorities' policy of negotiating with staff associations, saying most of the workers belonged to the union, not the association.
GM dismisses 219 workers

GENERAL Motors (GM) has dismissed 219 workers who failed to respond to a management ultimatum to return to work yesterday.

However, most of the 2000 people who had been on strike for nearly three weeks were back on the job.

National Automobile and Allied Workers' Union (NAWWA) regional secretary Les Kettledas said yesterday the strike "had effectively been broken by the company, assisted by the SAP".

He was referring to SAP intervention on Monday, when strikers gathered at GM's gates to block the entry of newly employed workers. The 16 people arrested during the incident have been released on bail.

Kettledas expressed regret about the issue which precipitated the strike — demands for severance pay and the repayment of pension fund monies — and had not been resolved without State intervention.

GM industrial relations manager Robert McIlwaine said the 219 dismissed workers were all employed at the Kempton Road plant.

The numbers back at work also exclude most of the 566 dismissed for refusing to vacate the plant two weeks ago. McIlwaine said about 300 of them had applied for re-employment. About 20 had been taken back already, while the other applications were still being processed.

He said applications from the remainder of that group would still be considered and he thought most would be taken back.

The only exceptions would be those...
NUM gets facilities

THE Gold Fields Group yesterday agreed to provide strike-ballooning facilities to the National Union of Mineworkers (NUM) at three gold mines which, it said, were party to the ongoing wage dispute between the two.

Gold Fields has however refused to do so at four other mines.

The NUM announced on Wednesday it planned to canvass the views of members on Gold Fields' refusal to offer wage increases beyond those already applying.

A company statement said the management of Deelkraal, Libanon and West Driefontein were prepared to provide ballot boxes and suitable venues for polling, and to release certain union members to man the stations.

The NUM has, however, also asked for similar facilities at East Driefontein, Venterspost, Doornfontein and Kloof. In May, at the beginning of this year's wages talks between the NUM and the Chamber of Mines, some of the union's recognition claims were disputed. The matter was then shelved as it would only become material in the event of strike ballot.

The NUM could not be reached for comment.
129 lose jobs:
Mawu may take action

The Metal and Allied Workers Union says it is considering taking legal action against Raylite Batteries Pty Ltd in Benoni following the dismissal of 129 workers on October 15.

Organiser Mr David Raseshu said problems arose after Kruger Day when wage-paid staff, who do not usually have the day off, refused to work.

Five were later suspended after management allegations of intimidation. A company spokesman said there had been violent intimidation of workers, including an acid attack on one.

The union said talks failed to resolve differences and on October 15 about 129 workers downed tools.

The company demanded that they return to work by 12.30 pm. Workers returned by 1 pm but were all dismissed for failing to meet the company's ultimatum.

The union has demanded a meeting with the company next week but is also considering declaring a formal dispute and going to the industrial court.

The company spokesman said negotiations were continuing.
A LEGAL battle is looming between the Transvaal Provincial Administration (TPA) and the SA Black Municipal and Allied Workers Union (Sahmawu) over the sacking of more than 250 workers at J G Strijdom Hospital.

The Sahmawu leadership has already taken the matter up with its legal representatives.

A union spokesman said that almost the entire remaining black hospital staff — numbering over 300 — had downed tools in solidarity with the sacked workers and demanded that a list of grievances about racial discrimination and remuneration be addressed by the authorities.

Despite apparently worsening relations between workers and hospital officials, the officials have reported that all is normal and that the rest of the workers have now returned to work.

The dismissed workers were locked in a meeting at Johannesburg's Khotso House for most of yesterday, discussing new strategies.

It is alleged that some of the workers were seriously injured at the hospital on Tuesday when police arrested them for breaching a court order evicting them from the hospital after they had "slept-in" on Monday night.

Sahmawu and its lawyers are also looking at the issue of injured workers.

Hospital Services Director Dr Henkie van Wyk said the strikers lost their jobs after "dismissing themselves" by failing to report for duty on Monday.

He further said his department did not recognize any outside representative of workers, such as a union, and said grievances were dealt with by a staff committee chosen by staff members themselves.
LABOUR BEAT

THE Building Construction and Allied Workers Union has reached a wage agreement with Anglo Alpha's Western Transvaal group.

In terms of the agreement, BCAWU members at the company will receive a R90 across-the-board wage increase. Other packages contained in the agreement include a 10-day educational leave; 24-hour insurance cover and a new arrangement for pension fund contributions.

BCAWU has also signed recognition agreements with two companies in the Western Transvaal.

The companies are Dee Kuter Construction and Blajoohn Building Supplies.

More than 2,000 Standard Telephone Cables workers, who were involved in a work stoppage, have returned to work after the company improved its wage offer.

**Bonus package**

Management has agreed to a minimum rate of R3 an hour and improved service bonus package.

The improved service bonus package means that workers who have been with the company for between one and 10 years will receive increases ranging from R16 to R35 a month.

The package follows negotiations between management and the Electrical and Allied Workers Trade Union of SA, Metal and Allied Workers Union and Engineering and Allied Workers Union.

However, the unions are dissatisfied with the package. General secretary, Mr Tommy Oliphant, told the Sowetan his union was not satisfied with management's final offer.

The fate of 122 Metal and Allied Workers Union workers, dismissed after a work stoppage at Benoni's Raylight Batteries, will be known next Tuesday.

The 122 workers were dismissed last month after they downed tools over the demand that management rescind its decision to suspend four workers. The four had allegedly been accused by management of intimidation.

The union is to challenge the dismissals at a hearing next week.

The executive members are Miss Dorothy Motumatsi (president), Mr Wilson Mpaliso (vice-president), Mr Zola Sikhele (secretary), Mr Claudrack Moholo (assistant secretary), Mr Joshua Borias (treasurer) and Mr Baxter Mbutuma (regional organiser).

The union, formed in 1980, is an affiliate of the Congress of SA Trade Unions.
100 laid off by Gencor

A decision by Escom to reduce coal supplies to its Camden power station has resulted in the retrenchment of 100 Gencor mine employees near Ermelo.

In a statement issued yesterday Gencor said Escom had reduced its demand for coal from the Usutu Coal Mines. Usutu, which employs about 1,900 people, will reduce its production from 50,000 tons a month to 30,000 tons.

Escom said the economic recession had led to a reduced demand for electricity.

Every effort would be made to find alternative employment within the Gencor Group for those affected but this could not be guaranteed, Gencor said.
Wages soar

By DEREK TOMMEEY
Finance Editor

THE long-awaited upturn in business activity in the manufacturing sector, the country's biggest employer, is under way.

Economic indicators published this week show that output of manufactured goods is rising strongly - though from a low base.

The figures also show that wages and salaries in manufacturing have started rising at a faster pace than inflation.

This is putting millions of extra rands into factory workers' pockets and boosting their standard of living for the first time for several years.

This increase in purchasing power is reflected in the retail sales figures which have been rising steadily since March.

However, the economic indicators are disappointing in one respect. They show only a small rise in the number of people in employment.

While this situation should change in time, it does reflect the move in manufacturing to mechanise and reduce the number of unskilled workers employed.

Marking the recovery in the manufacturing sector was the sharp rise in production in September. Figures issued by Central Statistical Services show the physical volume output index jumped 2.9 percent to 103.3.

This is the highest level reached by the index since the end of 1984, and indicates an increase in manufacturing output of 9.2 percent since March this year.

Retailers have been saying they do not know where the money is coming from to finance the unexpected increase in spending they are experiencing.

They need look no further than the latest wage figures for the manufacturing sector.

These show that as production increased so did wages. The average monthly wage of blacks in manufacturing rose by R27 or 5.7 percent in nine months to June this year.

But in the next three months to September it jumped R88 or 17.8 percent to R339, resulting in an overall increase in average monthly black wages in the 12 months ended September of R125 or 24.6 percent.

Wages of coloured people employed in manufacturing showed a similar trend. In the nine months to June the average monthly wage rose R49 or 9.9 percent to R597.

In the next three months it rose R75 or 11.1 percent to R672 - bringing the increase for the 12 months to R116 or 22.5 percent.

The average monthly wage of whites in manufacturing has tended to grow more steadily.

The average increase in the nine months ended June was R141 or 7.7 percent to R1965. In the next three months the average wage rose by R147 or 7.5 percent to R2113, making the total increase for the 12 months period R298 or 7.5 percent.

As a result of these wage increases, manufacturing industry's wage bill rose to R1 261.9 million in September. This was R129.9 million (11.5 percent) higher than in June and R238.9 million or 19.8 percent higher than in September last year.

Among reasons given for the growth in manufacturing sector's pay packets since June are greater overtime payments, increased rewards for stent workers and, according to employers and trade unionists, a general increase in basic wage rates.

The increase in earnings understandably has rubbed off on the retail trade. Retail sales have been rising steadily since March's low point, Government figures show.

Preliminary figures show that in October the volume of goods sold was 6 percent higher than in March and the amount of money of money going through the stores was about 19 percent higher.

The boom in mineral production has been a major factor in the upturn in manufacturing. In the three months ended August South Africa's mineral production was worth R7.6-billion, an increase of 17.2 percent on the same three months last year.

The devaluation of the rand has played an important role in the increase in mineral sales. But economists also expect it to play just as important a role in further stimulating the manufacturing sector.

The low rand is expected to greatly increase exports of manufactured goods and also again to turn manufacturers' attention to making import replacements.

Until the rand's decline there was considered little scope for enlarging the import replacement industry. But now increased attention is being paid to this area of manufacturing and substantial developments are expected here during 1987.
THE dismissal of nine workers from the Renza Kitchen factory has sparked off a row between management and the Council of Unions of SA-affiliated Building, Construction and Allied Workers’ Union.

The nine workers, mostly coloured men from Promosa township, were allegedly fired from the Potchefstroom-based company for joining the BCAWU.

According to Cusa’s Western Transvaal spokesman Tesko Maumakee, Renza Kitchen originally fired 11 workers, whose stop-order forms were brought to the attention of the management. Maumakee said two of the workers, Boy Speedman and Issac de Bruyn, were re-employed.

The workers who were dismissed are Alfred Watson, Samuel Armse, Abel van der Linde, Sibasteen Petersen, Marius Louw, Jeffrey Makawas, Uraldo Refulo, William Stevens and Piet van Koller.

Maumakee said the BCAWU represented more than 50% of the workers at Renza Kitchen before the dismissals. He said Cusa viewed management’s action as “pure victimisation” and the failure of Renza Kitchen. Manager Leewu Smith gave reasons for the dismissals proved beyond doubt that he was a "union buster."

Smith confirmed that nine workers had been fired. However, he denied that they were fired because they joined the BCAWU.

"These workers were dismissed on merit and it is part of the retrenchment system," he said.

Leeuw said he did not know of BCAWU’s existence in his factory.

He said he was only aware of the Renza union of which all the workers automatically became members.

“I am challenging BCAWU to provide facts which would prove that it was of any advantage to my employees.”

He said most of the BCAWU members in his factory had denounced their membership and had not been active in the union’s activities.
Pay dispute not solved

The strike by about 500 workers at Johannesburg's J G Strijdom Hospital continued yesterday, a hospital source said.

The hospital itself will not comment on the strike and referred inquiries to a Pretoria government health spokesman whose office said he would be out the entire day.

The workers, all members of the South African Black Municipal and Allied Workers' Union, are demanding pay increases and better working conditions.

On Monday, workers gathered outside J G Strijdom to chant and sing songs. A Supreme Court order prohibits the strikers from entering or remaining in the hospital without written official permission.

Tasks usually carried out by the workers — kitchen duties, dishwashing and unloading food supplies — are being carried out by other staff members.
Ccawusa strike still on

MEDIATION efforts between CNA Limited and the Commercial, Catering and Allied Workers' Union in Johannesburg remained deadlocked yesterday, a CNA spokesman said on Monday.

The company issued a statement saying talks had failed to resolve the wage dispute between the parties.

Almost 600 union members have been on strike at various outlets in the past three weeks.

The union is demanding a R105 a month increase for its members. CNA has told the union its final offer is an increase of R85 a month.

-SAPA/RN.
Johannesburg — The National Union of Mineworkers (NUM) hopes to hold wage strike ballots for thousands of its members at seven Gold Fields-owned mines from today, a union spokesman said.

The spokesman was reacting to an Industrial Court ruling on Monday, which ordered Gold Fields to reverse its decision to refuse the union ballot facilities at four out of seven gold mines.

The mines where the union had asked for facilities are Kloof, Libanon, East Driefontein, West Driefontein, Deelkraal, Venterspost and Doornfontein.

Gold Fields had given ballotting permission at Deelkraal, Libanon and West Driefontein, which it said were the only ones officially part of the dispute.

Gold Fields said last night it was aware of the court's decision and was considering a course of action.

Describing the court ruling as a "major victory," the NUM spokesman said the mining company had been ordered to, among other things, permit the union meeting facilities to discuss issues which formed the subject of the strike ballot.

The company had also been ordered to pay the costs of the applicants.

The NUM decided on a strike ballot at Gold Fields after rejecting an undisclosed company offer. — Sapa
Deadlock in CNA dispute

ALMOST 400 Commercial, Catering and Allied Workers' Union members were still on a wage strike yesterday and the deadlock situation remained unchanged, a CNA spokesman, Mr. Martin Fenton, said yesterday.

Earlier this week the company issued a statement saying talks had failed to resolve the wage dispute between the parties.

The union members have been on strike at various outlets in Johannesburg, Pretoria and Durban for the past three weeks.

The union is demanding a R105 a month increase for its members.

CNA has told the union its final offer is an increase of R85 a month.

— Sapa
SABC lay-off plan: union acts

THE Media Workers' Association of SA (Mwasa) has asked the SABC for access to its current financial records in its efforts to minimise the effects of the planned lay-offs of 60 people employed at TV2 and TV3.

Mwasa national treasurer Thami Muzwai said problems arose in September when about 80 workers, including 64 Mwasa members, were issued with notices of retrenchment. SABC later withdrew the notices pending talks with the association.

Last week it was agreed that Mwasa could nominate an auditor to examine the SABC's 1985 financial statement. But still at issue is the amount of information on the SABC's current financial situation which will be made available.
Private passenger transport companies pay workers less

WAGES and salaries paid by private passenger transport companies have more than halved in real terms since 1980, government figures show.

The average monthly wage in August 1986 was R671 compared with R685 in July. In real terms, based on constant 1980 prices, the August figure becomes R266 — only 43% of the cash figure.

At R1 559, average white wages in August were more than double those of any other race group. In real terms, however, whites earned only R666.

Average coloured wages of R691 became R294 in real terms. Asians' R539 became R230, and blacks' R567 became R251.

All transport sectors carried fewer passengers between June and August 1986.
"Higher living standards to avoid disaster"

Wages must rise to aid economy—Kantor

By AUDREY D'ANGELO
Deputy Financial Editor

WAGES and salaries must rise to revile the economy through increased spending, University of Cape Town professor of economics Brian Kantor said yesterday.

Stressing the need for rising standards of living in this country if disaster is to be avoided, Kantor explained in an interview: "Paying people more will not be inflationary.

"Labour is a commodity like any other and wage inflation has lagged behind other types of inflation, which is an indefensible position."

He said he expected to see higher pay rises soon as employers felt the need to protect their labour resources.

"If the recovery is to gather momentum, wages must rise.

Margins under pressure

"It is true that margins will come under pressure as a result, but sales volumes will improve and that means recovery for the economy."

Kantor has just returned from three months overseas, visiting Hong Kong, Canada, the US and Britain.

He gave lectures in which he explained the long-term harm sanctions would do to SA by limiting growth and encouraging the emigration of people with badly-needed skills.

He said yesterday that though the future of Hong Kong was uncertain, skilled people were not leaving in such numbers as from SA because they were not prevented by exchange controls wherever it will earn the highest return.""

"This is the case in Britain, where in 1979 the Thatcher government removed exchange controls.

"The same situation exists in the US and Western Europe.

"It is a development of tremendous importance and we lose out very badly through not being able to take part."

Kantor believes that it was a mistake for SA to impose exchange controls on foreigners.

"The commercial exchange rate would probably have fallen lower.

"But then SA would have been able to deal with its economic problems much more freely than it has been able to do.

Step up gold production

"By imposing exchange controls SA gave itself a serious debt problem, which has prevented the authorities from relieving the deflationary pressures of higher prices for fear of what it would do to export surpluses and what it would mean for the capacity to repay the debt which is outstanding."

His solution now is to step up gold production, without worrying about extending the lives of the mines, and use this to repay debt at market-related prices.

This, he said, would "clear the decks" for the development of the South African economy.

"We must raise living standards now, not worry about conserving resources for the 21st Century, if we are to have a multi-racial democracy and not a multi-racial autocracy."

Germans oppose
CP Correspondent

THE Paper, Wood and Allied Workers' Union has called on other Congress of SA Trade Union affiliates in East London to put pressure on a local cabinet making firm to reinstate 106 dismissed workers.

Ruthwood Cabinets fired the workers early last week over a union recognition dispute.

PWAWU officials had attempted to see management to negotiate recognition.

However, a union spokesperson charged that the manager had chased the officials away. When workers sent a delegation to see the manager to ask why he would not speak to their union, he fired them all.

PWAWU intends to take legal action to force Ruthwood to reinstate the workers, and to negotiate with the union.
Nurses stop work in pay protest

Mercury Reporter

SENIOR spokesman for the privately-run Shifa Hospital in Durban yesterday declined to comment on allegations by the hospital's nursing and domestic staff about low wages and poor working conditions.

Dr Farouk Motola, a director of the hospital, which is owned by a group of Indian doctors, told the Mercury it was 'hospital policy not to discuss anything with the Press over the telephone'.

The superintendent, Dr Solly Motola, could not be reached for comment yesterday.

The nursing and domestic staff at the hospital in Sydenham stopped work for two hours on Friday in protest against what they claim to be low wages and poor working conditions.

They submitted a petition to the superintendent on Monday requesting urgent consideration of their grievances.

Lost linen

The nurses claimed they did not receive their annual increment in July this year although, when 18 of their colleagues were retrenched earlier this year, it was said that the staff cut was made so that enough money would be saved for the pay rise.

The nurses also claimed that they had missed out on the September/October pay rise which all nurses in State hospitals received.

They alleged they were forced to pay R5 every month for lost linen, regardless of whether they were responsible for the loss or not.

"If we don't pay we are confronted by the matron," said one member of the nursing staff.

"We are expected to pay for any treatment we receive at the hospital, although one of the conditions of employment is that we receive free hospitalisation," they said.
Eviction order on hospital staff finalised

An interim order, granted last month for the eviction of about 300 dismissed workers from the J G Strijdom Hospital premises, was finalised by a Rand Supreme Court judge yesterday.

The interim order was made on November 18 and more than 300 workers were ordered to leave the hospital premises and not to interfere with other employees.

They were also ordered not to be on the premises without written permission.

The urgent application was brought by the Administrator of the Transvaal.

Yesterday about 400 workers arrived at the court. Those that could not get into the courtroom sat in the foyer.
Rustenburg miners to get wage increases

Workers at the Rustenburg Platinum Mines are to get wage increases of between 3.8 and 5.6 percent and a number of leave benefits, the Federated Mining Union said.

The increases, negotiated in July, will be back-dated to October.

Maternity leave will be for 26 weeks and 56 days a year, accumulated to a maximum of 112 days, with leave for injuries sustained in mine accidents, the union said.

The union said that both staff members and non-members would benefit from the wage and leave packages.
'Public service pay rises' will maintain upturn

Deputy Financial Editor

UNLESS substantial pay rises are given to public servants to stimulate consumer demand ahead of a general election, any upturn in the economy now is likely to peter out soon.

This is the opinion of the director of the Stellenbosch Bureau for Economic Research, Ockie Stuart, based on recent research.

He said in an interview yesterday that he did not believe the upswing had begun yet, although leading indicators had started to take a turn for the better in June.

And his feeling, based on consumer research, was that any rise in consumer spending might fall off in January and February.

"So many people are unemployed and there is less disposable income.

Substantial pay rise

"I do not think consumers are in a frame of mind to embark on large-scale credit buying."

However, public servants would probably get a substantial pay rise, particularly if a general election were planned for early in the year.

In that case, it was possible that consumer spending would rise sufficiently for an upturn to be sustained.

Stuart said the BER had forecast an inflation rate of 15% for the coming year, but "it may be a little bit higher".

This forecast was based on the assumption that the economy would grow steadily throughout the year and on the fact that the rand had strengthened in the past few months.

Stuart was commenting on a suggestion in the December Trends, written by BER economist Sterrenberg Pretorius, that although an upswing might be in the offing it had not yet begun and might still be months away.
Plessey asks union for cut-price wages

ASK trade unionists to agree to reduced wages and you will be laughed off the premises.

But when Plessey managing director John Temple made the suggestion as part of an employment-boosting export plan he was greeted with less than scepticism by the trade unions.

Dr Temple says: “Exports present a substantial opportunity for South African businessmen. But we must be realistic in our pricing. With the co-operation of the unions it might well be possible to agree on reduced wage rates for specific export projects.”

Competitive

Dr Temple says certain telecommunications components can be exported provided that pricing is competitive.

“I am afraid to say that right now we have not budgeted for a single cent of revenue for this type of export next year. This is because we have priced ourselves out of the business. Under my scheme, we could take on part-time staff to fulfill specific orders. These people would benefit because they are now out of work.”

Cottage

“Some components could be made at home at piece rates — as has happened in the Far East where ‘cottage’ industries have sprouted to provide an income for everyone.”

He has consulted a “very active” union, which “saw dangers and problems. But they agreed to further discussions.”

The unions would monitor export projects and take part in long-term pricing structure.

Partners

Dr Temple says: “They will be partners. Representatives of the unions could accompany export mission teams to investigate markets and agree how to distribute income.”

“Orders of between R8 million and R4 million a year could be obtained on high-value-added components for which all raw materials are available in SA. This could supply short-term employment to between 100 and 150 people.”

Dr Temple does not wish to jeopardise wages of employees, nor does Plessey want to ask the unions to compromise their position.

“But our concern is for the unemployed people. They would welcome the opportunity of temporary work. I believe the greatest social responsibility for both companies and unions is to give employment.”

The special export projects would make little or no profit for the companies concerned, but would help Plessey to gain a foothold in the market and increase employment opportunities.”
By AUDREY D'ANGELO
Deputy Financial Editor

IN 14 years' time, 70% of city dwellers in SA will be black, according to Sanlam's December economic survey. There are expected to be 20.7m urban blacks by the year 2000 compared with 8.6m in 1980.

This rate of growth — about 600 000 a year — will have "far-reaching implications" for the provision of housing, education and jobs.

There will also be growing demands on public services. This will "further underscore the need for privatization".

And an average of 144 000 houses a year will have to be built for black families. To achieve this, unconventional building methods will have to be used to a growing extent.

The survey points out that the accompanying redistribution of income could have a detrimental effect on the country's savings effort.

But, it says, "if this process were to be accompanied by a drop in the cost of labour in relation to that of capital, which should encourage the use of labour-intensive production techniques, it need not necessarily place upward pressure on interest rates."

It points out that a growing black urban population will mean more demand for basic, less sophisticated, goods and services which will boost local manufacturing industries including food, clothing, textiles, furniture and drinks.

"We firmly believe that inward industrialization, which is closely linked to the process of urbanization, will in future have an extremely important bearing on employment."

"This matter will be highlighted to an increasing extent, since the growing movement of the population to the urban areas will make unemployment even more noticeable."

"However, it is abundantly clear that a multitude of laws, regulations and ordinances are seriously hampering the informal sector and the establishment and development of small business undertakings."

"We therefore regard it as vital that regulations and practices having an unnecessarily restrictive effect on black entrepreneurship, in particular, be scrapped as quickly as possible."

Discussing the economy in the short term, the survey forecasts a mildly stimulatory budget.

Pointing out that real salaries and wages have been dropping for the past two years, it says that tax cuts and lower short-term interest rates are "necessary to stop economic growth from coming to a halt".

Sanlam says that merely granting generous salary increases, without a corresponding increase in productivity, would not solve the problem but would push up the inflation rate.

"We consequently expect the next budget to be fairly stimulatory, with markedly higher expenditure on projects related to the social structure."
Minimum wages

Dispatch Reporter

EAST LONDON — The Department of Manpower has drawn attention to a new order in terms of the Labour Relations Act which lays down minimum wages for cleaning staff.

A spokesman for the department said yesterday the order, which became effective on December 1, applied to firms cleaning buildings.

The minimum pay laid down for cleaning staff is R5.32 a week.
Changing the rules

Sweeping changes to existing procedures for resolving labour disputes, adjustments to the unfair labour practice definition, and several major innovations are proposed in the draft Labour Relations Amendment Bill, published in the Government Gazette last Friday.

The draft Bill is the product of the Department of Manpower’s deliberations on the 1984 report of the National Manpower Commission (NMC). This investigated the levels of collective bargaining, the registration of trade unions and employer organisations and the Industrial Court, as well as input it has received on various labour-related issues from the Economic Advisory Council and other bodies. Farm workers, domestic servants and State employees are excluded from the draft Bill’s provisions. In line with previous practice, the department has invited all parties interested in submitting comments on the Bill to do so by February 6 next year.

The key features of the draft Bill are proposals providing for:

- The establishment of a special labour court, manned by Supreme Court judges, which will, among other things, consider appeals against decisions of the Industrial Court;
- Appeals against decisions of the special labour court on questions of law to be heard by the Appellate division;
- A tightening up of the definition of an unfair labour practice;
- The introduction into the law of a new concept of “unfair dismissal” and their dismissal; or
- Agreed procedures had not been followed.

While retaining the present unfair labour practice definition, the draft Bill also stipulates that certain practices should be regarded as unfair. These include practices by which:

- A trade union uses misleading methods to canvass members;
- There has been a failure by any party to observe the provisions of the LRA;
- Employers replace employees with other workers on less favourable conditions of employment;
- A union or union federation supports a product boycott of a company if it is not directly involved in the dispute;
- Employees are discriminated against on the grounds of race, sex or religion; or
- Employers unreasonably fail or refuse to negotiate with a representative trade union.

Legal strikes and lock-outs, any practices agreed upon by unions and companies (provided the agreement has not been in force for longer than three years), and selective re-employment of dismissed workers (provided objective criteria are applied), will not be deemed to be unfair labour practices.

FINANCIAL MAIL DECEMBER 26 1986
WAGES - 1987

JAN. - DEC. DECEMBER
Cosalt's 200-year-old War City

We have never been consulted on the most significant and complex issues facing our city. Decisions are made in secret, and important projects are left to chance. The city's future is at stake, and we cannot afford to be silent.

BY MONO BASILIA

The 700-year-old city of Syranta,

Campaigning for a Living Wage

Alan Fine

Campaigning for a Living Wage

Avin the election this year — a strategy that has not worked. The strategy that has not worked has been to focus on the economy without addressing the living wage. The economy is not the issue, it's the living wage. The living wage is the issue. The economy is a consequence of the living wage. When the living wage is addressed, the economy will follow. When the living wage is not addressed, the economy will suffer.

Another strategy that has not worked is the strategy of focusing on debt and deficit. The strategy of focusing on debt and deficit has not worked. The strategy of focusing on debt and deficit is a false solution. The solution to the problem of debt and deficit is not pretending that they don't exist. The solution is to address the root causes of the problem. The root causes of the problem are the living wage and the economy. Addressing the living wage and the economy will address the debt and deficit.

The strategy of focusing on debt and deficit is a distraction. The solution is not to focus on debt and deficit, it's to focus on the living wage. The living wage is the solution. The solution to the problem of debt and deficit is not cutting programs. The solution is to increase the living wage.

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EMPLOYEES IN THE mining and metal industries are planning home strikes

INDUSTRIAL ACTION

300,000 SET FOR

SUPPLY TIME OUT NEXT WEEKEND

BY THOMAS

MOWEE

The wage battle is on. With a vote deferred, the metal industry's membership of 80,000 in the industrial coal plant in the mining and metal plants in the 100,000 workers in the National Mine Workers Union is the latest labor dispute to affect the industry.

The Secretary of the National Mine Workers Union is the latest labor dispute to affect the industry.

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We 'retreated' with discipline, unity — NUM

By Zenaide Vendeiro

The disciplined and united way in which members of the National Union of Mineworkers (NUM) "retreated" from their three-week wage strike was a great achievement and allowed the union to move ahead with its campaign for a living wage, NUM education officer Mr Kgalema Motlanthe said yesterday.

Addressing a meeting at the University of the Witwatersrand, he said the retreat was "ample proof of the sense of purpose that prevails in the union and an expression of faith in its ultimate victory".

The word "retreat" was used because the union considered its return to work a "a retreat, not defeat".

The NUM official said the Chamber of Mines — working with the State — had been intent on destroying the union and was prepared to incur immense losses to achieve this. "It was prepared to dismiss every worker on strike.

"The union was faced with very narrow options — either order a retreat or continue on strike for a further two or three weeks and risk the dismissal of the entire membership."

Members had been in favour of continuing with the strike, but it was felt this was not in the union's best interests, he said.

Once the decision was taken to retreat, the union was faced with the new challenge of organising it in "a disciplined fashion and as a single entity".

This it managed to do, which was in itself a great achievement, he said.

Mr Motlanthe said that, despite agreement having been reached, the Chamber was "bent on destroying the union" and was still dismissing NUM members.

By re-employing strikers on a selective basis, the Chamber was getting rid of "ringleaders" identified during the strike.

He said "mine security are no different from the SADF. They are combat units armed to the teeth."

Mine compounds were "like concentration camps", built with only one entrance. During the strike, these entrances had been closed off with barbed wire, trapping workers inside the compounds while mine security fired teargas canisters at them.

Mr Motlanthe said scab labour used to weaken the strike had come from mines where the union was not well-organised. The union planned to rectify this weakness before the "next round" of wage talks.
By THEMBA MOLEFE

The wage strike by more than 360,000 mineworkers at 45 gold and coal mines throughout South Africa is over and workers are expected to be back at work on affected mines by tonight.

Chamber of Mines president, Mr. Naas Steenkamp told about 50 local and foreign journalists at the Chamber's Hollard Street, Johannesburg, head office that the National Union of Mineworkers had accepted management's offer of improved death benefits and other concessions — but not increased wages.

The settlement came in the wake of the death of two miners at the Randgold Mine on Friday, bringing to nine the total number of workers to die since the strike began on August 9.

Mr. Steenkamp said mining houses had lost a lot during the strike and praised them for "irks" and determination.

Mr. Steenkamp said the settlement was reached on improved fringe benefits only. The Chamber did not make a new offer on wage demands.

The NUM had originally demanded a 30 percent increase which was modified to 25 percent when it met the Chamber a week ago when both parties met for the first time since the workers walked out.

**Offer**

The union accepted the employers' offer of improved death benefits.

The mining houses will now give workers R4.40 for every R100 earned and the benefits will be spread over a three-year period instead of four.

Workers are now to contribute 45 cents per every R100 instead of the current R1 per R100. This means mining houses have accepted 30 percent in fringe benefits, according to Mr. Steenkamp.

The chamber said it sympathised with the families of the dead mineworkers.

"The cost of the strike has been high. Most tragically there has been loss of life and we share in the sorrow of the bereaved families. Others have been injured and wounded and we extend our sympathy to them," Mr. Steenkamp said.

He said the cost was 

*To Page 4*
of course be measured in terms of strain imposed on the management-worker relationship, the strife between strikers and non-strikers, the disturbing incidence of violence, intimidation and murder, loss of jobs and wages sacrificed.

On the question of whether the about 30000 workers who had been dismissed since the strike began for failing to heed return-to-work deadlines, Mr Steenkamp said individual mining houses would decide on their fate.

Anglo American Corporation, the biggest employer in the Chamber, has been the hardest hit and has dismissed thousands of striking Num members.

Spokesman Mr Bobby Godsell declined to comment yesterday and referred reporters to the chamber.

Meanwhile the National Union of Mineworkers has said it does not regard the settlement as a defeat for the union or a victory for the Chamber of Mines.

Addressing journalists at a Johannesburg hotel, Num general secretary, Mr Cyril Ramaphosa, said the strike was a lesson for the Chamber, which had miscalculated by thinking the action would last for only 48 hours.

The Chamber had also not anticipated that as many as 340000 workers would go out on strike.

"The Num, together with Cosatu, would strengthen its living wage campaign in 1988," he said and added that workers started going back to work at 9pm last night at most mines.

Mayor's warning

THE mayor of Dobsonville, Mr Steve Nkito, has told council employees to take residents' complaints seriously.

Addressing a meeting held in the township yesterday, Mr Nkito said he would do everything in his power to instil a sense of responsibility in the council's employees.

"The council cannot exist without the people and it looks like the council staff is not aware that they are employees of the people," he said.

The meeting also heard complaints about high electricity bills, which Mr Nkito said they would be investigated.

He said another meeting would be called where top Escom officials would explain electricity tariffs to the residents.
Mines, strikers continue talks

JOHANNESBURG — The National Union of Mineworkers (NUM) and Anglo American met for three hours yesterday and will continue discussions today on ways of eliminating violence on strike-bound mines.

Anglo's Bobby Godsell described the discussions as "constructive". NUM's general secretary, Mr Cyril Ramaphosa, however said, he did not wish to characterise the talks as positive until and unless they were successfully concluded.

The discussions were adjourned to allow Anglo to consider a number of NUM proposals tabled at the meeting.

Mr Ramaphosa said the union was willing to accept Anglo's proposals, and communicate them to strike committees, provided the company accepted the union's suggestions.

He said the company's proposals were insufficient, but believed adoption of the entire package would help restore calm on Anglo's mine's.

Anglo has proposed that all hostels should function normally under management control; there should be normal access to hostels for workers, management and union officials; there should be normal access to shafts and plants with areas designated for peaceful picketing, should the union request this; and force or the threat of force should not be used by management, the union, or union members to prevent workers from striking peacefully or working normally.

The NUM told Anglo that mine security personnel should stop maintaining a visible presence. They should be removed from hostel areas and cease patrolling. In addition, Anglo should agree not to call in the SAP under any circumstances.

Further, the union said charges laid against scores of strikers in the past week should be withdrawn.

"If the company withdraws these charges we will believe Anglo is not in collusion with the State against us," Mr Ramaphosa said. Another 53 Western Deep Levels miners are facing public violence charges.

The NUM further proposed the mines should be opened to the media so the media can assess where violence originates, Anglo should reverse its decision to charge strikers for food and accommodation, and workers disabled in strike violence should be compensated from a fund which should be established by Anglo.

It said workers allegedly being detained in mine security barracks should be released.

Finally, the union recommended that, should an agreement be reached, an independent arbitrator should be appointed to investigate any alleged breaches.
Quarter million workers vote to strike

MORE than 280 000 workers in the
cement, favoured strike action to re-
solve the dispute with the chamber.
The NUM and the chamber dead-
locked over:

- A 30 percent wage increase across
the board.
- A five-year death benefit pay-out.
- A danger pay.
- Thirty days' paid leave.
- June 16 as a paid holiday.

The chamber has in the meantime
gone ahead with introducing the final
package offered to the union when
they deadlocked at the Conciliation
Board on June 30.
The package includes an increase of
between 17 and 23 percent on all but
three of the gold mines and between
15 and 23/4 percent on collieries.

At the same time over 70 percent of
the 85 000 NUMsa members at 500
factories also voted in favour of a

ANC trio shot in Swaziland

THREE suspected African National
Congress members — two men and a woman — were shot dead by three whites yesterday as they were travelling by taxi from Mbabane to Mbabane.

An informed Swazi police source said it had been learned that the woman and a male colleague had met the third man, who had come off a flight at 2pm yesterday, and taken a taxi.

Shortly afterwards a BMW car, which had been trailing the taxi, overtook them on a country road and forced the taxi to stop.

Three white men jumped out of the car and fired shots at the occu-
pants of the taxi, killing the two men in the back seat. The woman tried to run away but was also shot dead.

Roadblocks have been set up on major roads leading to South Af-
rica. — Sapa.
Move to break deadlock on pay

By Mike Siluma

The National Union of Mineworkers (NUM) has applied for a conciliation board to resolve its dispute with the Chamber of Mines, NUM assistant general secretary, Mr Marcel Golding, said today.

Talks between the NUM and the chamber broke down on Sunday after two days when agreement could not be reached on issues including wages and working conditions.

The NUM has rejected an offer of a 12 percent across-the-board increase for coal mines and raises of between 16.9 percent and 12 percent for gold mineworkers.

Its demands included pay increases of between 40 and 55 percent, the abolition of deferred pay, danger pay, a halt to PAYE deductions from workers' pay packets from July 1 and a reduction in hours of work.

Meanwhile, talks between the white Council of Mining Unions (CMU) and the chamber remain deadlocked. The CMU has already decided on a strike should the chamber fail to revise its offer to their satisfaction.

Chamber spokesman, Mr Peter Bunkell, said the situation remained unchanged since last week when talks between the parties collapsed.

The chamber offer to the CMU includes pay increases of between 13 and 14 percent. The CMU demands a 20 percent raise for its 26 000 members.
BUSINESS BAROMETER

INDUSTRY RELATIONS

MINING ACCIDENTS

Eight hundred people died in mine accidents last year, compared with 2,066 in 1985, according to the annual report of the Department of Mineral and Energy Affairs. The year's total of 782, 376, 880, and 66, is in coal mines. This gives a death rate for 1,267, 307, 500, and 90, in coal mines. The department says that the mine accident rate has been lower since the last quarter than in 1985. The accident rate in all mines is 1.35 per thousand miners, down from the previous year's rate of 1.42.

ENGINEERING WAGE RATES

Wage increases in the civil engineering industry have not kept pace with inflation. The Central Mine Wage Board has set a 20% average wage increase for the industry for the quarter ended March 31, compared with a loss of 21.5 million in the same period of 1986.

FINANCIAL INDICATORS

Johannesburg Stock Exchange Indices

<table>
<thead>
<tr>
<th>Index</th>
<th>2/8/87</th>
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Short-term interest rates

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<td>Three-month Sticker</td>
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Gold Price

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Rutgers: Major currencies against rand

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JNB: Major currencies against US dollar

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<td>Swiss Franc</td>
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<tr>
<td>French Franc</td>
<td>29.82</td>
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THE ECONOMY

More than half the miners earn below poverty datum line

By PHILIP VAN NIEKERK and JEAN LEGER

About 26% of black workers on the country's gold mines — or in grade one to four — earn wages below the poverty datum line. This is the conclusion of a report by the Bureau of Market Research at the University of South Africa which calculated that the "minimum living level" for an average family was R47 in February 1987. At this time, the Chamber of Mines' minimum wage was in grade one at R185 per month. More than half the workers — those in grades one to three — earn substantially below this level.

The minimum living level includes only the bare necessities and is defined by the bureau as "the lowest possible income for a household to subsist on.

For a century, the Chamber of Mines has substantially reduced the wages of black miners. From the 1870s to the mid-1950s the real wages of black miners declined steadily until around 1950 when the minimum for an underground worker was R10/40 a month.

When the wages soared in the early 1960s — mainly as a result of the setting by 300% between 1970 and 1975, following the granting of the "right to gold" — it was the chamber of mines which benefited most. However, since 1975 the real wages have only increased by a third, according to a report by the National Bureau of Research Services, a Cape Townt-based economic research group.

The average real wage of black gold mine workers has declined since the National Union of Mineworkers struck in 1983. With the Chamber of Mines in 1983. In 1983 the average wage was

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Rent defaulters' houses are sold

THE Katlehong Town Council yesterday sold eight houses belonging to people who have failed to pay their rent in an auction sale held at the Alberton Magistrate's Court.

The council became the first in South Africa to take such a harsh step against rent defaulters.

The houses are part of 50 which were initially advertised in May for sale on June 9.

When scores of homeseekers assembled on that date at the Alberton Magistrate's Court to take advantage of the sale, they were told that Katlehong mayor, Mr Thami Siluma, had ordered the postponement of the sale.

This was to give the families a chance of paying off their rent and service arrears.

At least two other houses were reportedly sold, but the town clerk of Katlehong, Mr Fanie Mare said they were sold by private companies which were owed money. Some were properties of dead people and some of divorced families.

Mr Mare said the families owed the council thousands of rands in service and rental charges. The Katlehong council has reported that it was owed R5831943 by residents for rent and service charges.

Meanwhile, the council has advertised more than 50 other houses during the past two weeks.

Bleak future in metal industry

ABOUT 20 000 workers in the metal industry lost their jobs in the first quarter of 1986 and employees say the future looks bleak despite the Government's attempt to improve expenditure in the industry.

According to the employer organisation, the Steel Engineering Industries Federation, the employee total in the industry is estimated at 330 000 as compared with an employment peak of 454 000 at the end of 1981.

"Although there was an increase in the production output towards the end of 1986 and the beginning of 1987 there was no significant impact on the increase in employment," says Seifa.

It says there is a scarcity of skilled artisans in the heavy engineering and construction industries while an oversupply of skilled artisans exists in the basic metal sector.

Seifa says sanctions, the high inflation rate, instability in the labour relations area, unrest and politically instability will hamper the recovery which began in mid-1986.
Pay-hike calls for 330 000 employees

Metal workers table demands for wage talks

THE 15 trade unions party to the metal industry Industrial Council this week tabled their demands for the 1987 wage negotiations.

After mining, these negotiations are seen as the most important on the industrial relations calendar. Their outcome affects 330 000 workers employed by 8 600 companies.

The SA Co-ordinating Committee (SACC) of the International Metalworkers' Federation — representing four unions of mainly black unskilled and semi-skilled workers — have demanded a R4 minimum hourly wage. The present minimum is R2.22.

It proposes a minimum rate of R5.80 in the top grade, compared with the R5.81 now. The SACC has also demanded minimum personal increases ranging from R1 to R2.22; a reduction in the working week from 45 to 40 hours; improved maternity benefits; paid leave on May 1 and June 16; and the introduction of paternity leave and higher overtime rates.

The Metal and Allied Workers Union (Mawu), a member of the SACC, has made additional demands, including a ban on the dismissal of lawfully striking workers; that there should be no lay-offs due to sanctions; and that no PAYE deductions should be made by employers.

The latter is becoming a regular demand by Congress of SA Trade Union (Cosatu) affiliates, although it has not been carried through. It is described by them as a political statement.

The other major union grouping in the industrial council — the Confederation of Metal and Building Union (CMBU), which represents nine artisan unions — has proposed minimum rates ranging from R3.90 to R5.97 and guaranteed minimum personal increases of 55c to R1.15.

It also demands improved leave bonuses; an extra week's annual leave after four years service; and increased employer pension contributions.

Both groupings say ongoing talks over job grading, and wage and negotiating structures must be completed before any agreement is signed. Wage negotiations are due to begin on March 10.

Steel and Engineering Industries Federation of SA (Seifsa) director Sam van Coller declined to comment on the union demands.
Metal wage talks deadlock

By SEFAKO, NYAKA

WAGE talks in the metal industry have deadlocked — opening the way for a legal strike by the 150,000 members of the six South African unions affiliated to the International Metalworkers' Federation (IMF).

According to Metal and Allied Workers' Union (Mawu) national organiser Bernie Fanaroff, the IMF's negotiating caucus has declared a dispute with the employers' association, Seifsa.

But before legal strike action can be taken, the Industrial Council's executive committee will meet to discuss other ways of settling the dispute.

The council executive might consider one of three options: reopening dispute meetings between Seifsa and the IMF, calling for mediation or voluntary arbitration.

The IMF has declared a dispute with Seifsa on company level bargaining and minimum wages.

Seifsa has stuck to its offer of a minimum wage of R2,59 at the bottom grades going up to R6,49 at the top.

The increase represents a 10,5 percent increase — which is way below the inflation rate.

For the past five years the unions have accepted offers at less than the inflation rate.

Seifsa has also refused to adjust the industry's wage curve which is heavily weighted against semi-skilled and unskilled workers.

The unions have meanwhile demanded the setting up of a subcommittee to investigate a shorter working week.

They have argued that reduced working hours will lead to the creation of more jobs in the industry.

The unions are also looking at the revision of the present job grading system in the industry and have demanded higher overtime and public holiday rates which will tie into the issue of job creation.
Big 'yes' in wage strike vote

THE majority of the 80 000 members of the National Union of Metal-workers of SA have voted 'yes' in the wage strike ballot conducted at 500 plants throughout the country this week.

Numsa officials at various centres on the Reef, the Highveld and in the Vaal were still counting votes by late yesterday.

A spokesman for the Highveld region said 5786 workers at nine plants had given the nod to the strike. In the Vaal an official said most of the 14 000 ballot papers from 32 plants had also given the green light to the action.

Pretoria region officials said more than 90 percent of workers voted in favour of a strike.

The response from other centres around the country was still being awaited at the time of going to press last night.

Union officials have said the ballot also included non-members of Numsa and this could mean up to 100 000 workers in the metal industry would be involved in the legal strike.

The ballot decision was taken after the collapse of wage talks between Numsa and employers in the Steel Engineering Industries Federation of South Africa.

Other unions in the country have accepted the employers' increases of between 39 cents and 72 cents an hour at the bottom rate for artisans.

Numsa demanded a new minimum of R4 an hour and an across-the-board increase of R1 an hour, an end to income tax deductions and the recognition of May 1 and June 16 as paid holidays.

Union officials said the strike could begin after the Cosatu annual congress which starts on July 15.

The strike by the 130 000-strong Numsa, could be the biggest yet in the metal industry.

- The National Union of Mineworkers begins counting the votes tomorrow after it also conducted a wage strike ballot among its 200 000 members in 35 gold mines and collieries this week.
Metalworkers in favour of strike action

By Mike Siluma

More than 80,000 metalworkers throughout the country are poised to go on a legal strike in the next 24 hours to force industry employers to improve their annual pay offer, a National Union of Metalworkers' (Numsa) spokesman said today.

The spokesman said 94.8 percent of members who took part in last week's strike ballot voted for strike action. In addition, about 80 percent of the 4,000 non-members taking part in the ballot voted in favour.

Numsa officials met at the weekend to decide on a course of action in the light of the results.

DEMANDS TABLED

The union decided on a ballot after rejecting an employer offer of increases ranging between 30c and 72c.

They instead tabled demands including a new basic hourly minimum rate of R4, plus an across-the-board R1 an hour increase, a halt to income tax deductions from members' pay packets and the recognition of May 1 and June 16 as paid holidays.

The executive of the National Union of Mineworkers (NUM) meets today to consider the results of a strike ballot among 200,000 members affected by the present wage dispute with the Chamber of Mines, according to a spokesman.

AGREEMENT REACHED

NUM demands included a 30 percent across-the-board increase, as opposed to an employer offer of raises ranging between 16 percent and 23.4 percent, depending on the nature and profitability of a mine.

The Commercial, Catering and Allied Workers' Union (Ccawusa) and Checkers have reached a wage agreement which will raise the minimum wage for about 7,000 workers by an average of R200 a month.

The agreement, reached after three months of negotiations, will, according to Ccawusa, also guarantee an across-the-board R110 increase, with R60 being granted this month, and the rest next January.

Ccawusa said in terms of the new minimum wage agreed with the company, the minimum wage of the lower paid workers would be raised from R210 a month to R410.
Numsa stoppage now illegal

Govt and union set for strike clash

By Mike Siluma

A major confrontation is looming between the country's second largest union, the National Union of Metalworkers (Numsa), and the State after a government decision which, in effect, outlawed today's wage strike by at least 30,000 metalworkers.

But it is feared that the government's decision, announced late yesterday, may have come too late to prevent strike action altogether. Numsa decided at the weekend to down tools from today after members voted overwhelmingly for industrial action.

At the centre of the dispute is the decision by the Minister of Manpower, Mr Piet du Plessis, to extend an expired wage agreement until Friday — which effectively makes any strike illegal.

Numsa workers voted to go on strike after the union failed to reach a new wage agreement with the industry.

Numsa has accused the government of failing to comply with provisions of the Labour Relations Act. It said it would ask the Minister to refrain from extending the old agreement today and threatened Supreme Court action if the call were ignored.

"There is overwhelming support among our members for strike action and we believe there is much support among workers in other unions who are unhappy with proposals for a new agreement. We believe the employers have asked the Minister to do this to make the strike unlawful," said a Numsa spokesman.

But the director of the Steel and Engineering Industries Federation (Setfas), Mr Sam van Coller, said it was "absolutely normal" for an old agreement to be extended until a new one was gazetted.

He would not comment on the Minister's action in view of possible legal action by Numsa.

He added that the Minister had made it clear for some time that he regarded the agreement as sufficiently representative to be extended to all parties.

Numsa, which is the largest single union sitting on the industrial council, is the only one of 15 unions which has refused to sign the new agreement which, it says, fails to enable members to keep up with the cost of living.
Black horizon — but some bright spots

sunrise wrong
Women showed mettle in 1986

Women’s Page Editor Marika Sboros reviews the activities of South Africa’s women in 1986.

For women in South Africa, 1986 was a year with a few bright spots on a troubled horizon. One good way to end the year was the breakthrough proposal by the Government to amend existing labour legislation to make discrimination on the basis of race, religion — and sex — in the workplace an unfair labour practice.

The worst way to end it was the making of a martyr in the tragic form of Cape Townan Emily Patel (16), who was stabbed to death with a saw instrument while being transported in a police van with 17 male prisoners to Caledon Prison. Emily had been fined R20 for disordering the peace and could not pay. Two Boer policemen have been suspended pending a departmental inquiry.

The mind boggles at the sending of a female anywhere in a truck full of male prisoners.

One wonders if her senseless death was not the logical extension of a dangerous attitude that regards women as worthless chattels.

Attempts to link unity among women continued to prove impossible because of increasing polarisation and a proliferation of women’s groups on both sides of the political spectrum.

An advertisement was seen on television titled “Women for a Brighter South Africa”, in a year in which South Africa’s hopes for peaceful change grew dimmer with each Caro Ring rolling into the townships and each child detained.

The organisation lucky enough to shake off with enough funds to pay for an expensive television advertising, Women For South Africa, was launched in Pretoria in August. Its members were exorted to “hang up your aprons, get stuck in and pull the country straight” — in a year in which South Africa tottered down an increasingly crooked path towards violence and repression.

The SABC in its wisdom felt that the launch of Women For South Africa warranted more television coverage than many other gatherings of women throughout the year. So one should have been at all surprised at the presence of a representative of the Government’s Bureau for Information right up there on the platform at the launch.

This led the Black Sash to warn women’s organisations committed to justice, peace and reconciliation to be wary in dealings with the bureau, “lest they be trapped into accepting favourable which this Government department should be offering.”

But there was a spirit of endurance that could not be denied among this country’s women. They continued to make their voices heard and refused to give up the fight for justice and equality, in spite of facing overwhelming odds.

The National Assembly of Women was launched in August and ran into terrible trouble with the apparent exclusion of members of the powerful federation of South African Women. Once those teething troubles were sorted, the meeting proved the question of whether the fight against sexism was subordinate to the broader struggle for liberation. The answer was that they were inextricably linked.

The lot of this country’s domestic workers, most of whom are black women, came under the spotlight with the formation of the South African Domestic Workers Union (Sadwu).

Headed by Mrs Violet Mothsaseli, a Sandton domestic, Sadwu pledged to fight for a better deal for its 50,000 members, who make up the most vulnerable and exploited workforce in the country.

Anti-apartheid activist Mrs Helen Joseph was in the news again with the publication of her autobiography, “Side by Side”, published in London and already sold out. It will be published in the United States, Holland and West Germany this year.

Mrs Joseph was denied a passport in December to travel to the United States to accept the Rothko Chapel Award for human rights with UDF leader Mrs Albertina Sisulu. This move conferred on her another kind of honour, said well-known South African writer Nadine Gordimer: “Recognition that, at 81, this woman is still a formidable opponent.”

Last year saw British beauty queen Miss Mandy Shires choose to live here, while Black Sash worker Mrs Annice van Gyselwych was expelled.

An order was made for the expulsion of respected trade unionist Mrs Chris Bonner. Thousands of East Rand chemical industry workers were involved in work stoppages to protest against the order, which expired before it could be served on Mrs Bonner. Tramvaya became secretary of the Chemical Workers’ Industrial Union.

Representation is presently being muzzled at the highest levels by trade unionists and big business. It would allow Mrs Bonner to continue putting her formidable negotiating skills to further good use in this capacity.

Miss Moira Tuck took on the night of the SABC over a long-standing dispute after she was fired for assuming the duties of the “Prime Time” television programme. She went to the industrial court and won, proving that the little woman is a force with which to be reckoned.

The Women’s Bureau, representing many diverse women’s interest groups, tried (and failed) to get the Government to review existing abortion legislation, considered by experts to be立法 to be overwhelmingly inadequate.

The plea to have women at least participating in events leading to these momentous decisions taken on their behalf also fell on deaf ears.

Miss Jacqueline de la Cruz said she “would have been surprised” if she had not won the Miss Hillbrow beauty contest.

“I knew exactly what kind of girl the judges were looking for — me,” said the confident, raven-haired Całe patemian. “I entered the competition for fun, not to prove I could do it because I am black.”

And running away with success was Randburg domestic worker Mrs Eunice Nult, who took up jogging to lose weight and came first in the women’s section of the Johannesburg Stock Exchange marathon, winning a prize to London.
Fewer jobs; less pay

PRETORIA. — Employment levels have not only been reduced in a number of industries, but remaining employees' salaries have shrunk in real terms, according to a Central Statistics report released in Pretoria yesterday.

Employment levels in the wholesale, retail and motor trades, the control boards and hotels have all decreased from the third quarter 1985 to the same period last year. The percentage shrinkage in manpower was respectively 1.4%, 1.1%, 2.4%, 8.3% and 0.2%.

Though the average salary in all the industries were increased in this period, real income fell.

Disparities

Measured at constant 1980 prices, the average wholesale trade salary fell from R471 to R459, the retail trade's from R257 to R250, the motor trade's from R409 to R380 and the hotel's from R185 to R173.

Control board employees enjoyed an increase in real income from R730 to R748 however.

The average black employee's real income also increased except in the motor and hotel trades.

Average salaries at current prices increased from the R821 to R1 064 in the wholesale trade, from R502 to R592 in the retail trade, from R736 to R880 in the motor trade, from R1 432 to R1 735 at the control boards, and from R358 to R400 at hotels.

These figures were based on gross salaries, including overtime, allowances, commission and bonuses.

There are however still significant disparities in blacks' and whites' salaries in a range of industries, the report shows. — Sapa
SIGNIFICANT disparities in blacks' and whites' salaries in a range of industries still exist, a Central Statistics report shows.

White officials at the control boards earned an average salary of R2,574 a month late last year, while blacks earned R443. Whites in the motor trade earned R1,556 (against R384). White hotel employees earned an average of R901 (R285). In the retail trade, whites earned R968 (R306), while in the V-sector, whites were paid R1,933 a month.

Income for coloured and Asian people falls between these levels. — Sapa.
Fewer jobs and lower real wages for most workers

PRETORIA — Employment levels have not only been reduced in a number of industries, but remaining employees' salaries have shrunk in real terms, according to a Central Statistics report released yesterday.

Employment levels in the wholesale, retail and motor trades, the control boards and hotels have all decreased from the third quarter of 1985 to the same period last year.

The percentage shrinkages in manpower were respectively 1.4 per cent, 1.1 per cent, 2.4 per cent, 8.3 per cent and 2 per cent.

Though the average salary in all the industries were increased in this period, real income fell.

Measured at constant 1980 prices, the average wholesale trade salary fell from R271 to R256, the retail trade’s from R437 to R405, the motor trade’s from R409 to R380, and the hotels’ from R189 to R173.

Control board employees enjoyed an increase in real income from R730 to R746, however.

The average black employee’s real income also increased, except in the motor and hotel trades.

Average salaries at current prices increased from the R921 to R1061 in the wholesale trade, from R502 to R592 in the retail trade, from R786 to R880 in the motor trade, from R1 432 to R1 735 at the control boards, and from R358 to R400 at hotels.

Central Statistics based these figures on gross salaries, including overtime, allowances, commission and bonuses.

There are still significant disparities in blacks’ and whites’ salaries in a range of industries.

White officials at the control boards earned an average salary of R2 274 a month late last year, while blacks earned R443.

Whites in the motor trade earned R1 556 against blacks’ R344.

White hotel employees earned an average of R501 against blacks’ R263.

In the retail trade, whites earned R968 against blacks’ R366, while in the wholesale sector, whites were paid R1 833 a month compared with R413 for blacks.

Coloureds and Asians’ incomes ranged between these levels, with Asians earning more than Coloureds in all the categories. — SAPA
OK Bazaars management yesterday countered strikers' allegations of "starvation wages" by saying the average pay for those OK workers at supervisor level and lower was more than R480 a month.

A Commercial Catering and Allied Workers' Union spokesman said the figures were designed to hoodwink the public who had offered the strikers "tremendous support".

As the strike by thousands of Cawusa members entered its fourth week, Mr. Richard Blackwell, OK's personnel director, said OK was issuing figures in response to "some very misleading figures" published by the union.

"In general, wages for 24,000 people is a very complex affair," Mr. Blackwell said.

He added: "Up until now we have avoided publishing details for various reasons but will give the following facts:

- Six percent of our staff earn less than R300 per month but this figure includes part timers and temporary employees;
- The average wage for all staff from supervisor level down is R480 a month; and
- The R85 we have already offered would put every full-time employee well above the R300 a month mark."

The average wage increased by 15 percent after inflation over the last three years, Mr. Blackwell said.

The figures excluded all other staff benefits such as staff discounts, pension, medical aid, he added.

Mr. Salim Vally, spokesman for Cawusa, rejected the figures.

He said: "We reject these figures as being incorrect and aimed at hoodwinking the public - at misleading the public, especially since we are receiving tremendous support from the public in various ways."

Reasonable

"OK actions during the course of the strike will not be lost on any reasonable person," the spokesman said.

"In fact, OK is hiding behind the emergency regulations as newspapers are not reporting half of what is happening to our members and the various forms of persecution and intimidation they face every day during the strike."

"OK's record shows they are far from being the benevolent 'people's company' they make themselves out to be," Mr. Vally claimed.

Public support continued, Mr. Vally said, adding that a few white shoppers had congratulated Cawusa pickets outside stores.

An elderly woman slipped R100 into a picket's pocket as he stood outside an OK shop in Yeoville, Johannesburg, and told him to take the money to the union office, he said.

Pickets would continue in accordance with the law.

Those taking part were thorough and very disciplined, he said.

The total number of outlets where Cawusa members were on strike was 117, with almost 7,000 workers out, Mr. Blackwell said.

More than 200 workers returned to work at two outlets yesterday, but two more stores joined the strike. Mr. Blackwell declined to name the shops.

Strikers reject management's offer of R85 a month. They demand a minimum wage of R450 a month and an across-the-board increase of R160.

No talks on the wage issue itself were planned for today, Mr. Blackwell said.

Mr. Vally said the union was waiting for OK to approach them for talks.

Allegations

The union spokesman said a number of allegations against individual OK shops;

- He alleged OK security workers at Park, Vereeniging, were demanding that strikers entering the premises submit to strip searches.
- A worker was treated for pharyngitis (inflation of the throat).
- The loss of a number of public telephones in staff canteens were also cut, he said.
- A Cawusa shop steward was fired at by a white civilian outside the Eloff Street, Johannesburg, branch on Saturday morning, Mr. Vally alleged.

He was not hurt.
IN A BREAK from normal company policy, the OK Bazaars yesterday released some details about wage levels in the company.

The move, said OK Personnel Director Richard Blackwell, is a response to some "very misleading figures" published by the Commercial, Catering and Allied Workers' Union (Cecawusa) during the wage strike spanning three-and-a-half weeks.

The union has alleged that the average OK wage is R295 a month.

But the OK says only 6% of workers earn less than R300 a month and this figure includes part-time and temporary employees. The average monthly wage for all staff from supervisor level down is R469.

It adds that the R8s increase the company has offered "would put every full-time employee well above the R300 per month mark", and that the average wage at the OK has increased in real terms by 15% over the last three years.

The figures exclude all other staff benefits such as discounts, pension and medical aid, it says.

Meanwhile, a potential uproar between the OK and Jass Stores over the use of the latter's packets at OK stores has apparently been resolved after talks between the two companies.
Private sector salaries fall way behind

While staggering increases have been revealed in salaries of Government and public administration workers — they have nearly doubled since 1983 — at least three million private sector workers have struggled and failed, to keep their pay ahead of inflation.

This has emerged in the latest figures from the Central Statistical Services (CSS) in Pretoria.

These showed that pay for 1 130 000 workers in central Government, provincial administrations, local authorities, statutory bodies, governments of national states, universities and technikons rose dramatically from 1983 to 1986.

In 1983, the salary and wage bill for 1 043 755 workers was R7,56 billion. For the first nine months of last year, the payroll rocketed to R9,45 billion, and annualised to cover the year as a whole, topped R12,5 billion.

A total of 1 043 755 workers were employed in the public service at the end of 1983. By the end of the third quarter last year, the number had climbed by 81 037 to 1,127,692.

The number of whites rose by 22 102, 10-399, 957, showing that on the plus side there was a fair degree of much-needed job creation, especially for blacks.

RETRENCHMENTS

Against this, there were substantial increases in pay for white workers at a time when the private sector was economising by holding pay hikes to a minimum and cutting the wage bill by retrenchment wherever possible.

White public sector workers were paid R4,79 billion in 1983, but this leapt to an annualised R7,2 billion in 1986.

Coloureds' total pay rose from R683 million in 1983 to an annualised R1,26 billion last year; Asians from R261 million to R470 million, and blacks from R1,04 billion to R3,4 billion.

The Progressive Federal Party's spokesman on finance, Mr Harry Swartz, has been quoted as saying the figures illustrated clearly that the Government's rationalisation programme had failed.

The duplication as a result of Government's "own" and "general affairs" policies, and the increased staff complement involved, was part of the whole problem, he said.

It was reported yesterday that the Public Servants Association had angrily rejected a suggestion by the Afrikaanse Handelsinstituut that salaries of State and mining workers be frozen for three years to curb inflation. - Sapa.
Civil service to push for 15% rise

JOHANNESBURG. — Representatives of the Public Servants Association (PSA) are to press for blanket pay increases of up to 15% at a scheduled meeting in two weeks' time with Minister responsible for the Commission for Administration in the Office of the State President, Alwyn Schlebusch.

If agreed to, the increases will be introduced from April, boosting the civil service wage bill by R1.5 billion to R11.5 billion — accounting for almost a third of total state expenditure.

The PSA is also to ask for the ceiling to be raised substantially on the low interest loans offered to civil servants for property purchases. The present ceiling for this 100% subsidy — estimated to have cost taxpayers at least R200m last year — is R50 000.

Consumer spending

Government sources indicated yesterday that the pay demands will almost certainly be met — as an obvious sweetener to an important component of the electorate in advance of the forthcoming election.

Opposition spokesmen said yesterday they had no quarrel with civil servants getting pay rises, but demanded that government should say how taxpayers would have to pay for it.

Economists predicted yesterday that civil service pay increments in April could provide the necessary fillip to get consumer spending to the levels needed to fuel economic growth.

They also warned that it could add a further twist to the inflation spiral, now hovering around an annualized 20%.
Election 'sweetener' likely

Civil servants want R1.5bn pay increases

CHRIS CAIRNCROSS

REPRESENTATIVES of the Public Servants Association (PSA) are to press for blanket pay increases of up to 15% at a meeting in two weeks' time with Alwyn Schlebusch, Minister responsible for the Commission for Administration in the President's office.

If agreed to, the increases will be introduced from April, boosting the civil service wage bill by R1.5bn to R11.5bn — which would account for almost a third of total State expenditure.

The PSA will also ask for a substantial rise in the ceiling on the low-interest soft loans to civil servants for properly purchased property. The present ceiling for this 100% subsidy, estimated to have cost taxpay-

PSA pushes for pay hikes

But, at the same time, they demand that government should indicate clearly how taxpayers were going to shoulder this extra burden.

PPF finance spokesman Harry Schwarz said government should not announce any pay increases prior to the election.

He added that the Part Appropriation Bill (mini-Budget) to be tabled in Parliament this session as a stop gap — with the main Budget delayed to August — was not the right place to announce these increases, particularly as the manner of financing them will patently be ignored.

Schwarz said government could not blame people for seeing any pay rise as a political ploy — and for treating them as such.

He again called on government not to delay tabling the main Budget, adding there was more than enough time to deal with it before Parliament rose towards the end of March.

PPF MP for Edenvale Brian Goodall commented that the burgeoning size of the State's wage bill clearly demonstrated SA was now saddled with a bureaucracy that was far too costly to maintain.

The State's expenditure now represented 30% of SA's gross domestic expenditure, amounting to a vast movement of resources from the private to the public sector — to the detriment of the long-term health of the economy.

He believed the mini-Budget would be a farce, with government intent on presenting only good news to the electorate, and likely to demonstrate a marked reluctance to deal with any of the structural problems facing the economy.
Sats staff to demand 15% pay increases

Gerald Reilly

The Federal Council of Sats staff associations will demand 15% across the board pay hikes from April at a meeting with Transport Minister Eli Louw next month.

The council represents six white railway unions, two coloured unions and one Indian and one black union — a total of about 230,000 workers.

Council chairman Jimmy Zurich told Business Day railway workers' incomes were running 34% behind the CPI.

"We asked for a 25% increase in August 1984. This was refused. We got no rises in 1985, and in January last year we were given 10% with all other public sector workers."

Against this background, Zurich added, the 15% demand was moderate. If a 15% rise was agreed to, Sats would have to increase its salary bill by R400m to about R3,5bn.

Economists warn the only way to find this kind of money would be to increase railway tariffs.
36 new companies sign Sullivan Code of ethics

In November last year, there were 184 signatories to the Sullivan Code of ethics, of which 36 were new, the signatories' 10th annual report said.

The report said only five of the signatories were non-United States companies.

A total of 33 signatories withdrew — 29 were no longer in South Africa, two were dropped for non-payment and one had to report to the Canadian Government.

Another company withdrew as it had merged with another signatory.

The principles, aimed at eliminating racial discrimination, were laid down by the Rev Leon Sullivan in 1977.

Sullivan companies comprise approximately one percent of the economically active South African labour force, the report said.

Signatories are asked to pay their employees at least 30 percent above the minimal living level (MLL) established by the University of South Africa and the household subsistence level (HSL) established by the University of Port Elizabeth.

In the '96th report all the signatories reported paying more than the MLL, which averaged about R350 last year.

The signatories reported that on average their lowest-paid employees received 60 percent above the MLL, while six signatories paid wages of more than twice the MLL.

All the signatories said their facilities were desegregated.

Signatories also contributed a total of R25 million to further the education of blacks, coloureds and Asians who were not their employees. This is more than double than the amount paid out for the same purpose last year — Sapa.
The Cabinet will decide on the extent of public sector salary increases early in February, according to Pretoria sources.

A major factor in the determination will be the 461,000 whites employed in central government and other parts of the public sector who, with their immediate families, constitute a massive, mainly conservative, voter block.

The announcement will be made by Finance Minister Harelnd du Plessis in his budget speech later in February.

Last week, the Posts and Telegraphs Association met Telecommunications Minister Stoffel Rotha to demand increases to match the 20% rise in the CPI.

Transport Minister Eli Louw will soon have to respond to a demand for 15% increases from the Federal Council of Sats Trade Unions.

Next week, the Public Servants Association (PSA) will submit its case for 12%-15% increases to Minister of State in the President's Office Alwyn Schlebusch.

Teachers have also stepped up pressure for increases. The Federal Council of Teachers Associations will have a meeting with Education and Culture Minister Piet Clase soon days to approve increases in line with the CPI rise.

Teachers last received a rise (25%) in 1994.

Meanwhile, Federal Council of Sats Trade Unions chairman Jimmy Zurich said public sector demands were being made against a background of the 30%-plus increases politicians awarded themselves last year.

Sats' staff has been slashed by a huge 66,000 since the start of the staff pruning campaign in 1993. Sats management has been warned by the Artisan Staff Association (ASA) it may have gone too far in its drive to reduce worker numbers. A Sats spokesman said the aim remained a smaller, better-paid staff.
Government must lead to curb the price/wage spiral in SA

SA's most pressing economic problem is continuing high inflation. As part of the debate on this crucial issue, Business Day has commissioned several prominent economists to explain the causes of inflation and give their suggested solutions. This is the second in the series.

JOHAN CLOETE/Former chief economist at Barclays

"No anti-inflationary policy will work if it is not properly applied."

The South African economy is currently experiencing what is described as a "price-wage spiral." Product markets are said to be 'imperfectly competitive,' which means that producers and suppliers have some control over prices, and that wages are determined not only by the supply of labour, but also by the demand for it. This can lead to inflationary pressures.

Inflation, however, has been mainly caused by the combination of an increase in the money supply, which has led to an increase in the demand for goods and services, and an increase in wages, which has led to an increase in the cost of production.

The increase in inflation since 1975/76 has been considerable, and it has had a significant impact on the economy. The price-wage spiral has been exacerbated by the government's policies, which have led to an increase in the money supply and a decrease in the value of the Rand.

The government has attempted to curb inflation by raising interest rates, but this has led to a decrease in investment and a decrease in economic activity. The government has also attempted to control wages by imposing wage controls, but this has led to a decrease in the incentive to work, and a decrease in the productivity of the workforce.

It is crucial that the government takes a firm stance against inflation, and that it implements policies that will lead to a decrease in the money supply, and an increase in the value of the Rand. The government must also take a firm stance against wage increases, and ensure that wages are determined by the supply and demand for labour, and not by the government.

With government policy focused on controlling inflation, it is necessary to have a clear understanding of the causes of inflation, and the policies that can be implemented to control it. The government must also work closely with the private sector, and ensure that their policies are consistent, and that they lead to a decrease in inflation.
Industrial parks aim to create jobs, but...

Trade unions set to fight waiving of work standards

THE proposed exemption of “free enterprise zones” from minimum labour standards is destined to lead to conflict with the trade union movement.

SA’s leading trade union grouping, the Congress of SA Trade Unions (Cosatu), has expressed opposition to the removal of minimum wages and protective measures for these zones, which are also known as industrial parks.

Private sector bodies involved in setting-up industrial parks are to meet Competition Board chairman Steph Naudé tomorrow to discuss the application of the Temporary Removal of Restrictions on Economic Activities Act.

LINDA ENSOR

The Act was promulgated early last year and empowers the President to temporarily lift restrictions on business. Exemptions from deductions for the Workmen’s Compensation Fund and the Unemployment Insurance Fund, as well as from Industrial Council agreements, fall within the Act’s ambit.

Representatives of the Small Business Development Corporation (SBDC), the Urban Foundation and Job Creation, a project jointly funded by the National African Federation of Chambers of Commerce and the Barlow Rand Foundation, will meet Naudé.

Industrial parks bring together small businessmen in a concentrated area and are intended to train entrepreneurs and to create jobs. The SBDC has nine such parks in various centres, with a total of 300 rentable units and an approximate workforce of 1,200.

Cosatu education officer Alec Erwin said the union movement was opposed to the abolition of minimum wages and of health and safety regulations, especially in metropolitan areas.

“We will oppose it very strongly. All these parks will be doing is creating profits for a few people at unlivable wages,” he said.

He did not think the schemes would significantly contribute to solving the problem of unemployment, which, he said, could only be tackled by stemming the outflow of capital and increasing investment.

But those involved in the projects say minimum wages and excessively high standards for buildings, machinery, health and safety inhibit job creation. It is better, they argue, for someone to be employed at low wages than to be unemployed.

“In a situation of high unemployment one must decide how high a premium one must place on normal wages in a development situation,” one said.

SBDC MD Ben Vosloo says application of the Act will in many respects merely be legalising a de facto situation, in which local authorities have agreed to waive, for example, the need for licences. Negotiations with industrial councils have also secured exemptions from agreements in some areas.

There was agreement by those involved in the industrial parks that rather than simply scrapping existing standards, authorities should introduce more appropriate regulations.
The race to get in front in the wage battle must stop

GEERT L DE WET is Professor and head of the Department of Economics at the University of Pretoria

As part of the debate on continuing high inflation in SA, Business Day has commissioned the views of several prominent economists on the causes and their suggested solutions. This is the third article in the series.

By government expenditure and monetary expansion — may very well become the least inflation-prone elements if left unattended.

Yet one could not deal with the structural element — the upward trend — through monetary and fiscal discipline, simply because such discipline will not reach upon the structural causes unless you want to halt all action through killing the cow to drink the milk.

Monetary and fiscal discipline means that the nation, so that all prices, wages and rates are determined by the demands of the market and controlled only in the manner prescribed by government.
Setback for NUM

Attempts by the National Union of Mineworkers (NUM) to force a showdown with Gold Fields of SA (GFSA) over the mining house’s wages and wage policies have run aground once again.

NUM has been in dispute with GFSA for some months over two issues. One arises out of last year's Chamber of Mines wage negotiations. The other concerns GFSA’s decision to implement wage increases on its mines in August last year without consulting the union.

In November the union temporarily gained the upper hand when it secured the blessing of the Industrial Court (IC) to conduct strike ballots at seven GFSA gold mines.

NUM went to the IC after GFSA agreed to its request to hold ballots at the Deelkraal, Libanon and West Driefontein mines where NUM is recognised — but refused similar facilities at the Kloof, Venterfontein, Doornfontein and East Driefontein mines which do not recognise the union.

Last week, however, NUM had a setback when the Supreme Court upheld an appeal by Kloof against the IC’s decision. NUM was ordered to pay costs.

Second time

It was the second time within weeks that NUM’s efforts to reach the point where its members can stage a legal strike on GFSA mines had been blocked at Supreme Court level.

In mid-December last year, as a result of the suspension of the IC’s ruling because of the appeal, four NUM members employed at Kloof brought an urgent application in the Supreme Court.

They asked Kloof for an assurance that plans to hold ballots in mine hostels would not be interfered with. The matter was rejected by the Supreme Court on the grounds that it was not urgent.

The major issue of contention in the Supreme Court appeal was whether a union has the right to enter and use an employers’ property to hold meetings and strike ballots. NUM raised several points in support of its argument that it does have that right.

These included: that a union or its members cannot take part in a legal strike unless a ballot has been held; that a union may not delegate the power to take a ballot; and that an employer may not victimise an employee who belongs to a trade union or takes part in union activities either within or outside working hours.

These arguments failed to sway the court.

"The fact that the union has a right and a duty to conduct a proper strike ballot does not mean that the legislature intended to give it the right to hold the ballot on the employer's property, or that it intended to place a duty upon the employer to permit the union to do the acts on its property," the court

NUM, which regards GFSA as its major employer antagonist, is hardly likely to let matters rest there.

But one thing must becoming increasingly clear to the union: unlike Gencor, against which it mounted a highly successful campaign in 1985, GFSA is proving tougher nut to crack.
Pay demands are fuelling SA inflation

WAGE demands have become a core element contributing to structural inflation in SA, says Sanlam in its January economic report.

It warns that the public will have to realize anew that it is contributing to this cost spiral, especially if it demands more for the same levels of production.

"Wage discipline is of the utmost importance if we wish to rid our economic system of this inflationary cancer."

Although SA's inflation rate could ease over the next year, Sanlam remains pessimistic about longer-term prospects, identifying wage inflation as a core problem.

Sanlam notes that labour remuneration represents close on 60% of the total production of goods and services in the economy.

Any changes in this remuneration would, therefore, have a significant effect on the underlying costs per unit of production.

Former Wits Professor of Business Economics Roger Gidlow says in the Bank of Lisbon's latest Economic Focus that SA needs to broaden its export base if a meaningful upswing in the economy is to be sustained.

He says, however, that manufactured exports are unlikely to be the source of sustained growth. Rather, it is in the mining industry that SA has a comparative advantage.

"In the context of sanctions, the country can be expected to become more dependent on mining exports. Given these circumstances it would be unfortunate if any economic distortions in the economy prevent the underlying comparative advantages of the mining industry from being fully exploited, even if these advantages are concentrated in specific sectors of mining."
Public servants negotiate for 10-18% pay rises

The Argus Correspondent

PRETORIA — A delegation from the Public Servants' Association met members of the Cabinet in Cape Town yesterday to negotiate for a salary increase of between 10 and 18 percent, according to PSA President Dr Colin Cameron.

But while the Ministers listened sympathetically, they did not commit themselves to a move which could boost the State's annual wage bill by as much as R1.5-billion to almost R12-billion.

Dr Cameron and his delegation met Mr Alwyn Schlebusch and Finance Minister Mr Barend du Plessis yesterday.

Dr Cameron has emphasised that public servants want salary increases which are on a par with those granted in the private sector, which has received between 10 and 18 percent.

Inflation had meant that the living standards of the average public servant had dropped markedly in recent months, he said.

Good salary increases were also needed to maintain an efficient corps of workers in the public sector.

MARKET TRENDS

However, Dr Cameron said, a simple, universal adjustment of salaries would not be ideal. Increases in the private sector had been varied and this pattern must be followed in the public service.

"Each professional group must be evaluated and adjusted according to market trends."

Dr Cameron said the PSA group had been well received in Cape Town. "However, the Ministers did not commit themselves."

The possible raising of the R50 000 ceiling on public service housing subsidies and civil servants' pensions were also on the agenda at yesterday's discussions.

Opposition spokesmen have expressed fears that the National Party will grant particularly generous pay increases this year to garner support for the general election.
By Michael Chester

The pay trends of no fewer than 190,000 government employees may be at stake as the Public Servants' Association (PSA) enters negotiations with the Government over wage demands for across-the-board increases of 13 percent for the civil service.

The PSA team enters the talks as representatives of a mere 150,000 white workers engaged by central government. But that shows only the tip of an iceberg.

By tradition, any new pay scales that may emerge will automatically be gauged on to another 330,000 central government employees drawn from other race groups in central government. Increases normally also filter through to public servants at provincial administration level—-with an influence that goes down to municipal level.

The PSA estimates that no fewer than 830,000 government employees will be involved in the direct impact of the general pay adjustments that will be under discussion.

In turn, the final decision will have an indirect influence on pay trends over the entire public sector — whose overall labour force numbers above 1.5 million, when the total is swollen by counting everyone in public service, from nurses in provincial hospitals to postal workers and meter maidens to university professors.

Whatever the outcome of the PSA talks, it will generate renewed controversy over the cost and efficiency of the civil service, a point with taxpayers, who end the day footing the bill.

That, of course, is aside from inevitable cynical suspicions that any decision on pay increases may be intended as a political sweetener ahead of the approaching general election.

The temptation to buy votes with salary increases, at the expense of rekindling inflation, has already been noted by the Bureau for Economic Research at Stellenbosch University.

(The BBR commented: “Perhaps indirect inflationation of the economy, via tax relief, will accomplish more by winning the support of not only the public but also the private sector.”)

What has jolted the PSA, however, was the advice recently handed to the Government by Mr Lawrence McCrystal, chairman of the Board of Trade, to impose price and income restraints in a new bid to counter inflation — advice that is bound to be on the minds of negotiators at the pay talks.

Civil service reaction to advice from the Afrikaanse Handelsinstituut to clamp a three-year freeze on salaries and wages of state employees, along with mining company employees, as an anti-inflationary mechanism, can be best described as horror.

Dr Colin Cameron, president of the PSA, remains convinced he can deliver persuasive arguments that the pay scales of public servants have lagged far behind the wages spiral in the private sector and that increases are crucial.

An independent source of support on that score alone is P-E Corporate Services, the Johannesburg consultancy which monitors pay trends in the private sector.

Where agreement comes to a sharp halt, however, is discussion about the justification for the mushroom expansion in the size of the public sector.

“Public servants have a sound platform for arguments that they deserve reasonable increases,” says Miss Naomi Brenet, manager of PE salary surveys. “But it is vital that a simultaneous examination is made of the horrendous growth of the public sector labour force.”

Miss Brehm has compiled statistics showing that the average basic salaries of white workers in the private sector increased by 22 percent over the 10-year span from mid-1975 to mid-1985 — but even then lagged behind an inflation spiral that bounded 25 percent higher.

Black workers on average saw their pay packets swell by 25 percent. Asians by 26 percent and coloureds by 26 percent.

Over the identical 10 years, according to the PSA, central government employees had general salary adjustments — applicable to workers of all race groups — that trailed behind with raises that amounted to only 117.5 percent.

Moreover, Mr Ch J van Rensburg, deputy manager of the PSA, believes the wage gap between the private and public sector threatens to grow even wider on information that 44 percent of employers in the private sector intend to hoist wages by between 10 and 12.5 percent in the current year and that 42 percent of them are braced to thicken pay packets by between 12.5 and 16 percent.

P-E Corporate Services has conducted its own salaries survey which agrees, in general terms, with the figures.

“PSA demands for increases of around 13 percent look quite reasonable in view of the rate of inflation,” says Miss Brehm.

“Even that will fail to match the inevitable rises in the consumer price index.”

“There’s a lot of mythology about the value of wage scalers

### PAY GUIDES IN PRIVATE SECTOR AND PUBLIC SERVICE

<table>
<thead>
<tr>
<th>JOB DESCRIPTION</th>
<th>ANNUAL RANGE</th>
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<tr>
<td>PS Service Group</td>
<td>Private Sector</td>
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<tr>
<td>Public Service Group</td>
<td>16-10</td>
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<tr>
<td>Semi-Skilled</td>
<td>18-14</td>
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<tr>
<td>Skilled</td>
<td>19-17</td>
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Note: How wage levels compare according to approximate job brackets, with private sector estimates compiled by P-E Corporate Services and public sector figures prepared by the PSA.
“The whole crux of the issue is that the pay of all of them has lagged behind the wage and salary increases seen in the private sector. Quite simply, unless pay levels in the public sector are improved and kept pace, we’ll fail to retain the talent we have and attract the new talent that is essential.”

“Nor should the general public believe that the jobs of civil servants are inviolate sinecures. True, not so very long ago, one had to rob a bank or commit murder to be fired from the civil service — but no more.

“Nowadays, there is instant dismissal for poor performance on one’s part.

“There is no longer room for dead wood. Two years ago, all government departments were ordered to cut down their numbers by slashing the number of advertised vacancies by half — whatever the size of establishments in past.

“There have been efforts to close the wage gap between the private and public sector in recent years. Even so, to make allowance for relative job security, the public services follow rules that insist that while the wages in particular occupations are not to be related to the going rates in the labour market, they are always fixed at 15 percent below the pay for the equivalent job in the private sector.

“Nevertheless, we were closing the overall wage gap. All we seek to do now is not in the next round of negotiations is to maintain some sort of equilibrium”.

The Association of Chambers of Commerce remains unmoved by the PSA arguments. A recent survey that it conducted found that the labor force of central government had soared from 295,463 in 1976 to 397,227 by last year.

Moreover, the survey found as it delved deep into actual wages, that the average monthly earnings of employees had rocketed from R265 to R138, an annual rate of 19.4 percent compared with an average inflation rate of 13.7 percent over the identical 10 years.

Asscom is convinced it has found a solution to all the introduction of “value for money” tests on the work of civil servants and all public sector operations.

It believes all government departments should face regular special audits on both their efficiency and effectiveness. Mr. Rocky Ridgway, former Asscom president, has worked out that while every R1 in state capital stock contributed about 80c to the economy every year as a national average, government service the level sunk to only 10c.

While the economic contribution of the average worker in South Africa as a whole worked out at R415 in 1976, in the public sector the average trailed behind at R460.

**WAGES VERSUS INFLATION**

<table>
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<tr>
<th>PRIVATE SECTOR</th>
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<tr>
<td>Whites</td>
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<td>Asians</td>
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<td>Coloureds</td>
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**PUBLIC SERVICE**

| All Races | 117.7% |

**INFLATION**

| CPI | 257.5% |

A bar chart showing how P-E Corporate Services see the movement of wage increases in the private sector over the past 10 years and how the Public Servants' Association argues that increases for employees in the public sector have fallen behind.

**BASIC SALARY INCREASES**

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<tr>
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<th>Whites</th>
<th>Asians</th>
<th>Blacks</th>
<th>Coloureds</th>
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<td>7.3</td>
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The PSA and P-E set out the year-by-year track record of general pay adjustments in the private and public sectors since 1976 and comparisons with rises in the consumer price index.

And the perks tax has flattened out many of the old differentials. Moreover, a 13th cheque, which used to be a sore point, is now almost as commonplace in the private sector as in the public sector.

"Still, it is difficult to find a true assessment of pay trends inside the civil service because of the camouflage of pay increases that come about by promotions that can be shuffled around.

"Also hard to calculate is the value that can be placed on job security in the public sector in all the economic ups and downs. Look how the size of the public sector has increased in the last three or four years, while thousands of jobs have had to be axed in the private sector be cause of the recession.

"If the pay demands go through, the PSA must in turn agree to a sweeping review aimed at cutting the size of the civil service. South Africa simply cannot afford its growing army of bureaucrats."

Dr. Cameron sounds more dismayed than angered by the storm about the growth of the public service labour force.

"We need to rivet attention on the effectiveness of the administration of all our national services," he replies.

"All too often, mention of the public sector raises the vision of hordes and hordes of bureaucrats. In fact, they are in a distinct small minority. There will be much more balance and less emotion if everyone remembers the invaluable roles performed by our technologists, social welfare officials, nurses, teachers, and on such perks as company cars and entertainment allowances and many more that are almost standard in middle and senior management in the private sphere.
Union "will not compromise" on pay

By ADELAIDE D'ANGELO
Financial Editor

The Electrical and Allied Workers Trade Union is "excited" about an offer by Plessey SA to create up to 250 temporary jobs at its Retrospect factory provided the rights of workers are not compromised, its regional secretary, Brian Williams, said yesterday.

Williams said in an interview that if Plessey succeed in obtaining an export order which would provide more work there could be a sort of partnership with the union over the project resulting in more worker participation and higher productivity.

But he said the union was not willing to accept a condition that workers on the project should be paid a slightly lower wage than that negotiated for the Retrospect factory.

He said it could lead to a lowering of wages at other factories where the union was less strong than at Plessey.

And some firms with export business might try to divorce this from their production for the home market and offer lower wages to workers engaged on it.

Instead, he suggested, Plessey should demonstrate its sincerity in wishing to alleviate unemployment in the Western Cape by being prepared, if necessary, to accept a slight loss on the one project in view of the fact that it was achieving high profits on other work.

Williams said he believed a loss could be avoided with union help in increasing productivity, thereby reducing costs.

Any fall in the rand, which causes economists product, would also help to avoid a loss on an export order.

But it would be "dismissing to know" that the company would be prepared to make up the shortfall if it occurred in order to demonstrate its good will and concern for the community, rather than offer lower wages.

Williams was replying to a statement made by the MD of Plessey SA, John Temple, that the latest wage negotiations had priced the firm out of the export market for cord and resulted in the laying off of 20 people.

Temple said there was now the possibility of two substantial export orders providing up to 300 temporary jobs, but these could be obtained only if workers would accept a wage of R2.99 an hour — slightly less than the minimum negotiated for the Retrospect factory but above the national minimum of R2.89 an hour — in order to keep costs down.

Williams said negotiations had started but could not proceed until Temple's return from an overseas trip because the two negotiators, for whom he had a high regard, had an insufficient mandate.

He said: "We are excited and willing to engage in any meaningful programme to increase employment which does not compromise the rights of workers. These rights are not negotiable."
PUBLIC SERVANTS' WAGE PLEA

PRETORIA—South Africa's public servants will hear whether their demand for pay rises has been met by the Government when the Budget is tabled, ground March.

The general manager of the Public Servants' Association (PSA), Mr Hans Olivier, said no further discussions would be held after the PSA's meeting with three ministers in Cape Town on Tuesday.

The private sector frowned on the PSA's demand for a 12% to 15% pay rise, and said this would perpetuate inflation.

Stellenbosch University's Bureau for Economic Research said public servants' demands, which would cost the country about R1 billion a year more, must be a very attractive vote-buying option for the Government. (Sapa)
Hotel staff to get pay rise

NATALS’ 8,000 hotel employees are to receive a 10% pay increase following the conclusion of a new wage agreement with employers. Mr Ronnie Kisten, president of the Natal Liquor and Catering Trades Employees’ Union announced yesterday.

He said although the rise — which for some employees would represent an extra R37 a month — was not fantastic, it was the best deal the union could secure.

The hotel industry is going through a bad patch and I don’t think making excessive pay demands at this stage is the correct thing.

‘I would rather we keep all our members in employment instead of facing the prospect of the loss of their jobs,’ he said.

Mr Kisten said that in terms of the new agreement, minimum wages of general service employees — who make up the bulk of the workers in the industry — would increase from R225 a month to R272 a month, retrospective to January 1, 1967.

The agreement was reached this week following protracted negotiations between representatives of the union and the Federated Hotel Association of South Africa, Fedhasa, he said.

Mr Frank Parkington, chief wage negotiator of Fedhasa, said the agreement was concluded after ‘many months of hard negotiations’.
PSA pay rise could cost R750-m

By Michael Chester

Economists calculated today that if the Public Servants' Association succeeded with its demands for pay increases of 15 percent for civil servants, it would boost the costs of central government by R750 million a year and the annual labour bill to R5 500 million.

The president of the PSA, Dr Colin Cameron, has insisted that general salary adjustments of about 15 percent were vital to keep reasonable pace with increases in the private sector this year.

The Minister of Finance, Mr Barend du Plessis, was expected to announce a Cabinet decision in the March Budget.

See Page 10M.

Supervan in a Joest seat
Pretoria Correspondent

Percy Cohen

"We've worn carpet 1
Govt’s wage bill rises to R12,6bn

WHILE public servants are demand-
ing hefty salary increases, govern-
ment’s share of SA’s total wage bill
has risen sharply during the last sev-
en years.

Official figures showed government’s
share of the country’s total remunera-
tion, which was 20.8% in 1980, had grown
to 25.4% by the end of 1986.

It had increased by 190.5% to R12.6bn
last year from R4.8bn in 1980. On the
other hand, the increase in private sector
remuneration was 124.1% to R37bn from
R16.6bn in 1980. Central Statistical
Services figures showed during this period
the consumer price index (CPI) in-
creased by 144.9%.

While total private sector wages
trailing behind inflation, the increase in
total civil service wages outstripped the
increase in the index.

Government’s wage bill includes cen-
tral government, provincial administra-
tions, local authorities, state bodies, the
homelands, universities, and technikons.

Part of the higher outlay on govern-
ment employees results from a larger
labour force. Official figures show the

number of government employees has
increased by 20% since 1980.

Public Servants’ Association (PSA)

Govt wage bill now R12,6bn

President Colin Cameron says the higher
number of government employees is largely owing to an increase in black
teachers, a larger police force and army.

He says: “If these are removed from
the total figure, the growth in govern-
ment employees was not substantial.”

Cameron says any comparison be-
tween public and private sector wages
and salaries depends on the base year
used.

He says: “It is true that in 1982 there
were significant adjustments in public
services’ wages and salaries that brought
them up to a reasonable parity with the
private sector. However, during the last
18 months the situation has deteriorated.
Our projections show there is a variance
between public and private sector remu-
neration of between 10% and 18%, de-
pending on job category.

Economists have expressed concern
over the PSA’s demands of a 12%-15%
increase in wages for central govern-
ment employees.

An increase of this magnitude could
stimulate consumption spending and re-
sult in a rerun of the 1983/1984 mini-
boom. The inevitable higher level of im-
ports would erode the current account
surplus and could cause difficulties in SA
meeting its foreign debt commitments.

Also, the emergence of demand-led in-
flation, which is absent at present, could
force the monetary authorities to tighten
monetary policy by raising interest rates.

Most economists agree the pay-hike
would be an inappropriate way to stimu-
late the economy and point rather to a
tax cut, the benefits of which would be
felt by all.

Assecom President Raymond Parsons says:
“While we accept that public servants are
to seek a salary review, their

claims must be evaluated within the ex-
isting government spending priorities
and should not rule out some tax relief to
the general taxpayer.”
State wage bill triples in six years

By TOM HOOD
Business Editor

An exploding bureaucracy has almost tripled the Government's wage bill in six years.

It soared by 193 percent from R4,300 million to R12,600 million last year.

The private-sector wage bill increased by a more modest 124.1 percent, up from R16,540 million to R37,000 million.

The State's share of the country's wage packet climbed from 20.8 percent in 1980 to 25.4 percent at the end of 1986, according to the latest Central Statistical Services report.

The number of Government employees jumped by 20 percent since 1980, while the consumer price index advanced by 145 percent. According to analysis these figures indicate that while private sector pay trailed inflation, the increase in total civil service wages outstripped inflation.

The State's wage bill includes: central government, provincial administrations, local authorities, State bodies, the homelands, universities and technikons.

The president of the Public Servants' Association, Mr Colin Cameron, said the increased number of Government employees was the result of an increase in black teachers and a larger police force and army, according to a Sapa report.

"It is true that in 1982 there were significant adjustments to public sector wages and salaries that brought them up to a reasonable parity with those in the private sector."

Deteriorated "However, during the past 18 months the situation has deteriorated. Our projections show there is a variance between public and private sector remuneration of between 10 percent and 18 percent, depending on job category," he said.

Meanwhile, economists and others have voiced their concern at the PSA's demands for pay increases of between 12 and 15 percent for central government employees.

Increases of this magnitude could lead to a mini-boom, they claim.

The chief executive of the Associated Chambers of Commerce, Mr Raymond Parsons, said: "While we accept that public servants are entitled to seek salary reviews, their claims must be evaluated within existing Government spending priorities. They should not prejudice tax relief for all."
Negotiating a better, more tax-efficient pay package

WITH the beginning of a new tax year approaching, many employed people are thinking about negotiating a better and more tax-efficient remunera-
tive package with their employ-
ers, or even changing jobs and negotiating such a package with a new employer.

It is possible to take advantage of perks-tax rules to reduce your tax without loss of benefits.

Although many people were angry about the introduction of perks tax, it has actually turned out advantageous for some, because it legalised loopholes and drew taxpayers' attention to them.

NEW INDUSTRY

A whole new tax-planning ind-
ustry has developed based on exploiting such loopholes.

When negotiating a new or revised pay package, you should devise and seek to obtain one suited to your particular needs.

This shouldn't prove too difficult, as companies are increasingly adopting the so-called "cafeteria" approach which allows an employee to choose from a "menu" of benefits those which suit him best.

It is worth spending some time with staff of your company's personnel department to work out the most tax-efficient package for you.

There are some excellent computer programs available to help in this.

Employers generally favour providing part of remuneration in perks. This is because you would probably prefer receiving a tax-free perk costing the employer (say) R800, rather than R1 000 in cash on which you would be taxed at your marginal rate.

COMPANY CAR

So the employer reduces his costs while you reduce your tax, without either party losing.

Probably the best perk around is a company car. This is because fringe-benefits tax has ben frozen on a scale equivalent to 40 percent of the old deemed value of private use - which itself was calculated conservatively.

The taxman is so outrageously generous to users of company cars at the expense of taxpayers generally, that in nearly all instances employees would be foolish not to demand this privilege.

CREDIT PURCHASE

If you can, get your employer to grant you the right to buy the car at the end of its lease (if it is leased by the company and not bought outright).

If you have taken a loan (for an instalment credit purchase, for example), it will certainly pay you to try to replace it with a loan for a similar amount from your employer.

Whereas you could be paying (say) 20 percent on your present loan, if your employer would agree to charge you no more than the current official rate of interest for perks-tax purposes — now 13 percent — you could enjoy a tax-free benefit equivalent to 7 percent a year.

There are various company housing, home-loan and even rentback schemes available, and these should be investigated because they offer big tax savings.

For example, the value for tax purposes of the use of residential accommodation is based not on the value of the house or apartment, but on the amount of your salary less R20 000 a year.

If you can take a holiday in company-owned accommodation, even if it includes all meals and other facilities, the taxable value will be only R25 a person a day.

CLUB FEES

In negotiating your contract, try to get your employer to include an obligation on you to belong to clubs, answer telephone calls at home and be available for duties outside normal hours, as these will enable you legitimately to claim various tax-free expenses, such as club fees.

Finally, remember that only employees pay perks tax.

You may be able, because of the nature of your work or profession, to change your relationship from that of employee to that of an independent contractor rendering a service and pay no perks tax at all, although you could still be assessed, probably on a generous-to-you basis, for some private use of your business assets.

* Martin Spring is editor of Personal Finance Newsletter.
Govt is paying more public sector wages

Own Correspondents

JOHANNESBURG. — While public servants are demanding hefty salary increases, government's share of SA's total wage bill has risen sharply during the last seven years.

Official figures showed government's share of the country's total remuneration, which was 20.8% in 1980, had grown to 25.4% by the end of 1986.

It had increased by 190.5% to R12.6 billion last year from R4.3 billion in 1980. The increase in private sector remuneration was 124.1% to R37 billion from R16.54 billion in 1980, Central Statistical Services figures showed. During this period the CPI increased by 144.9%.

Government's wage bill includes central government, provincial administrations, local authorities, state bodies, the homelands, universities, and technikons.

Part of the higher outlay on government employees results from a larger labour force. Official figures show the number of government employees has increased by 20% since 1980. Public Servants' Association (PSA) president Colin Cameron says the increase in employees is largely due to more black teachers, and a larger police force and army.

He says: "If these are removed from the total figure, the growth in government employees was not substantial."

Cameron says any comparison between public and private sector wages and salaries depends on the base year used.

He says: "It is true that in 1982 there were significant adjustments in public service wages and salaries that brought them up to a reasonable parity with the private sector. However, during the last 18 months the situation has deteriorated. Our projections show there is a variance between public and private sector remuneration of between 10% and 18%, depending on job category."

Economists have expressed concern over the PSA's demands of a 12%-15% increase in wages for central government employees, which could stimulate consumption spending and result in a rerun of the 1983/1984 mini-boom. The inevitable higher level of imports would erode the current account surplus and could cause difficulties in SA meeting its foreign debt commitments.

Also, the emergence of demand-led inflation, which is absent at present, could force the monetary authorities to tighten monetary policy by raising interest rates.

Most economists agree the pay-hike would be an inappropriate way to stimulate the economy and point rather to a tax cut, the benefits of which would be felt by all.
P 'n P and union in wage talks

ALAN FINE

THE Commercial, Catering and Allied Workers Union (Ccawusa) and Pick 'n Pay (P 'n P) — who were involved in a large and highly publicised wage strike last year — met for the second round of their 1987 wage negotiations yesterday.

Ccawusa spokesman Jeremy Daphne says the union has demanded a “living wage”. It has demanded an across-the-board R214 monthly wage increase, and various other improvements to conditions of employment, including paid leave on May Day and June 16.

The company has offered to attempt to reach the level of a living wage, as measured by the supplementary living level (SLL), over a two-year period.

Hence it has offered increases of R65 and R105 for 1987 and 1988 respectively to workers in the lower job grades. The present minimum at P 'n P is R390 a month. The company projects the SLL will be around R600 in March 1988, and the offer will take the minimum rate close to that level by then.

‘Uncomfortable’

Daphne says the union is “uncomfortable” about using the SLL as the exclusive yardstick of what constitutes a living wage. He says workers also have grave reservations about negotiating for two years.

The offer for more skilled workers is R75 and R95. P 'n P has also offered to negotiate maternity, paternity and compassionate leave arrangements.

It has offered workers paid leave on May Day in exchange for working on Easter Saturday (when P 'n P has previously traditionally not traded). It has also told the union that any worker who applies for a day’s leave on June 16 will be granted it.

According to Daphne and P 'n P spokesman Prans van der Walt, the company has asked the union to reconsider its wage demand before they meet again.
Public service pay rises could be backdated to April

Political Staff

PUBLIC servants could have their salary increases backdated to April 1 when they eventually get them, Government sources indicated today.

Senior officials said this was an option which would be taken into account when the salaries decision was finally taken before announcing it in the main Budget in June.

Mr Harry Schwarz, Progressive Federal Party spokesman on finance, meanwhile, is convinced the Government had all along had a secret plan to increase the salaries of public servants from April 1.

"The Government does not want the electorate to know what it is going to do before the election," he said.

"Cosmetic"

The matter of raising public servants' salaries would immediately raise the question of where the additional revenue was coming from, and this was something the Government would rather not say until after the election, Mr Schwarz said.

Yesterday's mini-budget was a cosmetic exercise aimed at creating a favourable image of the economy.

However, he said, the budget would have only minimal impact on stimulating the economy. It did "nothing, but nothing" for inflation or unemployment.

"The Minister of Finance has tossed a few crumbs to the pigeons, and the pigeons would be extremely foolish if they ate them," he said.

Mr Schwarz was certain that somewhere somebody in the public service had been told of the deal on increases.

"The Minister was trying to pull a fast one in his Speech yesterday by effectively telling public servants that if they voted for the Government they would get a nice increase.

"At the same time he is trying to create the impression among the wider public that the Government does not place the public servants before everyone else. There is no doubt that public opinion is very strong on this issue.

"So it would seem that we are going into an election on May 8 knowing that public servants are getting an increase on April 1, but we don't know the extent of that increase," Mr Schwarz said.
Wages of Free State workers drop

By Susan Pleming

Labourers in the engineering field in the Orange Free State earned less last year than in 1985, while in other parts of the country labourers' wages in engineering increased, says a survey released by the Central Statistical Service (CSS) in Pretoria last week.

According to the CSS survey labourers in the Free State earned an average of R1,52 an hour at the end of last year. In November 1985 they earned R1,59 an hour.

In the Transvaal labourers earned R1,57 an hour in 1985 and one year later an average of R1,96 an hour.
Teachers react furiously to shelving of pay rises

By MICHEL DESMIDT

The shelving of public sector pay rises until after the May 8 general election has prodded angry teachers into calling for an overhaul of the "obsolete" negotiation procedure.

The Teachers' Federal Council (TFC) has recorded its "strongest objections" to the announcement by the Minister of Finance, Mr Barend du Plessis, in yesterday's mini-budget, and the issue is receiving the urgent attention of the council's standing committee.

However, the council has ruled out any form of "work to rule" action following reports quoting TFC chairman, Mr Dudley Schroeder, that the council was reconsidering its negotiating position.

Mr Schroeder said today nothing of the sort was being contemplated. "It simply means that the standing committee will discuss the whole negotiation mechanism."

The postponement of pay hikes has left the Transvaal Teachers' Society (TTS) "disappointed and almost speechless."

The society's chairman, Professor H O Maree, said the TTS envisaged "great unhappiness" about the omission and believed that in the light of events, the total negotiation procedure for teachers was "obsolete."

In an earlier statement, Mr Schroeder, who is the principal of Queen's College in Queenstown, said the announcement that pay adjustments would only be considered on June 3, when the Appropriation Bill was presented in Parliament, meant that the public sector was having to "pay a high price for the fact that an election takes place on May 8."

Mr Schroeder accused the Government of deviating from a tradition followed since 1980 of introducing pay increases on April 1.

The TFC had always assumed that a general salary adjustment would take place on April 1 and no stage was there any indication that the Government intended to act otherwise, he said.

This had been reinforced by media reports, which had created high expectations that increases would be implemented from April 1. "There is little doubt that the teachers' corps will not be happy with this announcement."

"The TFC can do nothing but record its strongest objection with the Government's decision and wants to put it unequivocally that it is not acceptable as a fair arrangement."

"The standing committee of the TFC will give urgent further attention to this matter."

Mr Schroeder said public sector employees were feeling the pinch from inflation and the high cost of living.

• See Page 7.
‘Ill-advised’ policy may lead to price controls

The Minister of Finance, Barend du Plessis, said yesterday he was uneasy at the view that business profit margins had to be fully restored before meaningful price reductions could be offered.

He said such “ill-advised” policies could lead to a “vicious price-cost spiral” that could force the government to impose direct price controls.

Depress demand

At the moment, the government believed it would be folly to depress demand by unduly restrictive monetary or fiscal policies.

“Neither do we envisage a resort to the direct control of prices or incomes, but I must express my unease at the view apparently taking root in some quarters, that profit margins need to be ‘fully restored’ before any meaningful relief can be looked for on the score of prices.

“I would caution against the unqualified acceptance of a doctrine of this kind.”

Wages and salaries had recently increased at a rate below that of inflation and this underlined the “ill-advisedness of any implied claim by other factors of production to an inherent right to the maintenance of real incomes”.

Private enterprise

“... To embark on such a course would naturally be to give yet another twist to one of the constituent elements in our inflation, namely a vicious price-cost spiral, with all that this would mean not only by way of its immediate and predictable repercussions, but also for the ultimate survival in our country of the private enterprise system itself, and one hardly needs to say that in those circumstances the government would be unable long to resist a populist cry for direct controls.”

Mr Du Plessis said the government continued to believe in conventional financial disciplines and in a fiscal and monetary policy mix that would not stimulate excess demand.

He said the inflation rate remained at a high level and the government would have to direct its strategy at causes that could be identified.
MONDI STRIKE IS OVER

MEMBERS of the Paper, Wood and Allied Workers' Union (Pwawu) at five Mondi Board Mill plants around SA are expected to return to work today after an eight-day, wage strike.

The final obstacle in the way of a settlement was resolved yesterday with a compromise accord that wage increases be backdated to mid-January. The union had demanded they be implemented from January 1, while the company wanted them to apply only from the date of agreement.

On Friday, Mondi and Pwawu agreed on a 50c an hour increase for workers in the lower job categories, with another 5c in July. This will raise the minimum hourly wage at the company to R3.15.

Skilled workers will get 50c now, plus 5c in July. Mondi spokesman Alan Young says he is pleased the strike has been resolved and that both sides "played it according to the rules". Pwawu general secretary Jeremy Baskind declined to comment as he had not yet seen a signed copy of the agreement.

According to Young, four of the mills were expected to be in operation by 10pm yesterday, while the Bellville plant was due to start up this morning.
Teachers angry: No word on rises

Education Reporter

TEACHERS are incensed that salary increases for them were not announced in the mini-budget.

The South African Teachers' Association (SATA) warned in a statement that financial pressures on the education sector had increased rapidly.

It said there was an urgent need for a general salary adjustment and the resolving of critical imbalances "unique" to the teaching profession.

TALKS WITH MINISTERS

Sata, an affiliate of the Teachers' Federal Council (TFC), said it had held talks with Ministers on salary adjustments.

"These negotiations have taken account of the difficult economic circumstances and were the subject of a positive Press statement by the Minister of National Education on February 26, 1997, said Dudley Schroeder, chairman of the TFC, said that public sector employees were experiencing a pressing backlog in increases. They had expected a general salary adjustment from April 1.

"ALMOST SPEECHLESS"

The TFC's standing committee would again urgently look into the matter.

Professor H.O. Masee, chairman of the Transvaal Teachers' Society (TTS), said the society was "disappointed and almost speechless".

The TTS envisaged "great unhappiness" and believed that the "last negotiation procedure for teachers is obsolete".

Killing of George pensioner: Man held

Crime Reporter

A WOUNDED man has been arrested in connection with the killing of a pensioner.

The 31-year-old man had been shot in the shoulder and police said they believed he was wounded at the time of the killing.

Mr Christiaan Koekemoer, 69, was found dead in his George home on Sunday by a relative and a neighbour who broke into the house two days after they last saw Mr Koekemoer.

Mr Koekemoer was found in his bedroom. He had been shot twice.

A gun, liquor and meat were missing from the house.

Police said today a firearm had been recovered and a man would appear in court soon.

Bookkeeping and Accounting

A course designed to prepare students from scratch up to level of the Intermediate Accounting Diploma of the Institute of Certified Bookkeepers (ICB).

A knowledge of the syllabus will enable students to keep books up to date for bookkeeping and accounting register of statements.
Salaries: City workers not in the pound seats — survey

By MAGGIE ROWLEY

BLACKS in the Cape Peninsula earn the second lowest salaries out of 12 metropolitan areas in South Africa, a study by the University of South Africa’s Bureau of Market Research shows.

The research into income and expenditure patterns is conducted every five years and the latest figures reflect earnings in 1985.

Areas covered are Johannesburg, the East and West Rand, Pretoria, Maritzburg, Free State Goldfields, Vaal Triangle, Durban, Bloemfontein, Port Elizabeth, Klerksdorp, Kimberley and the Cape Peninsula.

Research director at the bureau, Professor J H Martins, said today the average income in the Peninsula was R1 061, which represented 65 percent of the average income in Soweto. It was second lowest only to Kimberley where blacks earned on average R1 030.

Black men earned an average R4 930 in the Peninsula compared to R6 519 on the East and West Rand, R6 512 in Soweto, R6 177 in the Vaal Triangle. Men earned the least in Kimberley (R4 657), followed by Klerksdorp (R4 732) and Bloemfontein (R4 740).

Black women in the Peninsula were slightly better off comparatively, earning on average R3 145 compared to R4 293 in Soweto, R4 072 in Maritzburg, R4 022 in Durban. They earned the least in Klerksdorp (R2 367), with the Vaal Triangle (R2 305) and Kimberley (R2 470) in second and third places.

At R6 751, average household income among blacks in the Peninsula was the fifth lowest in the seven surveyed. In Soweto it was R8 624, followed by Pretoria (R9 359) and the East and West Rand (R8 625).

INCOMES POOLED

A comparison of the average size of black households shows that the Cape Peninsula with 6,37 persons a household is second only to Klerksdorp which has an average 6,43 people who pool and share their incomes.

The survey among coloured people shows that the average household income was R12 249 in Johannesburg, R10 506 in the Peninsula and R9 627 in Port Elizabeth.

Average income per person, including the unemployed, was 14 percent higher in Johannesburg than Cape Town and 45 percent higher than in Port Elizabeth.

Coloured men and women in jobs earned less on average in Cape Town than in Johannesburg or Durban.

Men earned on average R6 654 in Cape Town compared to R12 412 in Johannesburg and R7 488 in Port Elizabeth while women earned an average of R4 576 compared to Johannesburg (R6 804) and Port Elizabeth (R4 639).

Professor Martins said unemployment among coloureds in the 20 to 64 age group was higher in Johannesburg and Port Elizabeth than in Cape Town where 23 percent of the population was unemployed in 1985.

However, of grave concern was the fact that 38 percent of coloured people aged between 20 and 24 in the Peninsula were economically inactive.

He said due to the recession and an oversupply of black labour in the Peninsula incomes had deteriorated in real terms since 1975. In 1975, the average income of a black household in the Peninsula was R7 291 in real terms while that of coloureds was R10 650.
Pay packets will rise 14 pc

By Michael Chester

Pay packets for the 8 200 000 workers in the private sector will show average 1987 increases of 14 percent, the biggest advance in five years, according to a national poll among employers.

Yet P-E Corporate Services, which conducted the survey, cautioned today that the increases for most workers may still fall to keep pace with an inflation rate, which threatens to stay in orbit at 17 percent or higher.

Miss Naomi Brehm, salary surveys manager, added that benefits of the climb in pay scales would also push breadwinners into higher income tax brackets, which, despite the concessions in the mini-budget, meant steeper tax payments.

"Still, it promises to be the best round of increases since the tail-end of the 1980/81 boom and compares with an average that worked out at no better than 11.1 percent last year as living standards took a beating for the fifth year in succession," she said.

The 1987 rises promise to lift average white wages and salaries by 13.8 percent, and most black pay packets by 14.2 percent.

Stopping poaching

It was predicted that the final range would span from 11.2 percent for artisans in the service industries — such as employees in hotels and transport companies — to 17.9 percent for black hourly-paid mineworkers.

Miss Brehm also forecast far-better-than-average increases for highly-skilled specialists such as computer and financial boffins — "obviously intended as protection against inter-company poaching and to counter the brain drain by offering bigger inducements to stay in the job rather than join the exodus".

The pattern was underlined by the expectation among employers of increases running up to an average of 17.5 percent for specialists in the financial institutions, where shortages in various talents were already acute because of emigration of skilled personnel.

Taking all industrial and business sectors into account, the average pay of specialists looked likely to go up by 14.3 percent — even steeper than the climb for top executives (14.1 percent).

Overall, average increases for monthly-paid general staff will be around 13.1 percent, and pay-levels of hourly-paid non-whites look set to increase by about 14.2 percent.

Sector by sector, taking all employee levels into account, these averages are forecast:

- Agriculture and forestry — 13 percent.
- Mining (gold to coal mines) — 14.2 percent.
- Manufacturers of materials (bricks and cement to plastics and petroleum) — 14.1 percent.
- Construction (house builders to civil engineering) — 14 percent.
- Industrial equipment (steel mills and foundries to electronics) — 15.2 percent.
- Manufacturers of consumer goods (domestic appliances to food and drink) — 13.9 percent.
- Sales and marketing (retailers to wholesalers) — 14.3 percent.
- Service industries (hotels to professional services) — 12.1 percent.
- Financial institutions (banks and building societies to insurance companies) — 14.4 percent.

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A table prepared by PE Corporate Services shows the nosedive in average percentage pay increases that followed the 1980/81 gold boom — and the new upward tilt.
Hefty pay increases ‘will affect all sectors’

JOHANNESBURG. — The fattest pay increases in five years are likely in all sectors and at all levels in the coming year, according to a survey by the remuneration division of P-E Corporate Services.

The survey covers all projected salary and wage increments for 1987 and was conducted among 497 companies with more than 1m employees.

It shows that the overall projected increase for all races and all categories of staff is 14%.

‘Inflation’

This is more than 20% up on last year’s actual increase of 11.1%. It is also the highest projected rise since the tail-end of the mini-boom in 1982 when employees last received increases above 14%.

Manager of P-E’s salary surveys, Naomi Brehm, warns however that, while there is room for cheer, the “frighteningly high inflation rate will offset most of the benefits these increases may bring”.

“Whether spiral in living standards will continue.”

She notes that there are two main factors which have contributed to the higher projections.

“Firstly, a revival of confidence in the economy started filtering through in the fourth quarter of last year.

“In line with this, companies projected higher increases in anticipation of a mini-boom.

“Secondly, the restructuring undertaken by most companies in the past five years because of the recession is now complete and most organizations are now carrying the bare minimum of staff to operate profitably.

“These employees have had to contend with low increases while watching inflation soar to unprecedented heights.

“Employers are now trying to compensate for the ravages of the past by offering higher increases this year”, says Brehm.

The industry sector in line for the highest increases this year is industrial equipment manufacturers and suppliers with an overall projected hike of 15.2% for all categories of staff.

According to P-E, these are the first industries to be affected by an upswing and already there are signs of a revival in anticipation of increased consumer demand.

17.5% increase

The lowest projected increase are for service industries where an overall 12.2% has been predicted. Included here are hotels public relations companies and management consultancies.

Specialist personnel such as data processors and investment analysts in the financial institutions should do well.

According to the survey, these categories stand to enjoy a 17.5% increase in 1987. — Sapa
Progress for blacks in SA wage market

JOHANNESBURG — Black workers have achieved real salary increases of between 20% and 25% since the 1983 recession, because of a strong union structure and less exposure to the taxman, says a major business report.

The result has been a real increase in disposable income for employed blacks, a situation aided by rent boycotts, according to Mr. Mike Perry, MD, of Perry and Associates, in his annual publication, "Early Warning".

By comparison, white salary increases in the period have undoubtedly been ravaged by inflation and the Receiver of Revenue, he says.

The ongoing skills shortage is only one of the factors ensuring black progress in the workplace and the wages front, he says. The most recent report by the SA Institute of Race Relations estimates that SA will need 118,000 new managers by the year 2000, of which only 40,000 are expected to be white.

Pressures from the unions and overseas will further ensure their progress.
Pressure on govt over pay hikes

GERALD REILLY

GOVERNMENT is being pressured into making a pre-election announcement about public sector pay increases.

The Federal Teachers Council had urgent discussions with National Education Minister F W de Klerk in Cape Town yesterday.

It is understood the council stressed widespread dissatisfaction among teachers — because they had not been told the extent of increases and because it was rumoured the increases might not be retrospective to April.

The Federal Council of Sats Trade Unions has reacted angrily to government's refusal to say whether the rises will be backdated.

The anger is shared by members of the Public Servants Association — who also saw their Minister, Myra Schlebusch, earlier this month.

They claim there is no reason why government cannot announce whether the rises will be retrospective.
The Minister of Justice

The Minister of Justice and Attorney General of Canada, on behalf of the Government of Canada, is responsible for the administration of the justice system in Canada. This includes the criminal justice system, the civil justice system, and the regulatory justice system.

In administration of the justice system, the Minister of Justice is responsible for:

- Developing and implementing national justice policies and programs
- Overseeing the budget and financial management of the Department of Justice
- Establishing and maintaining effective working relationships with other federal departments, provincial and territorial governments, and the legal community
- Working with the Attorney General and the Solicitor General to ensure the effective and efficient delivery of justice services

The Minister of Justice also has responsibilities in the areas of:

- Constitution and Courts
- Civil and Administrative Law
- Criminal Law and Procedure
- Indian and Northern Affairs
- Interjurisdictional Relations
- Legal Aid
- Mediation and ADR
- Rules and Procedure
- Victims of Crime

The Minister of Justice interacts with the following stakeholders:

- Federal and provincial governments
- Legal community
- Public sector employees
- Private sector employees
- Members of the public

The Minister of Justice is accountable to Parliament for the administration of justice in Canada.
Railway workers want 15% pay rise

Labour Reporter

THE country's 200,000 railway workers have opened this year's wage bargaining with a demand for a 15-percent increase.

This could add about R450-million to the South African Transport Services' (Sats) wage bill.

Mr Jimmy Zurich, president of the Federal Council of Sats Staff Associations, said today that a letter asking for the increase had been sent to the Minister of Transport, Mr Eli Louw.

The demand is in the same range as the 10 to 15-percent increases for public servants requested by the Public Servants Association.

Mr Zurich said: "We are looking for 15 percent and nothing less. I do not think members will be satisfied with anything less."

R100-MILLION SURPLUS

Latest reports indicate that Sats will end the current financial year with a R100-million surplus as opposed to the R370-million loss in the 1985/86 financial year.

The report by Professor Nic Wichmann on collective bargaining in Sats is one of the victims of the election.

Railmen had been hoping that it would be implemented in time for the wage bargaining.

Professor Wichmann said the report had been given to Mr Louw who had distributed it to interested parties for comment.

However, no action is expected until after the election.
MIR and CWIU to meet over pay strike

A CONCILIATION board is due to meet tomorrow and Thursday for talks between the Chemical Workers' Industrial Union (CWIU) and the Mining and Industrial Rubber Company (MIR) over the week-old wage strike at four MIR plants.

The CWIU said yesterday "minimal progress" was made at the first board meeting on Friday. It is demanding a R1-an-hour across-the-board increase and other improvements in working conditions for the 700 workers on strike.

The union described wage levels at the company as "appalling." It says the minimum is below the household subsistence level and that women earn less than men for equivalent work.

MIR MD Vic Pretorius yesterday questioned the accuracy of some of the union claims but said it was inappropriate to comment before the board completed its work.

Members of the Food and Allied Workers' Union dismissed from Clover-NCD's Maritzburg plant during a strike last June have rejected a management offer to reinstate about a third of them. The workers have demanded the reinstatement of all.
Talks on govt. pay continue

GERALD REILLY

INTENSIVE talks on teachers' pay hikes continued in Cape Town yesterday.

The Federal Teachers' Council is negotiating with National Education Minister F W de Klerk and Education and Culture Minister Piet Claasen for increases unrelated to and greater than those to be granted to other public sector workers.

The discussions will continue today.

It is unlikely, however, that teachers will be given details of the expected increases.

Like the Public Servants' Association, the Sata trade unions and Post Office staff associations, the teachers want their increases backdated to April.

The public sector increases will be given in the June 3 main Budget by Finance Minister Barend du Plooy.

Public Servants' Leagues of SA officials held talks about service disparities for coloureds yesterday with a number of senior government officials.
Council of Mining Unions demanding 20% wage hike

THE Council of Mining Unions (CMU) has tabled its proposals for the 1987 wage negotiations with the Chamber of Mines.

The CMU represents about 24,000, mainly white, mine employees. Most are members of Arrie Paulus's Mineworkers' Union, and the rest belong to seven artisan unions.

A spokesman for the SA Boilermakers' Society — one of the seven — says the main CMU demand is for a 20% wage increase.

It is also proposing an additional day's annual leave for members and higher overtime and standby rates.

The spokesman says the chamber has not yet responded to the proposals but he expects the first meeting to be scheduled for early next month.

In recent years these negotiations have usually reached deadlock. However, settlement has always been reached in conciliation board talks prior to threatened industrial action occurring.

Last year, after a similar opening demand from the CMU, agreement was reached on 14% increases plus the equivalent of another 1% in better fringe benefits.

The National Union of Mineworkers will be formulating its demands to the chamber during its annual congress, which begins in Johannesburg today.
A DISPUTE over the payment of overtime caused a five-and-a-half-hour work stoppage at the Concor Construction plant at Stilfontein this week.

Building Construction and Allied Workers' Union organiser in the Western Transvaal, Adam Matela, said the entire workforce downed tools on Monday, demanding that management pay them for the 20 hours overtime that they had worked.
OK Bazaars is counting the cost of the 10-week strike that affected 120 of its outlets and left it with an increased wage bill of R19-million a year.

OK profits for the year to March 1986 were R25-million. It achieved a 17% increase in earnings for shareholders in the half-year to September 1986.

The increased salaries come into effect in April.

Other costs likely to have been incurred by the strike are expected to bite into profits.

OK's share price has fallen from 2 000c last September to 1 450c.

The 7 120 strikers will need more than a year to make up their lost pay.

Their gains include a R50-a-month increase from April and November and a minimum wage of R400 a month.

Gordon Hood, managing director of the OK Bazaars, says business continued as usual during the strike. Loss of turnover has not been determined, but indications show no large drop in sales.

The Kwa-Mashu store near Durban was closed before Christmas. But it is a small store and the loss was not large.

Catering and Allied Workers Union (CCAWUSA) general secretary Vivien Mtwa says the R100 wage increase is a victory for the union.

"The strike has taught the shop stewards good lessons in leadership. It has brought about unity and strengthened the union."
Equal opportunity in an industry where job reservation still survives

Local corporate giant Barlow Rand is setting out on the road to equal opportunity. Several of the group's 500 companies are ahead of others in this field. Rand Mines is acknowledged as one of the leaders. SHEILA RAYNE reports in part 3 of this series.

Percentage of Workers Responding Favourably to Black Advancement Questionnaire 1984

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* These rates varied as contracts vary.

Source: Rand Mines.

Survey gives findings on equal opportunities

The challenge of effective black advancement has been identified as a priority in terms of the growth and profitability of the Barlow Rand Group. A manpower steering committee was asked to investigate every aspect of black advancement and recommend guidelines for consideration by the group.

An action unit was carried out a survey of the black advancement scene in South Africa, involving a total of 63 companies in South Africa, Namibia and Zimbabwe.

Significant findings included:

- Most companies did not have an explicit black advancement policy, although the majority felt such a policy was necessary.
- In only two companies did a clear statement of intent exist, but its implementation was virtually non-existent.
- Recruitment and selection of candidates were found to be a critical component of a black advancement strategy and one of the most poorly implemented components with "guilt-free" and subjective strategies playing a significant role.
- Although all levels of people interviewed regarded bridging and preliminary training as vital, few companies had bridging programmes.
- Preparation of the environment for black advancement was identified as the most vital aspect but few companies had any formal environment programmes.
- About 58% of all people interviewed said membership was critical to the success of black advancement strategies. However, virtually no manpower training was done.
- Lack of candidate support systems was identified as a serious area of weakness.
- Training and development were also identified as critical components and yet there was very little emphasis on the training of blacks as compared to that of whites.

Based on this research the unit listed critical success factors and defined successful programmes for black advancement. The information has been made available to all Barlow Rand companies.
NUM wants 55% rise

The Argus Correspondent

JOHANNESBURG. — The National Union of Mineworkers (NUM) is to seek a 55-percent wage increase for its 360,000 members this year.

NUM general secretary Mr Cyril Ramaphosa yesterday gave notice of the union demand.

The Chamber of Mines would not comment on the union demand today. “We do not negotiate in public,” spokesman Mr John Imrie said.

The NUM and the Congress of South African Trade Unions (Cosatu) have launched a “living wage” campaign this year.

NUM members’ average pay is R345 a month. Mr Ramaphosa said he believed the mines could afford to pay their workers 55 percent more.
PICK 'n PAY has awarded its workers an across-the-board increase of R100 a month, effective from March 1.

Company spokesman Frans van der Walt said yesterday the increase applied to all employees earning R750 a month or less, and would run for a year.

It has been agreed that May Day and June 16 will be recognised as paid holidays. This is the first such step by a major retailer.

The lowest-paid employee will now earn R490 a month. "This goes a long way to establishing a realistic minimum wage," said Van der Walt.

The Commercial Catering and Allied Workers' Union said the increase was the highest yet awarded in retail history and sets an important precedent.

The union said the increase affected over 13 300 workers. The 25.6% increase boosts average wages to R612 per month.

— Sapa.
A leisurely distance between 45 & 44

Some unusual negotiations are taking place in the metal industry, when unions are asking for more pay, but for fewer hours. DUNCAN INNES reports

A SPATE of major strikes recently, such as the OK strike, indicates black workers are serious about demanding improved living standards. While most protests have been in support of the demand for a living wage, negotiations have recently begun on a separate, yet related issue: the length of the working week.

The Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries is currently discussing union demands that the working week be reduced from 45 to 44 hours. If this demand is met, it is likely to lead to demands for the working week to be reduced, not just in the metal and engineering sector, but throughout industry.

The issue is an important one, partly because it approaches the question of living standards, not from the aspect of the more orthodox demand for higher wages, but from the aspect of winning more leisure time for workers. This implies unions are not simply concerned with winning improvements for their members at work, but are also concerned with struggling more broadly to improve the conditions of their home and social lives.

The other reason this issue is important is because the union has located its demand within the context of trying to do something to tackle unemployment. When management have asked them how they could compensate for the lost hour a week, the union reply has been that they should hire new labour to fill the gap.

Empty stores, deserted fields ... OK workers were serious about improving living standards.

These same arguments — for more leisure time and to help ease unemployment — have been used by workers overseas to win substantial improvements in their hours of work. While the norm for Britain is now a 40-hour working week — well down on South Africa’s 45 hours — in the British engineering industry, workers have won a reduction to 39 hours. In West Germany it is even better, with workers working only 37 hours and currently negotiating to reduce the working week even further.

In South Africa, where there is no real tradition of negotiation around working hours, management have reacted cautiously to union demands. While this is understandable, clearly the issue of working hours is a legitimate area of negotiation: the wage contract includes not just the amount to be paid in money or kind, but also the number of hours to be worked, and the conditions under which that work is to be performed.

One of the major sources of worry for management is that, while workers are demanding fewer hours of work, they reject any compensating reduction in wages. They are also loath to accept any link being forged between reducing working hours but increasing productivity levels. Management would be far more sympathetic to the notion of employees working fewer hours if they knew that, through productivity improvements, employees could get through the equivalent amount of work in less time.

The unions, on the other hand, argue that if they accept either lower wages or demands for productivity increases, then their members are not in fact benefiting from working fewer hours. They are either receiving lower wages or giving more labour in return for the shorter week.

Managements’ reply is that, were they to concede the demand without any compensation from workers, it will lead to an increase in costs. This is true, since the payment of a fixed quantity of rands in return for fewer hours of work means costs increase — though in this case of an hour’s less work in a week the cost increase is small.

Nonetheless, management argue that were they to pass this increase on by raising the price of their products the effect would be inflationary. While this is also true, the union argument is that with profits now recovering, dramatically in some cases, companies can afford to absorb the small increases themselves. Alternatively, management can seek to compensate for the small cost increase by trimming costs in other areas, such as management, marketing, distribution, etc.

While the debate around costs continues, management have also raised the objection that if fewer hours are worked they will not be able to meet deadlines and fulfill orders on time.

The union reply is that management should then turn to the massive army of unemployed or made up the shortfall. If, so the union argument goes, they were to allow productivity improvements in return for working fewer hours, management would have no need to employ sections of the unemployed. If, management respond, the unions were to accept lower wages in return for fewer working hours, management would have more money available to employ more of the unemployed.

A further point raised by managements is that it is not always possible to employ new workers. Perhaps there is a shortage of machinery or physical limitations of space which make increasing the numbers of workers impossible. In that case, the unions, their members might be willing to work overtime to help make up the difference. In this context overtime could be of benefit to both workers and management: workers would get extra pay for the overtime and management would gain flexibility by being able to say precisely how many hours’ work was required.

The debate around the nitty gritty of implementing a reduced working week is clearly of great importance, as is the issue of what costs are involved and who should bear them. But as these debates progresses it is equally important that the broader issues are not lost sight of.

While black industrial workers are often regarded as an elite among South Africa’s black work force — their wages are substantially better than those of agricultural workers and the demands they make are far closer than those of mineworkers — their lot is not an enviable one.

In the context of the working day, the shocking transport facilities available to most workers means their leisure time is limited. Studies have shown, for instance, that black workers spend on average twice as much time commuting two to four hours travelling to and from work. Allowing two hours for travel, a white worker’s day may be broken down as follows: commuting time: 2 hours; working time: 9 hours; sleeping time: 8 hours; total: 19 hours.

This leaves a mere five hours for eating, dressing, washing, cleaning, child care and leisure. If four hours is allowed for commuting, this leaves only three hours for these activities.

These facts alone suggest not only that unions are quite right to be raising the issue of reduced working hours, but also that on humanitarian grounds management needs to look sympathetically at this issue.
Wage negotiation proposal for Sats

The wage increases of rail workers could soon be determined independently of those awarded to the rest of the public sector.

The federal council of Sats trade unions yesterday accepted a proposal that an autonomous labour council be established as a new bargaining forum for wages and service conditions. Transport Minister Eli Louw is to be asked to implement the council as soon as possible.

Until now railway unions have had to accept the same pay deal as the rest of the public sector.

Recommendations that a labour council be established for Sats workers were made by a committee headed by labour expert Nic Wismann.

The council would consist of representatives of the 11 unions and of Sats management, and would have powers similar to those granted industrial councils.

If the recommendation is accepted the council would have final authority to determine the extent of pay hikes, and improvements in other service conditions, without reference to the Transport Minister.
Discrimination and segregation are evil.

"One man's meat is another man's poison."

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Building for Tomorrow

ACEI Squares Up to Task
Mobil wages increase by 28%

Mobil Oil and the Chemical Workers' Industrial Union (CWIU) have concluded a wage agreement which will raise the minimum wage at the company's marketing subsidiary by R710 a month.

The CWIU describes the settlement as a "positive step" towards the goal of a living wage. It provides for a R155 across-the-board increase and formally covers about 235 CWIU members in the Transvaal and eastern Cape.
Determined workers at the CCAWUA official building in the central business district. By Len Masako

CWAUWA set to take on NEILS

From the National Union of General Workers (Trade Unions) in the Philippines, the CCAWUA (Workers of the Philippines) is facing a strike from Wednesday. They are demanding better wages, working conditions, and an end to the militarization of the workplace. The workers say they are being denied their basic rights and freedoms.

A Tea Party

For the parents of detainees

The event will be held at 2 pm and is open to the public. More details will be announced soon. 

Support Committee
Masco

By Len

US oil company gives pay rise

The United States

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SOWAN, Thursday, March 10, 1987

© 1987 The United States
More unions take on management

ABOUT 700 Chemical Workers’ Industrial Union members yesterday called off their dispute at four Mining and Industrial Rubber plants after their union and management reached a settlement.

In terms of the wage agreement, CWIU members will receive pay rises ranging from 31 percent to 54 percent (women workers), and June 16 and May 1 as paid holidays.

Bottom-grade employees will receive backdated increases of R80 a month effective from January and R34 in July. Women workers will have their pay improved 54 percent, that is R107 a month in January and R54 in July.

The future of pension funds contributed by Coca-Cola workers will be the main subject at a meeting between Coke management and employees’ representatives to be held in Johannesburg today.

The talks will revolve around the pull-out by Coca-Cola Export Corporation from South Africa as well as the future of employees in the new company, Amalgamated Beverage Industries.

Unions to be represented at today’s talks include the Food Beverage Workers’ Union, Food and Allied Workers’ Union and the SA and Allied Workers’ Union.

Dozens of Flather Bright Steel workers have demanded plant-level wage negotiations between management and workers’ representatives.

The workers, members of the United Min-

By LEN MASEKO

ing, Metal and Allied Workers of SA (Ummawusa) demand an across-the-board wage increase of R1.90 an hour and a minimum rate of R3.50 an hour.

An Ummawusa spokesman said management at the company’s Brakpan plant was refusing to negotiate with the union, saying the workers’ wage demands should be tabled at the metal industry’s industrial council.

Ummawusa is not represented in the industrial council.

Flather Bright workers also demand recognition of June 16 and May 1 as paid holidays and a 40-hour week.

The company’s managing director, Mr E Barry, yesterday confirmed the dispute, but would not comment further.
A scientific programme helps Mobil ensure fair deal for all

Building for Tomorrow

Mobil Oil has tackled its management development programme as scientifically as if it were planning a new oil refinery. Companies about to embark on equal job opportunity programmes would do well to emulate this approach. SHERYL RAINIE looks at the Mobil story in the final article in the "Building for Tomorrow" series.

MOBIL MODEL FOR EQUAL OPPORTUNITY

Mobil’s management development programme is closely monitored by a review board headed by the company’s chairman. Mentorship and sponsorship are key components of the programme which aims to promote upward mobility for existing staff and new entrants to the company. Mobil ensures that line management is responsible for the programme with staff support.

Mobil has its own culture and to advance, employees must be assimilated into the corporation. It is a high-tech business which strives for excellence. Standards are high and discipline a priority. Neither standards nor discipline can be diluted due to the potentially dangerous products Mobil handles. Training and management standards are important and there is enormous investment in training.

"There is no quick fix. Our objective is to ensure that there is an adequate supply of suitable competent candidates and representatives of all South African population groups to meet the needs of the company," says Mr Palmer.

"We have set realistic targets in conjunction with the managers who must meet them in the various departments."

Mobil believes that the keys to success include line management acceptance and implementation of the management development programme and constant monitoring by the company’s review board which is made up of the chairman, two deputy chairmen and Mr Palmer.

While the emphasis may be on getting black people into the company there is no neglect of other groups.

- Effects of education and socialisation on cognitive development.
- People are innately identical but their educational, social and cultural experiences make them what they are.
- Conflict between cultural values and the Western business value system:

"There is a powerful example of what I’m talking about. Mobil was involved in building a refinery in Saudi Arabia. Safety is very important in such operations and the company erected safety signs. The next thing we knew we had a strike on our hands. Workers said safety was Allah’s business and had nothing to do with Mobil Oil. What we had was a severe clash of values. This example points to a lot of other areas where values clash.

"We need to identify where these clashes take place and adapt the organisation to allow people to develop what will become South African norms.

"If businesses don’t do that and if they prescribe just Western norms, they cannot survive. These norms have to evolve with all cultures contributing."

- Socialisation of employees within the company:
- Employees develop in line positions and there is no diminishing of jobs to accommodate trainees.
- Training is scientific, structured and full training-needs analysis is done for every individual.

"There is no quick fix."

Theory is taught in such a way that it is integrated into performance on the job.

"This is time-consuming but it works," says Mr Palmer.

The company devotes considerable time, effort and application of the most advanced learning methods to develop an employee’s ability to think.

"Through detailed assessments and interviews we can identify cognitive deficiencies, get the employee to recognise them and improve."

Strict objectives are set by and for trainees who continue learning on the job. There is considerable emphasis on formal mentorship, feedback and rewarding the success of trainees as well as mentors.

Another vital element in Mobil’s total approach is a data bank of more than 450 identified potential achievers within the organisation. Their details are recorded on computer, possible career paths plotted and training strategies mapped with consultation.

"Roughly one third of these achievers are not white. There is no appointment made in Mobil today that does not come through this system and it ensures that no one is overlooked."
Seven fired on the eve of talks

SEVEN Commercial Catering and Allied Workers Union members have been fired from the Maponya Discount Supermarket in Soweto on the eve of mediation talks between the parties.

Mediation talks on the month-old wage dispute will be held on Saturday.

The dismissed workers include a shop steward.

The action angered Cawusa officials who yesterday accused the supermarket of "union-bashing".

The union said it would protect its members to the best of its ability.

Some of those dismissed are shop stewards Phellie Mbele, Margaret Magoro, Johanna Masebu, Jimmy Chauke and Samson Letsokgotlha.

Several attempts to contact owner Mr Richard Maponya or his wife, Marina, failed.

Cawusa declared a dispute on February 18 after the supermarket made a final offer of R45 across-the-board wage increases against the union's demand of R120.

This is the first time Cawusa has been involved in wage negotiations with a business in the townships.
5 sacked over wage complaint

FIVE Kagiso workers this week said they were fired from a Krugersdorp steel company a week after Industrial Council officials had visited their company to investigate their complaints about low wages.

But, before they were fired on March 13, five other women were dismissed a day earlier with a promise that they would be recalled "if production increased".

This was despite the fact that retrenched "coloured" workers at the company were hired on the day of their dismissal to replace them.

A personnel officer at Trintor Industries in Boltonia in Krugersdorp, Mrs E Detsikis, yesterday denied the 10 women were dismissed because they had complained to the Industrial Council, or that coloured workers were hired to replace them.

She said there was no work for them at the company as demand had dropped.

The workers, Johanna Moralo, Betty Eland, Margaret Senosi, Johanna Madabalothe and Johanna Sengwana said they were dismissed on the first Friday (March 13) that they were paid the R103 weekly wage determined by the Industrial Council officials.

They complained to the council on December 9 after learning that they were not going to be paid a bonus. When employed on August 14 they had been promised R75 a week but were given R63 with a promise to upgrade their wages.

The other five, Ivonne Diale, Gloria Monametsi, Berthesella Mokgothu, Elizabeth Mogatwe and Caroline Monagae said they were dismissed on March 12 and told work at the company was "slow".

We were told that we did not work hard when we are too many, but did very well when few," said one of the women.

They intended complaining to the Industrial Council and metal unions.

THE Minister of Constitutional Development and Planning, Mr Chris Heunis, has come under fire from the Transvaal Rural Action Committee and the Brits Action Committee.

because of "poor health conditions" and because upgrading would cost more than relocation.

"A few residents of Oukasie might not be prepared to relocate voluntarily," he said. "If they refused to move, they made this quite clear when over 2,000 affidavits were collected in a period of five hours on November 22, last year."
Cosatu steps up living-wage campaign

Own Correspondent

Johannesburg. — The Congress of South African Trade Unions (Cosatu) last week stepped up its "living wage" campaign by publishing a special edition of Cosatu News focusing on the issue.

The demands are for a living wage, a 48-hour week, May Day, June 16 and Sharpeville Day as paid holidays, no PAYE deductions, at least six months' maternity leave, decent housing near work, an end to the hostel system and decent education and training.

The living wage demand is intended as a challenge to the capitalist system. It is saying: "Can capitalism provide for a decent standard of living for black workers?"

The newspaper criticizes the concentration of wealth and power in the hands of a few large corporations and reiterates the view that unions need to organize along similar lines so as to counter it. It uses the threats of action against Anglo-linked companies during the Okahandja strike as an example.
PW's disc no hit with Maitland packers

By CHRIS GUTUZA

President P W Botha's election song may be enjoying 'hit single' status, but the Maitland workers who packed it are no 'gold' in their working conditions.

Several workers are unhappy because they complain their working conditions keep them at a disadvantage, especially over pay.

Though the packers did not work overtime on the single, several want to be paid on an hourly basis because they say they are losing money they would have earned for normal working hours and overtime.

'We are being paid by the quantity of material labelled, folded, inserted or sealed,' they say.

'When we work overtime our rates do not increase. The same happens when we work on certain Saturdays.'

'Said another worker. 'Things would be different if we belonged to a union. I receive my wages in a plastic bag with a strip that doesn't even signature who I work for. A small amount is deducted, I think it's 10 per cent.'

'Another sore point is that we have to start working as soon as we arrive at work, even if we are early, although our working hours are from eight to five.'

Penalised

Another said they were penalised and had to stay home for up to two weeks if they refused to work overtime or arrived late.

'When there's a slack period workers have to work overtime each day and we are not paid for that period. If you work on a job at a rate of R1.60 for 1000 copies and you do not handle more than that amount for the day, R1.60 is all you earn for that day,' she said.

'The general manager of the mailing service, who refused to give his name, said he would not comment on anything before he had written proof that his staff would benefit from the project.

He claimed to have made a tape recording of the conversation with the reporter and produced a cassette played as alleged proof. He then grabbed the reporter's ear to his eyes and said, 'What do you expect to get for this story?'

The reporter then left.

It is reported that the election project cost the National Party more than R350,000 for the 400,000 copies of the single which will be distributed to white voters.

The workers responsible for the wrap-around with the title 'Why you should vote NP will not feature in the election' nor will they be represented.

(News by Chris Gutuza of SW News).
Living wage campaign launched

COSATU is to launch its national 'Living Wage' campaign on March 29. The campaign will be one of Cosatu's key programmes this year.

Affiliates have been asked to set up 'Living Wage' committees which will be co-ordinated by regional committees.

Cosatu has described the campaign as "the biggest challenge to the bosses and their profit-making system".

"It will also strengthen Cosatu in its bid to unionise unorganised workers, build links with other progressive bodies and fight poverty," Cosatu said in a letter. - Staff reporter.
Soweto launch set to highlight Cosatu campaign

By SANDILE MEMILA

THOUSANDS of workers are expected at Soweto's Jabulani Amphitheatre on Sunday for the national launch of the Congress of SA Trade Union's "living wage" campaign. The campaign's highlight will be the Soweto event, starting at 10am.
The campaign tops Cosatu's agenda this year, said secretary-general Jay Naidoo.

A number of regional congresses will also be held countrywide this weekend after permission to hold mass rallies was refused by the authorities a week ago.

Sunday's launch was postponed after the refusal and some affiliates needed more time to make preparations, said Naidoo.

The 250 000-strong union has taken legal action in a bid to challenge the State's refusal to allow it to hold mass rallies, said Naidoo.

According to Naidoo, a blanket ban has been placed on Cosatu rallies in Northern, Natal. Other areas affected are the Eastern Cape and the Highveld.

The national campaign will focus on demands for:
- A living wage.
- A 40-hour week without loss of pay.
- No PAYE deductions.
- Recognition of March 21, 16 June and May 1 as public holidays.
- At least six months maternity leave for women.
- An end to the migrant labour and hostels system.
- Decent housing near places of employment.
- Decent education and training for unskilled workers.

Naidoo said the campaign would also focus on the plight of the unemployed.

The unemployed must be drawn into our ranks because they have been abused by the system and have been recruited to participate in the vigilante phenomenon," said Naidoo.

He said this was Cosatu's most important campaign because thousands of workers had lost their jobs and workers' wage have fallen as a result of inflation.

"Over 182 000 jobs have been lost since 1982," said Naidoo.

Living wage campaign

HISTORY will repeat itself this weekend in the Eastern Cape. On Sunday, the East Cape branch of Cosatu is to start gearing towards the national living wage campaign scheduled to start next month.

In February 1957, the South African Congress of Trade Unions, now operating from outside SA, embarked on a minimum living wage campaign for workers.

About 300 delegates and thousands of workers are expected to attend the East Cape congress to launch the living wage campaign.

It will start at 10pm and the programme includes:
- A Cosatu executive council decision on the format of the campaign.
- Demands to be made during the campaign.
- How women relate to the demands in the campaign.
- All 15 Cosatu affiliates in the Eastern Cape will attend.
- And for the first time in the workers' struggle, organisations outside Cosatu have been invited to attend the congress.

Community-based organisations such as the Port Elizabeth Black Civic Organisation, PE Women's Organisation, PE Youth Congress and others have been invited.

Cosatu's Eastern Cape chairman, Thembenkosile Mdlupi, said Cosatu had invited all anti-apartheid forces to come together to plan the campaign for a living wage, so all workers would be able to pay rent, educate their children and buy food.

"Cosatu is the only structure still operating under the emergency and people should help it to work towards its freedom goal," said Mdlupi.
Casual workers, exploited

By Moira Evey

Casual Workers, Exploited

ATTALANTIS
Cape talks on Cosatu campaign

Labour Reporter

THE national living-wage campaign started by the Congress of South African Trade Unions will be discussed at a meeting of the federation’s Western Cape region on Sunday.

The campaign arose from rising retrenchments and a drop in real wages caused by high inflation, said Cosatu general secretary Mr Jay Naidoo.

“It is clear that employers, particularly the big monopolies, are in a position to pay the increases demanded by workers,” he said.

Campaign demands are for companies to open their books to unions to prove they are unable to meet wage demands and for the working week to be reduced to 40 hours to prevent the retrenchment of workers.

PAID HOLIDAYS

Other demands are that March 21 (Sharpeville Day), May 1 and June 16 be recognised as paid public holidays, that six months’ maternity leave be given to women workers and that employers cease PAYE deductions from wages.

“We have never been consulted about PAYE,” said Mr Naidoo.

The meeting will be at the Kismet Cinema, Athlone, starting at 10am.
Paying the 'hamburger-per-day' rate

By PHILIP VAN NIEKERK

STARVATION wages,inhuman treatment of workers and large-scale rip-offs of state incentives at Botshabelo's decentralised industrial centre were charged this week by a British academic—whose sources were the Botshabelo employers themselves.

University of Warwick researcher Billy Cobham interviewed employers in the area last month.

In a paper based on his research, he describes conditions in Botshabelo as "the most horrendous and inhuman exploitation".

There are about 50 foreign and locally-owned factories in the area, of whom Cobham surveyed a quarter. The majority of foreign factories are Taiwanese, but there are also some local-owned firms.

Wages range from R43 a month to R120 a month, with the majority in the R60s, or R2 a day, range. Cobham points out that a hamburger at a cafe 100 meters from the industrial area costs more than R2.

The state pays 95 percent of the workers' wages up to R100 a month as an incentive to decentralise.

Cobham says employers often claim to have more workers than they actually employ in order to be paid out for the non-existent workers. These are sometimes discrepancies between the amount claimed and the amount actually paid to the workers.

"Given the fact that employers only pay five percent of most of the wages, why don't they pay the workers at least the full allowance provided for by the union?"

"A reason given to me by one source was disarmingly simple—if you actually paid the workers the full state allowance, there would be no margin left to make illegal claims."

What the workers of Botshabelo earn is almost enough to buy a hamburger a day

The factories are of a standard design, with high security fencing and guarded gates.

There are few canteens or rest-rooms, and no shade for workers during lunch-time inside the factory premises. "The only shade generally provided for was for the businessmen's cars," says Cobham.

He describes the production process as "excessively boring. In one factory, there were rows and rows of women seated with sewing machines—some 248 in all—and there was a very large fan. The fan, however, was pointed at the manager's desk only—the desk itself being elevated so that he could survey all his employees from behind as they worked facing the other direction."

"Workers often work a basic 50-hour week with no overtime, a common practice is to pay the pay of workers who spend "too long" in the toilets, and there are often no penalties, sick pay, maternity benefits or paid holidays.

"One could go on listing abuse after abuse that is heaped on these workers," says Cobham. "The fact is that Botshabelo is explored very simply but sickeningly, as one manager explained to me, about once every two to 10 days, one of the women on the production line faints or collapses from hunger while working.

"The workers try to hide the facts and claim that they are ill so that they will not lose their jobs.

"The hunger of the workers is also noticeable by drops in production after the lunch break—much more often than not consisting of either plain brown bread or potatoes."

About 93 percent of the workers included in the survey were women.

Apart from cheating on the wages, Cobham cites two other scams widely practised. One is known as "loading the quote" on the cost of erecting, such as refining a factory, which the state pays for.

The factory and, say, an electric retail concern strike an informal arrangement in which the contractor overprices the work and allocates too much to the trade to submit quotes slightly above the figure.

"The cheapest quote is then accepted by the state, and the surplus is divided between the businessman and the contractor. The state agencies are failing to state the accuracy of the quotes themselves, although there are signs that they are deliberately jumping up."

"The other scam is getting subsidised loans for equipment at the decentralisation point."

"In one instance, a clothing manufacturer moved to Botshabelo and obtained a loan for (say) R100 000 worth of sewing machines and other equipment. They installed, however, second-hand equipment worth (say) R150 000, thus leaving R250 000 worth of cheap capital to be passed back to the holding company."

Cobham says it is clear that the decentralisation policy is being seen as "purchasing a golden opportunity for weak and near-defunct companies."

"We feel we are doing the best for our people,"—a company which was paying R15 a week.

"Told them to f... off"—three respondents.

The bizarre nature of the last answer, as Cobham points out, is that the only union known to be operating in the area is a "somewhat obscure outfit called Team Mates".

Cobham says the Team Mates has met with Chief Minister Kenneth Mopeli of Qwa Qwa who has agreed they should be the trade union for the "homeland."

RAVAN PRESS
Cosatu sets down its demands

Labour Reporter

THE Congress of South African Trade Unions (Cosatu) has set down demands in the Western Cape launching of its living wage campaign.

They include:
- A living wage for all;
- Six months' paid maternity leave;
- A 40-hour working week;
- That employers stop deducting taxes from wages;
- No "Bantu" education; and
- No sex discrimination in wages.

These demands have been backed by community groups, including the United Democratic Front.

The commitment to worker leadership was made by a speaker from the South African Youth Congress.

This organisation was formed in Cape Town over the weekend as a structure combining all UDF-affiliated youth congresses and is the UDF's largest affiliate.
Salaries of top executives rise

From MAGNUS HEYSTEK

JOHANNESBURG. — After a period of nearly five years during which remuneration showed a marked decline in real terms, salaries of chief executives are now once again on the move and closing the gap with inflation.

According to the latest survey on executive remuneration recently completed by PE Corporate Services, companies have indicated that they will increase executive salaries this year on average by more than 14 percent.

"We are still getting poorer — though now at a slower pace," says Miss Naomi Brehm, who headed the survey.

For long-suffering executives, who witnessed a steady erosion of their purchasing power from 1982 to 1985, this is still good news. It is also a reflection of increased profitability in the corporate sector which now enables large companies to start passing down these benefits.

An analysis of actual increases in average basic salaries from July last year to the end of last month, show that financial, manufacturing and data processing executives were granted the highest increases at 11.5 percent, 11.0 percent and 11.1 percent respectively.

Lower down the list were personnel executives (plus 9.3 percent), marketing executives (plus 6.2 percent) and chief executives (plus 6.1 percent).

While the average basic salaries in the 11 classes of executive categories surveyed increased by 7.2 percent in the nine-month period to end March this year, the average total cost of employment showed a higher increase, namely 7.9 percent.

This reflects the current concern with improving the aftertax effectiveness of top executive's packages through the introduction of non-cash benefits, says Miss Brehm.

The assistant chief executive received the lowest increase of all executives if the total cost of employment is used (6 percent), followed by the sales executive (6.1 percent). Once again the financial executive received the highest increase in the total cost of employment (12 percent), followed by the manufacturing executive (10.5 percent).

An analysis of the cumulative salary increases since July 1979 makes for interesting reading.

Starting from that time and placing salary increases and the increases in the consumer price index (CPI) on the same scale starting with 100, it shows that executives were well ahead of the increase in the CPI until July 1984.

From that time on, the CPI started showing larger annual increases with the CPI index now standing at 281.1 (July 1979 — 100) and salaries on 269.8.
Union wins increase

THE Chemical Workers Industrial Union (CWIU) and Caltex Oil have reached a settlement on wages and conditions of employment for workers in the Transvaal region, a union statement said yesterday.

The statement said workers are to receive an "across-the-board increase" of R155 per month, with effect from yesterday, bringing the minimum wage to R735 per month.

May 1st and June 16th will be additional paid public holidays. Shift allowances, long service awards, compassionate leave, have all been improved, the statement said.
Dispatch Reporter
EAST LONDON — Wage negotiations between the management of Radue Roller Mill and the South African Allied Workers' Union (Saawu) yesterday resulted in management offering a 25 per cent increase, back dated from January 1 this year, to its workers.

The night shift workers of Radue Roller Mill, who downed tools after a report-back meeting on wages and working conditions last Wednesday, returned to work on Friday pending the outcome of the negotiations.

The workers also want to negotiate a 15 per cent back dated increase and a 10 per cent increase in July.

Saawu's branch secretary, Mr Boyce Melitafa, criticised working and safety conditions.

He said, the workers were not made aware of the sick leave procedure, and were not being paid a night shift allowance.

Workers complained that 12 hour shifts were too strenuous.

Mr Melitafa said that the lowest paid worker was getting only R58 a week.

The union claimed the demand of workers was a minimum of R2,60 an hour. The management agreed to normalise the minimum items provided by law but the workers were adamant, he added.

The managing director of Radue Roller Mill, Mr Bev Radue, said that efforts had been made for better working conditions, "such as a clinic". Mr Radue also said that management had been working on these improvements "months ago".
Pay restraint unfair, says PFP

The Argus Correspondent
DURBAN. — The Public Servants Association's rejection of private sector calls for salary restraints on the public service was supported by the PFP today.

Progressive Federal Party finance spokesman Mr Harry Schwarz said it was unfair to expect restraints to be applied to one sector only.

He was commenting on calculations made by the Central Statistical Services which showed that a third of the coming Budget would be spent on paying the 400 000 Government workers and on the rejection of pay restraint.

Mr Schwarz said the real problem lay with the National Party Government.

"There is too much red tape and therefore too many civil servants. "What is needed is deregulation and privatisation to get rid of red tape and reduce the number of civil servants."

Mr Schwarz said deregulation and privatisation were used as "magic words" by the Government but nothing was being done to implement them.

He pointed out that President P W Botha, when he became Prime Minister, had promised to rationalise the civil service. Instead it had continued to grow...

(Report by B Cameron, 85-Field Street, Durban.)
PRETORIA. — About one-sixth of the budget will go to pay more than 400,000 central-government workers.

The budget will be presented to Parliament on June 3 by Minister of Finance Mr Barend du Plessis.

Calculations based on the latest Central Statistical Services figures show that the total payroll in the 1986/87 financial year amounted to about R3.3 billion.

When the expected salary rises of 12% are added, the total could exceed R6 billion.

However, the total public-sector wage and salary bill for the 1987/88 financial year — including SATS, post office and provincial workers, taking into account the likely 12% pay rise — will exceed R14 billion.

The 96,000 post office workers will earn more than R1.3 billion, the 210,000 SATS workers nearly R3 billion and the 265,000 provincial workers about R8.4 billion.

President P W Botha has assured public-sector workers they will hear about their increases at the “earliest possible time”. This is likely to be in the June 3 budget.

The fact that the extent of the increases and the date of implementation are likely to be made known only after the May 6 elections indicates, according to senior government workers, that the increases may be effective only from July 1.

Peanuts and monkeys

The Public Servants’ Association (PSA) yesterday strongly rejected calls from the private sector for salary restraints in the public sector.

An editorial in the Public Servant slates the Afrikaanse Handelsinstituut (AHI) for suggesting to Mr Du Plessis that as salary increases in the service would be inflationary they should be kept below 10%.

Assocom is criticized for advising Mr Du Plessis not to announce increases in his mini-budget on February 9. The PSA says a well-paid public service is necessary if public administration is to be efficient and competent.

“Let’s face it — if you pay peanuts, you get monkeys.” It is stressed the PSA did not call for increases to match the inflation rate, but for pay rises of between 12 and 15%.

However, the association warns there would have to be a rethink on the percentage if there were to be a delay beyond April 1 in paying the increases. Reserve Bank Governor Dr Gerhard de Rokk also advised government to set an example to the rest of the economy by granting only moderate rises to its workers.

The PSA says that if the AHI and Assocom want salary increases to lag behind the inflation rate, they should advise their members accordingly. What was grossly unfair was vast salary increases in the private sector funded by price rises.
EAST LONDON — News reports from South Africa indicate that the South African Workers Union will likely see a two-week stoppage as a result of a wage dispute.

Mr. Botha, the head of the SAWU, said that a meeting scheduled for today has been postponed due to negotiations. Workers have returned to their duties, pending the outcome of today's meeting.
Teachers to ask for 20% pay rise

MR Franklin Soss will head a delegation of teachers to the Minister of National Education, Mr F W de Klerk, on Thursday to discuss teachers' salaries.

In March, the Union of Teachers Associations of South Africa asked Mr Carter Ebrahim, Minister of Education and Culture in the House of Representatives, for a 20-per-cent increase for teachers.

Mr Ebrahim replied that education was a "general affair" and referred the request to Mr de Klerk, union secretary Mr George Strauss, said.

Other members of the delegation are Mr Strauss, Mr Austen Green-Thompson, Mr Doring Matsepe, Mr Randall van den Heever, Mr Lionel Koorns and Mr C Twynham.
The Food and Allied Workers' Union (Fawu) was involved in a dispute over recognition at the SAB management at the Chander plant in Kendepora, protesting against the recognition and agreement with the company. The Union won an Industrial Court in Johannesburg yesterday. The Court ordered the management to recognize the Union at the Chander plant. The secretary of the Union, Mr. Leonard Shikeliw, said, "It's a good victory, but we expect more from the company."
Wages are ‘inhuman and unjust’

AVERAGE wages for full-time domestic workers range from R149 a month for those employed by urban English-speakers to a low of R59 in rural Afrikaans-speaking areas, a nationwide poll has found.

The poll was conducted by the Markinor group in 800 white households in February.

They found that the average monthly income of full-time domestics had increased from R52 to R98 in the past few years.

The minimum wage demanded by the South African Domestic Workers Association (Sadwa) is R150 a month for semi-skilled workers and R200 per month for semi-skilled workers and skilled workers.

Since 1982, there has been a decrease in employment of full-time domestic staff (from 41 percent to 37 percent) and a switch to part-time staff (up from 40 percent to 47 percent), the poll found.

The average monthly income of domestic servants was higher in the cities than in rural areas.

The poll showed the average income for domestic workers in Cape Town was R80, compared with R110 in the Transvaal, R50 in the Eastern Cape and R100 in Natal.

English-speaking employers were more generous than Afrikaans speakers.

Mrs Florrie de Villiers, secretary of Sadwa, said the wages were “inhuman and unjust”.

“Employers don’t see their workers as human beings who have families to support.”

She said that some members reported that their employers’ children were given R100 pocket money a month.

“Yet these same people expect their workers to feed their families on the same money.”

Because domestic workers were excluded from the Labour Relations Act, there were no legal measures regulating wages, working conditions, leave, sick pay or unemployment insurance.

“If most employers were faced with the hardships their employees face, they wouldn’t be able to survive. They could never face the challenges their workers face,” Mrs de Villiers said.
MONTHLY salaries of more than 500 employees of the Thokoza Town Council on the East Rand will be reduced by as much as half at the end of this month.

This follows a directive issued by the constitutional committee of the Transvaal Provincial Administration which claims that the employees were earning “high” salaries which were not approved by the Government.

The salaries were increased by between R200 and R800 a month last September.

By MZIKAYISE EDOM

Early this year the TPA indicated that these increases would be nullified and be restructured again.

The acting mayor of Thokoza, Mr. Jacob Sekete, yesterday confirmed that salaries will be slashed at the end of this month. He said the TPA had notified the council that the increases were “abnormal and unofficial”.

He added: “The increases will be restructured again. I cannot say when this will happen.”

A delegation representing the workers yesterday morning met council officials to discuss the matter. The meeting ended in a deadlock.

A spokesman for the workers said they intended applying to court next week to stop the council from reducing their salaries. “We also intend taking the matter to the industrial court if our salaries are reduced,” he added.
More working part-time but...

Domestic pay rates doubled

Own Correspondent

CAPE TOWN — Wages for full-time domestic workers range from R149 a month for those employed by urban English-speakers down to R59 in rural Afrikaans-speaking areas, a nationwide poll has found.

The Markinor poll covered 800 white households in February and found the average monthly income of full-time domestics had increased from R52 to R58 in the past few years.

More part-timers

The minimum wage demanded by the South African Domestic Workers' Association (Sadwa) is R150 a month for semi-skilled workers and R200 per month for skilled workers.

Since 1982 there has been a decrease in employment of full-time domestic staff (41 percent to 37 percent) and a switch to part-time staff (40 percent to 47 percent), the poll found.

The average income of domestics was higher in cities.

The poll showed the average income for domestic workers in Cape Town was R80, in the Transvaal R110, in the Eastern Cape R60 and in Natal R100. English-speakers were more generous than Afrikaans-speakers.

Mrs Florrie de Villiers, secretary of Sadwa, said the wages were inhuman and unjust: "Employers don't see their workers as human beings who have families to support."

She said some employers' children were given R100 pocket money a month "yet these same people expect their workers to feed their families on the same money".

Because domestic workers were excluded from the Labour Relations Act there were no legal measures regulating wages, working conditions, leave, sick pay or unemployment insurance.

"If most employers were faced with the hardships their employees face they wouldn't be able to survive. They could never face the challenges their workers face," Mrs de Villiers said.
50% more.

The counterpoint to this view is that the costs of production, particularly the cost of housing, have also increased significantly. This has led to a decrease in the purchasing power of the workers, making it difficult for them to afford basic needs such as food, clothing, and shelter.

Emergency measures have been taken by the government to address this issue, including increases in welfare benefits and subsidies for essential goods. However, these measures have not been sufficient to meet the needs of the workers, who are still struggling to make ends meet.

Education and training programs have been implemented to provide workers with the skills they need to secure better jobs. However, these programs are not reaching all workers, particularly those in low-income areas.

The situation is exacerbated by the fact that many workers are employed in precarious jobs with low wages and little job security. This makes it difficult for them to save money and plan for the future.

The workers' struggle for a living wage is not just a matter of economics. It is a question of dignity and respect. Workers should be valued for the work they do, and their contributions to society should be recognized.

BY MOWRY LEVY
Fawu resumes wage talks

THE Food and Allied Workers Union (FAWU) will this week resume mediation talks with the management of the two factories where its 400 workers are demanding wages of R3 an hour. Last month the workers, employed by African Products at Milnerton and Bellville, went on strike in support of their demand. Management's offer was R2.78 an hour. They returned to work a day after a court interdict prohibited them to picket. A spokesman for FAWU said the talks would be held in Johannesburg.
More controversy over RSCs

Scraping of transport levy under attack

ANOTHER hot potato has been thrown up by the highly criticised regional services councils (RSCs).

It concerns the existing transport services levies employers have to pay which will be abolished when the RSC levies come into operation from July.

Organised commerce is incensed by a Department of Transport suggestion that employers should increase wages and salaries when the transport subsidies are stopped to enable employees to pay their own commuter transport costs.

Cape Town's Chamber of Commerce has condemned the suggestion as being fraught with practical problems, noting also that it would drive up the cost of remuneration without resulting in corresponding increases in productivity and that it would be highly inflationary.

Chamber director Alan Lighton said: "To suggest that the responsibility for the cost of transport subsidisation be shifted to employers upon the abolition of the transport services levies would mean that government would be reneging on its prior commitment to relieve the business community of this burden."

He said the logical conclusion of any such shift would be that the tax base on which the RSC payroll tax would be increased, resulting in employers being taxed more heavily than before.

The existing transport subsidies were also based on actual distances travelled. If employers were required to increase wages in proportion to travelling costs, the resultant differences in remuneration levels would undoubtedly lead to dissatisfaction, Lighton said.

Pay offer puny Mawu

THE Metal and Allied Workers' Union (Mawu) yesterday criticised the Steel and Engineering Industries Federation of SA (Seifsa) after the third round of Tuesday of the 1987 wage negotiations.

The talks affected more than 340 000 employees and 8 000 companies.

Mawu described Seifsa's wage increase offer (11% to 15%) as meagre. It said wage increases had been 7% to 8% below the inflation rate for many years. It said the metal industry could afford to pay a living wage.

Mawu said all union parties to the council had rejected the latest Seifsa offer.

Seifsa director Sam van Coller said the organisation would not comment on negotiations while they were in progress, although Seifsa might wish to clarify aspects which it felt were not accurately represented.

AIRLINE MOVEMENTS
Pay for rail strikers ruled out

JOHANNESBURG — Striking South African Transport Services (Sats) workers will not be paid, the Minister of Transport Affairs, Mr. Eil Louw, said yesterday.

Mr Louw said he had come to Johannesburg to acquaint himself with the situation and to have talks with representatives of Blatu, the black trade union recognised by Sats, but they had apparently been unaware of his visit and left early for the long weekend.

Mr Louw said “workers (on strike) will definitely not be paid for the time they did not work. That is not negotiable”.

He said he did not think any workers would be dismissed this weekend “but from Tuesday I don’t guarantee anything”.

A wave of arson attacks on trains in the PWV area has caused havoc on the commuter routes.

A total of 59 coaches have been burnt in four days of arson and unrest on the railways.

A Futeco spokesman reported that the company had put 75 buses withdrawn during the December boycott back on the roads but was still unable to cope with the increased demand.

Meanwhile, a spokesman for the SA Railway and Harbour Workers Union (Sarwhu), which called the strike, said the month-old railway strike had spread to other parts of the country and now involved over 20,000 workers.

The Post and Telecommunications Workers Association announced that its striking members would meet after the weekend to discuss rolling “their” two-week-old stoppage into depots beyond the Witwatersrand. — Sapa
A NASTY SHOCK FOR WORKERS

By DAN DHLAMINI

THOUSANDS of non-classified labourers working for government institutions throughout the country stand to lose long-service benefits as they are regarded as temporary employees, despite the number of years they have worked.

This came to light during an interview with the Department of National Health and Population Development's personnel officer, J Scharferter. The interview follows a complaint by workers at Potchefstroom's Witrand Care and Rehabilitation Centre, after receiving notices informing them that they were temporary workers.

Some of the workers claim that they have worked for more than 15 years at the mental institutions and that they were under the impression that they were employed permanently and therefore qualified for the government's housing loan. Witrand's superintendent, Dr DJ Burger, refused to talk to the Press, saying it was an "internal affair" and referred us to Pretoria.

Scharferter said notices were sent to hospitals and relevant institutions throughout the country, informing them that according to the Public Services Act, No 111 of 1984, all non-classified workers were on a temporary basis and that the department could terminate, or that the workers could be made to terminate their duties within 24 hours. The notice surfaced in February at Witrand.

Kalie de Haas Hospital superintendent Dr Daw Kruger said he received a similar notice from Hospital Services, which outlined the conditions of employment for temporary workers.

Kruger, however, said he issued the notices to prospective employees and that it was very rare that an employee with more than 10 years' service would still be regarded as a temporary worker.

Workers at Kalie de Haas Hospital said they had not as yet received the notices, but expressed shock when they learnt that their services could be terminated within 24 hours. The notice surfaced in February at Witrand.

Kalie de Haas Hospital superintendent Dr Daw Kruger said he received a similar notice from Hospital Services, which outlined the conditions of employment for temporary workers.

Kruger, however, said he issued the notices to prospective employees and that it was very rare that an employee with more than 10 years' service would still be regarded as a temporary worker.
700 workers fired in EL says union
Call for more wage negotiations

Dispatch Reporter

EAST LONDON — A claim that more than 700 black workers were recently dismissed from a major fruit canning factory here and were being replaced by local coloured workers has been made by the National Union of Food Workers (NUFW).

Comment could not be obtained from the factory’s management.

The NUFW has demanded that all 700 workers “locked out” of Langeberg Co-op be reinstated and paid for all the days they were “locked out” and that wage negotiations be continued.

The claims by the NUFW could not be confirmed because management at the co-operative were not available for comment.

However, in a written statement, the general secretary of the NUFW, Mr L Mati, said the workers were “locked out” following a wage dispute with the co-op.

He said the management “lock-out” action was contrary to the provisions of the Labour Relations Act.

He said the workers were not satisfied by the wage they were offered by the company, which was R69 for 46 hours.

“The workers were demanding a living wage plus a shift allowance of 18 per cent from the company.

“The workers demand was for R73 for 45 hours,” Mr Mati said.

“As the workers were locked out”, the remaining workers demanded the workers back and for the wage negotiations to proceed.

“The company is busy employing the coloureds, who number more than 700, to replace the workers to create conflict between the two,” Mr Mati said.

He said the union phoned the general secretary of the Food and Allied Workers Union (FAWU), Mr Jan Theron, concerning the coloured operators from Mossel Bay who were replacing some operators who have also been “locked out”.

“As a trade union, FAWU has no right to send workers to Langeberg while other workers have a genuine demand for work,” Mr Mati said.

He said NUFW was not against the employment of the coloureds in the company, but the workers must first be reinstated and be paid for all the days they had been “locked out”. Then wage negotiations must proceed.

Mr Mati said the deadlock between the NUFW and the Langeberg management began on the 28 March 1987 as a result of a breakdown in wage negotiations.

He said that on April 9, NUFW gave management 24 hours to reconsider their decision to dismiss the workers. However there was no response from management, Mr Mati said.
Teachers’ pay to rise soon, says union

Education Reporter

TEACHERS will get a pay rise in June according to the Union of Teachers Associations of South Africa.

The union met Mr F W de Klerk, the Minister of National Education, last Thursday to discuss teachers’ salaries.

Union president Mr Franklin Som said today an announcement on salaries would be made during the main Budget in June.

"BIG GAP"

He said: “We have every reason to believe that our hard work will result in a favourable announcement, particularly in respect of the lower-qualified teachers.”

Teachers had not received a pay rise this year and the position had become “undesirable”, he said. There was “an inordinate gap” between teachers with lower qualifications and the rest.

Inflation was causing a marked decline in the standard of living of teachers, Mr Som added. Comparisons with salaries paid in the private sector were becoming unfavourable.
Wage talks victory for CWIU

THE Chemical Workers Industrial Union (CWIU), in its latest wage negotiations with Rubber Products and Mouldings which was finalised recently, won a R20 across the board wage increase for its members.

Minimum wages increased from R85 to R105. In last year’s wage talks, CWIU secured a 15% wage increase.

In this year’s talks, the union also won six paid working days off for shop steward training, an hour reduction of the working week, and a R2 service bonus. This is the first time the factory workers have been paid a service bonus.

According to union organisers Joseph Williams and Martin Jansen, since its merger with the Plastics and Allied Workers Union, CWIU has “taken off” in the Western Cape.

Spread operations

The union has grown from a signed-up membership of 400 before the merger to a total of 2,000.

Since last September’s merger, CWIU has spread its operations, organising throughout the Cape, and as far as Mossel Bay.

In what was described as a rare achievement, the union won holidays on both May Day and June 16.

And for the first time workers at the plant will have two days paternity leave, an increase to 15 days sick leave and an increased working week of forty-five hours.

Jansen and Williams told SOUTH the CWIU’s wage negotiations this year fell within Cosatu’s “living wage” campaign.

During wage negotiations at Rubber Products and Mouldings last year, when talks were reaching a deadlock, the workers decided to march through the factory and sing during the negotiations.

The sound of 100 workers singing while negotiations proceeded in an adjacent room “tipped the balance”, organisers said.

Sacked ticket collector reinstated

By MOIRA INGLES

THE South African Railway and Harbour Workers Union (SARHWU) has won a reinstatement for one of its members. Mr Charles John Michaels, a ticket collector, was told last week he could return to work.

Michaels was demoted in August last year for arriving at work one hour late. When he appealed against his demotion, he was immediately sacked, Michaels told SOUTH.

“When I was demoted my salary dropped from R720 to R380 a month. When I appealed I was sent a letter terminating my employment.” Michaels was not given notice.

After appeals from the union and its Ticket Collectors’ Committee, Michaels was told he was to be reinstated.

A union organiser, Mr Neil Alperstein, said it was significant that the ticket collectors had taken up the unfair dismissal of their colleague. He also said the union noted that the SATS general manager had revoked the dismissal, overturning the regional manager’s decision.
Mwasa rejects pay increase as inadequate

CAPE TOWN — The Media Workers' Association of South Africa (Mwasa) has declared a dispute in its pay negotiations with the Allied Publishing Company (APC).

A union spokesman, Mr P. Grobler, said Mwasa rejected Allied's proposed increases for this year.

Allied had offered the lowest paid workers an increase of 17.5 per cent.

He said the union had proposed that vendors, who earned R60 a week, should have their salaries increased to R108 a week.

The Allied managing director, Mr J.C. Mould, said: "Our offer is graded between 15 and 20 per cent — the highest increases going to the lowest-paid workers.

"We will give vendors an increase of 20 per cent now and a further 11.1 per cent in October. We have guaranteed a minimum wage of R100 a week, plus commission, by the end of 1987. — Sapa."
CP Reporter

TWENTY-three thousand miners at the Johannesburg Consolidated Investment-owned Randfontein Estates and Western Areas mines have been on strike since Wednesday night in protest against the company’s retrenchment program which will affect at least 2,310 miners.

The situation at both mines has been described as quiet but tense.

National Union of Mineworkers assistant-secretary Marcel Golding said the entire black work force at both mines was involved in the work stoppage because JCI’s action “was a clear demonstration that it put profits before workers”.

“Attempts at negotiation with JCI management proved futile as they remained intransigent in regard to retrenchment and the strike is likely to go on today,” he said.

JCI spokesman JJ Nel said the strike — which was “illegal” — was in connection with the retrenchment program which had been under discussion with NUM officials since August last year.

Nel said phase one of the retrenchment program has already been implemented and 367 workers at Randfontein and 1,453 at Westonaria had been retrenched.

Nel said the retrenchments became necessary after the introduction of load haul dumpers which scoop up broken rock underground at the two mines.

“It allows for the most efficient recovery of the product in terms of the grade of the ore mined,” said Nel.
Factories 'cans' 700 workers

More than 700 workers have been dismissed from a major fruit canning factory in East London following a wage dispute.

The workers, who were locked out of Langeberg factory and dismissed on April 7, have accused the company of using coloureds to replace them.

Langeberg management said certain differences had arisen between themselves and the National Union of Food Workers over wages and conditions of employment, but accused workers of disrupting production.

"Although considerable progress was being made towards an amicable settlement, the workforce repeatedly disturbed production by various means, including go-slow action and intentional neglect of duty.

"Management on a number of occasions pointed out to the NUFW and the workforce that such actions were illegal.

"Unfortunately, management’s efforts in this direction were largely ignored – particularly by the day shift. This resulted in the dismissal of this shift on April 7,” the statement said.

The NUFW has accused the Western Cape branch of the Food and Allied Workers' Union – a rival union – of sending scab labour to replace the dismissed workers.

FAWU general-secretary Jan Theron said these allegations were “completely untrue.”

“Our union is completely against workers scabbing against others,” he said.
Sacked Sats workers press for negotiations

THE MAJORITY of the striking Sats workers dismissed last week had resolved they would not apply for re-employment but would rather continue pressing for the right to negotiate over their grievances, a spokesman for the South African Railways and Harbours Workers' Union (Sarhwu) said yesterday.

This was the outcome of a series of meetings held by the workers over the weekend and yesterday, he said.

Yesterday Sats said that, although hundreds of unemployed people had streamed to its recruitment offices, it would employ only very few "for a week or two" to allow the dismissed workers the first option of applying for available positions.

A Sats spokesman said few strikers had applied for re-employment yesterday. He believed they were waiting until tomorrow when the process of dismissal and the collection of wages owing would be largely completed. He put the total number dismissed at 16 200.

The Natal regional executive of the Black Trade Union of Sats (BItu), which offered to mediate just before the dismissals, yesterday issued a statement "clarifying its position" on the strike.

It condemned last week's police shootings when six strikers died and called on Blatu's national leadership to make a "generous donation to the families of the deceased".

However, it criticised Sarhwu for conducting the strike ineptly and for reneging on agreements reached in talks between leaders of the two organisations.
15 pc State pay hike seen

By MAGGIE ROWLEY

Salaries of public servants will rise by an average 15 percent this year, the Bureau for Economic Research at Stellenbosch University forecasts.

General public service salary increases are expected to be about 10 percent. However, taking into account annual pay increases and the possibility of higher increases for teachers, the bureau projects that the average remuneration for civil servants will rise by 15 percent.

The bureau forecasts that the 1987-88 Budget, scheduled to be presented by Finance Minister Barend du Plessis early in June, will also encourage positive economic growth by:

- Raising the Government's consumption expenditure in real terms. Growth of 2.8 percent is projected for this component of the GDP. Real investment spending of general Government bodies is projected to rise by about 6 percent, reflecting increased spending on township development and black housing projects in particular.

- Moderate tax relief, specifically in the form of lower personal income tax rates. Married couples can expect further relief in terms of lower joint taxation, and savers should be rewarded by further reductions in the taxation of interest income.
Labour costs up 136% 

Own Correspondent

JOHANNESBURG. — Total labour costs in the metal and engineering industries have risen by 136% since 1980, according to newly-published government figures.

And it is unskilled workers who are pushing up costs more than their skilled colleagues.

The figures, which do not take account of inflation, use 1980 labour costs as a base of 100. They show overall actual costs in February reached 226, compared with 205 in February last year.

The greatest increase since 1980 has been among low-skilled workers and labourers, whose labour costs rose to 270 in February. Higher-skilled operators, at 185, had the lowest growth, while journeymen's actual labour costs stood at 203.
Natal colliery to sack 315 workers

Own Correspondent

DURBAN — Another Northern Natal colliery is to cut its labour force, because of a reduction in the coal-burning rate at an Escom power station and oversupply on the world coal market.

The Kilbarchan Colliery near Newcastle is to reduce its workforce by 315. Utrecht's Welgedacht Colliery dismissed 400 workers last month.

The 315 to be dismissed include officials, artisans and miners.
**Businessmen can’t avoid politics**

SOUTH AFRICAN politics and economics are now so entwined that it is “virtually impossible” for prominent businessmen to express views on economic policy without saying something about political or constitutional development at the same time, Reserve Bank Governor Dr Gerhard de Kock says in the latest edition of Leadership.

Following hard on the heels of the Chris Ball row, De Kock says in the lengthy magazine interview that he believes in the right of businessmen to dissent politically and publicly.

However, he adds a qualification that business leaders in responsible positions with a high profile must of course be careful in what they say or do — simply because they are what they are.

“... But businessmen have a duty to inform government about how they feel.”

The country has been given “a breathing space” as far as international investor perceptions are concerned.

“The danger, however, is that we won’t use this breathing space,” De Kock said.

**Anglo Dutch in R9m deal**

ANGLO DUTCH has been awarded the largest office furniture contract ever awarded in SA. The contract, worth about R9m, is for desks and storage at Standard Bank's new administration building in Johannesburg.

Manufacturing for the contract is due to start in May, with delivery beginning in August.

Anglo Dutch has landed many major contracts recently, including Mobil, Woolworths, Sasol, BMW, Saambou, Norwich Union, the NPS computer centre, Liberty Life and Sage Insurance.

It says it redeveloped its already successful Terminal 700k desk system to complement Standard’s space-planning concept, and also designed a new storage system, solving intricate filing requirements with fewer components.

MD Ivan Weltman is confident his passive Tulisa Park manufacturing plant can produce the combined requirements of these clients and still run below total capacity.

With the recent addition of new production lines, automated machinery and factory construction, Anglo Dutch is capable of producing R9bn of furniture in one working year, he says.

**Extent of pay hikes a secret**

PRETORIA — Government is keeping the extent of public sector pay hikes a close secret until after May 6 — and with good reason, political observers say.

The increase is unlikely to be more than 12% — it could be less — and it is unlikely to be backdated to April 1.

If this were announced before the elections, the NP could lose significant support to the right.

There are more than 400,000 whites working for central government, Sats and the Post Office. Add their families, and the total amounts to a vital voting block of more than a million voters.

Post Office staff associations were informed earlier this week that the salary issue was being considered and that the “necessary announcement will be made in the various budgets”.

Meanwhile, Artisan Staff Association secretary Willie van der Merwe says the Federal Council of Sats Trade Unions is still waiting for an interview with Transport Minister Eli Louw.

“We seem to have reached a stage where our 15% wage claim is being negotiated through the post. This is unacceptable. We want a face-to-face meeting with the Minister before the official pay announcement is made,” he says.
Public servants go for increased perks

Pretoria Correspondent

Public servants are demanding improved housing subsidies and a better pension scheme as well as 12 to 15 percent more pay.

During wage negotiations with the Minister in the Office of the State President, Mr Alwyn Schlebusch, in Pretoria this week the Public Servants' Association (PSA) also discussed the adjustment of public servants' housing subsidies. Under the existing scheme there is a ceiling of R50 000.

The executive manager of the PSA, Mr Hans Olivier, said yesterday it was unrealistic to allocate a uniform subsidy.

"We are campaigning for a subsidy differentiated on the basis of seniority," he said.

MEMORANDUM TO MINISTER

The pension scheme was another cause for major dissatisfaction. Mr Olivier said the PSA had already submitted a memorandum to the Minister of National Health, Mr Willie van Niekerk.

The scheme requires all public servants retiring after June 1955 to work up to the age of 65, while the PSA wants to see a uniform retirement age of 60. They also want the pension allotted to widows raised from 50 percent to 75 percent.

"As in the case of wages, the pension scheme should be adjusted regularly to adapt to the cost of living," Mr Olivier said.

In another major development the PSA said they would demand even higher wage increases — 15 to 18 percent — if the initial demand was not backdated to April 1.

During discussions with Minister Schlebusch in January, the PSA set a target of 12 to 15 percent to be implemented by May 1 but it has since emerged that the Government could delay the announcement of the increase until June.
Sustained growth depends on... ‘Higher real wages, lower tax’

By AUDREY D’ANGELO
Financial Editor

HIGHER average pay rises and lower taxation are necessary “for the economy to embark on a path of sustained growth”, Old Mutual chief economist Rob Lee says in the April issue of his Economic Monitor.

Pointing out that any revival in real private consumption expenditure (PCE) depends on an improvement in real wage increases, Lee says nominal wage increases are improving in most sectors of the economy.

But real wages are not picking up in all sectors.

“The coming round of public-sector wage adjustments and a continuation of the improvement in company earnings will be crucial factors in sustaining this improving trend.”

Discussing the importance of savings to fund economic growth, Lee says SA has a high average gross savings rate. But this figure includes provisions for depreciation.

If this is excluded, the ratio of net savings, needed to finance net new fixed investment, is worse than at any time since the consolidation period after World War II, with a sharp fall in personal and government savings.

SA now has the lowest rate of personal savings out of a list of eight countries. It has 3.9% compared with 15.5% in Japan, 14.8% in Australia, 14.4% in Canada, 13.2% in France, 12.7% in West Germany, 11.3% in Britain and 5.7% in the US.

“Although a high personal savings ratio is not a complete safeguard against a potential shortfall of national savings, all countries with a satisfactory overall savings record have a strong personal savings performance.”

“Without some improvement in our net savings performance or a drastic change in the attitude of foreign bankers and investors, the scope for the economy to embark on a path of sustained growth, of which net new fixed investment is the real engine, is severely limited.”

Lee says the drop in personal savings matches the dramatic rise in individual taxation.

“The average direct tax burden on household income rose from 6.6% in 1980 to 12% in 1998.”

“GST was introduced in 1978 at a level of 4% and has since rapidly escalated to 15% with some exemptions.”

Reduction in tax burden

“The propensity to save fell sharply in this time and now the personal savings ratio is fluctuating between the range of 1% and 5%.”

Urging a reduction in the tax burden on individuals, Lee says the authorities have acknowledged this need, but last year’s budget and February’s mini-budget at most achieved a halt in the trend to increase it.

He also calls for a reduction in the public sector’s share of the economy.

“If this occurs any cut in direct taxes on individuals will eventually result in escalating taxes on the corporate sector, thus depressing the key contribution that corporate savings have made in recent years.”

Urging “reduced disincentives for saving”, he says the current tax system is “highly unfavourable to savings, since interest income is taxed at marginal rates”.

Other moves he suggests are adherence to the principle of matching current government revenue to current government spending, and a return to a positive level of real interest rates.
Wage-earners' plight steadily deteriorating

WAGE-EARNERS suffering the ravages of inflation experienced one of their biggest setbacks during 1986.

This was said by the UCT's SA Labour & Development Research Unit (Saldu), in its latest survey on wage and salary trends.

Saldu said the battle to keep pace with rising living costs was lost in 1980 and had steadily worsened with 1986 being the worst year in at least a decade.

Studies showed the plight of wage earners deteriorated last year.

Wage boards and industrial councils failed to take inflation into account when setting minimum wages, an omission for which there was no excuse, it said.

An analysis of wage rates granted to hourly paid labourers showed that the median wage had never dropped as much as it had in 1986.

It declined by almost 17% for wage determinations and 7% for industrial council agreements.

For artisans, the deterioration has been more dramatic, with median wage rates falling by 81% since 1976, and 16% in 1976.

Wage rates for artisans subject to industrial council agreements had fallen 12% since 1976, and remained relatively constant last year.

Saldu said the apparently generous wage increases the National Union of Mineworkers obtained last year — after five months of negotiation — had merely kept pace with inflation rather than increasing it in real terms.

The increases granted by the industry ranged from 19.5% to 22.5% for underground workers, and from 20.5% to 23.5% for surface workers.

Saldu said that, taking inflation into account, only the lowest-paid categories — from one to four in the case of surface workers — could be said to have made any real gain in a year, and that was only about 1%.

The real wages of all other categories remained almost static, except for the most highly-paid categories, where the improvement amounted to 1%.
Dear Sir,

What is a real living wage?

Yours sincerely,

[Signature]
ONE contribution which the labour movement's ideals have made to South Africa which can't be quantified through statistics is in helping to break down the barriers between people set up by Government policy.

The barriers which it rejects and is dedicated to overcoming because they run counter to worker interests are those commonly associated with apartheid — separation of races, segregated residential areas, discriminatory education and restrictions on freedom of movement — and those common to many societies, such as sex discrimination and male domination.

In the workplace, nearly all working women come up against three major problem areas, the general ones of race and class and particular problems occasioned by gender such as sexual harassment from both co-workers and supervisors, wage discrimination and special health risks.

At home it's often worse: they may be single mothers with children, sole wage earners in a family where the man is unemployed, fighting to keep the family together and yet up against all the ingrained attitudes of mon to women.

One notable feature of the recent strike at Firestone by about 55 women electronics workers was the general, but unexpected, support they say they received from their men.

They had been dismissed after a two-week strike.

Many commented on male attitudes towards their struggle.

"When I told my husband what had happened and why we were on strike he was with me all the way," said Eleanor Truter who has four children and an unemployed husband.

"When management threatened to fire us if we didn't go back he said we would be fools if we did it."

Brenda Visagie has had 16 years in the electronics industry, her husband is unemployed after 15 years as a truck driver and she has three children.

"At first my husband didn't understand," she said.

"But then I explained to him that our problems were because our parents hadn't stood up for their rights. They had lived with low wages and poor working conditions and this had pressed down on us."

"Then he agreed that we were both in it together.

"And he could see that we were both in the fight for a better future for ourselves, our children and everybody."

Virginia Charles echoed her views.
Taxes, inflation likely to erode 16 pc pay hike

By TOM HOOD, Business Editor

PAY packets are likely to grow fatter by 16 percent this year, forecasts Volkskas.

But after higher direct taxes and inflation, what’s left will buy about 1 percent less the average pay packet bought in 1986, the bank calculates.

And if it is any consolation, the deterioration is not as bad as last year’s, when the individual’s buying power dropped by just over 4 percent in spite of earnings growing by 13.3 percent.

To maintain current living standards, individuals must either dip into any savings they have or borrow more.

The bank estimates personal consumption expenditure will rise 17 percent to R38,1-billion and exceed personal disposable income of R36,43-billion.

“It is all too clear that unless current income increases by more than 15 percent, more tax concessions are granted, the inflation rate is lower than 16 percent and consumers take up considerably more credit and continue to draw on their savings, real private consumption expenditure will only be able to increase by a mere 1 percent this year,” says the bank’s latest Economic Spotlight.

This implies that there also cannot be a sharp rise in the total real gross domestic expenditure.

Add to this, says Volkskas, the possibility of lower real exports this year than in 1986 and it should be clear that a modest growth rate is to be expected.

“We also expect that the real gross domestic product will rise this year by 2 to 2.5 percent, given the weaker performance of agriculture and provided there are no unexpected shocks.”

The bank calculates remuneration of employees will rise by 16 percent to R31,3-billion this year after a 13.3 percent hike last year to R70,1-billion.

Income from property will increase only 10 percent to R16,3-billion after a 17.7 percent jump last year to R14,6-billion.

Direct taxes will take R12,2-billion, up 15 percent on last year’s R10,6-billion haul.

After allowing for inflation, personal disposable income will drop by 0.9 percent to R34,12-billion this year from R34,446-billion last year, which showed a 4.1 percent drop, reports Volkskas.
Strikers will wait for reply to demands

Labour Reporter

STRIKERS at Republican News Agency, a major distributor of magazines and periodicals in the Western Cape, say they will not go back to work until the company's head office has replied to their demands.

The strike started on Monday morning over wage demands.

Workers said labourers were earning R49 and drivers R79 a week. They wanted about double that for a living wage.

A spokesman for the Paper, Wood and Allied Workers Union said "a couple" of the workers were union members before the strike.

DISCUSSIONS

"We have now signed up about 99 percent of them," she said.

Discussions were held with management yesterday and a list of demands put forward.

Mr Josias Visagie, branch manager, said the workers' grievances had been sent to Johannesburg and he was awaiting a reply.

He said: "I don't think they will go back to work until then. In the meantime we are using casual labour and distribution will not be affected."
Dispatch Reporter

EAST LONDON — Several workers dismissed by the municipality yesterday have long service records and are worried about losing their pensions.

Mr Alison Nduna, a father of seven children who lives in Cambridge location, said he was due to go on pension in October this year.

"I'm worried about this because I had hoped to go off nicely on pension," Mr Nduna said.

Mr W. Mangele, of NU3 in Mdantane, said he had worked for the municipality for 30 years and that he was concerned because he was also due to go on pension.

Mr B. Manyambya said he was supposed to retire after 26 years service, while another dismissed worker, Mr N. Msele, said he had given 24 years service.

Another dismissed worker, Mr L. Fodo, was also scheduled to retire next February.

The acting mayor, Mr Robert de Lange, refused to comment on the matter, but a senior councillor, Mr Donald Card, said the council would obviously not like to lose the services of men of such long standing — and that a full report on the matter would be sought.

"I have not been informed of the matter, but obviously employer-worker relationships in this time of crucial importance to a major employer such as the municipality.

"Be that as it may, I believe council will have to get a detailed report on this matter and will have to assess the situation as well as investigate whether all the correct industrial relations procedures had been followed."

The councillor with the environment and culture portfolio under which the cleansing department falls, Mr Patrick Kay, was in Transkei yesterday and could not be reached for comment.

Tracing the events which led to the men being dismissed, the director of personnel and management, Mr Leon Deetlefs, said the workers had first complained about a supervisor in 1985.

"They were asked to lodge their complaint with the head of the department and that an inquiry would be held. An inquiry was held and it was found that the supervisor had not done anything wrong. Allegations could not be proved.

"Then about a week before the general election, they staged a sit-in and our inquiries revealed that they had eight other minor grievances which were subsequently resolved.

"We suggested that they go back to work as the strike was illegal. We asked them to follow the procedure and to choose representatives for us to negotiate with, which they subsequently did.

"The representatives were then interviewed by the director of culture and environment, Mr Albert Janse, and a member of my department and they were told to lodge a formal letter of complaint. A formal hearing would then be held.

"They then staged another sit-in and said they were not prepared to make any statements and asked that the supervisor be dismissed. We pointed out that we could not dismiss the supervisor without a formal hearing, but the workers did not accept that.

"They were then given formal written warnings about the sit-ins and later engaged in another sit-in today. We gave them 30 minutes to return to work and negotiated again with their representatives. The 120 who did not want to work gathered on the premises and collected another 80 workers who were not involved in the matter.

"These 80 workers have been given warn-ings and told to return to work tomorrow and we asked the rest to leave the premises and to collect their pay, which they refused to do."

Mr Deetlefs emphasised at all times they had complied with the Labour Relations Act and had insisted on the correct procedure being followed. The Department of Manpower had also been kept informed about the matter.

Mr Deetlefs dismissed speculation in radio reports that the municipality had considered calling in the South African Defence Force to help out with the refuse collection.

"We've never considered or discussed that," he said.
Maponya signs wage agreement

The Commercial and Catering Workers' Union yesterday signed a wage agreement with Maponya Stores in Soweto.

The owner of Maponya Stores, Mr Richard Maponya, agreed to an across-the-board increase of R90 a month effective from May 1 for Ccawusa members employed by him in Soweto.

Strike

The agreement came after negotiations between the union and Mr Maponya ended following the workers' demands of R110 across-the-board increase.

On March 1, Maponya's employees went on a strike which ended after two weeks when Mr

Maponya entered into talks with Ccawusa.

The agreement means that workers' salaries have increased from about R285 to R320 a month on average.

The present rise is effective until December this year.

Ccawusa organiser Mr Elias Selala said the agreement was a breakthrough for the union and heralded a new era in negotiating with business owners in the black townships.

- Early this year Ccawusa scored a victory after a strike by more than 10 000 of its members ended with the OK Bazaars agreeing to a wage increase demand.
NATIONAL Council of Trade Unions (Nactu) affiliates will be looking for wage increases of about 20 percent this year, according to the federation's general secretary.

Nactu is second only to the Congress of South African Trade Unions in membership, was formed from a combination of the Council of Unions of South Africa (Cusa) and the Azanian Confederation of Trade Unions (Azactu), and is expanding in the Western Cape where it has several active affiliates.

General secretary Piroslaw Cama made his estimate of workers' expectations in a recent interview with a leading industrial relations consultant.

Cama said wage settlements this year would depend "entirely on the industry, but I don't think employers will get away with anything less than 15 percent. Our objective is to average 20 percent."

On the living wage issue, Cama said the unions did not believe in producing an exact figure because that enabled employers to say they were either above the living wage and therefore didn't have to take bargaining seriously, or were below it and couldn't afford to meet it.

"Instead, we provide our member unions with a range within which to negotiate."

"This range will depend on the industry. For example, in the chemical industry we insist that the minimum of the range is R3.00 an hour; in the food industry somewhere between R1.50 and R2.50 an hour and in the construction industry somewhere between R2.00 and R3.00 an hour," he said.

There was no scientific way of determining either the living wage or the market rate for the job, said Cama.

"We take account of a whole range of figures produced on the so-called minimum living level."

"We also look at the CPI and inflation and we take account of the wage gap between skilled artisans and the lowest level worker."

"Considering the latter, the gap in South Africa ranges between 1.7 and 1.2. Our objective is to reduce that to 1.3."

"In addition we see job evaluation as a form of management control and justification of the gap between skilled and unskilled workers."

Taking account of these factors, Nactu would tend to go for rand across-the-board increases with a view to beating inflation and the wage gap, said Cama.

On wage strike patterns for the year, he thought there would be fewer strikes, but longer and better planned.
NUM rejects offer

JOHANNESBURG — The National Union of Mineworkers (NUM) has rejected an offer by the Chamber of Mines of increases ranging from 12 to 16.9 per cent as “ridiculously low” and claimed the chamber was turning the annual pay talks, which began on Friday, into a “circus”.

In a statement, the NUM’s assistant general secretary, Mr Marcel Golding, also warned that continued “attacks on the NUM and Cosatu could lead to a collapse of the country’s industrial relations system in the mining industry”.

“The union argued that the chamber had made record profits over the last two years and that the gold price was significantly high, which made it possible for them to meet the union’s demand of between 40 and 50 per cent,” Mr Golding said.

The meeting was adjourned and the union will meeting the chamber again today. — Sapa
The five pressing issues

Overall strategies needed

Unfair practices add to labour unrest

Management and manpower
12.5% pay hike for SA's civil servants

By ANTHONY JOHNSON
Political Correspondent

Civil servants will get a 12.5% pay hike from July 1.

The general increase — announced simultaneously by a number of government departments last night — applies to the public service, the teaching profession, tertiary and parastatal institutions, SATS and Post Office personnel.

Civil and military pensions are also set to rise from June 1. Civil pensions will increase by 1% for each year after retirement with a minimum of 10% and a maximum of 20% calculated as at May 31 this year, while military pensions will go up by 10% in all cases.

Reacting to the salary increases, PFP finance spokesman Mr. Harry Schwarz said that if the government was serious about fighting inflation, it could not increase civil service salaries by more than 10%.

He also warned that taxpayers would have to pay increased taxes to cover the cost of the increases. Announcing the salary hikes last night, government ministers also indicated that further increases could be in the pipeline later this year.

'Sympathetic and positive'

Mr. Alwyn Schlebusch, Minister in the State President's Office, entrusted with Administration, said in a statement that earlier this year President P W Botha had announced that "the need and representations for a general salary adjustment in the public sector had been thoroughly taken note of".

"He emphasized that the government was sympathetic and positive towards the merits of the representations, but had to postpone a decision until the budget for 1987/88 was compiled."

The Minister of Transport Affairs, Mr Elie Louw, said that SATS personnel had in the past made "exceptional efforts to increase productivity".

Sapa reports that the Opposition's chief spokesman on finance, Mr. Casper Uys, said last night the increases "do not keep pace with the inflation rate".

"The position of pensioners who retired less than 13 years ago is now even weaker. All employees and pensioners have, in real terms, been even more impoverished. This is because of the government's weak economic management and its increasingly socialist policy directions."
**Workers protest**

MEMBERS of the Food and Allied Workers' Union employed at the Rosslyn plant of the South African Breweries are up in arms against the newly introduced working system which is meant to operate 24 hours a day and seven days a week.

The system was introduced by the company recently "to step up its production and ensure that the short supply of liquor apparently being experienced does not recur."

A spokesman for the shop stewards committee told the *Sowetan* yesterday that workers viewed the new system as part of conditions of employment and wanted the matter to be discussed at Fawu's national level.

Workers have complained that the continuous shift will be strenuous and interfere with their personal lives," the spokesman said.

In letters from the SAB to the families of Fawu members the company states: "Your breadwinner through his union has informed us that he refused to work continuous shifts and therefore we regret to inform you that by doing so he is breaking his employment contract."
Public service pay rises under fire

The increases given to public servants came under fire yesterday from a wide range of organizations representing teachers and civil servants, as well as from the Official Opposition in the House of Assembly.

The Transvaal Teachers’ Association (TTA) stated the government’s general pay rise as “a total embarrassment.”

TTA chairman Professor H O Maree said in a statement in Pretoria: “Each facet of it creates the impression of ineptitude and controversy.”

The association’s executive committee is to meet urgently to discuss the matter, with a view to taking further action and agreed with the Federal Teachers’ Council that strong action was called for.

Meanwhile a Public Servants’ Association (PSA) spokesman confirmed in Pretoria that PSA directors would meet at 5pm today to discuss the “unsuitable” and “disappointing” increase. A decision will also be taken to decide the course of action.

But the Federated Chamber of Industries (FCI) said the salary increases were in line with prevailing increases in industry. It said they indicate an awareness by the State not to generate inflationary pressures.

Mr Malcolm Domingo, national chairman of the Public Servants’ League (PSL), said the league accepted the increase with reservation as the salaries of public servants were still not market-related and the increase did not bring them into line with the private sector.

The PSL expected an increase of between 15 and 18% to combat inflation and also expected the increase to be retroactive from April 1 and effective from July 1.

The PSL accepted with gratitude the fact that some money had been set aside for job differentiation increases which should bring relief to public servants later this year.

“I would like to stress that a 12.5% increase has undoubtedly not brought the public servants’ salaries in line with the private sector. The public servants’ salaries are not market-related,” Mr Domingo said.

The Official Opposition in the House of Assembly regards the increases as insufficient as they did not keep pace with the rate of inflation.

Mr Caspar Uys, said pensioners who retired less than 12 years ago were now worse off than at the time of retirement. In real terms all salary earners and pensioners had become poorer, he said.

Mr Uys attributed the whole situation affecting salaries to poor economic management, inadequate control of inflation and the “increasingly socialistic policies” of the government.

Dr Colin Cameron, chairman of the Federation of Recognized Staff Associations in the public sector, expressed disappointment with the adjustments.

He had figures which showed that employees in the private sector were receiving more than 12.5%. This would weaken the bargaining position of the State in the labour market, Dr Cameron said.
4,000 municipal workers staged a meeting in the City Hall this week for wage increases to be included in the City Council's proposal. The workers, members of the United Workers Association, complained that their wages were not enough to cover the cost of living and demanded a living wage. The meeting was attended by over 1,000 workers who reaffirmed their demands for wage increases.

Or we take action!

BY MORIE LEY

DEMAND A LIVING WAGE

Let us unite to take action.
MINE WAGE DISPUTE

Double trouble

The Chamber of Mines is facing tough times with wage battles on two fronts this year. For the first time, the conservative white Council of Mining Unions (CMU) has set a strike date, although this remains “secret.” And the black National Union of Mineworkers (NUM) has declared a dispute following deadlock after two days of negotiations this year’s round of wage talks. It is difficult to assess which of the two unions poses the greater threat. Although the NUM’s wage dispute is yet to go through the formality of a conciliation board hearing, indications are that the strike threat is a real one.

Strike trouble on the mines could, ironically, be bullish for gold. The NUM is demanding, among other things, a 40%-55% increase for its members; the chamber’s opening offer is 12.5% at collieries and 12.5%-17.9% at gold mines. The NUM is aggrieved at the difference between the colliery and goldmine offers. However, chamber spokesman Peter Binkell stresses the offer is negotiable. He explains that the chamber distinguishes between collieries and gold mines because of their respective abilities to pay.

The NUM will be a strong opponent given its bargaining power and experience last year, between June and December alone, it launched 13 strikes related to wage and bonus demands.

The NUM is the Congress of SA Trade Union’s (Cosatu) largest and most influential affiliate. Of chamber members’ total black workforce of about 500 000, the NUM claims to have 360 000 of whom 272 000 are said to be paid-up. Its tough wage stance should be seen in the context of Cosatu’s “living wage” campaign.

Skilled members

But neither should the CMU be underestimated. Although its membership is around 26 000 only, CMU members work mostly in skilled or strategic positions where a strike will hurt most. CMU secretary Tom Neethling maintains that a strike date has been set but will remain a secret at this stage.

The CMU is demanding a 20% across-the-board increase against the chamber’s offer of 13% on marginal mines and 14% on non-marginal mines. The white miners are also demanding an extra week’s annual leave, two additional paid holidays, on January 1 and May 28 (Ascension Day), and increased stand-by and call-out pay.

The white miners, who now have a champion in parliament in (ex) Mine Workers’ Union chief Arrie Paulus, feel particularly deceived. Says Neethling: “The loyal people were pushed aside and left behind in pay rises because they weren’t militant. This year they will be the most militant.”
Gillette workers continue strike

PATRICK BULGER

UP TO 250 workers at Gillette SA near Benoni continued to strike yesterday after the Chemical Workers and Industrial Union (CWIU) and management failed to come to an agreement on pay increases.

The strike started on Wednesday afternoon and had not been resolved by late yesterday.

The workers are demanding a R140 increase and a minimum wage of R785, according to a statement released by the CWIU. Management had offered them a R110 increase.

The CWIU accused management of adopting "a very negative attitude towards negotiation".
Managements expect 18% rise in wages
Mixed reactions to SATS pay increase

JOHANNESBURG: The white Federation of Trade Unions of the South African Transport Services (Sats) has expressed its "utter disappointment" at the 12.5 per cent pay increases granted in terms of the SatS budget, while the Black Trade Union of Sats (Blatu), announced its "pleasure."

"The federation was, however, unhappy that the increase of transport employees has been hindered because of the general election." — Sapa
Sats increases mixed reaction

Dispatch Reporter

EAST LONDON — The president of the Eastern Cape Agricultural Union, Mr Tobie Meyer, has thanked the South African Transport Services for keeping their tariff increases within the inflation rate.

Mr Meyer said the increased tariff would definitely result in an increase in input costs to the farmer, but at the same time would promote deregulation and privatisation.

He said he believed the increased railway tariffs would not be felt much by livestock wool or mohair farmers because these sectors were already transporting to market by road.

Mr Meyer said farmers would have to ensure their viability by good management and proper cost analysis which should in the end determine the farmers' most viable means of transporting products to the market.

Mr Meyer's statement conflicts with that of the Director of the South African Agricultural Union, Mr Piet Swart.

Mr Swart said agriculture, especially now, had to contend with serious financial problems and that tariff increases, and the ripple effect it would have for example on fuel prices, would further aggravate high production and marketing costs for producers.

"At this stage agriculture is scarcely in a position to absorb increased costs," he said.

Mr Swart said it was a pity that the tariff increases had become necessary now that a joint attempt was being made, with the state, to stabilise the financial position of agriculture and place it on a sound footing for the future.

Mr Swart said although the effect of the Transport Services' tariff increases and tariff structural adjustments on agricultural commodity branches still had to be determined, it appeared that the combined impact on agriculture would be higher than on average for the rest of the country.
ASA to push for more pay

FURTHER pay demands are to be made on Transport Minister Edt Louw by the Artisan Staff Association, the ASA executive decided at an extraordinary meeting in Johannesburg yesterday.

ASA secretary Willie van der Merwe said the executive was disgusted at the way Louw dealt with the union's demand for a 15% pay increase.

"Trade union principles of collective bargaining were ignored," he said.

Demands would now be made for an additional 2.5% — like other public sector workers. SA Transport Services workers are to get 12.5% increases from July — and for the increases to be back-dated to April.

TRADE & INDUSTRY

86/87: R0.593bn
7/88: R1.031bn

11.26% last year. This increase of 60% is mainly accounted for by stepped-up aid to dependent black homelands (the TBVC rates).

DEFENCE

86/87: R512m
87/88: R6,683bn

A total of R6,683bn is allocated to defence, an increase of 40% on the previous year. This is due to an increase in defence spending at around 4% of GDP.

POLICE

86/87: R1.071bn
87/88: R1.530bn

POLICE: Expenditure is increased by R459m, or 42.8%, to R1.530bn. This is because of the need to control unrest, the growth of the fixed establishment, the transfer of the railway police and the appointment of special and municipal police.
Miners mum on 25% wage talks

JOHANNESBURG—Talks between the Chamber of Mines and Council of Mining Unions (CMU) aimed at averting a strike by white miners adjourned yesterday with no indication of a settlement in their wage dispute.

Spokesmen for both parties were tight-lipped on developments during the meeting, indicating the negotiations have reached a critical point.

"At this stage I have absolutely nothing to say except that negotiations are continuing," said the CMU's secretary, Mr Tom Neethling.

Although no official confirmation could be obtained, it appeared both parties had gone into caucus and planned to "re-establish" contact by telephone later.—Sapa
CMU wage talks critical

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The CMU, representing about 24,000 skilled white workers in eight affiliated unions, has threatened to stage a legal strike on June 8 unless the dispute is resolved.
775 000 man-days

By Mike Siluma

At least 775 000 man-days were lost during the first quarter of 1987 — more than the total for any year during the first five of this decade, says an Industrial Relations Information Service report by FSA Management Consultants.

The report, covering national industrial relations patterns for the period between January and March, notes that wages and working conditions were again the main causes of strikes.

**More racial incidents**

Of the 57 strikes reported for the first three months of the year, strikes related to wages and working conditions made up 33 percent of the total, those over dismissals 18 percent and those over disciplinary matters 18 percent.

The report notes that, while dismissal-related strikes increased, racial incidents formed an increasingly larger proportion of them.

The report warns employers to take Cosatu's 'living wage' campaign seriously, as reported union-negotiated wage agreements tended to hover above the inflation rate — with multinationals granting across-the-board raises of up to 22 percent.

"Overall, the effect of the living wage campaign has been to increase the militancy of workers and to push up increases being negotiated. This trend can be expected to continue through the year, with gains already made being used to build on in later negotiations," the report says.

It adds that unions affiliated to the Congress of SA Trade Unions (Cosatu) were the most involved in strikes, accounting for 60 percent of such activity. They were followed by unions belonging to the National Congress of Trade Unions (Nactu) (12 percent) and unaffiliated unions (four percent).

However, an indication of "a maturing of the industrial relations climate" has been the increase in negotiated settlements, with mediation and arbitration accounting for 37 percent of settlements, says the report.

**CMU to pronounce on new pay offer**

The Council of Mining Unions (CMU), representing 28 000 white miners, will say today if it has accepted a revised pay and conditions-of-service offer from the Chamber of Mines.

The Chamber's industrial relations consultant, Mr Johan Liebenberg, said a final agreement was expected today.

Failing this, which represents eight unions, would strike on Monday in terms of a mandate from members.

Mr Liebenberg said the Chamber had raised its pay offer to 19 percent for non-marginal mines and 13.5 percent for marginal ones. Negotiations yesterday centred on fringe benefit proposals, which he would not disclose.

The CMU initially rejected an offer of wage increases of between 13 and 14 percent and demanded an across-the-board 20 percent.

The Chamber is locked in a wage dispute with the black National Union of Mineworkers which applied last month for a conciliation board.

**Trade unions will contest order to vacate premises**

By Jo-Anne Collinge

Several unions housed in Tudor Mansions, Troye Street, Johannesburg have been told they have until the end of the month to move or be served with eviction orders.

"We are not going to move. We're taking this up legally. The case is with our lawyers," said General Allied Workers' Union spokesman Mr Monde Mitshwa.

He said the unions viewed the move as part of a campaign against the labour movement.

Tudor Mansions has been petrol-bombed twice since the unions moved in 16 months ago. Unionists in the building felt these events and the bombing of Cosatu House, two blocks away, may have a bearing on the eviction.

An attorney for the property owner, D&L Properties, said the unions had been asked to move as the building was to be renovated.

Asked whether a restaurant in the building would also be asked to move, the lawyer said he believed the restaurant would be allowed to stay.
More strikes caused by racial incidents

JOHANNESBURG.—Wages and working conditions were again the most important cause of strikes in the first quarter of this year, according to the Industrial Relations Information Service (IRIS) of FSA Industrial Relations.

In this time at least 755,345 man days had been lost, largely due to the long-running OK Bazaars and SATS strikes, IRIS said in a statement here on Saturday.

After wages and working conditions (35%) dismissals (18%) and disciplinary matters/grievances (18%) were the most common causes of the 57 strikes reported from January to March 1987.

“Dismissals have jumped significantly as a cause and racial incidents are forming an increasingly larger proportion of the disciplinary/grievance related strikes. Safety does not yet appear to be a major cause of strikes in the latter category,” reports IRIS.

Most strikes lasted less than a week (40%) but an increasing number were longer than a month (4% compared with none in the same period last year).

There was, however, a big swing to negotiated settlements, mediation and arbitration (53%) to settle disputes, indicating a maturing of the industrial relations climate. Strikers were dismissed in only 3% of strikes, compared with 20% in the same period last year.

Cosatu-affiliated unions remained the most involved in strike activity (60%), followed by Nactu unions (12%) and the unaffiliated unions (4%).

The report cautioned companies not to underestimate the importance of Cosatu’s living wage campaign.

Reported wage increases negotiated by unions were above the inflation rate. Multinationals granted up to 26% across the board.

“Overall, the effect of the living wage campaign has been to increase militance of workers and to push up increases being negotiated. This trend can be expected to continue through the year, with gains already made being used to build upon in later negotiations,” reported IRIS.

Unions have also made headway on the May Day and June 16 holidays and on maternity leave but have not made much advance on the issue of shorter working hours. — Sapa
A FREE Government training scheme in draughting skills is being offered by the Engineering Management Services (EMS).

The scheme is open to beginners and also those draughtsmen and draughtswomen who are currently unemployed and would like to further their training.

Mr Geoffrey Cooke, the training officer, said the EMS has gained approval from the Department of Manpower to once more train the unemployed in the free scheme.

He said since April this year until February 22, next year, training courses in draughting at various levels in a number of different fields, are being offered.

The training centre is situated near President station in Germiston.

Those interested should contact Mr Cooke on (011) 825-6847, to arrange an interview and aptitude testing.

Preference will be given to candidates who are in possession of a Std 10 or N/Certificate with maths and science.
Workers fired for singing

ABOUT 400 workers had been fired from Delmas Chickens in the Eastern Transvaal after workers began “singing, dancing and shouting” last week instead of doing their work, Food and Allied Workers' Union spokesman George Nene said yesterday.

But Delmas Chickens MD Tommy Bosman said 91 workers were fired from the evisceration section of the factory and the remaining members of the 400-strong workforce were fired after walking out in protest.

Bosman said: “My birds must be processed under hygienic conditions and you cannot have behaviour like that.”

He said the company had agreed yesterday to take the workers back on condition disruptive behaviour stopped. — Sapa.
Ministers' pay has tripled

By David Bram
Political Correspondent

CAPE TOWN - Salaries of Ministers and Deputy Ministers have almost tripled in the last six years.

Where a Minister earned R4,706 in salary and allowance in 1981, his package after the latest 12.5 percent increase is just over R137,000 a year.

A Deputy Minister, who earned R38,376 six years ago now earns nearly R137,000 a year.

The annual wage bill for the Cabinet (including the State President), the three Ministers' Councils for own affairs, Deputy Ministers and ministerial representatives is now R36.75 million.

This does not include the cost of the parliamentary position scheme, the R10,000 annual allowance now made available for secretarial services for each constituency; the free flights on SA Airways' domestic services to which MPs are entitled (paid for by Parliament) and the parliamentary motor car scheme.

See Page 4.
Council's 10% offer accepted

WHITE city council workers at a staff association meeting yesterday agreed overwhelmingly to accept the council's recent offer of a 10% across-the-board salary increase from July 1.

The meeting took place in the Podium Hall of the Civic Centre.

Mr Peter Rist, president of the 400-member Cape Town branch of the South African Association of Municipal Employees (SAAME), told an audience of about 900 at lunchtime that the city council also proposed unilaterally to implement a new job-evaluation schedule, backdated to January this year.

At least 40% of members would get increases, with back pay, when the scheme was effected.

Job evaluation would cost the council only R5 million, but the salary negotiations had gained concessions which would cost the council R30 million, Mr Rist said.

Mr Rist's proposal to accept the 10% offer was approved overwhelmingly.
Pay bonuses by law and end strikes

From JACK PENN (Clifton):

THE development and increase in the South African trade unions will be of value to the country, or the reverse, depending on the integrity and ability of the leadership. The main aim would be to work in harmony with executive management for the benefit of both the executive and the workers.

Under bad leadership the aim of trade unions might be the development of the minimum productivity for the maximum financial gain.

On the other hand it should not be the aim of the executive to exploit the worker, but to encourage him to feel part of his organization with enthusiasm, knowing that he will benefit according to the quality of his work.

Collaboration between the employees and the employers has succeeded in the past by the donation of a suitable bonus after a successful year to indicate the willingness of the executive to collaborate when times are good. This has usually enhanced loyalty. However, success is not always continuous and during lean periods it may not be possible to continue uninterrupted donations of bonus donations. Unfortunately, it is human nature to accept the first bonus gratefully, expect the second bonus for the same amount and demand the third one as a right, thus causing resentment between employee and employer. The lack of sufficient extra pay in the eyes of the employee leads to dissatisfaction and under the guidance of the senior trade unionists may lead to strikes which may lead to collapse and violence.

There is no doubt that the appreciation of good work leads to better work, and this can be stimulated by healthy co-operation between the executive and the working sector. However, appreciation should not be a matter of personal character or generosity but as a matter of legal right.

Should a percentage of the profits — say 10% — be used as bonus pay, shared by law throughout the employees, it would indicate that they are part of the "family" and the quality of their productivity would automatically show suitable returns over and above their salaries.

The amount given out by the executive would be taxed, not on the business account but individually on those who receive the funds. There would be less sacrifice by the owners than appears on the surface and in general the recipient would retain more of the bonus amount by virtue of a smaller tax.

The bonus subtraction from the organization’s profits should be compulsory and not individualistic. Workers’ strikes would therefore be of little value to them as any change in the wage scale would automatically reduce profits and the bonus amount.

There would, therefore, be no virtue in individual strikes, especially on basic services such as transport. Such an action would surely indicate a revolutionary leadership which should be dealt with accordingly.

With suitable division of profits over and above normal salary there should be a contented and fulfilling partnership between all individuals in business, industry or farming, with improvement of standards and benefit to the country as a whole.
Wage agreement

THE South African Black Municipal Workers' Union (Sabmawu) and the
Town Council of Randfontein have reached an agreement on wage increases.

The agreement was signed on Friday, June 12. The increases come into effect from July 1.

This is on condition that no further wage increases or annual notches be granted to any employee of the town council during the period July 1, 1987 to June 30, 1988.
From MONTAGU P PLANT
(Chilton):
IN RESPONSE to Dr Jack Penn (Letters, June 13):
The world was built by certain principles, made up of courage, thrift, enterprise and endunevour, all spurred by pride, ambition, competition, and even avarice, but not by enforced handouts of someone else’s money.

We in business, commerce and industry, the lifeblood of the land, are striving to cut back a monster of slow, arrogant, political, inefficient and unwilling bureaucracy.

This bureaucracy is almost devoid of cost discipline and urgency, the employees of which cannot be fired until they are aged, and who receive very special treatment to the dire cost of every taxpayer.

They are drugged by security; they take no risks of venture, and they are constantly favoured by increases. The productivity of all this is low, and the cost very high, and the entire bureaucracy is increasing from day to day.

Consider these indelible facts. The reward for labour is the wage. For use of land, rent. For use of capital, interest. For entrepreneurship, profit. These are the laws of economics being part and parcel of this planet, and we cannot change them.

It has long been commonplace for employers to provide prerequisites complimentary to the wage, i.e. low-interest loans, assisted medical aid, assisted pension schemes, low-cost housing and lastly the bonus. The word is described as “something to the good into the bargain, especially dividends to shareholders of a company: Distribution of profits to insurance policy holders, gratuity to workmen beyond their wages”.

Note well: Not a right payable to the workmen beyond their wages, but a gratuity. Dr Penn must search for another word.

The worker receives his wage, and sometimes a gratuitous bonus. If the law enforced a payment to him from his employer’s profits, would the law enforce a contribution from him to make good his employer’s losses? No, it would not, and this is the acid test. A worker’s bonus is a gratuity and cannot be turned into a legal stipulation. The concept is ridiculous.

The worker must have protection and Trade Unions there must be. They have particularly since 1945, irresponsibly, and selfishly, ravaged the economy of the British Isles. Could it happen here? Yes it could, and the annual bonus will not prevent the fury of the emotion and outcome of strikes.

The worker, by and large, works for the market price, in the workplace.

Governments often stipulate certain minimum rates. Exploitation is a trait of the world. Nature is the best at it. It can only be curbed, it cannot be eradicated.

The average executive of a business does not willingly exploit, but rather he hires and fires according to the market conditions. One may ask why the medical profession, the ordained healers, with power of life and death, are charging such exorbitant fees world wide? Would Dr Penn like to see a complete nationalization of the profession in South Africa?

The annual bonus does not ensure loyalty from employee to employer. I know of many large organizations who give excellent working conditions, and handsome bonuses, and the staff turnover is alarming.

Why? For the reason that the employee flit from job to job for selfish betterment. The word loyalty in the business sense has gone with the wind, like the beautiful word gay. It is a sad fact, even laughable: A wag will say, with the mime of an eyelid: “He is the loyal employee type, you know.”

We do not want or require any more bureaucracy in South Africa and Dr Penn must know that commerce and industry shall from henceforth use all their muscle to cut it back, to its very minimum.

One only has to look at the labour pattern of the last 40 years of trade unions in Britain, and the declining volume and quality of production, and Britain is the land of the free, without a doubt, with bonuses aplenty, and strikes similarly.

The workers were recently encouraged to take up shares to the Post Office authority: Many did. The strikes continue.

Dr Penn should refer to the work of the Margo Commission, which has long been sitting and deliberating. Our tax laws have become so complicated and profuse, that very few can understand them, or keep abreast of them.

No, Dr Penn, the suggested legal handout of the entrepreneur’s profits will not solve the eternal problem of dispute by and between labour and capital. Tight disciplines, faith, education, thrift, pride in person, family, nation, ambition, hard work, dedication, self-sacrifice, and last but not least, birth control. These will pale the problem.
Employment, salaries show improvement

SVEN LUNSCHÉ

The upturn in the economy is finally having a positive impact on the financial position of individuals. Statistics provided by the Reserve Bank in the June edition of its Quarterly Bulletin show that aggregate nominal remuneration of employees continued to rise at a rate that exceeded the inflation rate in the first quarter of 1987.

"The resultant improvement in aggregate household incomes could be attributed mainly to the higher average level of nominal wage settlements in 1986 than in 1985 and to somewhat higher levels of employment during the course of the year," the bank comments.

The bank notes, however, that the average real wage per worker is still on the decline, a fact which economists have ascribed to the continued high inflation rate, but also to the heavier burden placed on individuals by the Receiver of Revenue.

The average salary per worker rose by 11.2 percent in 1985 and by 14.4 percent in 1986. Taking fiscal drag into account real remuneration declined by 3.6 percent from 1985 to 1986, and by two percent between the fourth quarters of these years.

This is in direct contrast to a rise in productivity during the second half of 1986. Labour productivity, as measured by GDP per worker, showed increases of 2.9 percent and 3.4 percent in the third and fourth quarter respectively, although it declined by 0.6 percent over the year as a result of the rising number of industrial disputes and work stoppages — man-days lost rose from 670,000 in 1986 to 1,31 million in 1987.

As a result of the decrease in real earnings, the savings level of individuals remained largely unchanged. Accordingly, the ratio of personal savings to disposable income showed little change from its very low level of 1.5 percent in the second half of 1986.

The domestic savings ratio, however, decreased to 22 percent, following on substantial "dissaving" by the public sector.

On the employment situation the bank notes that the degree of utilisation of production capacity in the economy rose moderately in the second half of 1986, followed by "an apparent rise in non-agricultural employment and some decline in the numbers of unemployed."

The employment figures remained virtually static in the first half of 1986, but rose at annualised rates of 0.6 percent and 1.2 percent in the third and fourth quarters respectively. Black unemployment was shown by the revised Current Population Survey to have declined from 1,18 million in July 1986 to 1,05 million in January 1987. Among others this figure declined from 83,000 to 69,000 over the same period.
Wages up, but it’s the taxman who benefits

By SVEN LUNSCHEN
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STILL ON DECLINE

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The domestic savings ratio, however, decreased to 22 percent, following on substantial “dissaving” by the public sector.
SOUTH African industrial managers were negotiating political issues with trade unions rather than wages and working conditions, Anglo American executive Dr Zac de Beer said in Johannesburg yesterday.

Opening the Conference for Concerned Business Leadership, he said the mines and shopfloor have become the battleground in the black people's struggle for democratic rights. He said: "Because the politicians in power are unwilling or unable to get down to business of negotiating the future, Mapito Malepa, director of Enokokwemi Early Learning Centre, is to organise and create a forum where representatives from South African communities can come together to share viewpoints.

Dr de Beer said business should accept that trade unions were here to stay. He believed that modern industry with blacks, industrial managers are finding themselves in the frontline where the struggle is being waged.

The purpose of the conference, which was attended by various businessmen, community leaders and politicians, including Dr Frederick van Zyl Slabbert of the Institute for Democratic Alternative, and Mrs should be a partnership between employees and employers pursuing agreed goals.

He said: "Increasingly, business management is finding itself confronted by demands which go beyond the normal areas of wages and working conditions.

"The release of detainees is a good example — so is a paid holiday on May 1 and June 16. There is a critical choice whether to reject such demands as being unfair or whether to shoulder the additional burden," he said.

He said the trade union movement in South Africa, especially in the post-Wielhahn era were a force to be reckoned with because of the formation of unions such as the Congress of South African Trade Unions (Cosatu) and others.

Dr van Zyl Slabbert said the system which the Government intended to introduce in collecting rent in black townships was an admission of constitutional failure.
JOHANNESBURG — SA Breweries dismissed 340 workers yesterday at the company's Rosslyn plant after a work stoppage.

The Congress of South African Trade Unions said: "The dismissals come at a time of important national negotiations between the Food and Allied Workers' Union and SAB."

"The work stoppage at Rosslyn was over management plans to introduce continuous shifts to keep the plant running for 24 hours a day."

A spokesman for management at SA Breweries, Western Cape, said the dispute between management and workers at Rosslyn which "might develop into a strike". It would not have any impact on Cape Town. — Sapa
Union No to council pay offer

Labour Reporter

A CITY Council pay offer of a 10 percent rise has been rejected by the 11,000-member Cape Town Municipal Workers' Association (CTMWA).

The offer has been accepted by the local branch of the all-white South African Association of Municipal Employees, which represents about 6,000 municipal workers.

A CTMWA spokesman said members rejected the council's offer as a totally unacceptable response to their demand for a R50 a week across-the-board increase.

"Members are dissatisfied and restless and demand that the council reconsider its position immediately," he said.

MORE CONCERNED

"We will be meeting the employers on Monday for further discussions."

He said the CTMWA had told the council to go ahead and implement its job evaluation scheme.

"We are more concerned about immediate relief for our members through a decent pay increase.

"There is a provision in the job evaluation scheme for unhappy groups to contest the evaluation's findings and we will deal with those as they occur," he said.
Miners send R1-billion home

How SA supports Southern Africa
Union bargaining shows growth

ALAN FINE

This document discusses the impact of recent events on the bargaining process.

Big Impact

These employees believe that the recent events have greatly impacted their ability to negotiate with the company. They feel that the recent events have made it difficult to secure fair wages and benefits for their workers.

Settlements

The recent negotiations have resulted in some positive outcomes. However, there are still concerns about the overall impact of these negotiations on the workers.

ALAN FINE

Union activity continues to increase.
Motor workers' wages go up

MINIMUM wages of 22,000 motor industry workers are going up in the next few weeks.

BMW and the National Automobile and Allied Workers' Union yesterday said they had concluded a two-year wage agreement, offering an immediate 14.6% increase and a further 15% on July 1, 1988.

The BMW decision means nearly every major manufacturer is increasing wages for hourly-paid staff between this week and August 1. The exception is Samcor, which raised the wages of its 3,000 Pretoria workers in May.

Toyota increased its workers' wages yesterday and Nissan does the same today. Mercedes-Benz, Volkswagen, Delta and Samcor's Port Elizabeth plant will all increase their rates from August 1.

For most companies, the latest rises are the second this year. In nearly all cases, the total increase for the year is around 13%.
Man blinded in kitscop shooting

Both eyes of a Beaufort West man were removed at Tygerberg Hospital after he was allegedly shot by a "kitskopstal". The shooting incident involving the blind man, Sydney Yabo, 22, is said to have taken place between 8 and 9pm on Saturday, June 20.

Said Yabo: "I was coming home from the dance hall. I saw some children throwing stones. As I rounded the corner, I felt my eyes burning. I don't know what happened to the children."

He was also shot in the mouth, nose and ear.

Yabo, training at a college in Beaufort West to be a carpenter, said his mother was very sad and disappointed.

The police said: "A special constable in Beaufort West black township was attacked by black males. Bricks and stones were allegedly thrown during the attack.

The special constable fired three shots with a shotgun in defence of himself and his property. One person was wounded and taken to Beaufort West hospital."

Attacks on Karoo kitscops, page 2

Sidney Yabo in Tygerberg Hospital

Govt illegitimate, says S

SOUTH CORRESPONDENT
JOHANNESBURG. — The South African Council of Churches (SACC), representing 4,5-million Christians, looks set to declare the Botha government "morally illegitimate and constitutionally illegal."

The SACC's national conference was asked in Bosmont, Johannesburg, in the report of outgoing general secretary Dr Boyes, Naudé its views on the government's legitimacy and legality - and to "indicate the steps to be taken" if this decision were approved.

The decision would have major consequences for churches in South Africa if approved. The debate followed a decision by the World Council of Churches in Lusaka last month — backed by an SACC delegation — that the use of force to overthrow apartheid is morally justifiable.

And in his report to this week's conference, Naude says the growing political, social and economic crisis in South Africa is to intensify. "All these developments as
Emembassies say black workers are well-paid

PRETORIA — The British, United States and West German Embassies in Pretoria said yesterday their black employees were well paid, following reports from Canada that the Canadian Embassy had “considerable scope for improvement” in employment conditions for blacks.

A British Embassy spokesman said locally-recruited workers — such as cleaners — received a minimum monthly salary of R750. Drivers received more than R1 000.

All three embassies said no distinction was made between black and white employees.

The British Embassy spokesman said staff was engaged locally “in compliance with the European Community’s Code of Conduct, which said that the minimum salary of our lowest grade employees must be at least 50 per cent above a figure produced ‘by Unisa’.

Unisa’s minimum living level was R333.28, she said.

The embassy employed about 15 blacks in Pretoria.

A West German Embassy spokesman said the embassy preferred not to discuss the matter telephonically but that locally-recruited blacks were paid “a good salary”.

He said salaries were adjusted yearly in accordance with the inflation rate.

A US Embassy spokesman, Miss Liz Pryor, said embassies paid locally-recruited staff according to the wages paid by the upper 25 per cent of Sullivan’s signatory companies.

The lowest salary paid came to R7 000 a year, excluding “good” benefits, for a 40-hour week. The embassy had over 100 local employees. — Sapa
TOMORROW is D-day for the metal industry as almost 100 000 workers complete voting in the National Union of Metalworkers' wage strike ballot.

Numsa officials said that voting at 500 companies throughout the country was brisk yesterday.

A spokesman said that the law allowed non-members of Numsa to vote in the ballot and to down tools if strike action was taken. He said many companies were telling non-members it was illegal for them to vote in the ballot.

However, the spokesman said the ballot would begin at other plants where "management had initially refused voting facilities".

The strike ballot came after wage talks between Numsa and employers in the Steel and Engineering Industries Federation deadlocked last month.

- The packing and grading of oranges at Letaba Estates near Tzaneen in the Northern Transvaal came to a halt yesterday when about 300 seasonal workers went on strike over pay.

The workers, all women, said they were paid between R31 and R40 a month and worked from 6am to 6pm.

The workers do not belong to any trade union.

- The deadlock between the Transport and Allied Workers' Union and Lebowa Transport in Pietersburg over the dismissal of nine workers continued yesterday. (See page 4).

- All 700 members of the South African Allied Workers' Union, who went on strike over wages at the Alberton Town Council, were yesterday back at their posts in anticipation of talks between their union and management today.

The workers downed tools on June 29. They demanded a minimum R400 salary, sick leave and an end to discriminatory practices at work.

A 60-year-old father of five, who declined to be named, said that after five years with the council he earned R280 a month.

"After deductions amounting to about R100 a month I am left with very little, and most of it goes towards travel costs," he said.

Another old man, employed as a security guard, said he earned R400 a month after eight years.
Embassies say staff well paid

PRETORIA — The British, United States and West German embassies in Pretoria said today their black employees were well paid.

They were responding to reports from Canada that the Canadian Embassy had “considerable scope for improvement” in employment conditions for blacks.

A British Embassy spokesman said locally recruited blacks — such as cleaners — received a minimum monthly salary of R750. Drivers received more than R1 000.

All three embassies said no distinction was made between black and white employees.

The British Embassy spokesman said staff were engaged locally “in compliance” with the European Commission’s Code of Conduct, which says that the minimum salary of our lowest grade employees must be at least 50% above a figure produced by Unisa.

Unisa’s minimum living level was R265.28, he said.

The embassy employed about 15 blacks in Pretoria.

A West German Embassy spokesman said the embassy preferred not to discuss the matter on the telephone, but that locally recruited, blacks were paid a “good salary.”

“Our black employees are very happy with us. We have received no complaints.”

Salaries were adjusted every year in accordance with the inflation rate.

Blacks were also granted West German holidays and received about five weeks’ holiday a year. About 10 black employees were drivers, gardeners and watchmen.

A US Embassy spokesman, Miss Liz Pryor, said embassies paid locally recruited staff according to the wages paid by the upper 25% of Sullivan signatory companies.

The lowest salary paid came to R7 600 a year, excluding “good” benefits, for a 40-hour week. The embassy had more than 100 local employees.

A Canadian Embassy spokesman, Mr Ed Willer, said that 22 locally employed staff of which 13 were non-white, were not allowed to unionise.

He was reacting to a report in the Toronto Star which said that the embassy was not a “model employer” as measured by the code of conduct established for Canadian firms and underpaid black staff.

Mr Willer said the administrator of the code, Mr John Small, said in his report: “It should be noted that the Canadian Embassy would have attained a Category 1 rating or close to it had it not been the victim of the Public Sec-

vice Staff Relations Act, which accords bargaining rights to Canadian public servants, but does not extend these rights to locally engaged employees at Canadian missions abroad.”

Discussing salary disparities, Mr Willer said some of the blacks had been engaged for a shorter period than other employees, which placed them at a lower level on the salary scale.

The embassy established as a floor wage the household subsistence level plus 50%, but Mr Small recommended that the embassy convert to the “monthly living level” plus 50%, which was higher. — Sapa
CIWU talks break down

BY THEMBA MOLEFE

A CONFRONTATION involving 14,000 workers in the chemical industry is looming following a breakdown in talks over wage increases, the Chemical Industrial Workers' Union has said.

The CIWU said in a statement that it lodged conciliation board papers yesterday after wage talks with Sasol plants in Secunda deadlocked.

The union meets workers at the weekend to consider a strike ballot.

This decision comes in the wake of strike ballots in the mining and metal industries.

Major items in the dispute between the CIWU and management are wages, paid holidays and paid maternity leave.

The union has rejected Sasol's offer of 16.5 percent wage increases, saying it would leave workers with a minimum wage far below many of the smaller chemical plants. The CIWU said Sasol was offering a R100 increase at its chemical plants and a "mere" 16.5 percent rise at its coal mines.

It said that other CIWU negotiations currently in dispute in the Transvaal involve 2,400 workers at 12 plants.

"Negotiations are proving to be very tough as chemical employers attempt to resist the living wage campaign (called by the Congress of South African Trade Unions)," the CIWU said.

However, the union noted that settlements were being slowly reached with other employers in the living wage campaign.
Shortage ups office salaries

NORMANS SHEPHERD

SALARIES have risen in the scramble for office staff this year, says Kelly Personnel in its January-June pay survey.

"Present job market conditions clearly demonstrate employer confidence in the economy and salaries can be expected to rise even further during the course of the year," it says.

The biggest percentage pay increases among women office staff were for secretaries (11%), bookkeepers (17%) and Girl Fridays (11.8%) between January and June, compared with the same period last year.

Salary increases were generally lower in the Cape than in the PWV and Natal areas.

"This could be because the Cape was affected more in the recent recession and is lagging other areas in the recovery," it adds.

It adds there are personnel shortages in most general office staff categories, but the greatest need is for skilled workers such as word processor operators, computer staff and top secretaries.

...
NUMSA STRIKE LOOMS

ABOUT 100 000 workers in the metal industry were due to go out on a legal wage strike today in what may now be a major confrontation involving the National Union of Metalworkers of SA, employers and the Government.

The strike follows a dispute between Numsa and the Steel and Engineering Industries Federation of South Africa (Seifsa), the various companies that constitute the employers.

In a wage strike ballot at 500 plants throughout the country, workers voted overwhelmingly for the industrial action.

Illegal

But yesterday Seifsa issued a statement saying that in terms of a Government Gazette the industry has been functioning without a valid agreement since July 1.

Seifsa said that it was advised by the industrial council in the iron, steel, engineering and metalurgical industry that the agreement was to be renewed today and that in terms of the Labour Relations Act any strike action following the publication of the notice would be illegal.

This means that the agreement reached between Seifsa and the 14 unions, was invalid because no proper procedures were followed.

A Numsa spokesman yesterday said the employers and the State were denying the workers their power to exercise their muscle after exhausting legal procedures.

He said the main agreement between employers over wages expired on June 30 and that Numsa regarded the wage talks held in June as invalid and therefore the union had acted legally in holding a strike ballot.

"What the State is doing is to protect the employers given the fact that this would be the first biggest legal strike in the metal industry," the spokesman said.

Meanwhile the National Union of Mineworkers (Num) executive committee was still locked in a meeting to decide on a strike action date after more than 200 000 mineworkers voted yes in a similar ballot last week.

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By LANGA SKOSANA

Soweto Council town clerk, Mr Nico Malan said he was unaware of the raids. He said he would investigate.

Asked why the council seemed to be picking on poor people and leaving Dr Motlanaka, Mrs Sisulu, Mrs Mandela and Mrs Khuzwayo, whom it had earlier threatened to evict, Mr Malan said the council withdrew their eviction notices after it found a technical error in their phrasing.

He said the council was not afraid of them and would issue new notices.

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By THEMBA MOLEFE

Labour Reporter

Mr PIETIE du Plessis, Minister of Manpower.

Mr DANIEL Dube, president of the 130 000-strong Numsa.
At least 300 Vereeniging
Town Council workers
yesterday downed tools,
demanding a minimum
wage of R850 a month and
the recognition of their
union.

A spokesman for the
Oranje-Vaal General
Workers' Union, Mr
Philip Masia, yesterday
said management had,
for the past few days,
been using its internal
machinery to resolve the
pay dispute, but this did
not satisfy the workers.

Mr Masia alleged that
the council was paying its
black employees a
minimum wage of R87 a
fortnight.

He said this was too
little when transport
expenses, rent and other
expenses were con-
sidered.

He also claimed that
management had for a
long time been trying to
circumvent the union.

The Sowetan could not
reach senior council
officials. They were said
to be attending day-long
meetings.

More than 300 members of the Oranje-
Vaal General Workers' Union employed at the
Rand Water Board's Suikerbos plant near
Vereeniging went on strike yesterday following
the dismissal of a
shop steward on Friday.

The shop steward, Mr
Mohapi Richard Ramagabe, was allegedly fired
for organising workers at
the plant, according to
Mr Masia.

"The workers feel that
an injury to one must be
an injury to all," Mr
Masia said.

Mr Dale Hobbs,
chairman of the Rand
Water Board, could not
be contacted for com-
ment yesterday. A senior
employee confirmed the
strike at Suikerbos, but would not
elaborate.
Employees benefit from salary increases for the first time in 10 years

By TOM HOOD, Business Editor

SHARPLY higher pay rises in the second half of this year are expected to leave employees with more spending money in their pockets for the first time in 10 years.

Inflation and direct taxes previously left people worse off after their salary increases.

A rise of 20.2 percent in remuneration for the first half of 1987 is estimated by the Stellenbosch Bureau for Economic Research in its latest forecast of economic prospects published today.

These higher earnings were reduced in purchasing power terms to about 2.6 percent by inflation and direct taxes.

SPENDING MONEY

Spending money (“real disposable income”) will rise again in the second half to average out at a growth of 3 percent for the full year.

Expected lower inflation (down to about 13 percent from the current 17.3 percent) will help to keep the growth in real disposable income “fairly high” in 1988, says the bureau.

However, as inflation rises again from the middle of next year onwards, spending money will shrink.

Real disposable income is projected to increase by about 3 percent this year and a further 5 percent in the first nine months of 1988.

“For the first time since the start of the decade, the change in real per capita disposable income will thus be above zero for 12 months or more.”

BARGAINING POSITION

Already, disposable income for the first quarter of this year is 3.4 percent up on last year’s first quarter level, according to Reserve Bank figures.

The expected sharp rise in earnings is based on the view that profits rose substantially last year which, with last year’s high inflation, put trade unions in a strong bargaining position, the bureau says.

Apart from this, the 12.5 percent pay rise for civil servants is likely to turn out to be at least 15.5 percent as a result of notch increases and fringe benefits.

“This will put further pressure on the private sector to increase wages and salaries. In addition, employment is increasing as the economy expands while personal incomes will also gain from expansions in small business enterprises.”

The bureau forecasts consumers will buy more durable goods over the next 12 months but clothing, footwear and other semi-durables could lose out through a “substitution process” as people change their buying patterns.

“We anticipate a steady increase in consumer spending in real terms. Consumers were forced to cut back on durable goods for a few years and pent-up demand should now be strong.

“Replacing of old appliances, cars etc was postponed from 1984 onwards and the car market in particular should benefit from this.”

Television sets, bought around 1976 have reached the stage where replacement should gather momentum.

However many consumers will prefer to switch to renting, thus pushing up the growth in the services sector, in spite of substantial price reductions which are on the cards for TV sets and VCRs.

HOME-BUILDING

“Manufacturers of these goods are thus bound to reap more benefits than retailers.”

Home-building is likely to increase while the Government is expected to continue supplying the Third World sector with “cheap houses.”

All of this should impact positively on durable goods such as furniture and household appliances. Household textiles and furnishings should also benefit.

Spending on durable goods will grow by 5.8 percent in real terms this year followed by a further 9.6 percent in the first nine months of next year.

This is a huge turnaround from the negative 5.6 percent for the 1981-86 period and, says the bureau, it should impact favourably on employment in the manufacturing industry.
25 000 in new strike threat

ALAN FINE
THE Food and Allied Workers Union (Fawu) said yesterday there was a threat of a national strike by 25 000 workers in the milling and baking sectors after wage talks deadlocked last weekend.

Fawu said the dispute involved the Premier Group and Sacco, two of the big three staple food producers.

The union said employers had rejected a demand for a R62-a-week across-the-board increase. Talks had broken down after employers revised their offer to R22 a week and then dropped it to R18 when the union rejected that offer.

A spokesman for Premier said last night the company was not expecting strike action.

She said the figures quoted by Fawu were not altogether accurate as there were separate negotiations for each of four Premier divisions.

The minimum wage in the milling and baking sectors is R120 a week.
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The minimum wage in the milling and baking sectors is R120 a week.
Fawu victory

THE Food, Beverage and Allied Workers’ Union and the Pietersburg branch of Sasko Bakery reached agreement in their wage negotiations yesterday.

They have agreed on an across-the-board increase of R18 a week and a minimum weekly wage of R90.

The agreement followed three days of hard bargaining, spokesmen for the two sides said.

They also agreed that:

- All employees of Sasko in Pietersburg qualify for the company’s pension scheme after working for one month. In the past people had to wait for many years before they could be accepted to the pension scheme.

- Male and female employees who worked for the company for 25 and 15 years respectively should receive a long service allowance of one third of their monthly salary. They agreed on a minimum of R500 and a maximum of R750.

- Previously people who worked for those years received only a wrist-watch and a certificate.

— Sapa.
Iscor strike continues as wage talks deadlock

By Mike Siluma

More than 6,000 members of the National Union of Metalworkers (Numsa) today continued their legal wage strike at Iscor’s giant Vanderbijlpark plant as talks between union and management remained deadlocked.

The workers went on strike yesterday after a 97 percent vote in favour of the strike.

An Iscor spokesman said about 6,400 workers were involved in the stoppage, representing about 30 percent of the total workforce at the plant.

Iscor is not party to the steel and engineering industry’s main wage agreement, whose extension last week aborted a national wage strike by 50,000 Numsa members.

Talks between Numsa and Iscor broke down after workers rejected a management offer of a 3.4c an hour increase, and instead demanded a 75c increase.

Numsa spokesman Mr. Peter Duntjie said union demands included the recognition of May Day and June 16 as paid holidays, maternity and paternity leave, a full-time shop steward, a 40-hour week and an end to tax deductions from wages.

Iscor said an agreement with nine other recognised unions included a 12.5 percent pay rise, improvements in shift allowances, vacation leave and maternity leave benefits. Numsa’s wage demands “would amount to an overall wage cost increase in excess of 70 percent”, it said.

Mr. Duntjie said a total of 29,000 workers, including those at Iscor, are affected by in-house wage talks at about 10 companies. Strike ballots will be held this week at Middleburg Steel, Highveld Steel, Usco Vaal.
Deadlock at mine

THE National Union of Mineworkers meets a subsidiary of Johannesburg Consolidated Investments on Thursday in an attempt to break a long wage deadlock involving 2,000 mineworkers.

The Num and Consolidated Murchison and Antimony Mines meet in a conciliatory board hearing in Pretoria to resolve the deadlock that reached months ago when the union rejected management's offer of a 20 percent increase.

Num's assistant general secretary, Mr. Marcel Golding, said talks broke down when the company refused to budge on its 20 percent first and final offer.

The union also demanded improved working conditions on top of its 55 percent increase demand.

Meanwhile, De Beers' Consolidated Mining Limited, a large diamond consortium, has confirmed that it would also be going for conciliation talks with the Num following a wage talk deadlock.

The dispute involves 7,000 workers at six mines.

Mr. Golding said the Num was still keeping the date for strike action by more than 200,000 members at 35 mining companies a secret. He said the date will be announced after final plans had been made.

The Num and the Chamber of Mines reached a deadlock over wages last month and after all channels to resolve the dispute failed. The union held a strike ballot in which the majority of the members voted favourably for the action.
Potwa negotiations with Post Office break down again

By BARBARA HART

EAST LONDON — Negotiations between the Posts and Telecommunications Workers' Association (Potwa) and senior post office officials to end a four-week strike broke down in Pretoria yesterday.

Potwa's president, Mr Vusi Khumalo, said the talks ended in deadlock when the post office refused to accede to the demands of the union.

Potwa has demanded that 60 employees dismissed during the past three to four years be re-employed, and that the striking workers receive full pay.

A post office spokesman, Mr Ben Rootman, said the post office management had made it clear that it could not meet the conditions.

"Despite the fact that the department has repeatedly made it clear that workers will not receive salaries while on strike, the majority of them still firmly believe that they will receive payment."

"The post office management has requested Potwa to help remove this misconception by impressing upon workers that they will in fact not be paid for the period of the strike."

The strike of some 1700 workers, which has affected ten towns in the Eastern Cape, began in sympathy with three employees dismissed in January this year.

Mr Khumalo, who earlier this week called for the strike to be speedily resolved, said yesterday that union representatives were meeting to access the deadlock.

Both he and Mr Rootman could not say when the talks would be resumed.

Mr Rootman said management was willing to discuss "any reasonable requests".
**LABOUR BRIEFS**

THE Hotel and Restaurant Workers' Union is claiming about R240 000 for its 135 members employed by Kyalami Ranch Hotel following "illegal" deductions off workers' wages spanning 15 years.

Harwitz says that the Industrial Council twice ruled that the hotel was deducting R40 more for accommodation instead of the legal R80 a month from workers' salaries.

The hotel twice violated the ruling and on June 1 135 worked went out on strike in protest and were subsequently dismissed by management. The workers are still out of work and staying on the company's premises.

Harwitz spokesman, Mr Allan Horwitz, said the union had already handed over claim papers to the Industrial Court with a view to prosecuting Kyalami Ranch Hotel.

- *The Black Allied Mining and Construction Workers' Union (Bamwu)* has declared a dispute with two mining companies after wage talks involving 1 200 workers deadlocked this week.

  The union's vice-president, Mr Mpho Sebonyana, said the companies are Montrose Chrome Mine and Grassvalley Chrome Mine.

  He said the union rejected Montrose's 18 percent wage increase offer and demanded a 36 percent rise after moving down from a 56 percent demand.

  Grassvalley refused to budge on its 17 and 19 percent increase offer while Bamwu demanded a 35 percent increase after dropping down from 60 percent.

  Mr Rakoza said the companies also rejected the union's long service and annual bonus demands.

- *The Food and Beverage Workers' Union* (FBWU) this week signed a recognition agreement with Lowveld Bakeries, involving 80 workers, in Tzaneen.

  The recognition brings to three that have been signed by FBWU in Lebowa alone.

- *The National Union of Steel Workers* holds a wage negotiations report-back meeting with its members at the Laundium Hotel's conference room in Pretoria tomorrow at 8am.

  A spokesman said the meeting involves all members employed by Besaans du Plessis, a steel company in Pretoria. Workers will also discuss their forthcoming first congress.

- *The Textile Workers' Industrial Union* has declared a dispute over wages with Arend Textiles Limited in Randfontein.

  A spokesman said members would hold a general meeting to discuss further action soon because this was the third time that wage negotiations with the company had deadlocked.

  - Fifty members of the Commercial, Catering and Allied Workers' Union (Cawusa) have gone out on strike over wages at Collins Publishing company in Denver, Johannesburg.

  - Cawusa's Johannesburg branch secretary, Mr. Kaiser Thibedi, said the action followed a strike ballot held on Tuesday after management could not accept the union's demand of a minimum R400 a month increase.

  - Mr Thibedi said management was offering between R85 and R90 a month increases. The union also demanded a 10-hour week without loss of pay to which management conceded.
Pay strike at Iscor now in seventh day

By Mike Siluma

The pay strike by between 6 400 and 7 000 members of the National Union of Metalworkers (Numsa) at Iscor's Vanderbijlpark steel works entered its seventh day today with no movement from either side.

At the same time, Numsa is awaiting management's response to an offer by 1 000 members to return to work at Samancor's Witbank ferro-metals plant — in exchange for a suspension of disciplinary proceedings instituted after the national wage strike two weeks ago.

Numsa members at Iscor are on strike to back demands including an across-the-board 75c an hour pay increase, instead of the 34c offered by management.

Other demands include the recognition of May Day and June 16 as paid holidays, maternity and paternity leave, a full-time shop steward, a 40-hour week and an end to tax deductions from workers' wages.

Disciplinary proceedings against Samancor workers follow the national metal wage strike which was called off after being declared illegal by Government decree.

The union said the dispute centres on management's insistence that the workers were not involved in the industrial council wage talks and therefore had no right to strike. The union believes the workers are covered by the industrial council negotiations.

The union spokesman said workers had offered to return to work on condition management suspended disciplinary action and that the dispute be referred to the Industrial Court.

About 3 000 workers who went on strike at the nearby Highveld Steel plant on Thursday in solidarity with the Samancor workers returned to work on Friday.
Teachers get rise

Some categories of women teachers will receive increases from November 1 to eliminate the disparity between their salaries and those of men, the Minister of National Education, Mr F W de Klerk, said yesterday.

Announcing this at the start of the Budget's committee stage debate on his portfolio, he said this followed the recent announcement of a 12.5 per cent salary increase in the public sector.

Announcing the increase, the Minister in the Office of the State President in charge of Administration, Mr Alwyn Schlebusch, said that adjustments for certain professional classes would be considered on a priority basis.

Mr de Klerk said differences in salary scales on grade 2 and above had already been eliminated.

"As a result of differences in salary scales between men and women at grade 1 there are still certain salary disparities at grade 2 and higher."
UCT accused of ‘bad faith’

By CLARE HARPER
Labour Reporter

THE University and Allied Workers' Union yesterday accused the University of Cape Town of "aggravating" their three-week-old dispute by unilaterally increasing the salary of other UCT staff outside the bargaining unit.

The union, which has demanded the "same monetary increase for all staff", said it regarded the university's announcement that other staff would receive a 12.5% increase as "a sign of extreme bad faith".

At a UAWU press conference yesterday the general secretary of the union, Mr Ebrahim Patel, said the university had given an "incorrect impression of the negotiations at this stage".

Minimum wage

Firstly, the union did not view the "minimum wage" offered to the lowest-paid workers (bottom notch, Pay Class 1) as R700 a month, as the university did.

The university figure included a R54 annual bonus, and workers were actually being offered a minimum salary of R646 — increased from R512.

Secondly, although the majority of staff in the bargaining unit worked a 40-hour week, a significant number, including catering hands and campus security men, worked a 46-hour shift.

Mr Patel said it was a "myth" to suggest that workers were being offered a minimum of R4 an hour, as the university claimed. He explained that R646 divided by 46 hours, and further divided by 4.33 working weeks, amounted to R3.24 an hour.

Mr Patel said this difference of opinion was significant because the dispute rested on the living wage call of the union.

The Congress of South African Trade Unions is campaigning for a R4 an hour living wage, recently revised to R4.50.
Big victory for workers

By DAN DHLAMINI

BEKKERSDAL town committee employees who downed tools this week, protesting against the government's 12.5 percent general salary increase, have scored a major victory.

After a meeting between the African Miners and Allied Workers' Union general-secretary, Vuyani Madolo, and the 'township administrator, Jacob Modimoeng, it was agreed that most of the workers' grievances would be met except for the 80 percent salary increase they initially demanded.

Instead, both parties agreed that at least a 40 percent salary increase would be negotiable and the matter was adjourned to August 18.

Demands which would be met include:

- Better working conditions and protective clothing for workers.
- Permanent employment for casuals who have worked for more than a year.
- Attachment of pay slips to cheques.
- Equal treatment for all employees.
- Compensation for workers injured at work.
- Paid maternity leave.

Madolo said the administrator had recognised the plight of the workers and that he was confident that when they meet on August 18 the council would agree on the salary increases.

Modimoeng said the employees were justified to demand higher salaries because of the present economic climate.

Some of the workers claimed that the 12.5 percent salary increase was not included in their cheques this month, but that there were more deductions.
DURBAN. — Unions affiliated to the Congress of South African Trade Unions (Cosatu) had in the past few weeks come up against hard-line management attitudes "tantamount to union-bashing," Cosatu said in a statement released at the weekend.

The unions were taking up the "legitimate shopfloor demands of their workers in a democratic way".

On wage demands, the statement said: "It is true that for years workers have had to bear the brunt of low wages, inflation and rising costs. At the same time, almost all big companies have been scoring massive profits. "Workers are demanding a bigger share of profits to secure a decent life for themselves and their families."
Council 'transfer' sparks staff strike

BY THEMBA MOLEFE

Workers said they did not want to be transferred because they feared losing pension, medical and other benefits they enjoyed at the Diepwake City Council.

They also demanded the dismissal of the town clerk, Mr. Noe Gama, who informed the 12 workers that they would be transferred to a private company, Messrs. O'Neills (Pty) Ltd, with effect from August 1.

They said Mr. Gama informed them of the decision on July 31, a day before they would be transferred, instead of consulting them in due time.

They were informed by letter that should they refuse to be transferred they were "at liberty to find other employment".

At a meeting held at the council's Central Campus in Diepwake, the workers said they still refused to transfer.

They also demanded:
1. That the dismissal of white employees, who recently acquired a number of townspeople, be reversed.
2. The town council should not be involved in any form of work for employees in the cleaning department.
3. Demand the council to allow normal staff structures to be restored.
4. The council to give them housing and study loans, study leave and introduce an off-day structure.

They elected a representative who will begin negotiations with the council today.

Mr. Gama, in a statement to the Times and Lebowa town council, said he was not involved in the decision of the council.

According to the Municipal Workers' Union, the council had scrapped the council's insurance scheme which covered the vehicles and now shifted expenses to the drivers.

SOME of the 500 employees of the Diepwake City Council at yesterday's meeting after downing tools in protest against the "dismissal" of 12 colleagues.

LABOUR BRIEFS

Iscor ultimatum

ISCOR yesterday gave an ultimatum to the National Union of Metal Workers of South Africa; that unless the union's strikings workers at the corporation's Vanderbijlpark plant returned to work this Thursday, they will be regarded to have terminated their employment.

The ultimatum - contained in a message sent to the union yesterday - said workers who are involved in the two-week-old strike, who did not return to work on that day, "will therefore have to be dismissed."

Iscor said in the message that the wage offer it had made to the union was "reasonable" and appealed to the union to withdraw its dispute.

Worker campaign

THE Textile Workers' Industrial Union launched a "Reconciliation of the Dignity of the Worker's" campaign at the weekend.

A lunch meeting will be held at the Funda Centre, Soweto, on August 3.

The TWIU began its campaign in Port Elizabeth and has decided to make it a national project.

The campaign is for the right to work, the right to a living wage, decent housing, fair treatment and justice, proper health and safety protection at the workplace, human dignity and the protection of racial remarks by white officials at the workplace.

Strike continues

ABOUT 100 black postal workers on the Witwatersrand and the Vlakfontein, yesterday continued a work stoppage that started on Monday, apparently in support of 190 striking Eastern Cape postal workers.

Services were not severely affected, according to a Post Office spokesman.

The striking Eastern Cape workers demanded that pay parity be made, and that about 60 employees who had been dismissed over the past 4 years be reinstated.

Meanwhile, it is understood that a Post Office application to the Supreme Court that the Post and Telecommunication Workers' Association be restrained from inducing workers to strike is still "pending." — Sepa.
CHEMICAL Workers Industrial Union workers at Mon
tagu Gardens have asked the management to stop de
ducting taxes from their wages, a union spokespers
say.

In negotiations with the management of Amalgamated
Chemist the CWIU is also demanding:

* A minimum wage of R5 an hour. The present rate
  ranges from R1.90 to R4.
* Reinstatement of a shopsteward, Grace Bosman, who
  was dismissed after a union meeting was held on the
  company's property.
* Recognition of June 16, March 21 (Sharpeville Day)
  and May Day as public holidays.

A spokesman for Amalgamated Chemist said an appeal
would be heard later this week regarding the dismissal of
Bosman.

She said the company understood that the way taxe
were used by the government might not be fair to every
body.

But the Receiver of Revenue would close down the
company if it did not collect taxes from its employees.

The company, nevertheless, sympathises with the
workers.

Negotiations were underway and "running smoothly".
Top officials’ pay beats private sector’s

TOP civil servants earn about R20 000 more than their private sector counterparts.

That is the view of top executives approached last night to comment on the salaries of top officials, disclosed in Parliament yesterday.

In reply to a question from Roger Burrows (PPF Pinetown), Minister of Constitutional Development and Planning Chris Heunis said the top civil servant in his department earned a package of R170 600, SAPA reports.

This consisted of a salary of R119 136, a R9 235 bonus, a R4 563 housing subsidy and a R37 764 motor financing scheme.

The department employed 664 people.

Business Day yesterday canvassed management-placement services and most felt an MD who headed a company employing 700 people would not earn more than a R130 000 package, and most expressed surprise at the size of the car allowance.

Others were sceptical whether the whole package had been disclosed, a source saying his “inside” information was that top civil servants got perks in excess of R60 000.
Heunis's top man has a salary of R170 609

PARLIAMENT — The top civil servant in his department earned R170 609 annually, the Minister of Constitutional Development and Planning, Mr Chris Heunis, said yesterday.

In a written reply to a question by Mr Roger Burrows (DFP, Pinetown), he said the second most senior man earned R113 874.

The top salary consisted of an annual salary of R119 136, a R9 233 bonus, a R4 536 housing subsidy and a motor financing scheme of R37 704.

Asked to list the top eight earners' salaries and total emoluments, he said their total earnings were (excluding the first two above) R170 609, R94 323, R78 844, R58 189, R53 259 and R47 998.

The department employed 661 people. Of those earning the eight top graded salaries, 88 were men and five women, all of them whites, he said. — Sapa.
1987

1. The Minister of Education.
2. R. 1987/1
3. Notice to Members of the Public.

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NUFW, Co-op reach wage agreement

Dispatch Reporter
EAST LONDON — A wage agreement between the Langberg Co-operative and the National Union of Food Workers (NUFW) was reached here yesterday, the manager, Mr Andre Esterhuyse, said.

He declined to reveal what agreement was reached as a joint statement from the union and management would be released next week.

The co-operative was operating at full capacity, he said.

Over 800 black workers were dismissed from the company in April this year after a wage dispute. The employees returned to work on Monday this week after an out of court settlement in July.

The company was also involved in a dispute with some 700 coloured workers hired to fill the vacancies in April. Management maintained they were hired on a temporary basis and began retrenching them last week. The employees said they were hired permanently.

Mr Esterhuyse said about 150 coloured workers were still employed but he did not expect them to stay with the company.

"On Monday we still had about 400 coloured employees after 350 left last week. They have been resigning at quite a pace this week and I don't think the others will stay on although we would like them too because they are skilled."

Mr Esterhuyse said the retrenched workers had received two weeks' pay.

Spokesmen for the NUFW and the coloured employees could not be contacted.
Pay dispute

EL hotel
MATERNITY benefits for workers is an area that has long been ignored by employers, but the union movement is pushing strongly in this field.

It's part of the process of broadening demands about worker needs and the fight against sex and race discrimination.

For years many companies expected women to simply give up work once they were pregnant, which was out-and-out discrimination against women, but others discriminated against black women and gave benefits to white women only.

The demand for equal maternity benefits for all women is one leg of the living wage campaign of the Congress of South African Trade Unions (Cosatu) and affiliates and other unions have been making significant progress.

In the Western Cape, the National Union of Textile Workers (NUTW), a Cosatu affiliate, recently concluded an agreement with South African Nylon Spinners which will give six months' maternity leave, four of which will be paid leave and two months unpaid.

The University and Allied Workers' Union (UAWU) demanded during pay negotiations with the University of Cape Town that maternity leave be extended to six months from the present four months.

ADDED A GRATUITY

UCT proposed that leave remain at four months but added a gratuity of 23 percent of the salary which would have been earned during the leave period, payable immediately before starting leave.

With the 23 percent of salary they already receive, plus maternity benefits from UIF, this would give them full salary for four months.

Women workers also received a boost when the Steel and Engineering Industries Federation of South Africa agreed to six months' paid 'maternity absence' with guaranteed re-employment.

Women in the industry still have to resign their jobs but are guaranteed re-employment in the same or a similar job at the same rate of pay and automatically qualify for any increases gained nationally.

The NUTW agreement, which is thought to be a first in the Western Cape textile, clothing or leather industries, provides for workers to get 32 percent of their salary which, together with the 45 percent UIF payout, will give them an income of 77 percent of normal salary for four months.

There will be no loss of benefits and the company will carry medical and pension contributions during the two-month period of unpaid leave.

RE-EMPLOYMENT GUARANTEED

Re-employment is guaranteed and, if health and safety considerations warrant it, women will be found alternative employment in the company on terms and conditions no less favourable than the previous job. It also provides for guaranteed annual leave for the father of a child.

The benefits are crucially important to a woman and her family.

Losing her income, especially in the current economic climate where it is thought as many as nine people are dependant on each workers' income, causes a significant drop in already low standards of living.

Six months off is considered the very minimum necessary.

Women have to stop work two months before confinement.

An agreement that gives, for example, only four months off means that mothers have to leave their children — normally with neighbours or a relative — at a very vulnerable stage when they are in need of constant attention.
CAPE TOWN — The Labour Party (LP) has come out in support of the 30 per cent wage increase demands made by striking mineworkers saying that this is not exorbitant in the light of the backlog in miners' wages.

The statement by the LP's spokesman on Economic Affairs and Technology, Mr Sam Leeuw, is the first by a political party.

It dovetails, however, with LP policy on the mines.

The LP's Leader, the Reverend Allan Hendrickse, stated in 1984 that the LP was in favour of nationalising the gold mines. This is now part of the Labour Party's policy.

Mr Leeuw expressed the hope that an agreement would be reached soon between the National Union of Mineworkers and the Chamber of Mines to end the dispute.

He welcomed the fact that the Mines and Works Amendment Bill, which ends job reservation on the mines, was to find a place on the Statute Book. — DDC
MORE than a hundred school janitors, some from as far as Lamberts Bay, gathered at Elsie River at the weekend to voice their grievances.

They pledged to organise themselves and to unite for a better deal from the State and school principals.

Workers' grievances ranged from wages and benefits to working conditions and the attitude of some principals and teachers.

Workers also said they wanted to receive their year-end wages in mid-December instead of at the end of December because they had difficulty providing their families with food and clothes during the festive season.

All the workers were unhappy with their low wages and long working hours.

Some said they were expected to work up to 12 hours a day although policy was that they should work only 48 hours a week.

Janitors who had been serving for more than 20 years earned a maximum wage of about R425.00 a month.

Others earned about R378.00 a month before deductions.

A janitor, Mr Steven Lamberts, said workers were victimised and treated without respect.

He showed an envelope containing an invitation to the meeting which he said had been opened by the principal.

The principal, he said, dismissed the issue with a token apology for opening the letter.

Workers also complained that at some schools no staff cloakroom was available.

It was alleged that workers had to spend their breaks in rooms opening into toilets.

Mr D Brown, a Cosatu member at the meeting in his private capacity said janitors should organise themselves to sort out their problems.

He said Cosatu had made "great strides because workers were prepared to stand up for their rights".

He also said janitors should tell their children - the students - and civic organisations about their problems.

A spokesperson for the Public Servants League, which called the meeting, said it was the State's responsibility to "rectify our problems".

"Private sector workers are on strike when they are unhappy with low wages and poor working conditions, but it is illegal for public servants to go on strike."

"Therefore we must unite to tackle the problems we have through negotiation. However, negotiation on a master servant level will never work," he said.

A Department of Education and Culture spokesperson said they were not aware of the meeting and could not comment.

However, chances were good that demands could be addressed if tabled before the department.
IN a statement yesterday the Chamber of Mines said the current average cash earnings of black underground workers on gold mines amounted to R571 a month.

"This, together with free food, accommodation and other benefits valued at R164 a month gives an average all-inclusive income of R735 a month."

Furthermore the lowest minimum wage applies to only a minority of mines.

"It is against this background that the lowest minimum starting wage which NUM has been quoting, namely R228 a month (1986 figure), should be seen.

"The current minimum underground starting wage on gold mines is R263 but the fact is that a relatively small proportion of the 10 percent of novices receive this wage, the vast majority of them starting at R300 a month or more and receive an increase within a very short time."

the wages are increased within a very short period of a man commencing work — in some cases days and at most a few weeks."
Three hundred workers at Cimoplast in Nugget and Albert streets, Johannesburg, have been on strike since Tuesday in support of a demand for the recognition of their union.

A spokesman for the workers said they were dissatisfied with working conditions and claimed management was not prepared to give them a hearing.

The managing director of the company, Mr H Howard, said he had no knowledge of grievances by his employees.

He said he gave the workers an opportunity to speak to him about their problems on Tuesday and that they had refused.

He said there has been no contact between him and the striking workers. He confirmed that a union had sent him a telex, but he did not know who the union represented.

He said the situation was back to normal at the firm as he has made alternative arrangements to continue production.

Workers claim that management is breaching SEIFSA's main agreement regarding minimum wages and that women who go on maternity leave lose their jobs.
EL strike talks fail as
Numsa stages walkout

By BARBARA HART
EAST LONDON — Negotiations between the National Union of Metalworkers of South Africa (Numsa) and Mercedes-Benz of South Africa (MBSA) broke down yesterday, when white union members attended a meeting at the strike-hit plant here.

Numsa’s regional organiser, Mr Les Kettle das, said the union, which represented some 2,600 black workers at the plant, had demanded on Friday that representatives of the white South African Iron and Steel Workers Union be excluded from the negotiations with Numsa.

The union had again been represented at a meeting with management yesterday morning, and Numsa had walked out of the meeting objecting to their presence, Mr Kettle das said.

An MBSA spokesman, Mrs Delene MacFarlane, said in a statement yesterday that negotiations to resolve the dispute would continue.

Production at the factory had not been resumed, she said.

The plant has been closed for almost two weeks, after workers in the chassis and body works division went on strike demanding there be no loss of earnings owing to reduced working hours, and that workers be paid a minimum of R5 an hour.

A total of 189 workers were dismissed last Monday, after ignoring an ultimatum to return to work.

Mr Kettle das said Numsa had, at the meeting on Friday that management met with a delegation which included dismissed shop stewards, the unconditional re-instatement of dismissed workers, payment to workers for time lost during the dispute, an actual rate of pay of R5 per hour, compensation for reduced working hours, and that any conditions of employ-ment agreed on be backdated to August 1.

The company had agreed at Friday’s meeting to meet with any delegation elected by the workers, the unconditional reinstatement of dismissed workers and the backdating of conditions agreed to with the union, Mr Kettle das said.

Workers would return to the plant this morning “and we hope management will agree to meet with Numsa”, Mr Kettle das said.

Rugby player hurt in crash
DURBAN — Natal rugby centre Des McClean was seriously injured when his car overturned while he was driving home to Pinetown early yesterday morning.

According to his wife, Mrs Ilsmarie McClean, he has a fractured skull, cracked collarbone and a “nasty” gash on his head. — Sapa
Pay rises of 20% forecast

By AUDREY D'ANGELO
Financial Editor

WAGES and salaries may rise by nearly 20% this year, the director of Stellenbosch Bureau for Economic Research, Dr Ockie Stuart, forecasts in its quarterly report on trade and commerce. This will be the first real increase in spending power for three years.

Figures given by the bureau show that although pay packets rose by an average of 17.6% in 1984, 16.8% in 1985 and 13.3% last year, inflation and high taxation meant that spending power fell steadily so that in real terms the man in the street was 4.5% worse off in 1985 and 0.4% worse off last year.

Even this year Dr Stuart expects inflation and tax to take a huge slice out of the higher increases. But he expects most people to have about 3% more spending power this year and 5% more next year.

Explaining why he expects pay packets to rise so steeply, Dr Stuart says that profits in general improved in 1986.

And, although there has been a slowing down of the rate at which business confidence is improving, economic activity is expected to be livelier with better sales of furniture, cars and clothes.

"Trade unions are thus in an extremely strong bargaining position. It should also be borne in mind that the 12.5% increase granted to civil servants is likely to turn out at least three percentage points higher as a result of further increases and fringe benefits."

"The private sector will thus be put under pressure to grant fairly substantial pay increases."

"Unfortunately our high inflation rate will wipe out a great deal of the additional income and direct taxes will, by way of bracket creep (when pay rises push people up into a higher tax bracket), reduce it even further."

But next year Dr Stuart expects the inflation rate to be lower, leading to improved confidence and more consumer spending, with buying on credit increasing.

"Credit is currently cheap and easy to come by. Interest rates are expected to remain soft and consumers will probably make use of the available cheap credit at an increasing tempo."

This is already beginning to happen. Dr Stuart says that during the quarter "Credit sales increased at a faster pace than cash sales."

This implied that consumer confidence had at last been restored to a level at which people were willing to take on new credit commitments.

Wholesalers found demand increasing and "conditions in the retail sector are much better than compared with those of a year ago. Retailers dealing in durable goods and semi-durable goods are doing particularly well."
POLICE yesterday arrested 30 Soweto City Council employees and trade unionists after a meeting to protest against the council's refusal to meet their demands.

After the arrests an incident, which may not be reported because of emergency regulations, occurred.

"This office does not deem it necessary to release the information in this stage."

"However, if the alleged incident had occurred it will be mentioned in the latest report on August 19, 1987."

The mayor of Soweto, Mr. Netusile Borele, yesterday confirmed that there was trouble at the council chambers, but declined to give details.

He said the workers had presented a list of grievances to the council.

**Urgent**

"We are to hold an urgent meeting soon to look into the workers' problems," Mr Borele said.

Workers said that on Monday they met councillors led by the chairman of the executive committee, Mr Vuyisile Xaba,.

The meeting deadlocked when Mr Xaba walked out after using derogatory statements when referring to their problems.

The workers' demands included: pay increases, better working conditions, abolition of the staff association, removal of racial discrimination and an end to harassment.

The workers said the council was not prepared to meet their demands.

The national organiser of the Municipal Workers' Union of South Africa, Mr Themba Mchimba, said workers who were arrested will appear in the Pretoria Magistrate's Court today on charges of attending an illegal gathering.

"The general secretary of the South African Black Municipal and Allied Workers' Union, Mr Philip Dlamini, condemned the arrests."
Salaries likely to rise by 20%; in real terms 2.8%

WAGES and salaries are likely to grow by nearly 20% this year before inflation and taxes reduce the improvement to a real 2.8%, says Stellenbosch University's Bureau for Economic Research (BER).

Its latest trade and commerce review predicts real disposable incomes will increase faster in the second half of the year.

Trade unions will seek their share of higher company profits and busier economic activity, while the private sector will come under pressure to match public service pay increases — estimated by the BER to be at least 15.5% once notch increases and fringe benefits are added to the basic 12.5%.

Inflation and direct taxes will take a big bite out of the increases. "Nevertheless, we forecast a growth of around 3% in real disposable incomes during 1987. This figure can easily reach 5% in 1988," says BER. "This means that real per capita income could, for the first time in this decade, remain above zero for a period of 12 months. This impact of this should be positive on confidence and ultimately also on consumer spending."

Greater use of credit for retail purchases suggests consumer confidence is already rising. As with wholesale, retail credit sales increased faster than cash sales during the second quarter of this year.

The review says the wholesale and retail sectors both enjoyed better business in the second quarter. Among wholesalers, demand was particularly keen for consumer goods.

Fewer retailers are reporting stock levels too high for expected demand, suggesting depleted stocks. "It would appear as if an inventory cycle has not yet been initiated at the retail level," says BER.

It predicts private consumption expenditure will rise 3.2% this year and 4.3% in 1988.

"Prerequisites for these growth rates to be realised are a lower inflation rate and an absence of political developments which impact negatively on confidence. It needs to be re-stated that any upswing in consumer spending has now become a function of confidence rather than of cash on hand."

The review notes a decline in white consumer expectations of a general economic recovery. A survey earlier this year showed 71% of respondents anticipating general improvement in the next 12 months. Consumers have since scaled down expectations.

"Fewer respondents now anticipate a sharp recovery, most of them (80.9%) look at a slight recovery. This could dampen the outlook for consumer spending somewhat."
Reinstated workers to get back pay

DURBAN - Two hundred and twenty Putco bus drivers will receive more than R100 000 in unpaid wages after an application in the Supreme Court, Durban, yesterday.

Evidence was that the workers were dismissed in November last year but were reinstated on May 12 after an application in the Industrial Court by the Transport and General Workers Union.

The Industrial Court ordered Putco to pay the dismissed workers their usual wages for the period April 12 to July 3 but this had not been done.

Mr Justice Didcotti said the Industrial Court was set up to handle industrial disputes and the whole system would fall away if its decisions were ignored.
A court nod to employee overtime rights

By Carmel Richardson

THE RIGHT OF WORKERS TO REST AND TO DO WORK IS

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THE RIGHT OF WORKERS TO REST AND TO DO WORK IS
The Decent Wage: Choose Your Statisation

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Shocks in report on pay for blacks

The Star Bureau

LONDON — More than 85 percent of British companies operating in South Africa say they are paying black employees minimum wages below the level regarded as necessary, says a report published today by the Ethical Investment Research Service.

The report claims the average reported minimum wage for February 1988 was R394 a month, compared with the National Average Supplemented Living Level as produced by the University of South Africa, of R482.

This compares with the old standard of R550 a month and a minimum monthly living requirement as set out by Cosatu of R850.

The European Community code of conduct for companies with interests in South Africa lays down minimum standards for all aspects of the employment of black Africans, including pay. British companies are required to report each year to the Department of Trade and Industry (DTI) on progress made in implementing the code.

The research body, which conducted its investigation from these reports, found that more than half the black Africans employed by subsidiaries or associates of British companies were not covered by full reports under the code.

In an assessment of more than 200,000 employees, only 10,000 were above the old standard, while 164,000 were below the National Average Supplemented Living Level figure. The lowest minimum monthly wage paid by an individual company was R76.

The report's findings differ from those of the DTI which claims 76,100 out of 79,100 black African employees are paid more than the EC code target.

The report claims the difference arises mainly because the department does not compare like with like in its timing and uses a family size of only five people per household, when the average required by the code is at least eight.

The research body is primarily concerned with checking whether companies meet clients' ethical requirements, usually for investment purposes.
British report on wages shock

Most UK firms in SA 'pay less than minimum'

LONDON — More than 85% of British companies operating in SA reported paying black employees minimum wages below the level regarded as necessary, according to a study released here yesterday.

The study, by the Ethical Investment Research Centre (Eiris), says this was despite a reduction in the minimum wage standard.

Only 14% of black employees of UK firms were paid above the local supplemented Living Level (SLL), the level called for by the EC Code of Conduct for companies operating in SA.

The study says the average of all companies' minimum wages paid in February 1996 was R578.84 a month. This compared with the national average SLL of R482. The old standard Minimum Living Level plus 50%, which was dropped by the EC when it revised the code in 1985, was R599.

Eiris says that in order to compare like with like it had compared wages in February 1996 with the SLL for the same month even though in some cases more recent company reports were available.

'Companies' minimum wages in February 1996 ranged from R76 a month (Frank Fehr) to R988 (British Tourist Authority).

'According to our analysis of companies' reports to the DTL, only 2898 of all the black African employees of British companies were certainly paid above the SLL in February 1996 (14%), while only 10412 (5%) were certainly paid above the MLL plus 50%.

'Those certainly paid below the SLL amount to 12 036, but because of a lack of clarity in many reports there were an additional 163 969, many of whom could be paid below the SLL.'

Eiris says its findings were different from those of the Department and Trade and Industries (DTI), which said that all but 3 000 workers were paid above the target, because the DTI compared the SLL for February with wages paid after that month and used the SLL for a family of five when the Code stipulated it should use the SLL for an average-sized family (in many regions the number is higher than five).

The DTI, the study says, also assumed that any employees whose wages were not given in company reports were paid above the SLL.

The study lists the 20 companies with the lowest minimum wages at February 1996. It includes Shell (3rd worst, R130), Consolidated GoldFields (5th, R162), Lonrho (9th, R205), BP (11th, R229) and Thorn EMI (15th, R233).

The report also says that over half the number of blacks employed by subsidiaries and associates of UK companies are not covered by full reports under the code.

A total of 59 of 188 companies on the FT-All Share Index with SA interests did not provide sufficient information to assess the lowest wage paid to their black employees.

Eiris, which is primarily concerned with checking whether companies meet clients' ethical requirements, said that an investor wishing to avoid all companies that paid a minimum wage below the South Africa Code standard, would still have over R20bn worth of shares in the FT-All Share Index.
SA's public sector wages cost R5 764m

PRETORIA — South Africa's enormous and still expanding public sector cost the country R5 764-million in wages and salaries for the second quarter of the year, according to Central Statistical Services.

At the end of June there were 1 645 907 working in the state's departments, provinces, Sats, post office, the civil services of the self governing states, local authorities, para-statals, boards and public co-operations, and universities and technikons.

According to CSS figures for the first quarter of the year the salary and wage bill came to R5 981-million — an increase of R638-million.

At end-June, 712 224 were employed by the central government and provincial administrations — 5,2 per cent more than last year.

When Sats and post office workers are added, the total amounts to 1 068 224 — 3 per cent more than employed at the end of December.

Central government and provincial workers were paid R2 589-million for the second quarter — 19 per cent more than for the same quarter last year and 17,4 per cent more than for the last quarter of 1986.

When pay-outs to Sats and PO workers are added the total rises to R3 662-million.

White earnings have increased 16,6 per cent, coloured 19,6 per cent, Asians 20,6 per cent and blacks 26,3 per cent.

— DDC
Shell denies pay allegation

SHELL SA yesterday denied allegations that it was the third-worst employer among British companies in SA, paying minimum wages of R130 a month.

It was reacting to claims in a report by the Ethical Investment Research Centre (Eiris) released in London this week that Shell was among the 20 companies paying the lowest minimum wages in February 1986.

Eiris said over 85% of British companies operating in SA reported paying black employees minimum wages below the level regarded as necessary.

In a statement, Shell SA said the information was totally misleading and gave an example of a company it had taken over (in September 1985) where it had raised wages from less than R100 at takeover to R351 about 18 months later.

This information was submitted to Eiris but it had chosen to ignore it, the statement said.
Civil Service pay is one third of Budget

Political Staff

Civil servants' salaries and benefits cost nearly one third of the national Budget in 1986.

The total spending on salaries and all benefits was about R12 000 million in 1986, the Government's Commission for Administration disclosed in a booklet issued yesterday.

This is 31.4 percent of the R38,2 000 million Budget for the year.

The booklet was issued because of the many "erroneous impressions and insufficient information" about public servants' salaries.

The total 1986 salary bill had increased 19.5 percent on the 1985 bill or 16.5 percent per capita.

Of this, 10 percent was for the general salary increase of April 1987 and 6.5 percent for improving the pay for certain jobs, such as nurses, paramedics and teachers with lower qualifications.

The commission denied that since 1980 public servants' pay had increased faster than pay in the private sector. Their pay still lagged behind and was "moderately competitive" at best.

The "relatively high" pay increases between 1981 and 1984 were necessary because they had "fallen behind seriously", it said.

Government policy was that total pay packages for public servants should be equivalent to those in the private sector — but scaled down by between 5 and 15 percent to compensate for such factors as greater job security.

Exchequer Personnel Corps

The 1986 bill of "about" R12 000 million applied to the "exchequer personnel corps" — those paid out of the National Budget.

This excluded the employees of the SA Transport Services and the Department of Posts and Telecommunications.

It included employees of government departments and provincial administrations, the self-governing National States, parastatal institutions such as scientific councils, cultural institutions, the Consumer Council, Parliament, and universities and technikons.

There were 965 385 people in the exchequer personnel corps on September 30, 1986, of a total of 1.5 million in the public sector.

The R12 000 million included basic salaries, employers' contributions to the pension and stabilisation funds, service bonuses, employers' contributions to the medical aid funds, housing subsidies, car benefits for about 1 320 managers, overtime and danger pay.

The exchequer corps represents 8.4 percent of the economically-active population. It comprises 54.1 percent of the public sector.

The rest is SATS staff, 14.3 percent; Post and Telecommunications, 5.9 percent; control boards, 0.2 percent; Local authorities, 14.9 percent; Escom, 4.1 percent; Iscor, 8.4 percent; Others, 8.1 percent.
bus drivers

Mr Ashley Paul Milanese, operations executive of the road transport giant Paro, said the total wages of the workers amounted to Rs106,620. The parties reached a settlement in court today with the outstanding wages on September 16 being paid by the company. A further case against the workers was not heard.

Two hundred and twenty-three public bus drivers will receive a windfall of Rs50,000 each. The Transport and General Workers' Union has urged the Supreme Court to follow up with a successful case against the Delhi government. The workers have been demanding the full wages since 1996. The Supreme Court has ordered the government to pay the arrears.
Strikers accept pay settlement

Labour Reporter

Employees at two textile factories who went on strike for higher wages have accepted an immediate R10 a week pay increase.

About 250 members of the Textile Workers' Industrial Union went on strike last week at Wilmill Narrow Fabrics, Salt River, and Narrow Fabrics at Steenberg.

According to Mr. Norman Daniels, the union's general secretary, the workers accepted a settlement which gave them a R10 a week increase from September, a further R5 in January and R5 in April.

Further negotiations would start in April and May next year for increases effective from June.

The existing attendance bonus would be incorporated into the basic wage and there would be no victimisation of strikers, said Mr. Daniels.
 Organisation's findings disputed

Wages survey is biased, say UK companies in SA

BRITISH-LINKED companies in SA, accused last week of paying wages below the levels determined by the EC Code of Conduct have taken strong issue with the organisation carrying out the study.

In essence, the Ethical Investment Research Centre (Eiris), an "independent" monitoring group has chosen to use selective statistics to create a biased view of the wages being paid by British companies in SA, they conclude.

Eiris maintains in a report recently published in Britain that 85% of British companies in SA pay wages well below the Supplementary Living Level (SLL) called for by the EC Code of Conduct.

This is hotly disputed by the many companies concerned, with accusations that the monitoring group appears to have "intentionally" distorted the picture by considering the cash remunerations only, excluding all supplementary benefits offered to employees.

BP SA - listed as 11th on the list of worst payers - is adamant Eiris's conclusions are incorrect and misrepresent the information submitted.

It says the figures Eiris uses as a basis for its allegations are from the Eikerboom Colliery in Natal, and Eiris appears to have totally ignored any of the supplementary benefits provided to employees.

The SLL wage for the company as at February last year - about the time the survey was undertaken - amounted to R368.89 against the minimum cash wage suggested by the formula of R376.8l.

BP stresses, however, that housing, food and other benefits have obviously been excluded in this colliery's case - an instance which must cast suspicion on the validity of all the statistics submitted by Eiris.

BP estimates that its current minimum wage is R529.77, against the R415.76 SLL requirement found acceptable by the EEC Code.
15% pay rise
28% tax increase

PARLIAMENT. — For every 15% increase in private personal income, direct tax increased by 28%, the Central Economic Advisory Service said in its report tabled yesterday.

This increase in individual tax burdens came about through inflation and not as a result of real income growth.

"The adjustments that were made in the period 1972 to 1985 to tax scales, rebates and deductions, were therefore not sufficient to eliminate taxation through inflation."

These were the results of a study on the effects of fiscal drag on direct personal tax which the CEAS carried out for the Margo Commission.

"The average ratio between the growth in direct personal income tax and that in personal income, the fiscal drag, came to 1:87 for the period under review."

SAPA
Glass workers down tools

HUNDREDS of workers at the three plants of the Consolidated GlassWare downed tools yesterday over demands for better pay.

A South African Allied Workers’ Union spokesman said the striking workers belonged to his organisation and the Chemical Workers’ Industrial Union. The decision to down tools was reached after wage negotiations reached a stalemate.

The affected plants are Pretoria, Clayville and Wadeville. Workers are demanding an 80 cents across the board hourly increase on the average R3.21 hourly wage they presently earn.

Mr. Hennie Roos, managing director for the company’s glass division, confirmed the strike. He would not discuss the matter as negotiations were still pending.
Women workers on the bottom grade got a percentage increase of 25 percent.

Six months maternity leave was agreed with two months on full pay. May Day and June 16th were granted as holidays. The new minimum wage agreed upon was R4.20 per hour or R900 per month minimum wage.

May Day and June 16th were given as holidays and ‘Sharpeville Day’ would be swapped for another leave day.

After a two-day strike, 300 Propan workers at the Durban and Wadeville plants settled their dispute. Increases of between R145 and R150 per month were agreed upon bringing the minimum wage to R740 per month.

Maternity leave was increased to 4 months with 2 months on full pay. May Day and June 16th were also recognised as holidays, the union said. — Sapa.
### The Minister of National Education

The Minister of National Education is responsible for the education sector and oversees the implementation of educational policies and programs. This includes the administration of schools, teacher training, and the distribution of educational resources.

#### Annual Report

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#### Programme

- **Primary Education**: Emphasizes literacy, numeracy, and basic skills development.
- **Secondary Education**: Focuses on academic disciplines and vocational training.
- **Teacher Training**: Provides professional development for educators.
- **Curriculum Development**: Regularly reviews and updates educational curricula.
- **Student Support**: Offers financial assistance and academic support to students in need.

#### Future Plans

- Expansion of schools in underserved areas.
- Implementation of digital literacy programs.
- Enhanced teacher recruitment and training programs.

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### The Minister of Foreign Affairs

The Minister of Foreign Affairs is responsible for the country's international relations, including diplomatic negotiations, trade agreements, and international cooperation. This role involves managing the country's ambassadors and consular officials abroad.

#### Diplomatic Missions

- **Ambassadorial Residences**: Located in major cities around the world.
- **Consular Offices**: Provide visa services and support for citizens abroad.

#### International Agreements

- **Trade Deals**: Signed with several nations to promote economic growth.
- **Cooperation Agreements**: Strengthen ties with neighboring countries in areas like health and education.

#### Future Plans

- Expansion of diplomatic missions in strategic regions.
- Enhanced trade negotiations with emerging markets.
- Increased collaboration on global environmental initiatives.

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### Education and Culture

- **Schools and Colleges**: A network of public and private educational institutions.
- **Cultural Festivals**: Celebrations of local traditions and arts.
- **Library Services**: Provides access to a wide range of educational resources.

#### School Infrastructure

- **School Buildings**: Regularly updated to meet modern educational standards.
- **Library Holdings**: Extensive collections of educational and cultural materials.

#### Cultural Projects

- **Art Exhibitions**: Showcase local and international artists.
- **Cultural Workshops**: Engage students in hands-on learning experiences.

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### Outline

- **1960s and 1970s**: Expansion of educational and cultural programs.
- **1980s**: Focus on economic development and cultural exchange programs.
- **1990s and Beyond**: Continued growth and diversification of educational and cultural initiatives.

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### Conclusion

The Ministry of Education and Culture plays a crucial role in developing a skilled workforce and fostering a vibrant cultural heritage. Through strategic planning and active engagement with stakeholders, the ministry aims to create a dynamic learning environment that prepares citizens for the challenges of the modern world.
Mayor will get R1 800 a month

COUNCILLORS at Mangaung township in Bloemfontein are likely to get a dramatic increase in their monthly allowances, a source has disclosed.

The ordinary councillor will have a boost from the present R235 a month to R300 a month.

The mayor’s allowance goes up from just over R500 a month to almost R1 800 a month.

The chairman of the executive committee will get over R1 300 a month, compared with just over R600 a month at present.

The deputy mayor will also receive in excess of R430 a month from the present R253 a month.

The allowances have been increased according to a new grading structure which will operate nationwide.

It is estimated that the Mangaung Town Council already about R3 million in debt, will have to find an additional R100 000 a year to meet the increased allowance.
2,800 workers EL car plant fires
Deal for Robertson’s workers

The Durban branch of FAWU clinched a deal for workers of the Rembrand-owned Robertson Spices (Pty) Ltd late last week when the company agreed to grant a 19 percent minimum wage increase and to recognise June 16 as a paid holiday.

Settlement between FAWU and Robertson Spices was reached on September 3.

Besides leave for workers in the event of a wife giving birth or a relative dying or falling seriously ill, the company agreed to increase the minimum wage from R139 to R165 a week.

FAWU will also participate in job evaluation and be entitled to propose new grading systems. — Concord

S.Afr 10-16/9/67
Support for EL workers

By KEITH ROSS

EAST LONDON — A pledge to whip up massive overseas support for 2,800 dismissed Mercedes-Benz workers in East London was made today by a West German MP, Mr Willi Hoss.

Mr Hoss, a former shop steward at Daimler-Benz in Stuttgart, was at the Mercedes plant to address a mass gathering of dismissed workers.

The workers, who had been on strike for five weeks, were dismissed on Wednesday when they failed to meet an ultimatum to return to work.

Their dismissal, after asking for a minimum hourly wage of Rs, was described by Mr Hoss as a scandal. He said the conditions under which workers lived and worked was also a scandal.

He said Mercedes-Benz’s refusal to accede to the workers’ demands was particularly shocking after the company had announced a record year.
SOME of the NUM members who have been sleeping at the union's Welkom office after being dismissed by Western Holding Gold Mines. A petrol bomb was thrown into the offices yesterday morning.

Sommer 11/9/87

Pic: MBUZENI ZULU

Bombers in attack

Two workers were injured when a petrol bomb was thrown into the offices of the National Union of Mineworkers in Welkom yesterday, the union said.

About 100 NUM members — dismissed during the national wage strike at Western Holdings in Welkom — were sleeping in the office when the bomb was thrown at about 3am, regional organiser Mr Mzwandile Khundulu said.

He said the bomb did not go off and the workers were cut by broken glass as they desperately tried to get out of the building.

"The attack was aimed at my office which houses important documents and files of the dismissed workers," Mr Khundulu said, adding that five litres of petrol were found outside the office.

The case has been reported to the Welkom police.
ALL public servants, regardless of race, will get equal pay and benefits from March 1 next year.

Mr Alwyn Schlebusch, Minister in the Office of the State President, announced in Parliament today that all remaining disparities between the salaries of various population groups in the public service would be removed from that date.

Legislation to provide parity in service conditions for all 188,000 employees of SA Transport Services was also published today.

Mr Schlebusch said the final stage in the programme to eliminate disparities would cost about R138-million for a full year.

Full co-operation

He pointed out that he had recently stated in Parliament that he was giving urgent attention to the issue of salary disparities. In this he had received the full co-operation of other Ministers and the issue could be resolved before the end of this financial year.

The step meant that the same salary scales and measures which governed the determination of individual salaries applied to all population groups in the public service.

The elimination of disparities would include general measures such as those applying to compensation for transfer costs, subsistence allowances and stand-by allowances.

Mr Schlebusch paid tribute to the various staff associations, particularly the Public Service League, the Public Service Union and the Institute of Public Servants.

Wider powers

He said the dignified manner in which they had submitted their representations and their understanding of the complexities and constraints involved advanced the process of eliminating disparities.

The South African Transport Service Amendment Bill, introduced in Parliament by the Minister of Transport Affairs, Mr Efi Low, also grants wider powers to the general manager of Sats to dismiss workers who were involved in illegal strikes.

The Bill also enables the service to establish or acquire interests in South Africa and elsewhere.

The proposed legislation enables Sats to implement the last phase of the programme to grant equal service conditions to employees of all races.

Negotiated

According to a Sats spokesman, employees would now enjoy the same service benefits except for travel and medical fringe benefits.

The extension of these benefits to all employees was now being negotiated with trade unions and was dependent on finances.

The Minister of Communications, Mr Stoffel Botha, announced earlier this year that parity was being introduced for the remaining categories of employment in the Post Office.
WARNING FOR BEER DRINKERS

JOHANNESBURG — South African beer drinkers face a national shortage of their favourite drink unless a pay settlement is reached soon between the Food and Allied Workers' Union (Fawu) and South African Breweries.

Fawu's assistant general secretary, Mr Mike Madlala, said wage negotiations, had deadlocked and the union had decided to apply for a conciliation board, a last step before industrial action can be taken.

Mr Madlala said the union had suggested the dispute be referred to mediation, but management rejected this.

SAB's manager of industrial relations, Mr Rob Childs, said the company would go to the conciliation board with the hope of resolving the problem.

Mr Madlala said about 5,000 workers at 15 plants in the Transvaal, the Free State and the Eastern and Western Cape were affected by the dispute. — Sapa
Public service,
SATS wage parity

By ANTHONY JOHNSON
Political Correspondent

ALL racially-based inequalities in pay and benefits in the public service will be eliminated by March 1 next year.

And legislation providing for parity of service conditions for employees of all races in SATS was tabled in Parliament yesterday.

The programme to eliminate disparities between the different races in the public service would cost about R135 million a year, the Minister in the Office of the State President, Mr Alwyn Schlebusch, said yesterday.

Mr Schlebusch told the House of Assembly that by the end of this financial year people in all departments of the public service would be paid according to the same salary scales and everyone would receive the same benefits in regard to transport costs, subsistence allowances and stand-by allowances.

The move had been taken with the full co-operation of the cabinet and the "dignified manner" in which the Public Service League, the Public Service Union and the Institute of Public Servants had submitted their representations had "definitely advanced the process", he said.

The Labour Party spokesman, Mr Abe Williams, welcomed the step, saying it would make a "major contribution" to the economic upgrading of "our community" and advance the need for the elimination of social inequalities.

'Inflationary'

The Conservative Party spokesman, Professor Fanie Jacobs, labelled the move as "inflationary" and expressed fears that it could lead to discrimination against white public servants.

The South African Transport Services Amendment Bill introduced yesterday specifies that the general manager of SATS may make regulations, retrospectively, in connection with the appointment of temporary or permanent employees, "as may be necessary to achieve parity of service conditions for all races".

SATS sources indicated yesterday that provision meant that the roughly 200 000 workers could soon enjoy the same benefits, travel and medical fringe benefits excepted.
PRETORIA — Doctors in provincial and State service are to receive big pay hikes before the end of the year.

This is clear from a statement in Cape Town last week by Health Minister Willie van Niekerk who said he was aware of the acute shortage of doctors in these institutions.

Basic reason for the shortage, which, it is claimed, has adversely affected services in many hospitals, is the wide gap between the salaries of government doctors and those earned by doctors in private practice.

Van Niekerk said adjustments could be expected before the year’s end. And last week retiring head of the Department of Medicine at Baragwanath Hospital Leo Scharronroth warned doctors were leaving State service “in droves”, mainly because of deteriorating conditions of service.

Baragwanath, he claimed, was being transformed from an internationally-renowned academic centre of teaching and research into a glorified primary health care centre.

The situation, he said, could be irreversible. Earlier this year the Medical Association of SA warned of the threat to health services constituted by doctors opting out of State service.
Voluntary days negotiable, report suggests

Move to cut paid public holidays

By David Braun, Political Correspondent

CAPE TOWN

The Government was today advised by the President's Council to prescribe only four paid public holidays, leaving six or seven others to be negotiated between employers and employees.

This would open the way to making Soweto Day (June 16) a paid public holiday as proposed.

According to the report on public holidays of the Committee for Economic Affairs of the President's Council, published today, only "core statutory paid public holidays" should be stipulated — Christmas Day, Good Friday, Republic Day (May 31) and Day of the Vow (December 16).

Additional paid holidays should be determined by means of negotiation between employers and employees, but the maximum number should not exceed 10 or 11.

The President's Council investigation was conducted on the instructions of the State President, Mr P W Botha.

The investigation had revealed that the number (11) of public holidays currently observed was not excessive by international standards, but representations had been received to have the number reduced to 10. Each public holiday cost the country about R400 million in lost productivity.

It was recommended that Founders' Day (April 6) be scrapped as a public holiday but retained as a commemorative day; that Kruger Day (October 10) be scrapped but replaced by a public holiday on the first or second Monday in September. Consideration could be given to abolishing the paid and public holiday "Herero Day".

"To ensure the highest degree of acceptability, public holidays should be determined in accordance with certain guidelines.

They should as far as possible be evenly spread throughout the year. In cases where such days were not purely neutral, the needs of groups that could be reconciled with endeavours to achieve, broad acceptance should be taken into account."

Widely accepted

A public holiday may also come into being when a particular day was already so widely accepted as a paid holiday as a result of negotiation between employers and employees that its acceptance as a public holiday would be a de facto recognition of a de facto situation.

June 16 was a such a day.

But the resulting public holiday had to be acceptable generally and not merely sectionally, the committee said.

June 16 would contribute to the concentration of holidays in the first half of the year.

Other recommendations were:

• A very limited number of public holidays, preferably not more than one, determined on a regional or group basis, might perhaps be desirable to provide for the urgent needs of people or areas, that could not claim national importance, provided that the total number of public holidays in the country was not increased in this way.

• A holiday falling on a Sunday should be transferred to the following Monday.

• Remuneration for work on a paid holiday should at least amount to that for Sunday work.

• There should be provision for negotiation on whether workers would have paid holidays separately or could work on some and add these to annual leave.

• See Page 19.
COP shot dead after knifing

MAJOR Zwane.

AN argument over women between two policemen ended with the death of one and the stabbing of the other, police PRO Major Fanyana Zwane said yesterday.

The major said the incident happened at the Jabulani barracks on Sunday. The dead policeman was stationed at Lenasia.

The dead man and his colleague had been in a room at the barracks with women.

An argument apparently ensued and the dead policeman allegedly stabbed his colleague on the head, neck and shoulders.

Rape

Later shots were fired and the other policeman died.

The body of a 36-year-old man was found in room at Meadowlands hostel with two bullet wounds in the head. The police suspect a faction fight.

Four people were killed in incidents of violence in Moroko, Kliptown and Meadowlands at the weekend. Police have arrested one man in connection with one murder.

There were five attempted armed robberies.

Police have made four arrests in three rape cases out of 11 reported to them at the weekend.

Lights people have been arrested for dealing in liquor without a licence and police have confiscated 99 dozen of 750 ml beer bottles, 24 dozen of 375 ml bottles and 39 dozen of 200 ml bottles of strong liquor.

A further 16 people have been arrested for either dealing in or possessing drugs and/or mandrax tablets.

The police confiscated 3 318 kg of dagga and 130 mandrax tablets.

The police have also recovered six stolen vehicles and 18 suspected stolen vehicles.

A man arrested in a stolen vehicle while seven others were arrested in three suspected stolen vehicles.

ALL work has stopped at Rand Mines' Winterveldt chrome mine at Steelpoort in the Northern Transvaal where 800 miners staged a two-day underground sit-in last week following a deadlock in wage increase negotiations.

A spokesman for Rand Mines confirmed yesterday that the Winterveldt mine had not resumed production since the sit-in. Workers returned to the surface on Thursday afternoon after a management obtained a Supreme Court order to evict them from mine premises.

The sit-in, which started on Tuesday, was intended to last a week — workers reportedly took supplies down with them to last seven days.

"After the court order was presented to them the workers returned to surface and went home. Most did not report for duty on Friday or yesterday morning. There were no incidents," said the Rand Mines spokesman.

He said the strike action was illegal when it started on Tuesday but had since become legal.

In terms of labour legislation the workers were obliged to wait 30 days after the wage negotiations deadlock at conciliation board level.

"The 30 days only expired on Friday," he said.

SA PRESS ASSOCIATION

said yesterday that Rand Mines had not approached the NUM to continue negotiations since the deadlock.

Workers have demanded a 26 percent wage increase to which management have responded with a 19.4 percent package increase offer.

The Rand Mines spokesman said the package offer consisted of a 17 percent wage increase, a two percent increase on leave allowance and May Day (May 1) is a paid holiday, "which translates into a 1.4 percent additional increase," he said. — Sapa.

Deadlock

According to the spokesman 59 percent of Winterveldt's employees are National Union of Mineworkers (NUM) members.

NUM general secretary Mr Cyril Ramaphosa said yesterday that Rand Mines had not approached the NUM to continue negotiations since the deadlock.

Workers have demanded a 26 percent wage increase to which management have responded with a 19.4 percent package increase offer.

The Rand Mines spokesman said the package offer consisted of a 17 percent wage increase, a two percent increase on leave allowance and May Day (May 1) is a paid holiday, "which translates into a 1.4 percent additional increase," he said. — Sapa.
Soothing over the broken panes

The dispute between the Chemical Workers Industrial Union and Pilkington Glass was partly settled this week when the parties signed an agreement for 2,400 hourly-paid workers — including a company pledge to consult with the union on the implementation of social responsibility programmes.

According to CWIU general secretary Rod Crompton, the company also agreed to paternity leave and committed itself to non-racism and to disclose information so the union can monitor changes.

The wage settlement, which is a boost to the union's "Living Wage" campaign, raises the minimum wage to R4,25 per hour (R810 per month).

By SEFAKO NYAKA

The agreement also provides for job security, reduced working hours, improved education and housing benefits and shift and service allowances.

Monthly-paid employees have been excluded from the settlement.

The paternity clause, although won at a basic level, is significant in that more and more companies seem to be acknowledging that they need to enable male and female employees who are parents of young children to exercise their parental responsibilities.

The agreement provides for two days' leave. The union has now signed paternity agreements at more than 20 factories.
Employers and employees have mixed feelings about the President's Council report on public holidays.

The Association of Chambers of Commerce (Assocom), while welcoming the report, said it regretted the recommendation regarding negotiation of payment for other public holidays.

"The problem here is that, with the majority of workers in South Africa unorganised, and taking into account the large number of small businesses, such negotiations may not be practical," Assocom said.

Assocom described the report as well-researched and one which offered a balanced assessment of the wide range of divergent views that existed on the highly emotional issue of public holidays.

The information officer for the Congress of South African Trade Unions (Cosatu), Mr Frank McIntjes, expressed disappointment that Soweto Day (June 16), Sharpeville Day (March 21), or Labour Day (May 1), were not stipulated public holidays.

But he said the fact that it had not been proposed to enforce the first Friday in May as Labour Day was an acknowledgement of the power of the unions.

Trade unions strongly opposed this suggestion last year and have asked that May Day be a paid public holiday.

Mr McIntjes said the report did not address the needs of Cosatu members, specifically in regard to the Day of the Vow.

"The Government is held hostage by the interests of the conservative elements," he said. "It is not going far enough to address the needs of the majority."

The South African Federated Chamber of Industries welcomed the introduction of a flexible approach to public holidays.

"The FCI particularly appreciates the recommendation regarding the role to be played by the collective bargaining process in determining a number of holidays to be celebrated by specific groups or communities," the chamber said.

"This approach is in line with the submission made to the council by the FCI."

The chamber supported the decision that the number of existing public holidays would not be increased and should be better distributed throughout the year.

"The proposed inquiry into the various Acts relating to holidays to achieve uniformity is also supported."

"The FCI is, however, concerned that certain of the recommended four core statutory paid holidays may be contentious in the eyes of certain communities in the country."

The Government should stipulate the minimum number of public holidays to be agreed upon between workers and management to prevent some companies from exploiting their staff, Mr Randall Falkenberg, head of a human resources consultancy said yesterday.

Mr Falkenberg said the report indicated an incredibly divided society in which "it does not seem possible to arrive at agreed national public holidays."

Mr Falkenberg said the idea of having as many holidays as possible with the widest possible acceptance seemed to be a move to accommodate sectional interests.

Although the holidays were to be negotiated on a "less than national" regional, corporate or provincial basis, he felt the Government should legislate a national minimum number.

"If there is not a national minimum, some companies will exploit workers."

"I do not think the differential between the legalised maximum of 10 or 11 days and the legalised minimum should be more than three days."

Mr Falkenberg said that, while in the process, the Government should scrap existing holidays which were objectional and divisive.

But Labour Day (May 1) was an internationally recognised holiday.

"This is an opportunity to recognise it as it cuts right across culture and acknowledges the importance of labour throughout the world."

If handled properly, the proposed arrangement over holidays could remove one small problem from the industrial relations arena, Mr Falkenberg said.

The report advised the Government to prescribe only four paid public holidays, leaving six or seven others to be negotiated between employees and employers.

Christmas Day, Good Friday, Republic Day and Day of the Vow should be core statutory paid public holidays, the council said.
Public holidays for all seasons

NO NUMBER of public holidays can satisfy all interests in a country. South Africa, in a state of flux and beset by turmoil, seems to need more commemorative days than most. If all religions could select their own holy days; if patriots and sentimentalists could nominate their dedicatory holidays; if political groups were permitted to set aside their special memorial days, and a few obvious special days such as New Year were to be thrown in, we would be close to the seven-day weekend.

The ferment over holidays has been illustrated over recent years by confusing experimental changes. Easter Monday was set aside to honour the Family, the anniversary of Van Riebeeck’s landing was broadened to include other Founders of choice, Dingaan’s Day metamorphosed through Covenant to Vow, and Boxing Day was set aside, at least in name, for Goodwill.

A bitter wrangle resulted in the first Friday in May being set aside as Workers’ Day. And it is the prospect of other disputes over special days, as well as the need to rationalise the distribution of public holidays, that have led to the report of the President’s Council, published yesterday.

As if conflicting interests were not a sufficient complication, it is argued in some quarters that holidays arranged so as to form a long weekend affect productivity less than midweek days off. But another lobby says long weekends kill off more people in road accidents.

So the idea of a core of four fixed holidays a year, plus negotiated paid holidays to suit individual preference, is a fair compromise. Yet it will not solve all the differences.

For instance, would pupils and students be given a choice? There would have to be an official ruling for educational institutions if teachers and learners are to be there at the same time. (Pupils, having nothing to lose financially, would tend to opt for as many holidays as are available.)

The only totally rational solution would be for a state of affairs in which the whole nation can accept the allocated holidays — with all the rest as Goodwill days.
LABOUR BRIEFS

Miners accuse bosses of ‘starvation’ tactics

THE wage strike by 700 members of the National Union of Mineworkers at Tobatse Ferrochrome Mine, Lydenburg, entered its fourth week today with the union accusing management of “starving” the striking workers.

An Num spokeswoman said the workers were being refused access to the kitchens in an attempt to break the strike. She also said there was a “heavy army presence at the mine”.

Tobatse mine general manager, Mr N J van der Walt, denied the workers were being starved and said the kitchen was closed after workers in the department also downed tools and joined the strikers.

He said he was not aware of the army’s presence at the mine.

Mr Van der Walt said the wage talks with Num were at a standstill with the union refusing to budge on its 35 percent wage rise demand.

The mine, which is owned by Samancor, is offering between 15 and 16 percent increases. The strike began on August 26 — two weeks after Num’s national wage strike involving 300,000 workers on gold and coal mines started.

• Production at Rand Mines Winterveld Chrome Mines was still at a halt yesterday with the strike by Num members entering its second week.

A Rand Mines spokesman said work was still at a standstill. Miners returned to the surface after 800 of the 1200 strikers staged a sit-in almost 2 km underground.

The company obtained a Rand Supreme Court order last week to evict the workers from the mine. The strike resulted from a wage deadlock.

• Senior officials of the Congress of South African Trade Unions and the National Union of Mineworkers are to speak on modern-day strike action at a public meeting in Johannesburg tonight.

Cosatu general secretary Mr Jay Naidoo and assistant general secretary of Num, Mr Marcel Golding, address the meeting which begins at 7.30pm at Cathedral Hall, Saratoga Avenue, Johannesburg.

The meeting will also include a slide show and lecture by historian Luli Callinicos of the Wits History Workshop.

The talk will deal with “significant aspects of worker dissatisfaction and strike action — from the miners’ strikes of 1922 and 1946 to the rise of today’s giant union and worker organisations.”

The event is organised by the Johannesburg Democratic Action Committee, Johannesburg Youth Congress and YCS.
Take good care, salons told

BY ALINAH DUBE

HAIR dressing salons owners were yesterday accused of driving black hair stylists into backyard operations, because they were not paying them standardised salaries.

The accusation was part of many raised at the launching of the Northern Transvaal Hairdressers Association (NTHA) at a Pretoria hotel yesterday. About 200 people, from around Pretoria, Rustenburg, Brits, Warmbaths and Pietersburg attended.

Most of the problems affecting the hairdressing field were blamed on lack of professionalism: Speaker after speaker emphasised the need for increased knowledge among those involved in the business.

Body

Mr Norman Ngale, a hair product distributor, said the need to form a body representing hairdressers in the region was felt after the Black Hairdressers’ Association (BHA) was launched in Johannesburg three months ago.

"But I want all the people gathered here to note that the NTHA is not an opposition to the BHA. This is a body meant to handle matters affecting hairdressers in the Northern Transvaal at local level," he said.

Mr Bonke Mkhonto chairman of the interim committee said it was pleasing that black people were beginning to realise what they had to do for their own benefit.

He said the organisation had been formed in order to foster professionalism and the interests of both the hairdressers and their clients by introducing uniform prices.
Probe into factory wage levels

Daily Dispatch Correspondent

Butterworth — The Transkei Department of Manpower Planning and Utilisation has sent inspectors to Butterworth factories to investigate wage levels following claims of "inhuman exploitation" of factory workers.

The claims were made by a worker, Mr S.S. Mbeshu, who appealed to the government to investigate wage levels in the Butterworth industrial complex.

Mr Mbeshu said it was ridiculous that companies should expect their workers to subsist on between R20 and R30 per week when they had to pay for bus fares, rent, food and clothing.

He said this was a matter for the government to take up seriously, as well as for the people in general to raise their voices in protest against "this inhuman exploitation".

"When I approached the managing director of one large factory here in Butterworth about the low wages they are paying our people, he told me that his company was not a welfare institution.

"I am calling on all working in these factories to stand up for their rights," Mr Mbeshu said.

An official of the Transkei Department of Manpower Planning and Utilisation, Mr M. Qina, said his department was aware of the matter and inspectors had been sent to visit some of the factories in Butterworth to check on levels of remuneration.

He appealed to the general public to report cases of low wages to his department whenever they came across them.
Public servants urge an earlier retirement age

By Chris van Gass, Pretoria Bureau

The 63 500-strong Public Service Association (PSA) meets today to thrash out a number of issues, among them the dissatisfaction with the recently implemented 12.5 percent pay increase. The PSA, the largest of the four recognised staff associations in the public service, is also expected to press for an across-the-board optional retirement age of 60.

PSA president Dr Colin Cameron said he felt strongly that everyone should have the choice of being able to retire at 60. He said the dissatisfaction with the 12.5 percent salary increase implemented on July 1 was well-known.

"This adjustment should have been implemented on April 1, or it should have been higher," he said. "Nevertheless, the PSA is grateful for the funds specifically set aside for occupational differentiation and is looking forward to its practical implementation."

Another aspect that may be raised is the question of market-related pay.

"The PSA supports the principle, but it appears that year after year, there are never enough funds available to execute this ideal, with the unfortunate consequence that many public servants have started doubting the credibility of the system," he said.

Other points on the agenda include:

- The current "unsatisfactory" system of organised negotiation between the Government and recognised staff associations.
- The PSA has been making representations for an improvement since 1979 and there is a strong feeling that the matter should now be finalised," said Dr Cameron.
- The optional retirement age of 60.
- A "rapid revision" of the "laborious and clumsy" procedures for the arbitration of public servants' personal grievances, and
- Raising the present R50 000 maximum on housing loans "which is
Civil service wage push

Post Correspondent

JOHANNESBURG — The Public Servants Association (PSA) has been given a mandate by its 63,000 members to formulate fresh representations to the Government for "substantial" wage increases.

"The mandate is for the executive to plan and act as it sees fit," said PSA president, Dr. Colin Cameron, after the closed annual congress of the association.

The first tasks are to make a reassessment of the overall manpower and labour market, to see what is happening about the occupational differentiation scheme, and then to plan action aimed at maintaining the status of the service."
Wage agreement for miners

De Beers Consolidated Mines and the National Union of Mineworkers (NUM) have reached agreement on wages on De Beers mines for 1987/88, a spokesman for the diamond mining group said yesterday.

The wage agreement, in terms of which workers will receive a wage increase of between 16 and 18 percent, applies to some 9,000 employees.

Improvements in service increments, shift allowances, and sick leave benefits have also been agreed upon, the spokesman said. The negotiations took several months.

The wage agreement will be effective from October 1.
Court confirms ruling on furniture workers

Pretoria Correspondent
An interim interdict ordering members of the Allied Workers' Union to vacate the premises of Furniture City in Verwoerburg and Pretoria after they refused to leave the buildings because of a deadlock in wage talks, was yesterday confirmed in the Pretoria Supreme Court.

In August this year Mr Justice Hartzenberg ordered members of the union, including Mr S S Tshidi, Mr H Ratheagne and Mr S Maruba, to leave the premises of the two shops. He also ordered that they pay costs of the application.

In a statement before the court, Mr Kenneth Nosworthy, personnel executive of Furniture City, said Mr Ratheagne and Mr Maruba were shop stewards at both the branches of the furniture shop and were also members of the union.

Mr Nosworthy said that following several meetings with representatives of the union since May 1987, various proposals from both sides with regard to wages were made but no agreement could be reached and a dispute was declared.

He said the attitude of Mr Tshidi was that he was not prepared to accept a dispute and indicated that he and Mr Ratheagne and Mr Maruba were not prepared to leave the premises until management came back to discuss the issue.

He said the union representatives and members of the union were illegally on the premises and the application was one of urgency since the building housed a security division of Armscor which had various computer installations holding confidential records.
Public servants to request more pay

PRETORIA: The Public Servants' Association (PSA) has been given a firm mandate to formulate and make fresh representations on pay.

The president of the 63,000-strong body, Dr Colin Cameron, said this after its annual meeting here.

The 12.5 per cent salary hike for public servants on July 1 was said to have been unsatisfactory, with most PSA members also feeling that it should have been backdated to April.

Delegates also backed Dr Cameron's call for better machinery to handle public servants' grievances.

"We feel the time is right to formalise this with the authorities."

Dr Cameron said it was too early to say what percentage increase public servants would seek in April next year. — Sapa
It pays to be a top official

Political Staff

MAJOR salary and other increases granted to directors-general (DGs) — the mandarins of the civil service — are made in virtual isolation of the pay scales set for lower echelons.

This is one reason for the vast remuneration gap of about 70% between what a DG will take home and what his deputy DG receives. On a flat rate, excluding perks, the pay scale for a DG currently amounts to a little more than R119 000 a year. His deputy gets R70 000.

This disparity has been confirmed by Mr Wessel Meyers, at present secretary-general of the Commission for Administration and due to become DG of the Administration of the House of Assembly from December.

He said the existing remuneration scale for DGs was set last year following a survey of pay scales for comparable executives in the private sector — less 5% to 15% to account for the security offered public servants.

This broad disparity has aroused discontent within the public service and has caused the Public Service Association to call for a meeting with Mr Alwyn Schlebusch, minister in charge of public service matters.
Wage demands seen adding to inflation rate

By Sven Läsche

The year-on-year inflation rate remained unchanged at 18.3 percent in August, compared with July, but economists are now asking whether a forecast drop well below 15 percent by the end of 1988 is possible.

Just when soaring food prices seem to have been brought under control, clouds are forming on the horizon in the form of increasing wage demands from the burgeoning union movement.

"There is a chance that inflation will decline below the 15 percent mark by the beginning of next year, but wage increases will make a further drop very difficult," says Rand Merchant Bank's Rudolf Gouws.

Although the annual rate of increase in food prices remains high at 22 percent, a pleasing development was that for the fourth successive month food prices rose at a noticeably slower rate than the other items in the consumer price index.

"A positive aspect of the 1.4 percent overall monthly increase from July to August was that 40 percent of this was due to premium rate increases in household policies, which rose by 67 percent over the year," says Dr Tournicht du Toit, head of the Central Statistical Services in Pretoria.

He says the monthly 1.2 percent rise in food prices can be attributed to only one source: a sharp 2.6 percent increase in the price of red meat, which, on an annualised basis has soared by over 32 percent.

For almost a year, soaring food prices have been the major contributor to double-digit inflation, thereby replacing the high cost of imported products.

With an improved outlook in agricultural conditions as a result of encouraging rainfall, economists are looking at a gradual drop in the rate — an average of 16 percent for 1987 has been generally forecast.

Now they might have to revise their estimates. Wage increases in the mining and manufacturing sector have been on average well above 20 percent and the increasing clout of trade unions could ensure this trend will continue.

"The recovery in profits over the past year has not escaped the notice of organised labour, while the corporate sector wants to protect its return on capital," Standard Bank said in a recent economic review. It said the conflict between labour and business could lead to a severe wage spiral.

"Trust Bank's Ulrich Joubert" agrees: "Wage and salary increases will inevitably push up costs and although some companies can afford it in the wake of improved profits, the question remains whether the economy can stomach it."

Mr Gouws says: "We are not facing runaway inflation yet. Tightening the money supply and higher interest rates will prevent inflation from keeping pace with expected high wage increases."

Standard Bank calls for conservative and credible demand management to prevent the wage-price spiral from getting out of control and that the best policy for South Africa would be to aim for steady growth in its total expenditure on goods and services produced.

Most economists agree that there should not be a trade-off between economic growth and higher inflation, but pragmatism seems to prevail.

As Mr Joubert puts it: "We have to bear a high inflation rate until the economy adjusts."

"The short-term focus must be on economic growth, but in the long run we will have to do something about the high inflation rate, otherwise the political and economic costs will be too expensive to carry through to the future."
Workers get a big wage hike

By Themba Molefe

The minimum pay for employees of the Tembisa Town Council has been increased by 159 percent following negotiations between the council and the South African Black Municipal Workers' Union.

The agreement brings to an end a year-old dispute that involved a strike and rent boycott.

In a joint statement issued yesterday the council and the union said the new minimum wage would be increased from R140 a month to R362.75 a month.

All employees have been given increases totalling an average of 45 percent retroactive to July 1.

The statement read:

"Sabnmwu expresses its gratitude to the community of Tembisa for its support in this long battle and wishes to inform it that all demands by workers have been met.

"The union has been assured by the council that it would act reasonably with the community in order to resolve the rent boycott which was called in support of the workers' demands for higher wages.

"Boycott"

In an interview yesterday, the general secretary of Sabnmwu, Mr Philip Dlamini, said that the Tembisa Workers' Support Committee had started the rent boycott in May, 1986 to support the council workers.

"We now believe that the grievances of the workers are now no longer an issue in the rent boycott, but we will be starting consultations with the people who supported us to see what can be done about the boycott," he said.
Campaign to ‘capture imagination of millions

What is a living wage and what is the background to the launching of Cosatu’s national Living Wage Campaign?

A living wage is what workers perceive as being enough to enable them to adequately support their families and themselves. Cosatu has not set an exact figure because wage levels vary in different sectors.

For instance, a demand of R500 or R5,50 an hour would not be an effective negotiating weapon for domestic workers, most of whom earn about R39 a month.

Other demands of the campaign include: a 40-hour week; job security; May Day, June 16 and Sharpeville Day to be declared public holidays; an end to tax deductions; a minimum of six months’ paid maternity leave; decent family housing near places of work and decent education and training.

The demand for a living wage became an important rallying cry among workers when three major Cosatu affiliates, the National Union of Mineworkers, the National Union of Metalworkers and the Chemical Workers’ Industrial Union began waging their own internal living wage campaigns.

We felt the campaign had the potential to capture the imagination of millions of workers.

Workes are also demanding a redistribution of wealth, Wages have emerged as the biggest cause of strike action in the past three years, costing the economy millions of man-days. ADELE BAILETA interviews Congress of South African Trade Unions’ (Cosatu) information officer Mr Frank McMillies on the federation’s Living Wage Campaign which began in March.

for themselves. Forced removals have taken people off viable land and pushed them into areas where grazing and farming is impossible.

These factors together with the economic climate have come to a head. It has resulted in rural workers in the mines and railways coming to the forefront of the campaign in a way that even jeopardises their jobs. This is an indication of how desperate conditions are.

Has the Living Wage Campaign embraced political demands expressed in the Freedom Charter?
The Freedom Charter and its demand for the re-distribution of wealth is assuming a powerful new relevance in Cosatu because it gives workers a vision of a different society.

Our members and leadership feel that managements are doing everything in their power to protect profits. A demand of the Freedom Charter is the dismantling of monopoly structures because they do not act in the interests of the majority.

Our campaign, which revolves around bread-and-butter issues, is also political because it is linked to us wanting to change society and to shape it in terms of the needs of our members. As a trade union we are demanding a political and economic transformation of society, the two being integrally linked.

What was the effect of the the recent mine strike on the campaign?

We will have to regroup and re-assess the strategies and tactics within the Living Wage Campaign. In some ways the effect of the strike will lead to more careful planning and will also inspire unions to organise the unorganised in the sectors in which they are represented.

Can you assess the success of the campaign since its launch?

Objectively we have not yet achieved what we set out to do, but subjectively there have been great advances.

Our success can be measured in the way the concept of a living wage has caught on amongst our members. Also, the demand for June 16 as a paid holiday has been won in certain sectors.

Managements’ co-ordinated resistance, the implementation of oppressive State laws and the detention of our members in terms of the state of emergency in an attempt to curb strike action has caused us several setbacks.
Deadline day for Anglo’s fired workers

By ERNEST SIDERIS

ANGLO American’s deadline for 2,100 dismissed workers to apply for re-employment was extended to 7am today after employees rejected yesterday’s 3pm ultimatum.

The workers at four of Anglo’s iron and steel plants in the Eastern Transvaal were fired on Monday after they refused to accept the company’s offer on wage increases.

Anglo’s Highveld Steel and Vanadium Corporation locked National Union of Metalworkers of South Africa’s members out of the plants at the beginning of this week, saying the move was designed to persuade workers to accept their wage offer and that management was prepared to hold further talks to resolve the issue.

But the company had refused to budge from its minimum offer of a 41c an hour increase at talks initiated by the union yesterday — despite the willingness of workers to come down from their initial demand for a “living wage” increase of R1 an hour across the board to below 50c an hour, according to Bernie Fanaroff, secretary for Numsa’s steel and engineering sector.

Management had also refused to

Workers’ deadline

• From PAGE 1

consider a union request that the issue be sent to mediation and said the workers would be dismissed if they did not accept the company’s offer, either individually or as group, by 3pm yesterday, said Fanaroff.

A meeting of Num SA members at the plants yesterday rejected the ultimatum and refused to return to work under management conditions.

The deadline was then extended to 7am today.

Anglo representative James Duncan said earlier that management had only decided on the lockout after concluding an agreement with five of the six unions that are recognised at Highveld Steel.

The Anglo representative said Highveld Steel management was aware of the allegations made by Num SA but was not prepared at the time of going to press to comment.

The Congress of South African Trade Unions has rejected management’s claim that the lockout was an attempt to resolve the dispute.

Agenda News Service

WM 259-11/10/87
Steel plant strike not settled

JOHANNESBURG — Talks to end the wage dispute at South Africa's biggest steel producing company, Highveld Steel, ended inconclusively yesterday, union and management spokesmen said.

On Monday, the company fired 2,000 workers after locking them out.

"The matter hasn't been finalised," a management spokesman said.

But a spokesman of the National Union of Metalworkers, Dr Berhard Fanaroff, said: "There was no movement from management. They refused all our suggestions."

Dr Fanaroff said management had extended the lockout until 7am today. After the deadline, no members of Numsa would be re-employed.

The workers are up in arms over a bid to secure a 75c an hour increase. The company is offering 41c.

"They are not prepared to consider any change in their position and they are not prepared to consider our proposals," he said.

Dr Fanaroff said about 400 workers at the Mapoches iron ore mine, and at the Picopitsie quarry, downed tools on Monday in sympathy with the Highveld workers.

The management spokesman declined to comment.

An Anglo American Corporation spokesman said the lockout deadline had been extended "to show management's good faith and to assist the process of negotiation."

He declined to comment on the effect of the dispute on production, saying: "We're not discussing the effect.

Dr Fanaroff said the company had urged the workers to withdraw the dispute, resume work on its conditions and negotiate later on matters concerning fringe benefits.

He said his union was seeking the support of the International Metalworkers Federation, the Congress of South African Trade Unions and members in other Anglo American Corporation plants.

The union would also seek a meeting with the directors of Anglo American "soon," he said.

Dr Fanaroff also said management had admitted in the meeting they had expected the workers would return to work after the lockout.

There were no indications the two sides would meet again soon.

— Sapa
Heavy cost of divided society

By MARLENE BURGER

TWO cents out of every Rand spent by the State last year was used to enforce and maintain apartheid in South Africa.

Professor Mike Savage, head of the Sociology Department at the University of Cape Town, said yesterday direct expenditure on a segregated society had cost R2.5 billion last year.

He estimated that South Africa's gross national product would have been 50 percent — or R6 billion higher during the period if there had been no "wasted" apartheid.

Speaking at the Five Freedoms Forum's first national conference at Witwatersrand University, Professor Savage said the government's "mad, bad and dangerous policy" was also responsible for an economic growth rate of only one percent last year.

Balkans

Warning that the government's present policy of reform would not provide solutions to the economic crisis facing South Africa, Professor Savage said the tricameral parliamentary system would merely reinforce "Balkanization".

One of the three spokesmen for the Five Freedoms Forum, Dr David Webster of the Detainees' Parents Support Committee, said it was an alliance of approximately 26 human rights organizations working towards genuine democracy.

Speakers at the three-day conference included Mrs Sheena Duncan, vice-president of the SA Council of Churches and former national president of the Black Sash; Dr Frederik van Zyl Slabbert, former leader of the Opposition and currently Idasa's director of policy and planning; Azhar Cachalia, national treasurer of the United Democratic Front; Independent MP Wynand Malan; and Jan van Eck; and Sir Richard Layt, former vice-chancellor of UCT.
World labour scene continues to darken

Incomes

A significant proportion of workers in some Asian and Western industrialized market economy countries (EMECs) also have experienced declining real incomes and in many EMECs increasing numbers of workers are exposed to job and income insecurity. Thus, in Sweden real wages fell by more than 10% between 1979 and 1983. The overall situation in Asia is less gloomy. The most striking example is China, where as a result of rapid reforms and a change in industrial policy, has enjoyed large increases in labour and earning opportunities. Some countries have also increased real incomes in a number of countries in Southeast Asia but in some exceptions.

The proportion of population living in poverty probably has remained roughly constant in Southeast Asia and unemployment may even have increased in some of the region's poorer countries. Population growth in the context of a relatively unchanged agricultural technology generalized ecologically unstable use of land, which in part laid the basis for famine.

But perhaps the most glaring and disquieting contributions to stagnation have been severe and long-lasting pressure on agriculture, as has indeed happened in the Republic of Korea and Malaysia. In the absence of such possibilities, one option is to increase the factor inputs in land cultivation in order to raise productivity.

Efficiency has been increasing wage adjustments in developed and developing countries have been directed at objective such as to slow inflation, economic growth, employment promotion and balance of payment equilibrium. However, in spite of labour cost moderation in Western Europe and the improved profitability of enterprises, unemployment has not fallen significantly in many countries.

The better-off segment of rural populations in Africa have protected themselves by selling assets such as livestock, by boarding or by taking advantage of less drought-sensitive technologies - all strategies of survival not available to the poor.

Too many people for too little land is a problem in Asia. Between 1967 and 1977, for example, landlessness in Bangladesh rose sharply from 20% to 37% of the agricultural workforce.

Pressure

Clearly, employment opportunities outside the rural sector would relieve pressure on agriculture, as has indeed happened in the Republic of Korea and Malaysia. In the absence of such possibilities, one option is to increase the factor inputs in land cultivation in order to raise productivity.

Security

Efficiency considerations alone have become more important in government social expenditure, such as for training and social security. Studies of various training modes in developing countries suggest that a higher proportion of training resources should be devoted to developing skills in the informal sector.

Expenditure on social assistance in the IMF has increased for such people as the long-term unemployed and single-parent families who are no longer or not sufficiently covered by social insurance benefits.

These outlays now account for four-fifths of all social security spending in the United States, while in France social assistance expenditure rose by more than 20% between 1960 and 1984. At the same time governments have introduced various measures and reforms in an effort to hold down social insurance costs.

Changes

Profound changes are taking place in most countries of the world economy. The so-called "extensive" development is being replaced by the "intensification" of production. Its emphasis is on technologically more advanced machinery, increased labour productivity and savings in raw materials and energy, and financial resources. These changes are likely to become a thing of the past. Re-tooling of workers, particularly those released from manual labour, is in the air. So is a new wage policy.

Entrepreneurs are being given more autonomy in wage and distribution of incentives. An important element for doing this is group payment, especially through brigades in which workers decide among themselves how to reward labour input and performance.

Work

These approaches are being implemented by the growing role in the planned introduction of pay differentials linked to the type of work and performance.

This third volume of The Labour Report takes as its theme "income from work: inequality and efficiency." It provides a global overview of current trends in such key issues as employment, wages, skills development, productivity, labour relations and social security.
Sats faces 16% pay hike demand

THE half-yearly meeting of the federal council of Sats' 10 trade unions in Johannesburg tomorrow is expected to recommend a salary increase demand of at least 16% from April next year.

This, if granted, would raise Sats' labour costs by about R956m, and the total pay out, including overtime and bonuses, to more than R4bn.

As Sats is heading for another deficit year — it was R75m for the first four months of the current financial year — another tariff adjustment is considered certain in the Transport budget in March.

Council chairman Dudley Henn told Business Day a far higher demand could be justified against a background of increases during the past few years which failed to compensate for inflation.

However, he said, the council took into account the current economic circumstances, and the efforts being made to slow down the price spiral.

The council is also expected to demand a decision from government on the labour council recommended by the Wiehan Committee to determine Sats workers' service conditions, including pay levels. Both issues, Henn said, would be raised at a meeting with Transport Minister Eli Louw in Pretoria on November 12.

At a meeting with Louw last month, the 24 400-strong Sats' Artisan Staff Association submitted a 16.5% pay increase demand.

Sats' trade union leaders are still angry at being done out of their increased, service bonuses earlier this year because this year's 12.5% pay hikes were delayed until July, instead of from April.
DOCTORS at Hillbrow Hospital, which has been hit by a "living wage" strike, have come out in support of the striking workers, saying the stoppage should concern all health workers.

The National Medical and Dental Association (Namda) called for the unconditional reinstatement of 600 striking workers fired last week.

"Namda supports the demands of the workers for a living wage and decent working conditions," a statement said.

"The decision of the authorities to dismiss the workers is misguided, especially in view of the continuing crisis in State hospitals."

The strike by cleaners, porters and attendants over higher pay and other issues entered its fifth day today. The workers are members of the National Education and Health Workers Union, a Cosatu affiliate.

Hospital spokesman J W Olivier said yesterday no negotiations had taken place with the union which is not recognised at the hospital.

"The law prohibits us from negotiating with the union," he said.

He said some workers reported for work yesterday but "were prohibited by some other people".

Re-employment of dismissed workers would take place today, but Olivier said: "Some of them will not be re-employed."

Union members were reported to be meeting yesterday at Khotso House in Johannesburg. Cosatu, SA's biggest trade union federation, recently launched a "living wage" campaign aimed at improving workers' pay. — Sapa.
SOWETAN, Tuesday, October 6, 1987

Hospital move

The Transvaal Hospital Services which dismissed 600 workers at Hillbrow Hospital last week following a work-stoppage begins re-employing the workers on a selective basis today.

The workers, members of the National Education, Health and Allied Workers' Union (Nehawu), were dismissed on Friday after downing tools over "living wage" and working condition demands.

400 on strike

About 400 members of the National Union of Metalworkers of South Africa yesterday began a strike at Cadac in Johannesburg, the union has said.

Spokesman Mr Allister Smith, said more than 80 percent of the workers at Cadac's Stormhill plant voted in support of the action after wage talks reached deadlock. BCWU said it demanded an increase of R18.50 on every R56.50.
Overtime ban at breweries is lawful — Supreme Court

By Lesley Cowling

The refusal of more than 1 500 South African Breweries employees to work overtime until their wage demands were met was not unlawful, a Rand Supreme Court judge ruled yesterday.

South African Breweries is presently involved in a wage dispute with the Food and Allied Workers' Union (Fawu) and the overtime ban is costing the company about R150 000 a day.

Mr Justice R J Goldstone yesterday dismissed an application by the Breweries to have the overtime ban declared an unlawful strike because it was being used as an industrial action tactic.

INROAD INTO WORKERS’ RIGHTS

Counsel for Fawu, Mr Streicher, SC, had argued that the overtime ban did not constitute an unlawful strike. He said that in terms of the Labour Relations Act an agreement by two or more employees not to continue work, with the aim of compelling their employer to comply with demands, was an offence.

However, he argued that "work", in this context, must mean work which employees were contractually bound to do. Workers were not contractually bound to work overtime.

To deny them the right to withhold work which they had not contracted to do, for whatever reason they withheld it, would constitute a very serious inroad into the rights of employees.

"ILEGAL STRIKE"

Mr C Z Cohen SC, for SAB, had said the "work" did not mean work employees were contractually bound to do, but work normally done by employees. He argued that the court should find that this was the meaning of the word in the Labour Relations Act and that the refusal to work overtime therefore constituted an illegal strike.

Mr Justice Goldstone yesterday refused to find this was the definition. He said that the definition in the Act was ambiguous, that there was merit in the arguments for both sides, but to find that "work" meant work normally done, would lead to confusion and uncertainty.

"What is normal and what is usual? The grey areas are legion," he said.

He agreed with a finding of a Natal judge, Mr Justice Broome, who ruled that workers should be free to choose whether they wanted to work overtime.

"The notion of a worker being compelled to work overtime as and when required is so unfavourable that the prejudice speaks for itself. This is so, even if the obligation to work overtime is qualified."

The Judge agreed with Mr Justice Broome that employers could protect themselves from overtime ban by employing people to do overtime.
Workers demand a living wage

By AYESHA ALLIE

WOMEN cleaners at the Peninsula Technikon in Bellville claim they are being paid starvation wages.

The women, employed by Pritchard Cleaning Services, said they could not cope with R235 a month. They wanted at least R300 a month.

Their duties include cleaning floors, walls and furniture.

Mrs Magdalene Songa, 53, said her health was not good, but she had to work to support her three school-going children.

The family’s only other income was her husband’s pension which he received every second month.

“I have to buy groceries and pay rent and electricity, with my salary. There is very little money left for clothes,” she said.

Mrs Victoria Mkapuza found it frustrating that working so hard brought little comfort to her family.

No luxuries

“There is no money for extra needs or luxuries. I have young children who need things all the time,” Mkapuza said.

Her children lived in Transkei, and she would like to give them what they asked for during the year.

The cleaners said they were left penniless during the December holidays until they went back to work in January. They did not receive holiday pay.

Ms Beauty Malgas worked at three different places every day to get more money.

She cleaned a bank’s office in Bellville from 7.00am to 9.00am, worked at the Technikon from 10.00am to 3.30pm, and then worked at another bank in Durbanville till 9.00pm.

“I have four children who are still at school. They do not see me during the week as I get home at 10.30pm every night,” Malgas said.

Her husband worked in Paarl and did not come home regularly because of the long distance he had to travel.

She said her family would never survive on R235 a month.

“I must slave to survive,” she said.

Malgas spent R12 a week on travelling from Khayelitsha to work.

Ms Alice Lebeko said she worked for Pritchard for eight years and had never been on holiday.

“We really struggle in the holidays. When we get our wages at the end of January, there’s nothing left for us. I have to repay loans and buy food for my family,” she said.

She lives in Khayelitsha and has to get up at 5am to begin work at 7am.

The women use a small bungalow as a cloakroom. It was too small for seven women, they said.

Mkapuza said the company should repair broken polishing machines.

“I suffer from backaches and this kind of work is worsening my health,” she said.

Increase

Mr R J Van Druten, manager of Pritchards Regional Cleansing Branch, said the cleaners received an increase in July and would get an annual increase in December.

“Workers are always welcome to come into the offices and express their grievances.

“It is expected from workers to approach us if there are any problems,” Van Druten said.

Ms Zelipa Suenke, of the Peninsula Security Workers Union, an affiliate of the National Council of Trade Unions (Nactu), said the women had approached the union who discussed the matter with the company.

“The women never attended the union’s weekly meetings despite reminders from the union. We are in constant contact with Pritchard,” she said.

Mr Stan Denis, of the maintenance department at the Peninsula Technikon, said the Technikon had nothing to do with the workers’ wages.

“We have a contract with Pritchard,” he said.
No place in the sun

By VUYO BAVUMA

CLAIMS of racist practices and low wages have been made by workers at a Peninsula hotel in the Southern Suns group.

Workers at the Inn on the Square say most of the facilities such as canteens and toilets are racially separated. Facilities for blacks are invariably of a lower standard.

"Our canteen is generally clean, but it is not furnished like the white staff's. The supervisors scold us for using wrong toilets. Sometimes we are unable to use the appropriate toilet as it is not close by," said a worker who refused to be named.

Negotiations

The union representing the workers, the Liquor and Catering Trade Union (LCTU), is presently involved in wage negotiations with the management of Southern Suns and several other hotels. According to a union spokesperson, the workers' demands include a R200 across-the-board increase; four weeks paid annual leave; and a 45-hour week.

At present workers work an average of 53 hours a week, and transport home is provided.

The negotiations have been marked by sporadic picket protests outside hotels. Several workers interviewed at hotels said promotion opportunities for Africans were limited.

A mother of two from Khayelitsha, who works as a cleaner at the Inn on the Square, said it was difficult to live on her wage of R259 a month.

She has to pay R30 for creche fees, R37 a month for bus fare and a monthly rental of R20 for her three-roomed house.

Lend money

"My wages hardly meet my needs. I often have to lend money from my relatives to buy food for my family," she said.

Mr Isaac Mbonela, of Langa, a chef who had been working at the Mount Nelson since 1954, said he could not support his ten children on his weekly wage of R138.

Desmond Melani, a father of two from Langa who works as a dishwasher at the Cape Sun, said his monthly wage of R240 was not enough to support his family.

"I have to pay rent of R30 a month for our house, keep my children at school and buy groceries."

"I also try to get other essential needs to maintain a normal family life. But it's always a struggle to keep our heads above water," he said.

The regional manager of Southern Suns, Mr Chris de Kock, was not prepared to comment.

Separate facilities ... An Inn on the Square worker having her tea in the "canteen"
Vaal still leads in the pay stakes

IT'S STILL pays to work in the Transvaal but the advantages are diminishing.

Transvaal manufacturers still pay higher wages than those in other provinces but the gap has narrowed.

Five years ago, the average Transvaal wage was 16% higher than the national weighted average. Government figures show that by March this year, the advantage had fallen to 7%.

Trends are also changing in other provinces. Cape industry used to pay more than Natal but this has now been reversed for the first time in years. The Free State still brings up the rear but wages there are climbing quicker than elsewhere.

The average Transvaal manufacturing wage has risen 134% in cash terms since 1980 compared with a national figure of 151%. Cape wages are up 160%, Natal 165% and Free State 254%.

In real terms, however, manufacturing wages have fallen slightly in recent years (see graph).

The Transvaal's average wage in the first three months of this year was R3.28 an hour. The national weighted average was R3.05, with Natal paying R2.86, the Cape R2.83, and the Free State R2.32.

In contrast to the early 1980s, wage-earners in some Transvaal industries are actually worse off than their counterparts around the country.

They receive below the national average in the chemicals, petroleum, rubber and plastics manufacturing industries, and are among the worst-paid in the textile and clothing industries.

Transvaal wages hit rock-bottom when it comes to industries using wood, including furniture-makers.
Productivity-linked pay increases for Cashbuild workers

By AUDREY D’ANGELO
Financial Editor

CASHBUILD — the building materials wholesaler where participative management was introduced by former CE Albert Koopman — has given productivity-linked pay increases of up to 50% to some staff.

And it will promote the development of black retailers, possibly through a franchise system, the directors say in the annual report.

They say a franchise system would help black retailers to hold their own “in the broader competitive environment”.

Discussing pay increases, the report says these were agreed “in a climate of unpressured discussion without the involvement of any outside parties and produced a solution that was both innovative and satisfying to management and staff.”

It was agreed that future salary increases would match inflation provided they were accompanied by commensurate improvements in productivity.

“This agreement resulted in salary increases of up to 50% in some instances, and acceptance of the principle that discretionary income at lower income levels should be increased not only to match cost of living increases but to improve the quality of life of the employees concerned.

“The negotiations benefited immensely from the three preceding years of participative democracy within the company, and reflected a keen appreciation of the realities of the current economic environment which dictate that the company remain competitive”, the report continues.

As reported earlier, Cashbuild lifted attributable earnings for the year to June by 42.5% to R24m.
SASOL was yesterday granted a Supreme Court order evicting 450 dismissed workers from company-owned hostels in Sasolburg. This follows an urgent application by the company in the Bloemfontein Supreme Court.

A Sasol spokesman said his company had given the workers, who were among 1,300 SA Chemical Workers' Union (Sacwu) on a wage strike, until today to vacate the premises.

Sacwu members downed tools at Sasol plants a fortnight ago, demanding a R200 monthly increase. They rejected a management offer of R100 a month.
Cadac, Numsa in talks

THE National Union of Metalworkers of South Africa and management of Cadac (Pty) Limited are to meet today in an attempt to end the two-week wage strike by about 400 workers in Johannesburg.

A Numsa spokesman said yesterday that the union expected management to make new proposals at today's meeting.

A management spokesman said he would not divulge the company's strategy as it would prejudice the talks.

He admitted that the strike had affected production but that it was being maintained.
Priority, most economists agree

Wages/Prices spiral should be
SA directors' pay below average

SA EXECUTIVES aren't earning enough to keep up their standard of living.

But those thinking of Australia as an alternative may find the 10% inflation rate and, particularly, higher tax burdens could put them in a worse position.

That is the finding of a report released by P-E Corporate Services which annually compares international executive pay, taxation and living costs.

It said local executives' living costs were exceeding their after-tax income, and businessmen seemed to be forced to make sacrifices in essential living costs.

Meanwhile, their European counterparts are faring much better in terms of their purchasing power.

Research showed net disposable income bought less in SA than in all other countries surveyed, except the US.

The after-tax purchasing power of all European executives showed substantial improvements because of a combination of low inflation, lower taxation and high salary increases.

French and West German executives were best off in purchasing power, while American senior executives — who were in the pound spots from 1978 to 1985 — were now competing with the more junior Benelux (Belgium, Holland, Luxembourg) executives in what their money could buy.
SA businessmen ‘not earning enough’

Own Correspondent

JOHANNESBURG.—South Africa executives aren’t earning enough to keep up their standard of living. But those thinking of Australia as an alternative may find the 10% inflation rate and, particularly, higher tax burdens, could put them in a worse position.

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Labour Briefs

The plight of those in need of food. The spokesman said: "These are the facts..."

THE Cape Peninsula Bakeries, which has resulted in

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Good Hope and Silvercrest are deeply concerned that the present round of talks will assist in the process of a return to normalcy. It is sincerely hoped that the present round of talks will assist in the process of a return to normalcy.

THE Good Hope and Silvercrest. They demand a wage increase of R32.75.

Three managers are participating in a wage strike in more than 1,000 food and allied workers' union.

Workers' Union and Board management to resume talks. Wage strike by 2,000 workers, resolved today.

The latest round of talks follows the dismissal of about 40 workers from the company-owned Lodges.

The Good Hope and Silvercrest plans was R150 a week, while a small majority of workers, received a minimum wage of R130 a week.

THE Good Hope and Silvercrest. It was R150 a week.
Cadac talks still unresolved

CADAC, the National Union of Metal Workers and the South African Boilermakers Society yesterday continued their attempts to end a three-week wage strike by 400 workers at Cadac's Johannesburg plant.

The joint unions demanded a R4.00 an hour minimum wage and rejected management's offer of a R3.30 an hour minimum and an across-the-board increase of 75 cents an hour.

- The strike by 1000 members of S M Goldstein Civil, Contractors at two plants, which resulted in a mass dismissal of the workers on October 14, has been settled, the Construction and Allied Workers Union said yesterday.
Sasol talks in deadlock

By LEN MASEKO

TALKS between Sasol management and representatives of the more than 1300 dismissed employees have failed to break the wage deadlock, a union spokesman said yesterday.

SA Chemical Workers' Union secretary, Mr Humphrey Ndaba, said management had offered only improved maternity and long service benefits during negotiations last Friday.

"Therefore, wage increases remain an obstacle, and our members are not backing down on their demands," Mr Ndaba said.

A Sacwu shop stewards council have resolved to continue with the Sasol strike until workers' demands had been met. The resolution was taken at the council's meeting at the weekend.

Shop stewards from other companies in Sasolburg had also pledged their support for the Sasol strikers, Mr Ndaba said.

Sacwu members are demanding a R200 across-the-board increase while management is offering R100.
LABOUR BRIEFS

TALKS to resolve the 11-day-old wage strike by members of the Food and Allied Workers Union at several South African Breweries plants continue today, management said yesterday.

SAB's public affairs manager, Mr Gary May, said yesterday that the talks, which enter their third day today, were a hopeful sign that the strike could end soon.

- Cadac, the National Union of Metalworkers of South Africa and the South African Boilermakers Society continued with talks to end the three-week strike at Cadac's Johannesburg plant today.

In a joint statement the parties said yesterday that negotiations were still in progress after considering each other's proposals.

- The National Union of Wine, Spirits and Allied Workers Union (Numsaw), has mandated its national leadership to formally protest to Gilbey's head office "for grossly violating their national recognition agreement."

Numsaw president, Mr November Nkosi, said yesterday that the union, which had majority membership at the company's plants in the country, was left out of talks with a rival union about holding a secret ballot among workers at an Isipingo plant.

The ballot was held to determine the other union's strength at the plant while it had no recognition agreement with Gilbey's, Mr Nkosi said.

- The National Council of Trade Unions (Nactu), has distanced itself from the distribution of a pamphlet which "gives a false impression about the federation's stand on sanctions."

Nactu said in a statement that its stand on foreign investment was stated clearly in its founding document on policy.

"The federation recognises that foreign investment supports and maintains the economic system in this country and is geared at the maximum exploitation of the working class.

Nactu said it was committed to a full sanctions programme for as long as "the racist capitalist minority regime exists."

- The Congress of South African Trade Unions (Cosatu) has pledged its support to the National Union of Metalworkers of South Africa on its protest over Mono Pumps management's failure to negotiate the disinvestment of the company.

The federation said the 360 workers involved at the Kempton Park-based company were committed to Cosatu's recent resolution which demanded that companies give adequate notice of withdrawal and negotiate the terms with the unions.

"We support Numsa's demands for full disclosure, full union recognition and job security with guaranteed wages for five years. We believe the departing company has made huge profits from the labour of workers over the past 32 years. We also support their demand for a worker-controlled trust that will be used to initiate community-based projects," Cosatu said.

- Numsa said yesterday that its 700 members at Telephone Manufacturers of SA in Springs began a legal strike over wages this week.

Spokesman Mr Enoch Godongwana, said members voted for the action in a ballot a week ago and were demanding management should negotiate wage increases and working conditions.

The company is a subsidiary of Plessey SA and the Barlow Group of Companies.
SAB issue transcends wages, says manager

TALKS between the South African Breweries and the Food and Allied Workers' Union to try and resolve their wage dispute have been adjourned until next week, the company said yesterday.

SAB public affairs manager, Mr Gary May, said after two days of discussions it had become clear that the issue is more complicated than a wage per hour dispute.

"While both parties have gone a long way towards resolving the wage issue, there are still some important outstanding agreements on work configurations to be resolved.

Problem

"We believe we can agree on what to pay per hour, but it's when those hours are worked which constitutes the real problem.

A solution of the wage issue alone will not resolve the long-term problem of an adequate beer supply for South Africa." — Sapa
Cadac wage offer is rejected

JOHANNESBURG — The Shell Group subsidiary Cadac has agreed to raise its wage offer to striking metal workers, but has tied the increases to production, which has suffered badly in the three-week stoppage. Union negotiators have rejected the linkage.

The company made its new offer after three days of talks with the National Union of Metalworkers and the SA Bollmakers Society, Cadac personnel director B D Compton said.

The workers demanded a R4-an-hour “living wage” increase against the company’s initial offer of R3.50.

Compton said production had been severely disrupted by the strike by some 390 workers.

He said the two sides had agreed to another round of talks on Monday.

Numsa organiser A G Smith said workers had rejected the linking of the wage increase to production “because it would take away our right to defend ourselves”. — Sapa
LABOUR BRIEFS

New turn in bread strike

THE Cape Peninsula bakery strike took a new turn this week when one of the bakeries affected by the industrial action fired about 400 striking workers.

Duens Cadora dismissed the workers after negotiations to end the strike failed.

More than 1000 Food and Allied Workers' Union (Fawu) members are on a wage strike in four Cape bakeries — Duens, Silverleaf, Good Hope and Enterprise. They went on strike last week, demanding a wage increase of R32 a week.

The Good Hope and Silverleaf bakeries were due to meet yesterday in another bid to resolve the dispute, which has resulted in a bread shortage in the Cape Peninsula.

Sapa reports that a spokesman for Enterprise said management had indicated to the union it was prepared to discuss matters but there had not been reaction so far.

Mr Jan Theron, Fawu general secretary, said his union or striking workers were not aware of any ultimatum issued by Enterprise management. He said Fawu was scheduled to meet management late yesterday to discuss the wage dispute.

He said several community organisations had pledged their support for the bakery strikers during a meeting in Cape Town this week. The organisations included the United Democratic Front, Western Cape Traders Association and the Cape Youth Congress.
Financial Staff

EXECUTIVE salary increases still lag behind the annual inflation rate of 15.5% — although the gap is less than last year — according to the bi-annual survey by PE Corporate Services remuneration division.

This shows that the average basic salary increase for all executives has been 14.5%. But the gap has been partly offset by fringe benefits, which have become more popular in spite of legislation meant to phase them out.

Benefits

The survey points out that this reflects "the current concern with improving the after-tax effectiveness of top executive packages through the introduction of non-cash benefits". "This trend — which took off in 1984 — underlines the fact that better perks are still preferable to cash increases.

"The fringe benefits legislation has further strengthened this trend, instead of phasing it out, because the defined values on benefits are still lower than their true value. To be taxed on perks is still preferable to being taxed at cash source."

Executives with scarce skills have done better than others. And the increasing importance of industrial relations is shown by the fact that personnel officers are among those who have received the largest increases while marketing executives, who, in the past, were among the best rewarded, have done less well.

The average increases for data processors were 15.6%, and those for personnel executives, financial executives and chief executives 15.3%.

Naomi Brehm, who heads the salary survey team, says these figures underline the fact that the economy has not yet fully recovered from the recession.

Recognized

"It is interesting to note that for the first time personnel executives are coming into their own. They are finally being recognized in the job market as performing a valuable service.

"Such positions are now being taken by tough-talking, highly qualified people with specialist skills in industrial relations, wage negotiations and manpower planning — their brief being the optimization of the organization's people to meet its strategic objectives.

"Decreased productivity or wildcat strike action can make or break an industry, especially in a sanctions-ridden and racially torn SA."

Executive general managers and manufacturing executives have received average increases of 14.9%.

Those lagging behind were administrative executives with 9%, marketing executives with 9.4% and assistant chief executives with 9.6%.
LABOUR relations experts are suggesting that the time has come for the confused question of the legality of overtime bans to be tested in the Appeal Court.

These bans are a fairly common form of pressure exerted by workers on employers, and so far their legitimacy under the Labour Relations Act (LRA) has been tested in the Industrial Court and the Supreme Court — with varying results — different divisions have declared overtime bans to be both lawful and unlawful.

In the Durban and Coast Division of the Natal Supreme Court, in a decision handed down in September, Mr Justice Galgut declared against them.

This case involved an application by Plascon Evans Paints against the Chemical Workers' Industrial Union. The judge considered whether an overtime ban fell within the definition of a strike in section 1(l) of the Labour Relations Act and if it would be prohibited by section 65.

"In my judgment the considerations relevant to the question disclose that a refusal by employees to perform overtime work which is not contractually compulsory, but which is nevertheless normally done, falls within the provisions of paragraph (a) [in section 1(l) of the LRA] of the definition."

"In particular the overtime ban concerned amounts to a refusal by the workers, in the words used in paragraph (a), 'to continue to work'."

"Upon an ordinary interpretation, a 'refusal' by the workers 'to continue work' is an expression wide enough to include any refusal to continue the same work that had been done prior to and until the said refusal, which in turn clearly covers work normally or usually done."

"The inclusion of the word 'continue' is the key in this regard."

He argued that because there were at least two other acts or omissions in the definition which did not necessarily constitute a breach of contract, the interpretation was strengthened that the refusal to continue to work included a refusal to do work which employees were not contractually obliged to perform.

But, in the same division during August, Mr Justice Broome, ruled that "it would constitute a very serious inroad into the rights of the Respondents were I to restrain them from inciting, calling for, supporting or organising an overtime ban."

"As far as the individual worker is concerned, the working of overtime is something which he should be free to do or to refrain from doing. The notion of a worker being compelled to work overtime as and when required is so one-sided and unfavourable to the worker that the prejudice speaks for itself," he said.

Earlier this month, in the Rand Supreme Court, Mr Justice Goldstone considered both earlier decisions and agreed with Mr Justice Broome.

Mr Justice Goldstone said the phrase "refusal to continue to work" was ambiguous and that to find that "work" meant work normally done would lead to uncertainty and confusion.
Shop workers call for more pay, holidays

Labour Reporter
A MAJOR union of shop workers has called for paid holidays on May 1 and June 16.

The National Union of Distributive and Allied Workers (Nudaw), which represents about 9,000 workers in the distributive trade, said in representations to a Wage Board hearing in Cape Town that they rejected Workers' Day, the first Friday in May, created as a public holiday by President Botha this year.

Further demands were for six months' maternity leave with a guaranteed job and stricter limitations on overtime and the employment of casual workers on a regular basis.

Uncontrolled hours
Nudaw also argued for the inclusion of black towns and townships in determinations.

"The workers employed in shops in those areas should not have to pay for the racial jigsaw of our country by working uncontrolled hours for low wages.

"If they received a reasonable wage their areas would become more economically viable and better able to support their populations," the union said.

A strong protest was lodged about the exclusion of certain establishments from the wage provisions of the determination.

The union called for a minimum wage of R550 a month in the trade.

Making a case for substantial wage increases in all categories, Nudaw said that real wages had been seriously eroded by inflation, that food prices and other costs had increased drastically, and that personal taxation was expected to rise.

"We are convinced that higher wages — and that means high wage increases for workers — are necessary to improve the quality of life in our country for the majority of our people, to create a demand for the goods we produce and which the shops sell, and thus help to create jobs," said the union's memorandum.

The union asked for a 40-hour, five-day week from Monday to Saturday morning on a roster basis.
Labour Update

SAB, FAWU END THE BEER STRIKE

Workers back at work after wage agreement.

"The question of continuous operation at the Rosslyn, Pretoria, brewery remains unresolved but will be a matter for joint meditation," Mr Childs said.

The strike began when workers at the Isando brewery downed tools on October 3 in support of six colleagues who had been dismissed.

The strike spread to SAB operations in the Southern Transvaal, Free State, East London and Rosslyn, Pretoria.

Mr Childs said the six Isando workers and others who had been dismissed during the strike had been reinstated.

FAWU's assistant general secretary, Mr Mike Mdlala, said the wage agreement was a step towards a "living wage."

"The campaign for a living wage is an ongoing thing. We have not yet attained what we want and will continue to take up the campaign," he said.

SAB's Industrial Relations Manager, Mr Rob Childs, said the 1100 workers were due to return to work yesterday following Monday's agreement.

"Agreement was reached on wages at R4.02 an hour (SAB's original national minimum wage offer was R4.00 an hour) and on various conditions of employment including allowances, bonuses and paid holidays.

He stressed the agreement was for the basic wage rate. The offer was part of the long service allowance and people who had been with the company for longer than a year would be earning more than R4.02 an hour.

Mr Childs said: "The agreement on wages is proof that collective bargaining procedures remain the most viable method for the resolution of industrial conflict even in the complex South African situation."

He added that beer supplies would soon be back to normal to satisfy peak demand at Christmas.

The strike at the Isando, Alrode and Bloemfontein breweries, and the Denver, Wadeville and East London depots affected supplies of some pack sizes and brands.

It was the second strike to hit SAB in five months. In June workers at 10 plants and depots in the Transvaal and the Cape stopped work in sympathy with dismissed Rosslyn employees, causing a widespread shortage of beer.

Sapa.
MEDIATION proceedings to resolve the dispute between Port Elizabeth's Plasscon Evans and the company's 89 employees resumed yesterday.

The dispute revolves around the company's decision to pay employees who worked on May 5 and 6 this year a R10 bonus.

The 89 Chemical Workmen's Industrial Union members heeded a Cosatu call to stay away on these days to protest against the parliamentary elections.

The CWIU members demanded the R10 bonus and embarked on a go-slow to force management to accede to their demands. The dispute resulted in the company locking the 89 workers out of the factory last week.

Attorney Mr Charles Nupen is mediating.

* * *
Chrome mine wage agreement

About 800 mineworkers have ended a more than a week-long strike at the Rand Mines' Henry Gould chrome mine after a wage agreement was reached, the National Union of Mineworkers (NUM) said yesterday. NUM assistant general secretary, Mr. Marcel Golding, said workers returned to the Rustenburg mine after management agreed to a 17 percent across-the-board wage increase and improvements which would raise holiday leave allowances to between 75 and 100 percent.

Negotiations on a provident fund would start soon, said Mr. Golding. The National Union of Railway Workers will hold its first national congress in East London this weekend.
THE South African Typographical Union (Satu), has declared a dispute with Caxton over wage increases, a Satu spokesman said yesterday.

At the centre of the dispute is a weekly increase of R20 across-the-board demanded by Satu members at Caxton's Industria branch.

Satu national organiser, Mr Abe Sekgupane, said although his union and management had agreed on the R20 pay rise, the only obstacle was the date for the implementation of the increase. Satu wanted the increase to be backdated to October 1. This date had been rejected by Caxton, which had opted for the rise to be effective from November 1. Mr Sekgupane said Satu may refer the dispute to an arbitrator.
Union poised for big strike

Labour Reporter

More than 6 500 members of the Commercial, Catering and Allied Workers' Union (Ccawusa) are poised to go on a national wage strike in the Ellerines furniture group in the next four days unless they reach a wage agreement with the company.

The decision was announced at a Johannesburg press conference yesterday, only hours before the company agreed to a resumption of talks today.

Ccawusa spokesman Mr Jackie Masuku said the Ellerines group companies likely to be hit by industrial action were Ellerines, Town Talk, Royal, Rheingold, Oxford, Volks, Furnicity, Jako and Fishers.

Ellerines human affairs manager Mr Pierre de Villiers said management wanted to act in good faith, so would comment only after today's talks.

Mr Masuku said negotiations between the parties began in May and the union had declared a dispute and applied for a conciliation board hearing after eight meetings with the company.

Ccawusa was demanding a monthly minimum salary of R550 plus an across-the-board raise of R200. Management was offering a minimum of R300, with a R90 personal rise for all non-sales staff.

Agreement had already been reached on issues including guaranteed job security for employees on maternity leave and the recognition of May 1 and June 16 as paid holidays.
THE Dobsonville Town Council was yesterday rocked by a work stoppage involving more than 300 employees, who demanded better pay and the recognition of their union.

The council's departments affected by the stoppage included fire and ambulance services, treasury, library and cleansing.

The strikers demand a 40 percent wage increase and recognition of their union, the Municipal Workers' Union (Mwusa).

Dobsonville councillor Mr Freddie Mholjane said some councillors were not prepared to resolve the strike. "They are not in favour of attending to the workers' grievances," he said.

The Dobsonville Council was scheduled to meet yesterday, to discuss the matter.
Ministers in line for more pay despite recent raises.
Better pay may fix doctor crisis

PRETORIA — Substantial improvements in the pay of doctors in government and provincial service are expected to be announced by the Commission for Administration within the next few weeks.

This is a reaction to the critical shortage of doctors in the public sector and to the continuing resignation drain. This week the Minister of National Health, Dr Willie van Niekerk, said that by 1990 there would be a shortage overall of 5 500 doctors.

It has been pointed out, however, that part of the problem is the maldistribution of doctors and their concentration in private and specialist practices in the major urban areas where high earnings are possible.

The director general of the National Health, Mr Francois Retief, has acknowledged the critical shortage of doctors in the public sector. An investigation by the Medical Association of South Africa (Masa) revealed that up to 40 per cent of posts at major hospitals are vacant. This is attributed to a “total lack” of adequate incentives, financial, promotion, to attract career orientated doctors to opt for careers in full time public sector employment.

Masa has warned that state medical services are deteriorating fast because of unsatisfactory service conditions and lack of adequate facilities. It warns further that unless urgent steps are taken to improve the situation standards of patient care and training of doctors will decline.

The inevitable spin off, Masa stresses, of staff shortages, is an increasing workload on existing staff allowing only limited time for research and teaching.

The organised profession is also distressed at the number of doctors emigrating. Reasons include avoidance of national service and the periodic call up system, lack of research facilities and funds, and low salaries.

Masa has complained to the Commission for Administration about inadequate salaries for senior staff, differences in remuneration packages offered by various authorities, the lack of recognition for additional qualifications for salary increases, and so-called sexual discrimination affecting housing subsidies and other public sector perks.

Masa fears, too, the current situation where registrars spend 80 per cent of their time on patient care and only five percent on teaching and research, will ultimately lead to the deterioration of the quality of research which would in turn impact on the standard of patient care.

An editorial in the SA Medical Journal says that until recently government-run hospitals were providing care for large numbers of patients, giving specialist opinions, training doctors, nurses and paramedicals, and providing a milieu in which new and better methods of diagnosis and treatment could be discovered.

For several years, the journal points out, these functions had slowly been grinding to a halt.

At first the number of patients needing care increased, often at an alarming rate, while hospital facilities and the staff in the establishments remained virtually constant.

At academic hospitals teaching and research time was gradually eroded as staff battled to maintain the high standards of care they themselves would have liked had they become ill.

"Eventually a point was reached where the staff perceived their ability to provide adequate patient care was becoming compromised." This, the journal said, led staff members to consider their options — private practice where they could maintain their own standards, or emigration to countries where their services could be guaranteed time for teaching and research — and the number of resignations gradually increased.

"Those who considered a career in full time hospital medicine were put off by the same unsatisfactory working conditions which had caused their colleagues to resign. Young specialists looking for a future in academic medicine soon found the financial rewards were such that so-called top posts had a take home salary of less than R3 000 a month. Not surprisingly, the journal says, those who were good enough went elsewhere and this has resulted in an increasing number of under-qualified persons occupying positions in hospital services."
SA Breweries (SAB) and the Food & Allied Workers Union (Fawu) this week agreed on wage rises of R4.02 an hour, ending four months of negotiations and a three-week strike by 1,100 employees at two SAB breweries and four depots. The union had demanded R4.30 against SAB’s opening offer of R4. The agreement, which holds until next July, also covers improved bonuses, allowances, and paid holidays.

SAB spokesman Gary May said half the work force affected were back by Tuesday; he expected the rest to return in a few days. With overtime work now back in force, he added, normal demand and that expected over Christmas would easily be met. Losses caused by the strike are being quantified; production had fallen by 10%, but distribution was more seriously affected.

May tells the *FM* no agreement was reached on the question of continuous production at SAB’s Roslyn plant, where matters came to a head earlier this year. However, various technicalities associated with continuous production have been clarified. It was agreed to treat the matter as a separate, local issue, which is to be referred back to mediation. The company also hopes the Appeal Court will clear up the confusion in industrial relations law over two conflicting rulings on the question of overtime, which has implications for dismissals, lock-outs and unfair labour practice.

While Fawu had dismissed allegations of violence and intimidation during the strike as a “smear campaign,” May says the union undertook to condemn such actions.

SAB describes the wage agreement as “proof that collective bargaining procedures remain the most effective method for the resolution of industrial conflict even in the complex SA situation. Free collective bargaining must remain the objective of both the union and industry, and all attempts from whatever quarter to attack the process should be opposed vigorously.”
Mount Nelson spies a black hole in the labour code

BY ALASTAIR TEELING-SMITH and GAYE DAVIS

The Mount Nelson, one of Cape Town’s most prestigious hotels, is circumventing the European Community Code of Conduct for multinationals, a union has alleged.

In terms of the code, the Mount Nelson should pay its workers a minimum monthly wage of R427.51.

But a Liquor and Catering Trades Employees’ Union official said although the hotel claimed in its reports to the EC — copies of which are in the union’s possession — that it was doing so, Mount Nelson management maintained the code applied only to “black Africans”.

“Coloured” workers at the hotel were being paid a minimum wage of R250 a month, the official said.

The union — a Cosata affiliate — has declared a dispute with the hotel following the breakdown of wage talks. Last week hotel workers welcomed guests by putting pamphlets on their cars and in their bedrooms, inviting them to enjoy themselves as “our efforts will make sure you do”.

The pamphlet carried details of the workers’ demands for a minimum monthly wage of R455 and asked guests to “spare a thought for our needs”. Another demand is that the present 53-hour working week be reduced to 44 hours.

The Mount Nelson is governed by the EC Code because it is wholly owned by the British Union Castle Company, which in turn is owned by the British Commonwealth Shipping Company, recently renamed Britcom.

The union official, describing the Mount Nelson’s employment policy as “racist”, claimed no “so-called black Africans” had been employed over the past two years.

He said the Mount Nelson had provided the union with the names of four Africans employed during the past two years; on investigation, LCCTEU found one of the four was classified “coloured”.

Asked to comment, Dodds denied the hotel was circumventing the EC Code. He also denied “coloured” workers were paid R250 a month minimum but refused to disclose how much they were paid.

Dodds said wage talks had not broken down. “Negotiations are continuing. We have 30 days to bring this matter before the Industrial Council.” He declined to discuss the dispute further.
**Beer strike ends, but non-stop shifts go on**

ALTHOUGH the Food and Allied Workers’ Union strike which threatened to disrupt beer supplies over Christmas is over, conflict over the system of continuous production at the giant South African Breweries’ plant has still not been resolved.

And the SAB intends appealing against an earlier Rand Supreme Court decision on the status of overtime bans.

The decision was handed down after the company sought an interdict preventing workers from encouraging a ban on overtime.

However the company said it was not seeking the appeal to use against the union, but such a decision would clarify uncertainty surrounding overtime bans and be in the interest of industrial relations in South Africa.

The continuous shift system, which Fawu opposed, is expected to go to joint mediation soon. The union agreed it was a local issue confined to the Rosslyn plant.

Early this week Fawu and the SAB reached agreement on a number of issues including a minimum wage of R4,02 an hour — an increase of 33 percent. The union had demanded a 43 percent increase.

The parties also agreed on improved conditions of employment including bonuses, paid holidays and allowances.

By SEFAKO NYAKA

The strike, which involved over 1,000 workers, was sparked off by the dismissal of six workers at the Isando brewery near Kempton Park.

It soon spread to SAB operations in the Free State, Southern Transvaal, East London and Pretoria.

All workers dismissed during the strike, including the six Isando workers, have been reinstated, according to SAB representative Rob Childs.

It was the second strike to hit the beer industry in five months. In June workers at 10 plants and depots in the Transvaal and the Cape stopped work in sympathy with dismissed Rosslyn workers who opposed the continuous shift system.

Childs said his company was satisfied with the agreement and believed it is a fair settlement.

“The agreement on wages is proof that collective bargaining procedures remain the most viable method for the resolution of industrial conflict.”

Fawu assistant general secretary Mike Madlala said the wage agreement was a step forward towards a “living wage”.

He stressed that the agreement was for the basic wage rate.
Ellerines strike averted

The Minister of Manpower has appointed a conciliation board to resolve the dispute between the Commercial Catering and Allied Workers' Union of South Africa (Ccawusa) and Ellerines. A Ccawusa official, Mr Jackie Masuku, said the conciliation board would possibly resume proceedings next week.

At the centre of the dispute is — among other things — a R550 across-the-board wage increase demanded by Ccawusa members. The union also demands a R200 across-the-board increase and management's sales target to be lowered.

**Offers**

Management has responded with offers of R94 across-the-board to 'non-sales' staff, and a R340 minimum wage for "external" sales employees and a R464 for "internal" sales employees.

Mr Masuku said his union had received messages of support from Ellerines' Swaziland branch employees, who had similar grievances against the company.
WAGE TALKS HAVE FAILED

WAGE negotiations between the Commercial Catering and Allied Workers' Union of South Africa and Ellerines have collapsed, setting the stage for a legal strike by the company's 6,500 employees countrywide.

Talks between the two parties ended in a stalemate last Thursday, after they failed to reach agreement on wage increases and other union demands.

The strike, however, hinges on the appointment of a conciliation board to settle the dispute.

If the Minister of sales staff, and a R340 minimum wage for "external" sales employees and R464 for "internal" sales employees.

Ccawusa official Mr. Jackie Masuku said there were indications that a conciliation board would be appointed soon to avert a strike. He said his union, however, would go ahead with plans to conduct strike ballots.

Ellerines stores likely to be affected by the industrial action include Furniture City, Rhein-gold and Town Talk.

Ccawusa is to hold a rally in Johannesburg on November 15.

Ellerine discussions.

BY LEN MASEKO

Manpower fails to appoint a conciliation board within a stipulated 30-day period, which expires within the next few days. Ccawusa may go ahead with their strike plans.

Ccawusa members demand, among other things:
- An across-the-board R200-a-month increase;
- A minimum wage of R550 a month for all employees; and
- Management's sales targets to be lowered.

Management has offered a R94 across-the-board increase to non-sales staff, and a R340 minimum wage for "external" sales employees and R464 for "internal" sales employees.

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Ellerine discussions.
New curbs on painters outrage, court told

Labour Reporter

JUDGMENT has been reserved in a court case involving a Cape Town painting contractor charged with two contraventions of the Industrial Council agreement for the building industry.

Mr David Matthews, director of Guild Painters and Decorators, and Mr Mogamat Reyners, a foreman in the company, appeared in the Cape Town Magistrate's Court before Mr O Schrenk.

The State alleged that they allowed two unqualified workmen to perform skilled work and failed to pay them at the minimum rate laid down.

Mr John Murphy, counsel for Mr Matthews, said the agreement (subordinate legislation to the Labour Relations Act) was a manifest injustice and "an oppressive or gratuitous interference" with rights.

The new agreement, which was gazetted on April 19 1985 and came into effect on May 1, abolished several categories of semi-skilled work, including brush-hands who had been permitted to apply paint up to the final coat.

"Any employer who was unable to convert his semi-skilled workers to skilled workers within 12 days (a virtually impossible task) committed an offence if he allowed or required them to continue with their ordinary tasks, which they might have performed for 20 years."

Mr Schrenk reserved judgment until November 25.

Miss A Peckham prosecuted.
‘Feminism is about participation’

Women still the campus underdogs

While the major English-language universities gather to confront the Government over the implementation of subsidy-linked regulations, PAULA FRAY reports on a battle on another front: the advancement of women in academic and student corridors of power at the University of the Witwatersrand.

For many misguided people feminism means lesbians, hairy legs, no bras, and anti-femininity tirades, but it is really about developing the full participation and potential of women ... and men, says Ms Viv McMenamin, projects officer on the executive committee of NuSA.

Ms McMenamin believes women at universities are not valued or taken as seriously as their male counterparts. They have to be more assertive, more on the mark, clearer and more decisive, she says.

Ms Rose Hunter, president of the Students Representative Council of the University of the Witwatersrand, agrees: “The university claims not to discriminate against anyone on the grounds of race or gender but this is not the case,” she says.

This is reflected in lectures by sexist comments which are made by both lecturers and fellow students. “There are fairly frequent allegations of sexual harassment or more often, just straight sexist talk,” Ms Hunter says.

As a result, female students find it difficult to express their opinions in lectures and tutorials. “They are remarkably quiet,” says Ms McMenamin. “Men on the other hand, even when not particularly well informed on a subject, are quite open to express what they have to say.”

Ms Hunter goes on: “If it is difficult for white women it’s even more difficult for black women on campus. The participation of black women in student activities is extremely low.”

No steps have ever been taken by the universities to help women overcome these obstacles; nor do the universities challenge existing sexist practices when they employ women, says Ms McMenamin. She believes universities reflect a conservative society, instead of leading in a more progressive way.

From school and family situations, students are primed for traditional stereotypes, says Ms Hunter. Women are channelled into art and education while men do engineering and dentistry courses.

At Wits, typists and cashiers are almost always females while the scooper drivers and higher positions of administration are almost always men.

I’m anti-all those people who restrict the development of others whether by political mechanisms or sexist or racist behaviour.
Cadac, NUMSA in a bid to resolve dispute

BOTH parties have agreed to mediation in the month-long wage dispute between Shell-owned Cadac and the National Union of Metalworkers and Boilermakers' Society of SA.

Cadac and NUMSA spokesmen both confirmed that they were trying to get a date for mediation to resolve the wage strike by about 370 workers.

NUMSA has demanded R3.95 an hour guaranteed, while the company offered R3.30 an hour plus a production allowance of 65 cents an hour.

NUMSA's Mr Alistair Smith said yesterday that Cadac wanted the union to agree to specified levels of production on a monthly basis, failing which, all members would be penalised and not receive the 65 cents increase.

Other worker demands include:

- Maternity leave, two weeks leave over and above unemployment fund insurance and sick pay leave;
- Long service 1 cent an hour increase for every year of service paid out from 3rd year of service.
- June 16 and Mayday as paid holidays.

Mr Smith said NUMSA had contacted Cadac's holding company, Shell SA (Pty) Ltd to attempt to discuss the strike. Shell refused to meet with the union, Mr Smith said.

NUMSA also approached Shell about union organisation of petrol attendants working at Shell petrol stations, but Shell also refused to meet NUMSA on this, Mr Smith said. — Sapa.
Dispute talks are adjourned

ALAN FINN

CONCILIATION board proceedings aimed at resolving a wage dispute between BTR Dunlop in Durban and the National Union of Metalworkers of SA (Numsa) have been adjourned until tomorrow.

Numsa spokesman Ian Weir said little progress was made at the first round of conciliation talks yesterday and prospects for settlement were unclear.

Dunlop industrial relations chief Glen Sutton said, however, the talks had improved understanding between the parties and he was optimistic.

About 1200 workers at Dunlop's Durban plant have been on strike for eight days in support of their demands for a 3c an hour a year service allowance and a shift allowance. Weir said the average service at the plant was 12-15 years. The union has dropped demands for basic wage increases.

The union is unhappy with the company's proposal for an 18-month agreement instead of the usual 12 months. Sutton said the proposal was aimed at providing greater certainty and also at ensuring longer-term improvements to wages.

The company is offering three six-monthly increases which would average R175 a person a month in total. The company rejected the idea of service allowances as workers would then be rewarded according to service rather than ability, a concept Sutton described as 'socialist'.
Pe Mayor To Get R3 025

MONTHLY
CONFLICT between two factions of the Commercial, Catering and Allied Workers' Union erupted into the open in Cape Town this week, signalling a setback in efforts to prevent a split in what is potentially Cosatu's third-largest affiliate.

At a media conference yesterday, general secretary Vivian Mtwa — whose group has the support of four Ccwusa branches including its large Witwatersrand one — said the union's Cape Town office had been forcibly taken over on Monday by supporters of the opposing group.

Control of the office was regained yesterday. According to local branch secretary Graham van Wyk, a group of 200 members ejected representatives of the opposition group, which is supported by another four branches.

At its congress last July, Cosatu established a six-person commission to mediate in the dispute.

The commission drew up a list of proposals aimed at resolving the conflict. They included the calling of a conference at which representatives of both sides would be represented. Representivity, a major procedural cause of the conflict, would be determined by a "uniform" method.

Both sides had accepted the recommendations, and the commission was in the process of calling the conference. However, Mtwa said these plans have now been jeopardised by what he termed these unacceptable forms of lobbying for support. Behind the conflict is a struggle over the union's political direction.

Mtwa criticised Cosatu Cape regional secretary Nick Henwood for taking sides in the dispute, rather than maintaining a neutral stance in keeping with Cosatu's role as mediator. Henwood declined to comment.

Jay Naidoo, education officer of the other faction, who, according to Mtwa, led the events in Cape Town, could not be reached for comment.

Employers have maintained a neutral position. However, one source said employers had been facing conflicting demands for the subscriptions deducted from employees' wages, putting them in an invidious position. He said it was hoped the dispute would be settled before employers were compelled to take action to resolve their problem.
THE National Union of Metalworkers of South Africa has concluded a wage agreement with Nissan SA.

A Numsa spokesman, Mr Peter Dyanti, said his union had received a R1 across-the-board increase to R4.50 an hour for their members. The increase will be effective from January next year.

The union had also successfully negotiated that June 16 and May Day be regarded as paid holidays.

Other packages were:

- A three-month maternity leave with full pay and with no loss of benefits or service; and
Arbitration for transport dispute

The dispute involves the Motor Transport Owners' Association (MTOA) on one hand, and Cosatu's Transport and General Workers' Union (TGWU) and three SA Council of Transport Workers affiliates on the other. The council covers 16,000 workers employed by 500 companies.

Most TGWU wage proposals are for increases ranging from 18% to 66%, with more than 100% for two specific categories.

Explaining its demands, the union says real wages for heavy and medium motor vehicle drivers have halved since 1971, while those of light vehicle drivers have dropped by a third.

TGWU cites Central Statistical Services data showing industry profits rose by 60% to R118 million, plant level wage agreements, and the financial results of listed companies in the sector, to prove employers have the ability to pay.

In response, the MTOA, which is offering 9.5% to 11.5% increases, said if the union had compiled a history of real profits, as it had done with wages, this would show the industry did not have the capacity to meet the demands.

A date for arbitration has not yet been set.
Talks end Cadac strike

The five-week wage strike at Cadac's Johannesburg plant ended yesterday after a successful mediation meeting between management and the two unions involved.

In separate statements, Cadac, the SA Boilermakers' Society and the National Union of Metalworkers said agreement was reached with the help of a mediator.

Workers are to receive an across-the-board 75c-an-hour increase, retrospective to July 20, plus a 45c-an-hour productivity allowance. This is in addition to a new minimum rate of R3.50 an hour.
Wrangle over refusal to pay maid lingers on

By Winnie Graham

When domestic worker Miss Margie Mampe was fired "for not ironing the towels" last December, her employer did not give her the wages she was owed but sent her off without pay.

There the matter may have rested — had the diminutive Miss Mampe not told her other employer, Mrs Marilyn Clemens, what had happened. Now, nearly a year later, she is still trying to get Mrs Shirley Johnson of Fairland to give Miss Mampe her wages.

Mrs Clemens says "Margie" has worked for her for 8½ years, initially on a part-time basis. In 1965/66 she also worked for Mrs Johnson on two days a week.

Then, after 17 months, Mrs Johnson summarily dismissed Miss Mampe without pay.

The matter came to a head in the Small Claims Court in April when the Commissioner ruled that Mrs Johnson had to give her former employee R85. But Mrs Johnson refused to pay up. She allegedly told Miss Mampe she "did not accept the judgment".

ATTACH POSSESSIONS

Once again Mrs Clemens asked for advice. She was told to approach the Deputy Sheriff who would send a Messenger of the Court to her house to attach certain possessions.

The Messenger went to Mrs Johnson's house twice. The first time he could not get in. The second time round he attached a car.

Miss Mampe then received a letter from the Deputy Sheriff's office asking her to pay a R600 deposit to indemnify the messenger "in case he had attached property not belonging to Mrs Johnson."

"I checked the registration number and found that the car he had attached was not registered in her name," Mrs Clemens added.

"It is now more than six months since the Small Claims court ruled in favour of Margie but she still hasn't received the money owed her, but I will persist until she gets it."

When The Star telephoned Mrs Johnson for comment at her place of work, she said: "I don't owe her money and please don't telephone me at the office."
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Wage agreement as Cadac strike ends

THE month-long wage strike by 400 Cadac workers in Johannesburg ended on Wednesday with agreement on a R3.50 an hour minimum wage and a 45c an hour productivity-linked allowance, according to the parties involved.

Numsa and the SA Boilermakers' Society said the agreement, reached at mediation, also included a 75c per hour across-the-board increase backdated to July 20, and paid leave on May 1 and June 16.

Cadac personnel director B D Compton said the linking of pay increases to productivity represented a significant step.
Cape mayors’ pay rise may exceed 300%

By DENISE BOUTALL

THE new allowances for the mayors of the Cape’s cities and towns could be increased even beyond the 300% outlined in a recent Provincial circular and proposed to the Port Elizabeth City Council this week.

While a number of towns have accepted the increases, East London and Cape Town are holding fire until they receive a fresh directive from the Provincial Administration.

An official of the Cape Town Municipality told Weekend Post that according to information supplied by the Provincial authorities the basic allowance of the mayors of PE, East London and Kimberley could go up from the proposed R2 400 a month to R3 200.

This, together with an annual R7 500 entertainment allowance paid by PE, could increase the Friendly City’s Mayor’s allowance from the current R14 400 to R45 900 a year.

The new figures could see Cape Town’s Mayor earning R45 000, nearly double his current R24 900.

This is the latest twist in the saga of the PE Mayor’s allowance.

The confusion started on Tuesday when the City Council’s Policy and Resources Committee considered the issue. The snag was that the item on the committee’s agenda, according to the Town Clerk, Mr P K Botha, was almost totally inaccurate.

It was then disclosed that the Provincial circular on which the item was based was also incorrect and confusing and was due to be replaced.

The Cape Town and East London city councils decided to wait before taking any decision.

A spokesman for the Cape Town City Council said information supplied to them by the Provincial Administration indicated that the maximum allowance paid by cities such as Port Elizabeth, East London and Kimberley would be increased from R2 400 to R3 200.

However, despite repeated attempts it was not possible to obtain confirmation of this from Provincial authorities in Cape Town.

But Mr Solly Rubin, Port Elizabeth’s current Mayor, is emphatic that he would be happy to make 25 speeches in two weeks (as he has done over the last fortnight) or attend 10 functions and meetings a day (as he will on Monday) “for nothing”.

Mr Rubin pointed out that the allowances were fully taxable and that councillors received no other perks.

Councillors not only had to attend four or five meetings a week but were at the beck and call of their ratepayers.

“I’ve received phone calls at midnight and at 8am,” Mr Rubin said.

As Mayor, the calls on his time and attention have increased phenomenally. “Your time is simply not your own.”

It appears that most people would not begrudge the Mayor a substantial increase.

The chairman of the Central Executive of Ratepayers Associations, Mr Bruce Mann, said he felt the increase recommended this week was justified because of the unusual demands made on the Mayor and was even overdue.

“I would hate to feel that a willing and able person might be prevented from taking on the job because of a lack of funds.” In relation to the total municipal budget the amount involved was “peanuts”.

Midland Chamber of Industries director Mr Brian Matthew said that if the city wanted to attract that right calibre of person to the job it had to be worthwhile.

In terms of the current Provincial circular the allowances of the Mayor and councillors of Uitenhage could go up to a maximum of R1 800 and R800. The increases have not yet been approved by the Town Council.
Rise in personal incomes seen

By AUDREY D'ANGELO
Financial Editor

IMPROVEMENTS in real wages and salaries are expected to continue over the next 18 months, with personal disposable incomes rising by 23% in 1988, compared with an inflation rate of 17%, says the United Building Society's chief economist, Hans Falkema.

"Higher income levels will mainly result from successful trade union demands, the improved bargaining power of skilled staff owing to the massive emigration of highly qualified persons, and politically-induced wage increases," he writes in the UBS Economic Monitor.

As a result, he thinks that by the end of this year consumers will have spent 13% more on durable goods than they did in 1988. And he expects spending on such goods to rise by a further 10% in 1988.

But he expects high unemploy-
ment to continue throughout the year.

"Although the government will continue its special training and job creation programmes during the foreseeable future, we do not foresee this will have any material impact on South Africa's job situation over the next 18 months."

He thinks the country will "remain burdened by several structural employment problems.

These include high population growth, large numbers of illegal job seekers from neighbouring states, accelerating black urbanization, disruptions in the black educational system and emigration of skilled staff, which will make it harder for firms to expand.

"As long as the money supply (M3) is growing well below the top range of the money supply target of 18%, no increase in short-term interest rates must be expected, which to us seems unlikely until the second quarter of 1988."

"At that point in time credit demand may start to rise more meaningfully, supported by factors such as reduced grey market activity — and thus a lower income velocity of money — and a declining surplus on the current account.

"Real economic growth will remain the primary determinant of monetary policy over the forecast period.

"Working on an average economic growth rate of some 2.5% for the next 12 months, we foresee the bank rate rising by only some 2% to 3% to about 12% during 1988, leaving it at roughly minus 6% in real terms."

"Underlying our forecast is the expected acceleration in inflation, the possibility of higher funding requirements by the government sector in the 1988-89 fiscal year" and the pick-up in short term rates expected later in the year."
THE National Union of Railway Workers is to fight for wage parity in the railways, a NURW spokesman said yesterday.

The spokesman said this mandate was given to the union’s executive council at a congress held in East London recently.

The NURW said in a statement: “We, the workers, strive for a living wage. We need to educate, feed and clothe our children and also build houses for our own families.”

The congress also resolved to work towards affiliating to the Congress of South African Trade Unions.

The union also resolved to press for recognition of June 16 and May Day as paid holidays.

New executive council members are Mr M Nemaseseloni (president), Mr M Mangolothi (vice-president), Mr X Ngamlana (general secretary), Mr S Nongxa (assistant general secretary) and B Wondo (national treasurer).

- Reports of pension contributions should be given to employees every year; and
- Workers should be allowed to go to doctors of their choice.

Other resolutions taken by the union were:
- Disciplinary hearings should be referred to independent parties or the industrial courts;
Strikers want excessive rises, says Ellerines

By SEFAKO NYAKA

The wage demand by the Commercial Catering and Allied Workers' Union in the current round of negotiations with the Gencor-controlled Ellerines Holdings will increase the company's wage bill by 125 percent, according to the group's human resources manager, Pierre de Villiers.

But according to Cawusa's representative, Jackie Masuku, the company has no excuse not to grant the proposed increases because its after-tax profits last year amounted to over R15-million.

"For a long time Ellerines have underpaid its workers. They have paid many workers even below the government's minimum wage," he said.

And this week over 6 000 workers staged a six-hour work stoppage at 300 stores to "demonstrate to management the urgency of committing itself to conciliation board proceedings," according to Masuku.

The company has hundreds of furnishier retail stores countrywide and in Lesotho, Botswana, Swaziland and the "homelands" and trades under Ellerines, Volks, Town Talk, Royal Oxford, Rheingold, Furnicity, Jako and Fishers furnishes.

The union has accused the company of being reluctant to go for conciliation. A conciliation board was appointed by the minister of manpower last week after the union declared a dispute with the company.

De Villiers said both parties had earlier agreed to refer the wage dispute to voluntary mediation.

De Villiers said that of the more than 6 000 employees at the 252 stores in the country, only 2 704 are Cawusa members.

Negotiations between the two parties started in June but broke down three months later after agreement could not be reached on wages, sales target, sales commission, annual leave and time off.
Furniture sector dispute over wages and increases

Ccawusa postpones Ellerine negotiations

THE Commercial, Catering and Allied Workers' Union (Ccawusa) is refusing to communicate with furniture group Ellerine Holdings over their wage dispute until November 22. Ccawusa spokesman Jackie Mavuku said at the weekend.

He accused the company of having a negative attitude and of failing to honour the State-appointed Conciliation Board (CB) constructively.

"We therefore suspend all communications with Ellerines until our members countrywide give definite instructions at our national shopstewards meeting to be held in KwaThema, Springs, on November 22."

ROGER SMITH

He said they could not respond to Ellerine's proposal on mediation for November 19 and 20, "although we still stand by our commitment to negotiations."

Ellerine company secretary Jeff Britz responded yesterday by saying the breaking off of communication by the union should not close the door on negotiations.

He said the CB process allowed for a 30-day period, in this case up to December 2, before the expiry of which any action would be illegal.

If they could not meet for mediation on November 19 or 20, they could always meet later.

He accused the union of having not stuck to an agreement on mediation.

The main subject of the dispute is a union wage demand of a monthly minimum of R550 and a R200 a month across-the-board increase, as against an amended management minimum wage offer of between R425 and R589 a month, depending on grades, and a minimum increase of R94 a month.

The union is also demanding lower sales targets, improved commissions and increased leave.

It says it has 8 500 members involved in the dispute. A large number took part in a work stoppage over the dispute last week.
Ccawusa to appeal to the Minister

The Commercial, Catering and Allied Workers' Union will make an urgent application to the Minister of Manpower to intervene in their wage dispute with Ellerine Holdings.

Ccawusa organiser Jackie Masuku said the union had suspended communication with Ellerine management following the company's "failure to honour Conciliation Board appointment" — approved by the Minister on November 2.

Ellerine spokesman Pierre de Villiers denied the company was trying to break down conciliation, but said it would prefer mediation before the hearing. — Sapa.
PRETORIA — SA’s inflation problem could not be solved by cutting back on public servants’ pay and numbers.

This is the reaction of the Public Servants Association (PSA) to the Economic Advisory Council’s finding that State spending was a root cause of inflation.

The EAC said cuts by government should focus on current spending — mainly on salaries and wages — rather than capital spending.

This could only be achieved by imposing manpower restraints.

PSA GM Hans Olivier said SA had a complex political system which had to be serviced, and this demanded an adequate staff complement.

A majority of voters and taxpayers voted for a tricameral system of government “and they must be prepared to pay for it”. Olivier said the PSA kept clear of politics, but it was not public servants who were responsible for an expanding public service.

“We don’t prescribe the system,” Olivier said.

And he stressed that to ensure quality of service, government workers had to be paid salaries compatible with the private sector.

Efforts had recently been made to close the gap between private and public sector earnings — but the gap remained a wide one in many areas.

Olivier said the Commission for Administration had launched a staff shrinking programme about two years ago.

In some departments, staff complements had been cut by as much as 50%.
Black women are less concerned with discrimination against women than they are with the day-to-day problems of racially discriminatory laws affecting housing, pensions, transport and education.

This is the view of Mrs Elinda Bramwell, president of the National Council of Women (NCW), speaking at the AGM of the Johannesburg branch this week, she said the council's contact group had not been successful in increasing its black representation.

"Although there are a number of valuable black members, the proportion is not representative, based on numbers of black and white in the area as a whole," she said.

There had been a growth in the number and power of predominately black women's organisations, but a great deal of dissatisfaction was being expressed about established women's organisations because it was felt they were not addressing the problems confronting most women in South Africa realistically and determinedly enough.

She said: "Frustration with discrimination of whatever form tends to be greatest when that discrimination is most felt. The racially discriminatory laws in this country are not felt by most white women.

"White women, in fact, are cushioned in a lifestyle that is dependent on the existence and the perpetuation of those very discriminatory laws, and they are not greatly dedicated to any pressure for the alleviation of those laws.

"If white women with sufficient determination and with concerted action in sufficient numbers had really wanted the repeal of the Group Areas Act, it would have been repealed long ago," she said.

If the NCW were to presume to speak for all women, it should be tolerant and receptive enough to all groups and kinds of people. They should be able to leave aside all preconceived ideas of what they felt they needed to have.

This could be done only by meeting together regularly and getting to know each other.

"One finds some differences but also an extraordinary amount of similarity," she added. "Humour and the ability to laugh at the same things are some of the things we share."

She said the NCW's contact group was a good example of a support system. It came together to discuss problems. It acted together to do something about them and, by getting to know each other, members became more personally involved with each other's problems.

"There is no reason why this pattern cannot be repeated with other groups," she added.

Starbridge was launched to help close the gap between people of different races. If you have ideas on how to build bridges, write to Starbridge, Box 1014, Johannesburg 2000."
An opportunity to move your company into the top 10.

SENIOR white women managers in SA feel that their male counterparts are prejudiced towards them and accept them neither as people nor as women.

These were the findings of a thesis by Wits student Winifred Joan Bingham titled In a Man's World: Problems Experienced by White Women Managers, which investigated why there are so few white women in senior managerial positions in SA.

The thesis suggested that a programme be developed to teach men how to accept women as their equals and, similarly, that assertion and confidence-building courses seemed a necessity for the ambitious woman, who lacks these skills, to succeed.

Results of a questionnaire sent to 200 women managers indicated that men, especially executives, were seen as the major stumbling blocks.

Education was found to play a vital role in achievement — the majority of women earning over R40,000 have degrees or similar qualifications.
NEARLY 90 percent of farmworkers in the Grabouw area earn less than a subsistence wage, according to a study by the University of the Western Cape.

The university's Institute for Social Development studied the municipal coloured township of Pinewoods in Grabouw and 33 farms in the surrounding districts of Elgin, Vyeboom and Grabouw.

"Local agricultural economists found this farming area was probably the most profitable in the whole country during 1986. The average net yield a hectare in 1986 was R12 000," said the report.

It showed 89 percent of household heads in the study area received less than R350 a month in cash. Five percent earned between R140 and R100 a month.

If the value of free housing, water, electricity and other in nature benefits was included, calculated at R100 a month, 84 percent of the households were earning below the minimum subsistence level.

Average income was R219 a month, which "must still be seen as totally inadequate to support an average farmworker's family of seven," said the report.

However, only a few farm workers (eight percent) indicated that they received food rations on a regular basis. Most respondents (52 percent) did not receive in nature remuneration (apart from housing).

About 40 percent of farmworkers covered basic household expenses on their present pay, but almost three-quarters were either dissatisfied or very dissatisfied with their wages.

About 55 percent could not make ends meet on their cash wages.

Most workers were paid for overtime (61 percent) but "some of the respondents pointed out that their normal work day was so long that they worked overtime every day".

The average working day was about 11 hours in summer and 9¾ hours in winter.

In the urban area of Pinewoods the monthly income of 44 percent of household heads was between R351 and R409. Nearly 35 percent earned between R410 and R469.

Seven percent earned less than R200 and six percent more than R1 000.

About 48 percent earned below the minimum subsistence level, but with the incomes of other household members this fell to 16 percent.

Farmers have reacted with anger and indignation at a university researcher's finding that 84 percent of farm labourers in the area were paid less than the minimum subsistence level.

Mr Derrick Cunningham, chairman of the 240-member Groenland Farmers' Union in Grabouw, attacked the survey as "one-sided".

He said it had been carried out among a relatively small sampling.

Many farmers were irate at the researcher's report that some labourers earned as little as R40 a month.

"This must be a comment by a disgruntled labourer, as none of our farmers ever pay less than R30 a week in cash, even to the most unskilled, inexperienced labourer," said Mr Cunningham.

Mr Danie Beukes, chairman of the Groenland 20 Study Group for young farmers, said: "We don't deny that problems exist and that workers' housing needs upgrading. All of us are working hard towards this goal. But it isn't right to break down all our other considerable efforts this way."

Mr Beukes said he paid a weekly R35 to R45 in cash for labourers - depending on whether they were seasonal workers or full-time employees.

"I also try to keep the women employed throughout the year. A family could bring in about R200 cash weekly at any time. If the wife was a fast packer she could earn extra weekly bonuses of up to another R70 in cash," he said. "During packing season a family's weekly combined income could be as much as R140 in cash."

Farmers debated the report during a special meeting on Wednesday night at the local co-operative, where it aroused a great deal of anger.

The report said monthly "in kind" payments to labourers amounted to about R100, but farmers Mr Daniel Joubert and Mr Christopher Watermeyer said this figure was far below what they contributed.

"Extra costs to care for each family are on average R200 to R350 a month, including housing, medical costs, transport, pension funds, electricity and water," said Mr Joubert.

"And these costs are still going up, especially since everyone has launched a concerted campaign to upgrade labourers' housing. Each new home, with all the mod cons, costs at least R3 000," he said.
Evolutionising the Church

Six women are quietly in a small Kwazulu College

PEGGY KUME
Board meets

A CONCILIATION board meeting to resolve the wage dispute between Ellerines and the Commercial Catering and Allied Workers' Union of South Africa continues today. This will be the second sitting of the board, which has been appointed by the Minister of Manpower to settle the dispute between the two parties.

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Better conditions for lecturers

PRETORIA — "Significant" advances in the service conditions of college lecturers and teachers are being implemented, Education and Culture Minister Piet Clase said yesterday.

The benefits will be retrospective to November 1. They include:

- Additional opportunities for promotion by upward adjustments in the post level ratio;
- Elimination of existing disparities between men and women educators on post level 2 (departmental head) and higher.

Clase said a committee, which included Teachers' Federal Council representatives, was giving urgent attention to implementing the new service dispensation structure.
Management tougher but...

'Black unions negotiate the best rises'

THE only group whose wage increases kept up with inflation in 1987 were members of black unions, which outperformed all others in terms of wage-level settlements.

So says the end-of-year report on collective-bargaining trends from Andrew Levy and Associates' wage-settlement survey.

"Whilst white salary increases have been put at 15-16% for 1987/88 by salary surveys, black unions are achieving settlement levels of 18% and higher for 1987.

"Settlement levels for collective bargaining started at 16.4% for the first half of 1987 and increased to 19.2% for the latter half of the year.

"With an overall figure for 1987 of 18% black union members are the only group in the economy to have kept up with inflation."

These settlement levels demonstrated the efficacy of the Congress of South African Trade Unions' (Cosatu) "living wage campaign" which was an important force in determining the high levels of settlement recorded.

"... and it must be anticipated that next year will see an increased effort going into this campaign," the survey found.

The report also said in 1987 the overtime ban continued to be the most common form of industrial action after strikes.

This year also saw a tougher response by management, who increasingly used the tactical lockout.

"The three unions most likely to resort to industrial action in support of wage claims are Paper Wood and Allied Workers' Union (Pwau), Chemical Workers' Industrial Union (Cwiu) and National Union of Metalworkers of SA (Numsa)."

For the first time, some concessions were made in regard to a 40-hour week, the report added.

"Whilst the vast majority of companies have not changed these weekly hours at all, resistance is beginning to crumble and we believe that within two years, significant changes to the length of the working week will have been made." — Sapa.
PRETORIA — All discrimination against women teachers should be eliminated as speedily as possible, Federal Teachers' Council (TFC) chairman Dudley Schroeder said yesterday.

He was reacting to an announcement this week by Education and Culture Minister Piet Clase of increased benefits for some teachers from November 1. Schroeder said specific problem areas were alleviated and indications were that progress was being made with the implementation of full parity for women teachers.

The announcement of salary parity on post level 1 (teachers) for women who had five years or more of recognised training meant a start had been made with phasing in parity for teachers who were not in promotion posts. “Most women are, however, in 'category D and lower and full parity on post level 1 is the ultimate objective to which the TFC is committed.”
Unionised blacks fared best in '87 wages war

By Mike Sihle, Labour Reporter

Unionised black workers are the only section of South Africa's working population to achieve wage increases above the inflation rate, largely as a result of the Congress of South African Trade Unions' (Cosatu) "living wage" campaign. These are the findings of a survey of 1987 collective bargaining trends carried out by industrial relations consultants, Andrew Levy and Associates.

Describing 1987 as a particularly tough year, the report notes that as a result of the "living wage" campaign, wage bargaining and support for industrial action were more centrally co-ordinated than before. The effect of Cosatu's "one union, one industry" drive was felt notably in the food industry, where the Food and Allied Workers' Union organises.

"This year, as with the last two years, black unions collectively continue to outperform all other groups in the economy, whether unionised or not, in terms of settlement in wage levels. While white salary increases have been put at 15 percent to 16 percent for 1987/88 by salary surveys, black unions are achieving settlement levels of 18 percent and higher for 1987.

TACTICAL LOCKOUT

"With an overall figure for 1987 of 16 percent, black union members are the only group in the economy to have kept up with inflation. These settlement levels demonstrate the efficacy of Cosatu's "living wage" campaign... which has been an important force in determining the high levels of settlement recorded," says the report, warning that the campaign could intensify in 1988.

It notes that, after strikes, the overtime ban continues to be the most common form of industrial action used as a leverage to achieve union wage demands in 1987.

In response, employers have resorted to the tactical lockout. Unions most likely to use industrial action to support wage claims are the Cosatu-affiliated Paper Wood and Allied Workers' Union, the Chemical Workers' Industrial Union and the National Union of Metalworkers.

Labour hearing is 'unusual'

By Mike Sihle, Labour Reporter

In a case described by lawyers experienced in labour matters as unusual, seven former employees of paper merchants Ysebrand are taking the company to the Industrial Court in Johannesburg for alleged unfair retrenchment on age and racial grounds.

The applicants argue in affidavits that their retrenchment, effected in July after Ysebrand was sold to Alpha Manufacturing Industries, was substantively and procedurally unfair.

They are asking the court to order Ysebrand to re-instate them and to pay their wages and benefits for the period between their dates of dismissal and re-instatement.

The applicants accuse Ysebrand of:

- Failing to attempt to find alternative employment for those retrenched.
- Dismissing the applicants in order to replace them with younger employees and employing new staff without offering re-employment.
- Failing to give sufficient notice.
STORE, UNION SEEK TALKS

The Commercial Catering and Allied Workers Union of South Africa (CCASA) has yesterday called a meeting of its members at the store with a view to negotiating a settlement of the dispute.

Mr. Maseko, the union's negotiator, said that in view of the above developments, the union has decided to resume negotiations on the 15th of this month. He said that the union has expressed its willingness to negotiate a settlement with the management.

Mr. Maseko added that the union had not yet made a formal request for reinstatement of the employees who were dismissed during the previous strike. He said that the union would consider this request once the negotiations have been concluded.

In addition, the company has agreed to offer a 20% increase in wages to all employees affected by the strike. Mr. Maseko said that the increase would be retroactive to the date of the strike.
On-off case on

THE on-and-off case in which 500 employees of the Sebokeng and Vereeniging hospitals are challenging their dismissals after a two day strike over wages, working conditions and union recognition, will be heard today in the Rand Supreme Court.
News in brief

Black union power

Black unions were achieving wage settlements higher than those of their white counterparts this year, a survey conducted by a Johannesburg labour relations consultancy has revealed.

Black unions won wage settlement levels of 18 percent and higher for 1987 while white salary increases for the 1987/88 period had been put at between 15 and 16 percent.

"With an overall figure of 18 percent for 1987, black union members are the only group in the economy to have kept up with inflation," says the report.

Smit \textsuperscript{a} 3/12/87
STRIKE VOTES FOR ELLERINES

BY LEN MASUKA

The company has decided to close down the plant at Riung wa Msasa, leaving the workers without jobs. The company has failed to meet its financial obligations, leading to the closure of the plant. The workers are demanding their rights and asking for justice.

The union calls for a strike to protest against the closure of the plant. The workers are determined to fight for their rights and demand reinstatement.

The strike is supported by various labor organizations and activists. They are calling for solidarity and support for the striking workers. The government has been asked to intervene to prevent a possible economic crisis.
CAPE TOWN — Members of the Algoa and Western Cape regional services councils have been given pay rises of more than 100%, backdated to June 25.

The increases were approved by the Western Cape RSC at its meeting at the end of last month.

The pay-increase item was at first scheduled for the RSC’s “in committee” agenda, but was later converted to an open matter.

Ordinary RSC members and non-RSC members who are members of standing committees will now get R220 a meeting — up from R120.

Chairmen of committees will get R275 a meeting, up from R250.

The deputy chairman of the RSC will receive R330, up from R150.

RSC councillors and committee members attending inspections, seminars, meetings and conferences within the RSC’s area of jurisdiction will get R50 a day plus transport.

— Sapa
Strike looms in motor industry

By Alan Fine

Employer parties to the council include Volkswagen, Delta and Samcor, which, between them, employ 7,500 people. Samcor's Pretoria plant has a separate in-house agreement.

Sauls said deadlock arose when the parties had been on the verge of agreement. The main point of dispute was the minimum wage for the lowest three categories of workers.

Numsa is demanding R4.50 an hour for all three categories, arguing there is no significant skill differential between them. Employers are offering R4.30, R4.35 and R4.45 respectively.

The present minimum is R3.50, and the increases are to be implemented on February 1. The parties agree the minimum should be raised to R4.70 next August.

Agreement has also been reached on across-the-board increases of 65c to 70c an hour on February 1.

Employer spokesman Brian Robinson could not be reached for comment.
The workers' strike last week by the workers who occupy the factory would be a no work-nopay situation. The strike action was planned, good about resolutions at the meeting. The strike would be a big step towards the workers' demand for a fair wage and end to the exploitation of the workers. The strike was a test of the workers' determination to win their rights.

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The strike lasted a week, and the workers were resolute in their demand for better wages and working conditions. The strike ended with the workers winning their demands. The strike was a success, and the workers were proud of their achievement.
Car firms facing wage deadlock

Argus Bureau
PORT ELIZABETH. — The motor industry in the Eastern Cape is faced with a wage deadlock as it starts winding down for the holiday season.

Volkswagen, which shuts down tomorrow, has rejected a new wage deal, while employees at Samcor (engine plant) and Delta Motor Corporation are still discussing the offer.

The wage offer, made on December 1 after two months of negotiations between the National Union of Motorworkers and the Eastern Province Automobile Manufacturers’ Association, affects about 10 000 hourly-paid workers at the three plants.

The offer has been described by management as one of the best packages in South Africa.

However, union spokesman Mr Les Kettle has said the matter was in dispute.

28% RISE

Mr Brian Robinson, chairman of association, said the written offer was a minimum of R4.50, R4.55 and R4.63 an hour for the first three grades from February.

This, he said, represented a R1 or 28 percent increase in the Industrial Council minimum wage.

A further increase in August to R4.70, R4.75 and R4.86 an hour had also been offered. This represented a 34 percent increase in the minimum wage.

Soweto Day on June 16 would be a paid holiday.

Sapa reported Mr Kettle as saying employees at Samcor and Delta would meet tomorrow to discuss the offer.
Numsa strike decision soon

ALAN FINE

THE National Union of Metalworkers of SA said yesterday it expected to complete members' report-back meetings at three eastern Cape motor plants today on a disputed pay offer made on Tuesday.

Numsa regional secretary Les Kettleles said 4,000 members at Volkswagen rejected the wage offer yesterday, and were awaiting feedback from Delta and Samcor.

Should the union decide upon immediate strike action, however, it would initially be short-lived as the plants affected are due to close for the Christmas period at the end of this week or early next week.

Employer spokesman Brian Robinson said employers had agreed to the union's demand of a R4.50 per hour minimum wage to be implemented on February 1, on condition that the 'across-the-board' increase scheduled for August was reduced from the 40c originally offered to 20c. The original offer included a R4.30 minimum.
Cosatu on top

With an overall wage increase of 18% in 1987, black trade union members under the Cosatu umbrellas are the only group in the economy to have kept up with inflation. This emerges from the annual wage settlement survey conducted by labour consultancy An-

Levy ... black unions do better


They find that this year, as with the last two years, "black unions collectively continue to outperform all other groups in the economy, whether unionised or not, in terms of settlements in wage levels."

A.L. & A note that settlement levels for collective bargaining started at 16.4% for the first half of 1987, and increased by over 2 percentage points to 19.2% for the latter half of the year. "These settlement levels demonstrate the efficacy of Cosatu's 'living wage campaign' in 1987, which has been an important force in determining the high levels of settlement recorded, and it must be anticipated that next year will see an increased effort going into this campaign." No doubt — members' earnings, despite improvements, still fall short of what Cosatu considers to be a "living wage."

The report focuses specifically on wage settlements in the period from July to October 1987, and also provides an analysis of the "particularly tough" wage bargaining year overall.

Compared to black unionists' average 18% rise, whites' salary increases (based on surveys) are put at 15%-16% for 1987-1988. Some observers therefore believe it is only a matter of time before there is a backlash by organised white workers aggrieved by their relatively lower rates of increase.

Based on a 45-hour week, at 4.33 weeks to the month, here are examples of the average earnings of black union members:

- Metalworkers under Numsa — R3,34 an hour, or R150,30 a 45-hour week, which comes to R650,79 a month;
- Food sector employees under Fawu earn R2,44 an hour, R109,80 a week or

R475,43 a month; and
- Commercial and catering sector workers under Cawusa get R2,58 an hour, R116,10 a week or a monthly R520,70.

Cosatu's policy is that each union will determine what a living wage should be, depending on local and regional conditions. However, based on "decent" housing costs of about R212 a month, it considers a living wage to be around R650 a month, or R4,90 a 40-hour week. (Reducing the length of the working week to 40 hours is, incidentally, set to become a major Cosatu drive).

Despite their effective collective bargaining for better wages, however, the unions' gains came at a time of economic contraction and growing unemployment — which suggests that employers will take a tougher stance next year.■
100 get benefits

THE South African Black Municipal and Allied Workers' Union has successfully negotiated pension benefits for more than 100 workers formerly employed by the Alberton Town Council.

Sabmawu official, Mr Benny Alexander, said these workers had lost their pension after the council's transport section was taken over by Putco.

Meanwhile, Sabmawu has asked the more than 500 J G Strijdom Hospital workers dismissed after a work stoppage last year to report at the union offices tomorrow at 10 am.
WAGE DEMANDS

Enriching the masses

Millions of blacks in SA don't have jobs, and millions who do work think they're not paid enough. Not surprisingly, there are a lot of frustrated people out there.

Now along come improved earnings reports from some of SA's best-known companies: per-share earnings up 32% at SA Breweries, 30% at Barlow Rand, 49% at the Premier Group, 145% at Federale Volksbeggings. Some workers will resent the up-swing in profits. And you can be sure trade unions will be citing the rosy reports when they demand higher wages.

But raising the wages of South African workers is going to take more than milking profitable companies. High profits eventually translate into higher wages - but the process is more complicated than the unions seem willing to recognise. Corporate profits are only part of the picture.

First things first: recognise the problem. Perhaps the biggest is that SA is not rich. If all the money earned annually in the country were divided up evenly, we'd each get one-seventh of what the average American earns. Redistribution - even if possible or desirable - is obviously not the answer.

Consider unskilled workers. How their wages are set is no more mysterious than how the price of pencils is set: supply and demand. Clearly, the biggest factor holding down wages for unskilled workers in SA is the huge supply of unemployed people.

Jobs that require little experience or training will remain low-paying as long as there are thousands of people clamouring for them. If a worker demands more money, an employer can simply turn to one of the other thousands.

Says Free Market Foundation training director Marc Swansen: “Your first priority is to get the unemployed employed. Hong Kong has a labour shortage now only because it is so easy to open a business there. You have employers competing with each other for the available labour - so wages rise.”

If it were easy and legal to run small-scale businesses in SA - brick making, taxi driving, carpet weaving, flower selling, house building - the swamp of unemployed would dry up. To bring that about, Pretoria must eliminate licensing restrictions and zoning laws that prevent people from opening up backyard businesses, working in their homes, or hawking fishcakes on the street.

"The wealthy countries are those that have entrepreneurial opportunities for the masses," says Wits business economist Frank Vorhies. "South African workers need more opportunities."

A flood of new businesses would not just boost the general wage level by reducing unemployment. It would also help individuals earn more money more quickly. First of all, it gives them bargaining power. "If you won't pay me R200 a month, I'll just work for myself shining shoes," a worker can tell an employer. Secondly, it allows
worker's to gain experience and become more valuable to their next employers. Somebody with a year of work under his belt — showing up on time, doing his job — will command a higher wage than somebody who just strolls in off the street. And thirdly, the skills the worker picks up along the way allow him to move out of the low-paid pool of unskilled workers.

Says Vorhies: “We have to begin thinking of the labourer as an entrepreneur. The economy has many ways in which people can make money besides working for a big company. The worker has to decide what's the best avenue for himself.”

The guy in Gazankulu has to decide if he's going to wash cars, work on the mines, study to be an accountant, or make iron gates in his backyard. “In a free economy, he can search out the best use of his talents and, in doing so, he creates wealth,” says Vorhies.

But what about the wages of these new entrepreneurs? Supposing the rural poor are willing to work for next to nothing. Should there be a minimum wage?

No. The government-backed minimum wage set by the industrial councils protects established workers and businesses at the expense of everybody else. The workers insist that anything less than the minimum wage is exploitation, and the businessmen insist that they couldn't stay in business if they faced low-wage competition.

They are unconvincing. Real exploitation occurs when the government makes it illegal for people to work for wages that they're willing to accept. Government-enforced minimum wages create an unemployable underclass. Those who are unable to get their first, low-paying jobs will never get well-paying jobs. They become trapped in poverty. Says UCT economist Brian Kantor: “Where are the unemployed going to get experience if minimum wages keep them out of work? How are they going to be able to prove their mettle? How will they ever make money?”

University of Fort Hare economist Carl Bauer is seeing in the Ciskel what happens when people are increasingly left alone to get on with their work. Blacks who used to see one bus a day now can get door-to-door taxi service. Backyard brick manufacturing works have grown into full-fledged construction industries.

And skip the patronising line about having to educate blacks about business before liberating them. They don't need Pretoria’s helping hand; they need Pretoria off their backs. “You don't need to train entrepreneurs,” says Bauer. “If you deregulate them, entrepreneurs will crawl out of the woodwork.”

Says Kantor: “Just go to a township on a Saturday or Sunday. There is an amazing amount of growth in backyard businesses, simply because the government is not closing them down.”

But if anybody can own a business and people are allowed to work for whatever salaries they can negotiate, won't SA be-

come a nation of sweatshops?

Sure, there will be some tough, low-paying jobs until SA becomes a lot wealthier. But that's better than no job at all. “You can't wish away poverty,” Kantor says.

If South Africans want work, they're going to have to produce. The more choices they have, the less likely they'll end up in a gruelling job. But if a gruelling job is the best a worker can do for the moment, how is he helped if we make that choice illegal? By definition, his next best choice is worse — starvation, poverty, struggling on the farm, or demeaning dependency on State handouts.

And, anyway, sweatshops have gotten a bad name. What does the term mean? There are executives who work 18-hour days and lecturers who spend long hours marking scripts. Those activities aren't illegal. Poor people (read: blacks) are just as capable of deciding what's best for themselves as rich people (read: whites) are.

They oppose deregulation, which is essential if workers are to have more options and the country is to grow richer. They oppose privatisation, which would make the economy run more efficiently and reduce the tax burden. To top it off, union leaders misunderstand profits: they seem to believe that you can wish away poverty by forcing wage increases out of profitable firms. The cold truth is that workers are not entitled to a company's profits. Profits are the reward for risk-taking; they are the payback to shareholders for investing in a firm.

Says Kantor: “If workers want entitlement they must sign profit-sharing contracts. But that means they have to take the sweet and the sour.” As Vorhies puts it: “If they think they should have large wage increases when profits are up, then they should have large wage decreases when profits go down or the company posts big losses.”

Artificially high wages — those brought about when Pretoria sides with unions through labour legislation — decrease efficiency by distorting investment. They help established workers at the expense of the mass of unemployed workers. “It's short-term gain at the expense of long-term progress,” says Kantor.

Says Vorhies: “Unions looking for a bigger chunk of a small pie are missing the picture. High wages will be the result of higher productivity, which in turn will be the result of higher employment overall. The issue isn't high wages for a few workers today. It's high productivity and putting the masses to work, so we'll all be better off tomorrow.”

The next move is Pretoria's. It must strip away its red tape, stop meddling in labour relations, and give the economy an injection of wealth-generating competition. Ignore the yelps from established unions and discharge businesses. We've got millions of people to enrich in a country that could be very wealthy. Let's get on with it.
Saawu reaches 'fair' agreement

CP Correspondent

DESPITE the recent upholding of its banning in the Ciskei, the South African Allied Workers' Union is continuing to organise in neighbouring East London.

The East London branch of Saawu announced that it had signed a wage and conditions of employment agreement with a local company, Johnson and Johnson.

De Villiers Nombewu, secretary of the Johnson and Johnson Workers' Committee, said the agreement brought the minimum wage to R4.30 an hour.

Nombewu said the rest of the deal included other benefits such as reduced working hours, and attendance, production and service bonuses.

The company had also offered a long-service award of R250 after five years, which increases by a further R250 after another five years.

"This agreement will serve as a basis for improving the worker-management relationship, and it is in line with both Saawu and Johnson and Johnson's policies of improving the standard of living of the workers.

"For the trade unions and company managements to reach agreements of this nature will be for the benefit of all South Africans and the promotion of a sound and fair relationship between all concerned," said Nombewu. — Elna.
Ccawusa: Sun hotel talks aimed at avoiding strike.

JOHANNESBURG — The Commercial, Catering and Allied Workers' Union (Ccawusa) and Southern Sun yesterday began a series of industrial council and conciliation board meetings aimed at avoiding strike action by 8,300 workers at 83 hotels.

Due to the bargaining structure of the hotel industry, official dispute resolution procedures have to be held at the Witwatersrand, Pretoria, Durban and Cape Town councils, as well as at a conciliation board for establishments not falling under any industrial council.

The union declared a dispute last month when the hotel group failed to meet demands for a minimum monthly wage rising to R500 by October 1988.

If agreement is reached it will run for 18 months, with three six-monthly increases. According to Ccawusa spokesman Alan Horwitz, the union is demanding across-the-board increases of R30, R75 and R75.

Southern Sun has offered R30, 15 per cent and R30.

The union is also asking for a 45 hour, five day week, and the abolition of the split shift system. The company has offered a 48 hour, six day week, and a five day week by next October if it cannot abolish the split shift system.

The principle of paid maternity leave has been agreed, but the union is demanding 55 per cent of pay for six months, while management has conceded 25 per cent for four months.

Among other union demands to which the company has not agreed are the non-dismissal of strikers and three months notice of the proposed closure of any hotel.

It is reported that Southern Sun group personnel director Peter Camberlege said the company's offer, amounting to R37,4m over the next 18 months, would make employees the highest paid in the industry. — DDC
Pilots pay a joke

JOHANNESBURG — One of SA Airways' former top pilots, Captain Neil Grobler, 49, who retired from the airline last year, said yesterday he had not been prepared to carry the heavy responsibilities of a Boeing 747 captain for a monthly take-away salary of little more than R2,500.

SAA's pilots receive a monthly salary of R6,500, but 60 per cent of this is deducted for pension, medical aid, and other items.

Because of their relatively short working life, averaging 25 to 37 years, pilots have to pay 30 per cent more in pension contributions than other state employees.

Captain Grobler said although SAA pilots were regarded as among the best in the world, with exceptionally high training and testing standards, they were among the lowest paid.

"Our pilots are also required to fly longer distances non-stop than most other airline pilots."

"Flying people overseas won't believe us when we tell them what we earn; they say we must be joking as some of their cabin-crew earn more than our pilots."

An SAA Pilots' Association spokesman pointed out yesterday that top American airline pilots could earn nearly R500,000 a year, and that even in New Zealand a Boeing captain earned R177,000 a year as against SAA's R178,000.

Captain Grobler said: "When one considers that a jumbo pilot carries responsibility for more than R150 million worth of equipment and often for the lives of more than 300 people, it is ridiculous to offer such low salaries — particularly when a pilot can lose his licence for not being able to pass the stiff medical tests he has to face twice a year."

SAA pilots have planned to set up their own off-shore employment agency which would hire out its 850 members to SAA and other airlines.

Meanwhile, disgruntled SAA cabin crew members are considering joining the pilots' revolt.

A cabin controller said: "SAA cabin crews are being worked to death and their working conditions are atrocious.

"Crews on overseas flights are expected to work 80 hours a month and those on the internal circuit 110 hours a month — but this is not happening."

"It is not unusual for cabin crews on the internal circuit to be working more than 150 hours a month." — DDC-Sapa.

Editorial opinion P8
ABOUT 60 workers at Amalgamated Beverage Canners (Pty) Ltd downed tools for the second day on Monday — joining a further 340 soft-drink canning workers nationally, who began stoppages after wage negotiations deadlocked. 

Soweto 
Dec 1987
Hotel workers warned of strike

JOHANNESBURG — Workers have declared a dispute with Southern Sun hotels, the largest hotel group in the country, at conciliation hearings here yesterday.

They told reporters that 1,000 of the 9,600 workers employed by the group earned below R250 a month.

"There is a wide gap in the salary structure between white and black workers’ wages," a spokesman of the Commercial, Catering and Allied Workers Union (Ceawusa) said.

The workers are demanding a R500 minimum monthly wage by October 1998 with uniform increases of R50, R75 and R75 in three phases. The company has offered R30, 15 per cent and R30.

A union spokesman said work stoppages in a number of hotels had occurred in protest against alleged unfair dismissals and the company’s wage offer.

The workers said they were “not pressing for a strike”.

But if negotiation procedures failed to lead the company to improve its wage offer, “there will be a strike”.

The workers are seeking guarantees that there will be no dismissals of workers engaged in a legal strike.

They claimed the company had already hired hundreds of white staff in readiness for industrial action — and was engaged in a campaign of “intimidation” to offset a strike.

The workers are also seeking the abolition of the split-shift system and a 45-hour weekly shift.

A spokesman for the hotel group said the company “cannot and will not meet” the unions’ demands “which would mean an additional cost of R33.4 million.” — Sapu
Southern Suns wary of holiday stoppage

DIANNA GAMES
and ALAN FINE

IN continuing efforts to avert a strike by thousands of its employees during the holiday season, the giant Southern Sun hotel group is to hold talks today and tomorrow in Durban and Cape Town with the union bodies involved in the dispute.

Southern Sun negotiators have already met with union representatives on the Reef and are confident a settlement will be reached soon, according to group personnel director, Peter Cumberlege.

The workers are demanding a R600 minimum monthly wage by October 1988. Cumberlege said management were presently offering R475 and were considering the workers' R500 demand.

Workers have also asked for uniform increases of R50, R75 and R75 in three phases. The company has offered R30, 15% and R30.

Cumberlege said any wage offer that was settled on at this stage would be backdated to October 1.

About 8,500 workers at 53 Southern Sun and Holiday Inn establishments are involved in the dispute which was declared on November 30.

The workers have tabled 21 demands, including abolition of the split shift system, a 45-hour working week and equal pay for equal work. According to Southern Sun, the 21 demands would cost the group an additional R53.4m.

The workers are seeking guarantees there will be no dismissals of workers engaged in a legal strike.

Workers have claimed the company has already hired hundreds of white staff, especially in Durban, in readiness for industrial action. But, said Cumberlege, the group traditionally employed a large number of casual staff to deal with the festive season.
Hotel pay talks continue

PAY talks are continuing in the dispute between Southern Sun and unionists representing thousands of employees in Durban, Cape Town and the Witwatersrand.

Negotiators have eight days in which to reach a settlement before the hotel workers will be legally entitled to strike.

A Southern Sun spokesman said yesterday there was no doubt that progress was taking place in talks between the hotel group and a trade union alliance representing the workers.

Group personnel director Peter Cumberlege said negotiations were ongoing and the parties to the dispute had met yesterday with the Pretoria industrial council and would meet with the Durban council today in efforts aimed at averting strike action.

Cumberlege said legal strike action in Durban, Cape Town and the Witwatersrand could take place only from December 30.

About 8,500 workers at 53 Southern Sun and Holiday Inn establishments are involved in the dispute which was declared on November 30.
Strikers are like cattle - manager

STRIKING Ellerines workers employed at the Dendros Store near Pietersburg, are locked in the storeroom daily and guarded with rifles, members of the Commercial and Catering and Allied Workers Union of South Africa have alleged.

The workers also alleged that the white manager of the store frequently invited local white farmers into the store "to look at strikers and pass derogatory remarks."

Both the store manager, a Mr Eager, and managing director (human resources), Mr P F R de Villiers, deny the allegation. Mr Eager said the workers were "free to come as they want. In fact they are getting fat from over-eating and no work. They are like cattle," he said.

The workers said the manager locked the strikers in every morning. "Two rifles are placed at the door and the door is only opened at lunch and knock-off time. It is a very humiliating and intimidating tactic and we condemn this very strongly," the workers said. Dendron is situated in the heart of the Northern Transvaal farming area about 50 km west of Pietersburg.

Meanwhile, strikers at Ellerines in Pietersburg had their names taken down by the manager yesterday morning for wearing the union's T-shirts, shop stewards disclosed. The action followed the resolution by the striking Cawusa members to wear the T-shirts despite an alleged ban by management.

Mr de Villiers denied on Tuesday that T-shirts were banned or that disciplinary action would be taken against strikers who wore T-shirts in the stores. The strikers are part of over 5000 Cawusa members in the Transvaal who went on strike on December 8 to demand higher salaries and better working conditions.

A Cawusa official confirmed yesterday that both parties had agreed to take the dispute to mediation. "What is left is to agree on the mediators and dates," the officials said.

The affected stores are Furncity, Jako, Fishers, Rheingold, Volks, Oxford, Town Talk, Royal and Ellerines. The workers are demanding (management's offer):
- $200 across the board increase (R94);
- R550 minimum wage for all (R425);
- Sales targets of R2,500 for outdoor sales staff (R3,400);
- Ten percent commission for sales beyond the target (seven percent for R600 up to R1,000, nine percent for R1,001 up to R9,999 and 10 percent for R10,000 upwards);
- Job guarantee and full pay for workers retained under the state of emergency (three months at half salary with no guarantee);
- Four weeks annual leave for workers with more than five years service (three weeks); and
- Two days time off for all per month (one day).

tation battles triciry dept

Christmas have been tremendously delayed. The meat which was in the fridge has rotted and each time we phone we are told to be patient," Mr Mavuso added.

Problem

The acting town clerk, Mr Rene du Toit, who is also Soweto's chief electrical engineer, said he was not aware of Shag's problem but promised to investigate.

Workers at the centre repair calculators, Kodak cameras, manufacture protective clothes for the mines, manufacture underground lighting cables, notebook pouches and tablecloths.
Bigger year-end bonuses for most

By Michael Chester

No fewer than 90 percent of companies have paid out bigger year-end bonuses and most of them have equalled a 13th monthly cheque for salaried employees, according to surveys by PE Corporate Services.

Salary surveys manager Miss Naomi Brehm says the bulk of bonuses amounted to eight or nine percent of annual salaries, but even bigger bonuses of 10 percent awaited many executives, depending on performance and company profit results.

There was also an increasing tendency to add yet extra bonuses linked to productivity.

The windfall of bonus payments is believed to have been an important booster behind the surge in Christmas/New Year spending.

The Association of Chambers of Commerce believes retail sales in the Christmas season would reach a new peak at R8.7 billion — or R1.4 billion over a year ago.

But most employees have been thunderstruck by the huge bite taken by the taxman as the bonuses pushed overall pay packets into higher tax brackets.

Thousands of workers learnt the bitter lessons of what economists call "fiscal drag" or "bracket creep" — the penalties imposed by the impact of sharp jumps in marginal tax rates as salaries and wages try to keep pace with inflation.

Several economists are urging the Government to tackle the fiscal drag problem with as much urgency as lower tax rates when it works out a new taxation system in the wake of the Margo Commission of Inquiry.

Finance Minister, Mr. Barend du Plessis, is expected to outline initial moves towards tax changes in the 1988 Budget, but the tax reform measures are unlikely to emerge until 1989.

...
ELLERINES Holdings and the Commercial Catering and Allied Workers' Union (Ccawusa) began mediation proceedings yesterday in an attempt to resolve the three-week old wage strike.

Mediation was progressing with management motivating its reasons for remaining set on precluding sales targets from negotiations, said Ellerines human resources GM Pierre De Villiers.

Ccawusa representatives said they would put management's motivation on the issue to a general meeting of workers on January 3. The two parties will then meet on January 4 for further negotiations.

Ccawusa maintains the strike by more than 5 000 out of a total of 6 587 workers at 202 out of 291 stores will continue until the dispute is resolved.

These figures have been disputed by Ellerines management.

Discussions previously broke down when Ellerines management refused to allow sales targets onto the bargaining agenda.
100% pay rises for RSC members in Cape

HEART CONGRESS: Delegates to the international cardiovascular congress in Sea Point this week to commemorate the 20th anniversary of the first human heart transplant by Professor Chris Barnard on December 3 1967. The congress was convened by Professor Barnard's successor, Professor Bruno Reichart.

Generous gifts raise food fund to R394 000

Municipal Reporter

GREATFUL contributions to The Argus Food Campaign have helped to ensure that hundreds of the city's poorest families have something to look forward to at Christmas.

The fund stands at R394 000, according to the latest audited report, but several thousand rands more have been received in the past few days.

Recent major gifts include R5 000 from Warner-Lambert, R1 000 from the Argus Charitable Fund, R1 000 from a client of the Board of Executors, R500 from First National Bank and R50 each from Gypsum Industries, Interpak and Stephen Holdings.

Next week city health department officials will deliver a double round of food parcels, each containing a small amount of special Christmas fare as well as extra rations of meat, vegetables and staples, the medical officer of health, Dr Reg Coogan, said.

The Argus wants your news

THE telephone number of The Argus's new Mitchell's Plain news bureau is 32 7493. If you have news which will be of interest to Argus readers, telephone staff reporter Linda Galloway or call on her at The Argus office in the Town Centre — Shop 10, first floor Plain Building, Allegro Lane.

However, to place advertisements please telephone 208 4911.

The Argus also has a Tygerberg news bureau — 94 3671.

Municipal Reporter

MEMBERS of the Western Cape and Algoa regional services councils have been given pay rises of more than 100 percent, backdated to June 25.

The increases, authorised by provincial authorities, were approved by the Western Cape RSC at its meeting on the last day of the month.

The pay-increase item was at first scheduled for the RSC's "in-committee" agenda, but was later converted to an open matter.

• Ordinary RSC members and non-RSC members who are members of standing committees will now get R220 a meeting — up from the interim payment of R100;

• Chairmen of committees will get R275 a meeting — up from R175;

• The deputy chairman will get R330 — up from R150.

The Government's "own affairs" departments will be asked to approve payments of R220 for members and R275 for chairmen of the Committee for Liaison with Local Areas and the committee dealing with management committee affairs.

Allowances for various advisory committees for nature reserves, sub-committees for local areas and management committees, Atlantic development advisory committee, Borchers Quarry sewage outfall works control advisory committee, Farow joint composting works committee and the Mongwabisi planning committee (subject to the Administrator's approval) will remain R30 a meeting.

RSC councillors and committee members attending inspections, seminars, meetings, associations and congresses within the RSC's area of jurisdiction will get R30 a day plus transport costs.

The RSC also agreed to ask the Administrator to authorise a daily allowance of R220 a day plus a transport allowance to co-opted members "in connection with council meetings where reports or matters relating to the committee are being dealt with".

• Cape Town City Council's executive committee was advised today by the city administrator that the RSC's white paper (open) agenda last month was "overwhelmingly" dominated by the affairs of the former divisional councils of the Cape, Paarl and Stellenbosch.
Ellerines mediation stalls on sales

MEDIATION between the Ellerines holdings and the Commercial Catering and Allied Worker's Union (Ccawusa) broke down on Monday when management continued to refuse to negotiate sales targets, union spokesman Jackie Masuku said yesterday.

The mechanism of sales targets demands that workers either generate sales worth ten times their basic wages or face dismissal. Ccawusa said that next to nothing had been achieved in the wage negotiations.

This was disputed by Ellerines, who said the fact that neither party walked away from mediation, together with the setting of further discussions was indicative of commitment to negotiations.

BRONWYN ADAMS

B/day 30/12/87
Dispute near resolution

SOUTHERN Sun Hotels and the Trade Union Alliance need only to resolve the union demand for a 45-hour, five-day working week to resolve the wage dispute, according to hotel group personnel director Peter Cumberledge.

This clause, the last of a number of issues in the wage dispute, is to be discussed in early January Cumberledge said.

But according to the unions, strike ballots will begin late next week if agreement is not reached by then.

Agreement was reached a week ago on a number of issues, including a minimum wage of R500 a month and the abolition of all split shifts by October 1988.

The union alliance comprising the Hotel and Restaurant Workers' Union, the Natal and Cape Town Liquor Unions, and Cewusa confirmed Cumberledge's assessment of the state of the negotiations.

Spokesman Alan Horwitz said the company had placed two conditions on acceptance of the 45-hour, five-day week: union acceptance of management's right to use labour flexibly; and management's right to refuse to supply information on the use of casual labour.

Horwitz said the unions were not against flexibility, but believed it should only be done with the consent of the workers involved.